






























## AUSTRALIAN WORKPLACE EQUALITY INDEX

### 2019 RESULTS TRANSCRIPT

Australian Bureau of Statistics

#### 2019 STANDING SUBMISSION

2019 STANDING SUBMISSION		Status		
<b>LEGEND</b>  x UNCLAIMED   FULL SCORE ACHIEVED   ADDITIONAL MARKS AVAILABLE   NO MARKS GIVEN	SECTION 1: Standing Submission	<b>1.1 Anti-discrimination clause / policy</b>	x	
		<b>1.2 Inclusive language / terminology</b>		
		a Partner/Spouse		
		b Family		
		c Parent/Carer	x	
		<b>1.3 Staff benefits</b>		
		a Health Care Packages	x	
		b Superannuation/Death Benefits	x	
		c Travel & Relocation	x	
		d Insurance Benefits	x	
		e Other communicated benefits		
		<b>1.4 Parental / new parent leave</b>		
		a Parental leave	x	
		b Adoption leave	x	
		c Surrogacy	x	
		d Foster Parent leave	x	
		<b>1.5 Access to external subject matter expertise</b>		
		<b>Foundational Work Score</b>		5 /14
		<b>1.6 Strategic focus &amp; communication of inclusion</b>		
		b External website		
		c Diversity or HR role description		
		d Online resources		
		<b>1.7 Bullying &amp; harassment</b>		
		a Bullying/harassment examples	x	
		b LGBTI friendly HR or grievance contact/s	x	
		<b>1.8 Support of gender diverse employees</b>		
		a Support for transitioning employees		
		b Transitioning policy		
		<b>Intermediate Work Score</b>		7 /14
		<b>1.9 Bullying &amp; harassment (leading)</b>		
		a Special measures to help facilitate reporting	x	
		b LGBTI bullying/harassment reports	x	
		c Employee Assistance Programs		
		d LGBTI employee resources	x	
		<b>1.10 Support of gender diverse employees (leading)</b>		
a Special transitioning leave	x			
b Trans/Gender Diversity documentation for HR	x			
c Recruitment documentation	x			
d Dress codes for gender diverse employees	x			
<b>1.11 Support of intersex employees</b>				
a Support for Intersex people	x			
b Intersex awareness documentation for HR	x			
<b>1.12 Diversity demographics &amp; metrics</b>				
a Collection of LGBTI diversity demographics				
b LGBTI engagement data analysis				
c LGBTI data against other key metrics				
<b>1.13 Additional</b>				
<b>Leading Practice Score</b>		4 /35		
<b>Additional work</b>		0 /6		
<b>Total Standing Submission Score:</b>		16 /69		

2019 ANNUAL SUBMISSION

<p>LEGEND</p> <p><b>X</b> UNCLAIMED</p> <p>● FULL SCORE ACHIEVED</p> <p>● ADDITIONAL MARKS AVAILABLE</p> <p>● NO MARKS GIVEN</p>				
	SECTION 2: Strategy & Accountability	<b>2.1 Strategy &amp; action plans</b>	●	
		a Documented strategy	●	
		b Documented action plan	●	
		<b>2.2 Progress meetings &amp; executive endorsement</b>	●	
		a Reporting against strategy	●	
		b Executive contribution	●	
		<b>2.3 Senior reporting &amp; reporting communications</b>	●	
		a Executive reporting	●	
		b LGBTI data reporting	●	
		c LGBTI inclusion communication	●	
		d Annual reports / CSR / equivalent	●	
		<b>2.4 Additional</b>	●	
		<b>Section 2 Score</b>		9 /21
		SECTION 3: LGBTI Training & Education	<b>3.1 Open Invitation LGBTI inclusion training</b>	●
	a Open invitation LGBTI training		●	
	b LGBTI online training		X	
	c Awareness building in events		X	
	d LGBTI conferences		●	
	<b>3.2 Targeted LGBTI inclusion &amp; awareness training</b>		●	
	a Targeted training to people managers		X	
	b Targeted training to new starters		X	
	<b>3.3 Targeted LGBTI inclusion &amp; awareness training</b>		●	
	a Targeted training to HR/Diversity team		X	
	b Targeted training to executives		X	
	<b>3.4 Additional</b>		●	
	<b>Section 3 Score</b>			2 /16
	SECTION 4: Networks & Allies		<b>4.1 Employee network/ally champion initiatives</b>	●
		a/b LGBTI network establishment/existence	●	
		c LGBTI network charter	●	
		d 2-way communication with HR	●	
		e Membership growth/tracking	●	
		<b>4.2 Intermediate network activity</b>	●	
		a Leadership structure	●	
		b Network strategy	●	
		c Intranet page	●	
		d Network contacts	●	
		e Formal feedback processes	●	
		f Delivery of LGBTI content	X	
		g Ally collateral	X	
		h Promotion of allies	●	
		i Social events	●	
		<b>4.3 Leading practice network activity</b>	●	
		a Professional advice	●	
		b Sustainability plan	X	
		c External reputation	X	
		d Leaders' role description	X	
	e Activities promoting inclusion of Intersex & Trans/Gender Diverse employees	X		
	<b>4.4 Additional</b>	●		
	<b>Section 4 Score</b>		11 /42	
	SECTION 5: Visibility & Inclusion	<b>5.1 Days of Significance &amp; Orientation Programs</b>	●	
		a LGBTI days of significance	●	
		b Transgender/intersex days of significance	●	
		c Orientation processes	●	
		d Dedicated social media site	●	
		<b>5.2 Visibility of inclusion, allies, exec sponsors</b>	●	
		a Physical visibility	●	
		b LGBTI ally visibility	●	
		c Executive sponsor visibility	●	
		<b>5.3 Leadership</b>	●	
		a Senior Leadership visibility	X	
		b CEO visibility	X	
		c Out LGBTI senior leaders	X	
		<b>5.4 Additional</b>	●	
	<b>Section 5 Score</b>		4 /23	

SECTION 6: Community Engagement & External Advocacy	6.1	External promotion of inclusivity	x	
	6.2	LGBTI charities / community groups / events	●	
	a	Pro bono/volunteering	x	
	b	Fundraising	●	
	6.3	Employer Branded or Supported Activity	●	
	a	Branded sponsorship	x	
	b	Media visibility	x	
	c	LGBTI active recruitment	●	
	d	LGBTI presence in advertising	x	
	e	Visibility in external industry conferences	x	
	6.4	Additional	●	
	<b>Section 6 Score</b>			4 /23
	Section 7: Survey & Other	7.1	Survey participation	●
		7.2	Other	●
<b>Section 7 Score</b>			1 /6	
Total Standing Submission Score			16 /69	
Total Annual Submission Score			31 /131	
<b>TOTAL ANNUAL AWEI SCORE</b>			47 /200	

#### ADDITIONAL WORK AWARDED

Core Network Activity	11
Additional Network Activity	0
<b>Network Activity - Total Score</b>	<b>11</b>
Core Activity - Inclusion of Trans/Gender Diverse Employees	5
Additional Activity - Inclusion of Trans/Gender Diverse Employees	0
<b>Inclusion of Trans/Gender Diverse Employees - Total Score</b>	<b>5</b>

Released under FOIA

# 2019 EMPLOYER PARTICIPATION DETAILS

# DOCUMENT 1 OF 3

ALL EMPLOYERS MUST COMPLETE THIS SECTION IN 2019

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

Employer Name:	Australian Bureau of Statistics
Sector: <i>Please delete that which is not relevant Please delete that which is not relevant`</i>	Public/Government : Federal
Employer Size (Australia): <i>Please delete that which is not relevant</i>	Large (2,000 – 8,000 employees)
Is your head office Regional/Rural?	No
Are you a global employer	No
<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>	<p><b>Name:</b> s22</p> <p><b>Position Title:</b> Assistant Director, People Strategies and Inclusion</p> <p><b>Postal address (including postcode):</b></p> <p>GPO Box 2272 Adelaide SA 5001</p> <p><b>Phone number:</b> s22</p> <p><b>Email:</b> s22@abs.gov.au</p>
Industry Benchmarks <i>Please delete that which is not relevant</i>  Participating employers will by default be benchmarked according to: <ul style="list-style-type: none"> <li>• Sector: Public / Private / NFP / Higher Ed</li> <li>• Government: Federal, State, Local, Victorian Government</li> <li>• Employer Size</li> <li>• Awarded Tier Recognition</li> <li>• Global Employers (new 2019)</li> </ul>	•



# 2019 EMPLOYER PARTICIPATION DETAILS

DOCUMENT 1 OF 3

ALL EMPLOYERS MUST COMPLETE THIS SECTION IN 2019

## INTERNATIONAL WORKPLACE INDEX PARTICIPATION

Do you participate in any other workplace equality indices globally? <i>Please delete that which is not relevant</i>	
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## DISCLOSURE

Please select participation identification level (Name and Employer Tier only, no scores) <i>Please delete that which is not relevant</i>	<i>We are happy to be identified regardless of employer tier reached</i>
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## 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).


# 2019 EMPLOYER PARTICIPATION DETAILS

# DOCUMENT 1 OF 3

ALL EMPLOYERS MUST COMPLETE THIS SECTION IN 2019

## NEGATIVE PRESS / COMPLAINTS DISCLOSURE

*Please place an X in the column to the left of the below statements to disclose any negative press or complaints received in terms of your LGBTI inclusivity throughout the submission year.*

<input type="checkbox"/>	We have received negative press that has impacted our reputation as an LGBTI inclusive employer
<input type="checkbox"/>	We have had formal complaints lodged against us for LGBTI discrimination, bullying or harassment (Fair Work Ombudsman, Human Rights Commission, Sex Discrimination Act)

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

Area for response/outcomes of any complaints lodged.

## 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:	Assistant Director, People Strategies and Inclusion
Contact Email:	s22@abs.gov.au
Contact Phone:	s22

# AWEI 2019 STANDING SUBMISSION

# DOCUMENT 2 OF 3

## OPENING DECLARATIONS : THIS PAGE MUST BE READ CAREFULLY AND COMPLETED

**THIS SECTION MUST BE COMPLETED.** Please place a X in *the applicable row below*.

	We participated last year and have not made any changes to any of our responses. We therefore have not responded to any of the questions within this submission understanding that our points from last year will automatically carry over. There is no need for AWEI markers to look any further within this document.
x	We participated last year and <b>have made some changes or added new responses to questions that we did not answer previously. We understand that any responses on this form will be marked from scratch and will not rely on information from previous years.</b> We have not entered any information in the rows that are to retain the score from last year.
	We did not participate last year. <b>We understand that any responses here will be marked from scratch. If we participated two years ago, we understand that the same applies and that points are not carried over from a two year old submission.</b>

**THIS SECTION MUST BE COMPLETED.** Please place a cross before *the applicable row below*.

x	We are an Australian organisation. All of our HR/people policies are written locally
	We operate internationally but our HR/people policies are written in Australia.
	We operate internationally and many of our HR/people policies are developed by our international offices and applied in Australia. Policies are written by an overseas office and applied in Australia. <b>If this applies: Please ensure you complete Section 1.14 at the end of this document, clearly articulating which policies addressed throughout this submission have been locally applied AND noting any work undertaken to localise the policies stated. Non-completion of 1.14 could see you lose points unnecessarily.</b>

**THIS SECTION MUST BE COMPLETED BY ALL EMPLOYERS.**

**FOR EMPLOYERS THAT HAVE PREVIOUSLY SUBMITTED:** We understand that any changes made to last year's document in order to clarify evidence required have been highlighted in red within this year's submission. We understand that this will not impact any carry over scores from last year if we have left rows blank. We confirm that we have only responded only to those questions that we either wish to be marked from scratch or that we are responding to for the first time.

**ALL EMPLOYERS:** We understand that we only add items within the *Additional Work* sections of this document that will be considered part of our permanent submission. We have not claimed any points for work that applies to the current year only (these can be claimed in the *Annual Submission*). We understand that unless attachments submitted incorporate the correct question number and row letter within the name and are clearly identified within this document as being included, or if lengthy and superfluous information is included within our responses, Pride in Diversity will not take any responsibility for points not applied.

Signed on behalf of the organisation (name and contact details sufficient): **s22**, Assistant Director, People Strategies and Inclusion, ph: **s22**, email: **s22**@abs.gov.au \_\_\_\_\_

## SECTION 1: HR POLICY & DIVERSITY PRACTICE

### Q1.1 FOUNDATION: Discrimination / EEO Policy / EEO Statement

Please place an X in the first column against all attributes articulated within your Policy / Statement. Our Anti-Discrimination / EEO Policy / EEO Statement clearly prohibits discrimination based on:

	(a)	Sexual Orientation
	(b)	Gender Identity
	(c)	Gender Expression
	(d)	Intersex Status
	(e)	Relationship Status

**EVIDENCE** Please copy and paste your anti-discrimination/EEO clause as it currently reads within your documentation. *Note: For full point allocation, all attributes within the table must be covered within the anti-discrimination/policy statement. Marital status will not be accepted in lieu of relationship status.*

### Q1.2 FOUNDATION: Inclusive Language / Terminology

The following partner/family definitions are explicitly inclusive of same sex partners and families (please select the rows that apply)

		If you do not use this terminology, please indicate the term/terms you use.	Actual language used within the policy that explicitly states LGBTI inclusivity in regard to this term. Please present the relevant paragraphs only.	<b>EVIDENCE:</b> Please provide evidence of where the LGBTI inclusivity of these terms have been <b>communicated</b> to employees outside of the policy document itself (ie a <b>permanent</b> , easy to locate intranet page – not within a temporary email or blog).
	(a)	Partner/Spouse		<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>
	(b)	Family		<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>
	(c)	Parent/Carer		<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>

**EVIDENCE** *Note: For full points, we must see the actual wording within the policy documentation. Some employers may not use all of these terms within their policies (i.e. family), some may use different terms. Providing the relevant terms used are explicitly inclusive of LGBTI people and their families, and the inclusivity of this terminology throughout your policies is communicated elsewhere, full points will be awarded.*

**Q1.3 FOUNDATION: Staff Benefits:**

We have audited the following staff benefits and can confirm that they are explicitly inclusive of same sex partners/families and have been clearly communicated as such to employees (please select all that apply). Enter N/A in the first column if these are not offered to employees.

		Exact terminology used with the benefit documentation or employer addendum to terminology in regard to this policy (see notes below table). Please present relevant paragraphs only.	<b>EVIDENCE:</b> Please provide evidence of where the LGBTI inclusivity of this benefit has been <b>communicated</b> to employees outside of the benefit or policy document itself (i.e. a <b>permanent</b> , easy to locate intranet page – not within a temporary email or blog. <b>One statement pertaining to the LGBTI inclusivity of all employee benefits will suffice (not required for each individual benefit).</b>
	(a)	Health Care Packages (excludes Employee assistance programs, covered elsewhere).	<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>
	(b)	Superannuation/Death Benefits	<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>
	(c)	Travel & Relocation	<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>
	(d)	Insurance Benefits	<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>
	(e)	Other communicated benefits (excludes Employee assistance programs, covered elsewhere).	<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>

**EVIDENCE** Please show the language use and provide evidence of where the inclusivity of these benefits is communicated to employees

*Note: To gain points for any of the above listed benefits, we must see the actual wording within the benefit documentation. The language must be explicitly clear that the benefit is applicable to same sex families and where appropriate, gender diverse individuals. **Additionally**, this must be well communicated in an easy to find, permanent location on the intranet (i.e. a paragraph with links to the policies on a diversity intranet page or LGBTI employee network page is an ideal place to communicate this) outside of the policy documentation.*

**Q1.4 FOUNDATION: Parental / New Parent Leave Available**

Which of the following leave options are available to **new parents** and explicitly inclusive of same sex families (please select the leave types available)

	Leave Type	If you do not use this terminology, please indicate the term/terms you use.	Language that explicitly states the LGBTI inclusivity within policy. Please present relevant paragraphs only.	<b>EVIDENCE:</b> Please provide evidence of where the LGBTI inclusivity of this type of leave has been communicated to employees <b>other than within the actual policy itself</b> (must be a <b>permanent</b> , easy to locate <b>location</b> – not within temporary email or blog). <b>One statement pertaining to the LGBTI inclusivity of all new parent leave will suffice (not required for each individual leave type).</b>
(a)	Parental leave			<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>
(b)	Adoption leave			<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>
(c)	Surrogacy			<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>
(d)	Foster Parent leave			<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>

**EVIDENCE**

*Note: To gain points for any of the above listed benefits, we must see the actual wording within the benefit. The language must be explicitly clear that the leave is applicable to same sex families regardless of gender (primary/secondary carer is insufficient for full points). Additionally this must be well communicated in an easy to find, permanent location on the intranet (i.e. a paragraph with links to the policies on a diversity intranet page or LGBTI employee network page is an ideal place to communicate this).*

Q1.5 **FOUNDATION: Access to external subject matter expertise;** We have access to external subject matter expertise to assist us with LGBTI workplace inclusion (includes but is not limited to Pride in Diversity membership.)

**EVIDENCE** Please provide evidence of any non-Pride in Diversity external support that you have access to.

*Note: You do not have to provide evidence of your Pride in Diversity membership. Pride in Diversity membership will only be included if active within the year assessed.*

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Q1.6 **INTERMEDIATE: Strategic Focus and Communication of Inclusion:** LGBTI inclusion is well communicated to all staff and documented as a focus of our diversity and inclusion work. (Place an X in the first column against all rows that apply. Provide the evidence requested for each row selected)

	Assessment	Evidence Required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
(a)	<b>THIS QUESTION HAS BEEN REMOVED FROM THE INDEX.</b>	<i>Removed</i>	<i>There will be no points allocated for this submission for this question.</i>
(b)	Our ongoing commitment to LGBTI workplace inclusion is communicated on our external website	Please provide the URL of where this is communicated on your external website.	<p>URL: <a href="http://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/1001.0~2017-18~Main%20Features~Management%20of%20human%20resources~5">http://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/1001.0~2017-18~Main%20Features~Management%20of%20human%20resources~5</a></p> <ul style="list-style-type: none"> <li>- (participated in the Australian Workplace Equality Index (AWEI) to understand the overall impact of inclusion initiatives on the organisational culture for both identifying and non-identifying LGBTI+ employees. The ABS’s result increased by 14 base points equating to a 50% improvement on the previous year’s results)</li> <li>- (increased our employee networks from two to six with the creation of the ABS Pride Network....)</li> </ul> <p><a href="http://www.abs.gov.au/AUSSTATS/abs@.nsf/productsbyCatalogue/237A82DDE0599592CA257B73001384F0?OpenDocument">http://www.abs.gov.au/AUSSTATS/abs@.nsf/productsbyCatalogue/237A82DDE0599592CA257B73001384F0?OpenDocument</a></p> <ul style="list-style-type: none"> <li>- We are seen as an attractive employer that provides a supportive and inclusive workplace. Our workforce profile reflects the Australian population including:               <ul style="list-style-type: none"> <li>- Gender equity</li> <li>- Aboriginal and Torres Strait Islander people</li> <li>- People with disability (Physical and Mental)</li> <li>- Neurodiversity</li> <li>- People with caring responsibilities</li> <li>- <b>LGBTI+ people</b></li> <li>- Culturally and linguistically diverse people</li> <li>- Mature age.</li> </ul> </li> </ul> <p><a href="http://www.abs.gov.au/websitedbs/Corporate.nsf/home/Diversity+and+Inclusion">http://www.abs.gov.au/websitedbs/Corporate.nsf/home/Diversity+and+Inclusion</a></p>
(c)	We have at least one Diversity/HR professional whose role description and/or performance appraisal or <b>work plan</b> includes documented objectives/targets in the	Please provide evidence of the documented LGBTI-related accountabilities for this role.	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p> <p><b>Inclusion &amp; Diversity Forward Work Plan Extract – Responsible Officer – s22</b> – Assistant Director, People Strategies and Inclusion</p> <p>Q1.6 (c) Inclusion and Diversity Forward Work Plan 2018-2019.pdf</p>



	<p>area of LGBTI inclusion (not just a general reference to diversity).</p>		
(d)	<p>We have online resources readily available that employees can access in regard to LGBTI workplace inclusion. This may include but is not limited to e-learning, LGBTI inclusion publications, information sheets, glossaries or other media.</p>	<p>Please provide:</p> <ul style="list-style-type: none"> <li>(a) A brief overview of resources available</li> <li>(b) A screen capture of where some of these resources can be found</li> <li>(c) An outline of how you communicate the existence of these resources along with any target groups for that communication (ie. networks, managers, all staff)</li> </ul> <p><i>Note: for full points all of the above statements must be addressed.</i></p>	<p>(a) Resources are available on the ABS Services@ABS page, PRIDE Network Community Connections Page, links to PID Website</p> <hr/> <p>(b) <i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p> <p>Q1.6 (d) (b) Screen Shots of where some resources can be found.pdf</p> <hr/> <p>(c) Newspoints, (which are daily) and accessibly by all staff via intranet. Emails to specific cohorts for distribution eg SES, Directors, Network groups, Champions</p>

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Q1.7 **INTERMEDIATE: Bullying & Harassment:** Recognising barriers relating to stigma and disclosure in reporting LGBTI related bullying and harassment, we have put the following measures in place. (Place an X in the first column against all rows that apply. Provide the evidence requested for each row selected).

	Assessment	Evidence Required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
(a)	<p>We have included specific examples of what constitutes non-acceptable behaviour targeting LGBTI people within our bullying/harassment <b>policy</b> documentation.</p>	<p>Please provide a copy of any LGBTI targeted bullying/harassment examples contained within your current bullying/harassment policy documentation.</p> <p><i>Note: Please send only the information relevant to this question, not the entire policy. This brings clarity to that which constitutes LGBTI bullying/harassment not only for LGBTI people but managers that need to address this behaviour. This is for formal policy or grievance documentation only (not online compliance or EEO/harassment training).</i></p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p>
(b)	<p>We have specifically communicated LGBTI friendly HR or grievance contact/s for LGBTI employees wishing to speak to an HR person in regard to their employment or personal issues faced.</p>	<p>Please provide an exact copy of the wording used to identify LGBTI friendly HR contacts and describe how employees find this information (Do not include LGBTI network contacts communicated unless one or more have been specifically identified as HR).</p> <p><i>Note: For full points, it must be clear which employees have been LGBTI trained or are Allies. Unless explicit there may be a hesitation to contact. It must also be clear that conversations</i></p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p>

Assessment	Evidence Required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
	<i>will be treated confidentially.</i>	

Q1.8 **INTERMEDIATE: Support of Gender Diverse Employees.** We have the following in place to support Gender diverse employees within the workplace. (Place a X in the first column against all rows that apply. Provide the evidence requested for each row selected)

Assessment	Evidence Required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
(a) We have clearly communicated our support for employees transitioning or considering transitioning within the workplace.	<p>Please provide a copy of the text articulating this support along with a brief description of how this information may be found.</p> <p><i>Note: This has to be more than a social media post or a one-off communication. To obtain full points, this information must be easily found and permanent. E.g. if a person was considering transition but has not yet disclosed this, would they be able to easily locate this information?</i></p> <p><i>This is over and above the existence of a policy (next question) and would ideally be part of network intranet page messaging, HR or Diversity intranet page messaging, message where the transitioning policy can be found, but external to it.</i></p>	<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>

(b)	We have a transitioning policy, process or guidelines documented and in place to assist a person transition in addition to those supporting the person’s transition.	Please provide evidence.  <i>Note: For full points, we must be able to see a comprehensive internal policy or process for supporting employees who wish to affirm their gender. This needs to be more than a statement of support or reference to a PID publication.</i>	<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>
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Q1.9 **LEADING PRACTICE: Bully & Harassment Cont’d:** Expanding on Question 1.7, and recognising the barriers that relate to disclosure in reporting LGBTI related bullying and harassment, we have put the following measures in place. (Place an X in the first column against all rows that apply. Provide the evidence requested for each row selected)

	Assessment	Evidence Required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
(a)	We have <b>taken additional steps to make it easier for LGBTI people to report bullying/harassment given the challenges faced in this area (over and above standard grievance procedures and/or reporting).</b>	Please provide <b>evidence of any additional steps taken and any impact as a result.</b>  <i>Note: Has to be above and beyond tracking (covered within the next question), this is about creating safety to report, understanding the challenges/roadblocks to reporting, understanding the sensitivity of disclosure. This is a leading practice question and for full points we need to see what you have done within your organisation to address this difficult area.</i>	<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>
(b)	We currently track, analyse, report and act on LGBTI bullying/harassment reports	Please provide a description of what you do in this area and identify how often you report data.  <i>Note: For full points we need to see evidence of process that is in place to</i>	<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>

	Assessment	Evidence Required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
		<p><i>track, analyse, report and act on LGBTI specific bullying/harassment complaints. We need to see what analysis of data you undertake over and above the ability to track data. We need to understand what is reported on and what actions are taken in the instance of negative results. This is about documenting your process with supporting evidence rather than providing a recent report of data collection.</i></p>	
(c)	<p><b>We have not only engaged with our internal/external counselling or Employee Assistance Programs to ensure that they understand the work that we are doing in LGBTI inclusion and the challenges faced by LGBTI people in the workplace but we are confident of their competency in this area and have communicated the LGBTI inclusivity of our EAP provider to our employees.</b></p>	<p><b>Please provide:</b></p> <ul style="list-style-type: none"> <li>(a) Evidence of engagement</li> <li>(b) Evidence of communication to employees</li> </ul> <p><i>Note: For full points, you need to not only show that you have engaged with the EAP provider but that their inclusivity has been communicated in a permanent and easily locatable page on the organisation’s intranet (ie. Network page, Diversity page, Support page). The more evidence you can provide, the greater the number of overall points allocated.</i></p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p>
(d)	<p><b>We have resources specifically written for our LGBTI employees (not about LGBTI employees or our inclusion strategy) over and above a transitioning or gender affirmation strategy (covered elsewhere).</b></p>	<p>Please include a list of any resources available and indicate how employees are made aware of this resource / or resources.</p> <p><i>Note: This is over and above general</i></p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p>

	Assessment	Evidence Required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
	<p><i>This may include but is not limited to: reiterating our support for any issues faced; identifying where to go for more information; addressing topics such as how to come out at work should they so choose; the inclusivity of policies; HR contacts; network contacts; support for those transitioning (over and above policy); the value of joining the LGBTI employee network and/or other relevant information.</i></p>	<p><i>LGBTI inclusion resources, these are resources specifically written <b>for</b> LGBTI people, hence this being within the advanced practice section. Please provide a copy of the resources or outline of the content and a screen capture of where they are located on the intranet.</i></p>	

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Q1.10 **LEADING PRACTICE: Support of Gender Diverse Employees.** We have the following in place to support Gender diverse employees within the workplace. (Place a X in the first column against all rows that apply. Provide the evidence requested for each row selected)

	Assessment	Evidence Required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
(a)	<p>We have within our leave options, the ability to provide employees who are undergoing <b>any kind of gender affirmation (including but not limited to surgery) appropriate and necessary time away from work without utilising personal or annual leave allocations</b> that are provided to all employees.</p>	<p>Please provide a screenshot of where this has been communicated or copy the text directly from your HR documentation that clearly communicates leave support for transgender people requiring special leave.</p> <p><i>Note: Responses such as “annual leave or personal leave may be taken” will not attract full points. It needs to be clear that employees will be supported above and beyond if required and that there will be some negotiation around alternative/additional leave options. We also need to see where this has been communicated. For best practice, it must be overtly declared that the organisation will support those reaffirming their gender via additional leave options.</i></p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p>
(b)	<p>We have documentation for HR/Diversity professionals to assist in better understanding and supporting gender diverse employees, including those who do not identify within the gender binary.</p>	<p>Please provide:</p> <ul style="list-style-type: none"> <li>(a) A complete list of resources available</li> <li>(b) Evidence of resources (screen capture or link)</li> <li>(c) Details as to how the availability of these materials are communicated.</li> </ul> <p><i>Note: for full points you must address all of the above, providing evidence for each. If you are not referencing PID</i></p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter)</i></p> <p><b>Please list the resources you have (table of contents required if not PID resources):</b></p> <p><b>Please show via screen capture of where these resources are permanently located:</b></p>

	Assessment	Evidence Required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
		<p><i>materials, please provide a table of contents so that we can gauge how comprehensive the documentation is. It must be clear that this has been made an official HR/Diversity resource.</i></p>	<p>Please detail how the availability of these resources are communicated to HR / Diversity Teams on an ongoing basis to ensure that teams are always aware of their existence.</p>
(c)	<p>We have recruitment documentation/guidelines in place that cover challenges faced by LGBTI people in recruitment. In particular transgender or gender diverse employees. This documentation should also discuss the importance of language, non-discrimination and inclusion.</p>	<p>Please provide a copy of this resource.</p> <p><i>Note: This is over and above unconscious bias training. This is resource specifically targeting the unique challenges faced by LGBTI employees and in particular transgender employees ie. police checks, reference checks, medicals etc.</i></p>	<p>If you are including an attachment, identify the filename here (must include question number and row letter).</p>
(d)	<p>We have a documented policy in place which covers the use of facilities and dress codes for trans and gender diverse people.</p>	<p>Please provide a copy of the documentation or a screenshot of where these dress codes are communicated.</p> <p><i>Note: For full points your response must cover both facilities and dress codes.</i></p> <p><i>Dress codes must be clearly non-gendered for points and/or explicitly state that employees can adopt the code of their affirmed gender. Additional leading practice points will be given for acknowledgement &amp; consideration of those employees who move between male and female gender expressions.</i></p>	<p>If you are including an attachment, identify the filename here (must include question number and row letter).</p>



Q1.11 **LEADING PRACTICE: Support of Intersex Employees.** Our HR policies and/or diversity strategy incorporates the support of Intersex people within our workplace. . (Place a X in the first column against all rows that apply. Provide the evidence requested for each row selected)

	Assessment	Evidence Required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
(a)	We clearly acknowledge and communicate support for Intersex people within HR or Diversity documentation online (over and above the use of the letter 'I' in the acronym LGBTI)	<p>Please provide of copy of the text that articulates this or a screen capture marking of any web pages. (If screen shot is not readable, please provide a copy of relevant text).</p> <p><i>Note: For points, this must be easily locatable and permanent. Temporary communications such as emails, posts, events do not warrant points in this section.</i></p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p>
(b)	We have internally provided/distributed documentation that educates HR/Diversity teams specifically on what it means to be Intersex, the challenges faced by intersex people along with any potential support that may be required. This would ideally also cover what employers can do to be more inclusive of intersex people.	<p>Please provide:</p> <ul style="list-style-type: none"> <li>(a) a complete list of resources available</li> <li>(b) evidence of resources (screen capture or link)</li> <li>(c) details as to how the availability of these materials are communicated.</li> </ul> <p><i>Note: For full points you must address all of the above, providing evidence for each. If you are not referencing PID materials, please provide a table of contents so that we can gauge how comprehensive the documentation is. It must be clear this has been made an official</i></p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter)</i></p> <p><b>Please list the resources you have (table of contents required if not PID resources):</b></p> <hr/> <p><b>Please show via screen capture of intranet page where these resources are permanently located:</b></p> <hr/> <p><b>Please detail how the availability of these resources is communicated to HR / Diversity Teams on an ongoing basis to ensure that teams are always aware of their existence.</b></p>

	Assessment	Evidence Required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
		<i>HR/Diversity resource.</i>	

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Q1.12 **LEADING PRACTICE: Diversity Demographics and Metrics.** We have the ability to track diversity demographics across the organisation for the purposes of analyzing engagement alongside other key HR/Diversity metrics. (Place a X in the first column against all rows that apply. Provide the evidence requested for each row selected)

	Assessment	Evidence Required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
(a)	We collect LGBTI diversity <b>demographics</b> across the organisation	Please provide: (a) Information on how LGBTI data is collected (b) Frequency of data collection (c) A copy of questions used to collect LGBTI data  <i>Note:; for full points, this must include both trans &amp; gender diverse people AND intersex people. In addition, all of the above points must be addressed.</i>	(a) Information is collected from AWEI; and the State of the Service Report (b) Once a year for both survey's approximately 6 months apart  State of the Service: 1. What is your gender? <input type="radio"/> 1 Male <input type="radio"/> 2 Female <input type="radio"/> 3 X (Indeterminate/Intersex/Unspecified) And 17. Do you identify as Lesbian, Gay, Bisexual, Trans, and/or Intersex (LGBTI+)? <input type="radio"/> 1 Yes <input type="radio"/> 2 No <input type="radio"/> 3 Prefer not to say
(b)	We analyse the <b>engagement</b> data for LGBTI people across the organisation and compare to general populations or other diversity dimensions.	<i>Please identify how often LGBTI employee engagement is analysed and the process for comparing the engagement of LGBTI employees against your overall employee population or other diversity demographics. Please provide evidence of this process (previous examples, process charts or capture of reports).</i>	If you are including an attachment, identify the filename here (must include question number and row letter).  Q1.12 (b & C) - Pride network 2018 SOS results.pdf Q1.12 (b) and (c) Engagement Data and Other Key Metrics.pdf Q1.12 (b) and (C) LGBTI Engagement and other key metrics.pdf Q1.12(c) ABS v LGBTI+ Comparison Report.pdf
(c)	We analyse LGBTI data against <b>other key metrics</b> ie. pay, retention, promotions, exits	Please identify all HR metrics over and above engagement used to analyse LGBTI data. Please provide details and	If you are including an attachment, identify the filename here (must include question number and row letter).  Q1.12 (b & C) - Pride network 2018 SOS results.pdf

	Assessment	Evidence Required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
		evidence of this process (e.g. what do you collect, where do you collect it, how often, what do you do with it, do you report on it?).	Q1.12 (b) and (c) Engagement Data and Other Key Metrics.pdf Q1.12 (b) and (C) LGBTI Engagement and other key metrics.pdf Q1.12(c) ABS v LGBTI+ Comparison Report.pdf

Released under FOI Act

**Q1.13 IF YOU WERE GIVEN POINTS IN THIS SECTION LAST YEAR**

**PLEASE ADD AS MANY ADDITIONAL ROWS AS YOU NEED**

We were given points for the following last year **and confirm** that this work/policy/process is still in place:

	Brief descriptor of work awarded points in Q1.13 last year (as it appears in transcript)	Still in place YES/NO
(a)		

**Q1.14 ADDITIONAL WORK THAT YOU WOULD LIKE ASSESSED – OVER AND ABOVE ANY WORK FOR WHICH POINTS WERE AWARDED LAST YEAR:** Other work in this area not covered elsewhere within this section.

**PLEASE ADD AS MANY ADDITIONAL ROWS AS YOU NEED**

*Note: This is for permanent work only that will become part of your permanent process or documentation. Please do not include work that is only relevant to the current year. Evidence is required for all additional pieces of work submitted below.*

**NEW WORK TO BE ASSESSED FOR POINTS**

	Brief descriptor of work being claimed	Details of work claimed	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
(a)			<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>

Examples may include but are not limited to:

- Domestic Violence Policies clearly including LGBTI domestic violence. Note: Need to show the wording that incorporates LGBTI **and recognition of instances of DFV unique to LGBTI populations**
- Targeted and tracked LGBTI recruitment activity in line with other diversity demographics when recruiting.
- Annual tracking of high performing LGBTI individuals in addition to individuals from other diverse groups to measure our diversity within talent programs, development opportunities and/or succession planning.
- Annual tracking of employees who openly declare that they are lesbian, gay, bisexual, transgender or intersex via a human resource system that allows for the analysis of data
- Tracking of 'out' LGBTI leaders across leadership teams or within our Executive or Board.

## FOR EMPLOYERS WITH HR/PEOPLE POLICIES WRITTEN BY THEIR INTERNATIONAL OFFICES

(No additional point value but must be completed by Employers with internationally written policies)

**Q1.14** Please identify which of the following policies / practices are written outside of Australia along with any work that has been done to ensure that these are localised within Australia. If insufficient evidence of localisation or local communication is provided, this may impact points allocated for section one.

→ Please note: By completing this table, you are able to help us determine the local applicability of the stated policies or guidelines. Without this information, you unlikely to receive full points claimed within the relevant sections of this submission.



	Policy/Diversity Strategy	Local or International?	Please identify any work or activity undertaken to localise content or communicate policies locally (if policies have been written internationally) over and above listing them on an intranet page. This particularly applies to the following policies where laws and expectations between countries can differ significantly.
(a)	Definitions around Family, Partner, Parent	Local/International?	
(b)	Family/Partner Benefits	Local/International?	
(c)	Transitioning Support/Guidelines	Local/International?	
(d)	LGBTI Strategy	Local/International?	
(e)	Online LGBTI Resources	Local/International?	
(f)	Confidential LGBTI specific HR Contacts for LGBTI people	Local/International?	
(g)	Bullying/Harassment Policies	Local/International?	

# AWEI 2019 ANNUAL SUBMISSION

# DOCUMENT 3 OF 3

This document starts at Section 2. Section 1 of this index can be found in: AWEI 2019 (200+ Employees) – Document 2 of 3 - Standing Submission.

*The 2019 annual submission applies only to work applicable to the 2018 calendar year. Points will not be allocated for work carried out in 2019.*

## SECTION 2: STRATEGY & ACCOUNTABILITY

### Q2.1 FOUNDATION: LGBTI Strategy and Accountability

	Assessment	Evidence Required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
(a)	We have had in place for the assessed year, a documented strategy specifically addressing LGBTI inclusion.	<p>Please attach a copy of your LGBTI inclusion strategy. This may be part of a broader strategy, incorporated within a broader/blended approach to diversity, or it may be standalone.</p> <p><b>Note:</b> For full point allocation; the strategy must extend beyond an image that states LGBTI inclusion is an area of importance. LGBTI Strategy needs to clearly articulate areas of focus for the year alongside any stated objectives/deliverables.</p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p> <p><a href="http://www.abs.gov.au/ausstats/abs@.nsf/mf/1010.0">http://www.abs.gov.au/ausstats/abs@.nsf/mf/1010.0</a></p> <p>Q2.1 – Inclusion and Diversity Strategy PDF</p>
(b)	We have clearly defined and documented action plans, targets and accountabilities to support the strategy.	<p>Please attach a copy of any clearly defined action plans, targets, milestones that supported the strategy over the assessed year. <b>Note:</b> This refers to the working plans BEHIND the strategy. For full points, you will need to show any action plans, accountabilities, milestones designed to track and monitor progress against the stated objectives/deliverables of the strategy referenced in (a) above.</p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p> <p>Q2.1(b) LGBTI+ Action Plan V3 pdf Draft plan currently being updated for 2019.</p>

Q2.2 **INTERMEDIATE:** Further to Question 2.1

Assessment	Evidence Required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
(a) We meet regularly (at least three times a year) to track progress against the strategy	Please identify (a) how often you meet to track progress (b) provide evidence of up to three progress meetings	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p> <p>Inclusion and Diversity Strategy was launched at the end of August 2018. Since its launch there has not been a specific meeting to track progress. It is anticipated that there will be 2 formal review periods during the calendar year and informal meetings will occur as part of PRIDE network meetings in relation to specific LGBTI activities.</p>
(b) We report our progress against the strategy to an Executive Sponsor or other Executive/Executive Team (or equivalent) within the organisation	Please identify (a) How was progress reported (in person, presentation, report) (b) How often has this happened within the 2018 Calendar year (c) Provide evidence to support the frequency of your reporting.	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p> <p>ABS People Committee is chaired by the General Manager, People, Capability and Communication. With various senior executive membership including Diversity Champions and representatives of diversity networks. They meet bi-monthly.</p> <p>Verbal presentation at ABS People Committee by PRIDE Champion s22 19 October, 2018</p> <p>Diversity group Update s22 Gender Equality s22 Pride and s22 Disability)</p> <p>The Committee noted the attachment in the agenda and s22 expressed her thanks to the Diversity staff.</p> <p>Verbal presentation at ABS People Committee by PRIDE Champion s22 14 December 2018</p> <p>s22 provided an update on the Pride Network: The network is looking at how they operate and questioning if they are they focusing on right things. Comparisons have been made to the Australian Taxation Office model where a lot of the network is making their network a thriving community whereas the ABS Pride Network have possibly been too future thinking and perhaps need to concentrate on being a community first. s22 added that the network was investigating BTGJ training in the states based on a recent experience undertaken in the Perth Office. s22 also provided the following information:</p> <p>Pride s22</p> <ul style="list-style-type: none"> <li>Formally supported the recent update to the Parental Leave policy which removed discriminatory language.</li> <li>considered the value of having Sanitary Bins in Men's Toilets. This has been raised in the context of people who have suffered from various types of cancer, but would also support transgender staff members. The network would be very supportive of any initiatives in this space.</li> <li>is reflecting of our first few years of operation and considering whether we have the right focus for our working groups. Discussions with ATO network has highlighted the need for significant activities focused on network sustainability and resilience.</li> </ul>



Q.2.3 **LEADING PRACTICE:** Further to Question 2.1/2.2.

Assessment	Evidence Required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
<p>(a) We have reported our work on LGBTI inclusion to the CEO/Board or equivalent within the 2018 calendar year.</p>	<p>Please identify</p> <ul style="list-style-type: none"> <li>(a) How was progress reported (in person, presentation, report)</li> <li>(b) How often has this happened within the 2018 Calendar year</li> <li>(c) Provide evidence to support the frequency of your reporting.</li> </ul>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p> <p>APS State of the Service diversity results are provided to People Committee and the Executive Board (CE and Deputy CEs). People Committee are provided with a verbal report and EB is provided with a report. This happened once in 2018 (later half as survey is conducted in May/June)</p> <p>Q2.3(a) LGBTI Demographic and other Key Metrics</p>
<p>(b) We have within the 2018 calendar year formally reported on LGBTI demographic or engagement data.</p>	<p>Please identify</p> <ul style="list-style-type: none"> <li>(a) Who this information was reported to</li> <li>(b) When this data was last reported</li> <li>(c) Sample of a report (confidential figures may be removed) showing the terminology used and any other demographics the LGBTI data was compared against)</li> </ul> <p><i>Note: AWEI employee survey data can be used here ONLY IF it was used for formally report on; in which case the evidence of the reporting and who to (all criteria above) must still be addressed.</i></p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p> <p>APS State of the Service diversity results are provided to People Committee and the Executive Board (CE and Deputy CEs). People Committee are provided with a verbal report and EB is provided with a report. This happened once in 2018 (later half as survey is conducted in May/June)</p> <p>Q2.3(a) LGBTI Demographic and other Key Metrics</p>
<p>(c) Our work in LGBTI inclusion has been communicated to <b>all staff</b> at least once throughout the assessment year.</p>	<p>Please provide evidence of <b>one</b> such communication.</p> <p><i>Note: This is not an email or blog with passing reference to LGBTI inclusion or an event. This must be an all staff communication that provides information on your LGBTI inclusion work internally and/or any progress made.</i></p> <p><i>Communications that only focus on awards or events will not earn any points.</i></p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p> <p>ABS National Consultative forum has a diversity update that is attended by staff representatives. Please see attachment Q2.3(c) – National Consultative Newspoint and Minute extract.pdf from forum that are available and circulated to all staff.</p> <p>National forum is made up of staff and senior executive representatives. People Committee is also made up of a staff representative and senior executives but has a more decision making role.</p>

	Assessment	Evidence Required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
(d)	Our work in LGBTI inclusion is documented within Annual Reports, CSR Reports (or equivalent).	Please identify one such public document that includes reports on your local (Australian) LGBTI inclusion work.	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p> <p>Diversity information is reported on as part of the ABS Annual Report – Managing Human Resources.                      Q2.3(d) ABS Annual Report - Diversity Final Chapter 6.pdf  <a href="http://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/1001.0~2017-18~Main%20Features~Management%20of%20human%20resources~5">http://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/1001.0~2017-18~Main%20Features~Management%20of%20human%20resources~5</a></p>

**Q2.4 ADDITIONAL WORK RELATED TO STRATEGY & ACCOUNTABILITY (MAX 3 POINTS):** Additional work this year in the area of strategy and accountability (not already covered) that you would like assessed for additional points.

- **Use this table for work that you believe is over and above the requirements of the index or work not covered by the index relating to this section.** For example, for many questions throughout the index, we ask for evidence of one or two instances only. If you have completed a significant amount of work in a given area over and above what you have already supplied evidence for, use this section to include the additional work. Please list the area of work within ONE row and each instance of that work within the details column. *Please do not add additional rows for every instance of work in that area. For example*, question 2.3(c) asks for evidence of one piece of all staff communication re: your work in LGBTI inclusion. If this is an area that you have done extensive communication in, use this table to add a descriptor of *Extensive communication re: our work in LGBTI inclusion* and within the details of work claimed column, list details of each instance, providing evidence in column 3. *Do not list each instance in a separate row.*

**PLEASE ADD AS MANY ADDITIONAL ROWS AS YOU NEED**

	Assessment <i>Brief descriptor (just a couple of words)</i>	Details of work claimed <i>Full details of work completed or that which you are claiming points for</i>	Evidence Provided
(a)			<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>

## SECTION 3: LGBTI TRAINING & EDUCATION

This section refers to LGBTI inclusion or awareness training conducted throughout the assessed year.

### Q3.1 FOUNDATION: LGBTI Inclusion and Awareness Training

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

	Assessment	Evidence Required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
(a)	We have conducted <b>dedicated face-to-face</b> LGBTI Inclusion and/or Ally/Champion Training within the assessed year, open to all employees within the organisation.	<p>This question refers to <b>dedicated</b>, face-to-face LGBTI or Ally training sessions.</p> <p><b>EVIDENCE REQUIRED FOR ONE SESSION ONLY</b></p> <p>Please respond to the evidence requested in the next column.</p> <p><i>Note: this <b>does not</b> apply to e-learning or events that incorporate a training component.</i></p> <p><i>Evidence of only one such session is required. If you have delivered extensive training this year, please mention that within ONE ROW of the ADDITIONAL WORK Section (3.4) along with number of sessions held and brief details of the training. This will be assessed for an additional point.</i></p>	<p><b>If conducted by PID:</b>                      Name of Trainer: s22                      Date: 28 September 2018, Perth Office                      Number of attendees: 14</p> <p><b>If NOT conducted by PID:</b>                      Include a detailed outline of the LGBTI component:  <i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p> <p>Length of the LGBTI/ally course:</p> <p>Number of attendees:</p> <p>Evidence of training being conducted:</p>

	Assessment	Evidence Required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
(b)	We have dedicated <b>online</b> training for LGBTI inclusion that can be accessed by all staff	<p><b>EVIDENCE REQUIRED FOR ONE ONLINE PROGRAM ONLY</b></p> <p>Please provide:</p> <p>(a) The duration of the LGBTI online training</p> <p>(b) An outline of the content covered within that module</p> <p>(c) From your online access statistics: the number of people who have completed the module over the 2018 calendar year.</p> <p><i>Note:</i></p> <ul style="list-style-type: none"> <li>• Points will not be given if you cannot provide completion numbers.</li> <li>• This may include previously videoed live training or utilisation of an LGBTI video library for training.</li> <li>• EEO or Compliance Training is not to be included here.</li> </ul>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p>
(c)	We have conducted LGBTI training or awareness building within organisational events	<p><b>EVIDENCE REQUIRED FOR ONE EVENT ONLY</b></p> <p>Please provide:</p> <p>(a) A description of an event with the most significant LGBTI content</p> <p>(b) Duration of the LGBTI content covered within the event</p> <p>(c) Approximate number of attendees.</p> <p><i>Note: Evidence of only one such session is required. If you have delivered extensive training within organisational events this year, note that within ONE</i></p>	

	Assessment	Evidence Required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
		<i>ROW of the ADDITIONAL WORK Section (3.4) along with a brief outline of the training within the events held to be assessed for an additional point.</i>	
(d)	Employees have attended <b>dedicated LGBTI</b> conferences within the last year (internal organisational LGBTI conferences or summits, national LGBTI conferences, international LGBTI conferences) <b>for professional development</b>	Please provide: (a) List of LGBTI specific conferences attended within the assessed year (includes either national, international, government led or commercial)	Network and HR Employees attended the Pride in Practice Conference. HR Representatives attended the AHRI Diversity and Inclusion Conference in May..

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Q3.2 **INTERMEDIATE:** In addition to any training identified in Q3.1, we have held targeted LGBTI inclusion/awareness sessions specifically for one or more of the following groups within the assessed year. Provide the evidence requested for each row selected)

**IMPORTANT:** This is dedicated training for a specific audience with tailored content for the targeted group. This does not include e-learning or events or attendance at open training sessions available to everybody.

	Targeted Training within 2018	%	No. of Attendees	Evidence
(a)	<p>We have within the 2018 calendar year, provided a tailored face-to-face LGBTI awareness session specifically for people managers that covers general LGBTI awareness but also provides time for a Q&amp;A and focuses on role of managers in ensuring culture of inclusion and addressing homophobic/transphobic behaviour.</p> <p>Provide evidence of <b>one</b> session only. Sessions of less than 1 hour will not be awarded points.</p> <p><i>For full points you will need to supply all evidence listed within the evidence column.</i></p>	Provide date held	Provide number of attendees	<p><b>If conducted by PID:</b> Name of Trainer:</p> <hr/> <p><b>If NOT conducted by PID:</b> LGBTI content covered relevant to Managers (outline): <i>If you are including an attachment, identify the filename here (must include question number and row letter).</i> Duration: Evidence of training being conducted:</p>
(b)	<p>We have provided at least one face to face LGBTI awareness session to a group of new starters or graduates within the 2018 year. This training must move beyond the communication of diversity at your organisation and the existence of network groups.</p> <p>Provide evidence of <b>one</b> session only. Sessions of less than 30 min will not be awarded points.</p> <p><i>For full points you will need to supply all evidence listed within the evidence column.</i></p>	Provide date held	Provide number of attendees	<p><b>If conducted by PID:</b> Name of Trainer:</p> <hr/> <p><b>If NOT conducted by PID:</b> Include a detailed outline of the LGBTI component: <i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>  Outline of LGBTI content over and above diversity initiatives and network groups: Duration of LGBTI component: Evidence of training being conducted:</p>

Q3.3 **ADVANCED:** In addition to any training identified in Q3.1 or 3.2, we have held targeted LGBTI inclusion/awareness sessions specifically for one or more of the following groups within the assessed year. Provide the evidence requested for each row selected)

**IMPORTANT:** This is dedicated training for a specific audience with tailored content for the targeted group. This does not include e-learning or events or attendance at open training sessions available to everybody.

	Targeted Training within 2018	Date held	No. of Attendees	Evidence
(a)	<p>An LGBTI Awareness Session has been held within the 2018 calendar year <b>specifically for Human Resources and/or Diversity teams</b> with content specific to their role within HR/Diversity.</p> <p>Provide evidence of <b>one</b> session only. Sessions of less than 1 hour will not be awarded points.</p> <p><i>For full points you will need to supply all evidence listed within the evidence column.</i></p>	Provide date held	Provide number of attendees	<p><b><u>If conducted by PID:</u></b> Name of Trainer:</p> <hr/> <p><b><u>If NOT conducted by PID:</u></b></p> <p>Include a detailed outline of the LGBTI component: <i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p> <p>Content specific to HR and Diversity Teams covered: Length of the LGBTI component: Evidence of training being conducted:</p>
(b)	<p>We have provided at least one awareness session to the <b>CEO, Board, Senior Executive</b> (or equivalent) teams within the 2018 calendar year that has sought to improve understanding of LGBTI inclusion.</p> <p>This must be a minimum of 20 min LGBTI content to build awareness as opposed to any strategy updates (strategy/plan updates are covered in 2.3(a) – you may only use the same piece of evidence only if an awareness piece was given in addition to the strategy/plan updates).</p> <p>Provide evidence of <b>one</b> session only. Sessions of less than 20 min will not be awarded points.</p> <p><i>For full points you will need to supply all evidence listed within the evidence column.</i></p>	Provide date held	Provide number of attendees <i>If you are including an attachment, identify the filename here (must include question number and row letter).</i> attendees	<p><b><u>If conducted by PID:</u></b> Name of Trainer:</p> <hr/> <p><b><u>If NOT conducted by PID:</u></b></p> <p>Include a detailed outline of the LGBTI component: <i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p> <p>Awareness content covered: Evidence of training being conducted:</p>

Q3.4 **ADDITIONAL WORK RELATED TO TRAINING AND EDUCATION (MAX 3 POINTS):** Additional work this year in the area of Training and Education (not already covered) that you would like assessed for additional points.

- **Use this table for work that you believe is over and above the requirements of the index or work not covered by the index relating to this section.** For example, for many questions throughout the index, we ask for evidence of one or two instances only. If you have completed a significant amount of work in a given area over and above what you have already supplied evidence for, use this section to include the additional work. Please list the area of work within ONE row and each instance of that work within the details column. *Please do not add additional rows for every instance of work in that area.* **For example,** for many of the training questions we ask for evidence of ONE such training. If you have conducted extensive training, use this table to add a descriptor of *Extensive LGBTI training* and within the details of work claimed column, list details of each instance over and above what you have already documented within the training questions, providing evidence in column 3. *Do not list each training instance in a separate row.*

**PLEASE ADD AS MANY ADDITIONAL ROWS AS YOU NEED**

	<b>Assessment</b>  <i>Brief descriptor (just a couple of words)</i>	<b>Details of work claimed</b>  <i>Full details of work completed or that which you are claiming points for</i>	<b>Evidence Provided</b>
(a)			<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>

Additional work in this area may include but is not limited to:

- Internally developed LGBTI reverse mentoring program with active participation this year (evidence required)



## SECTION 4: LGBTI EMPLOYEE NETWORK & ALLY/CHAMPION INITIATIVES

*Note: Different terms are used for internal networks including but not limited to Ally/Champion Networks, Employee Resource Groups, Employee Network Groups, and Employee Action Groups. For the purpose of consistency within this document, we will use the term LGBTI Employee Network to reference all of the above.*

Q4.1 **FOUNDATION:** Please select all that apply.

Assessment	Evidence required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
(a) We are in the process of establishing an LGBTI employee network	Please outline the steps undertaken within the assessed year to establish the network.	<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>  We have an established Pride Network
(b) We have an established LGBTI employee network	Please identify the network name and the number of people currently within this network.	<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>  Pride Network Membership number: 97
(c) Our network has a clearly articulated and documented charter or purpose	Please attach a copy of the charter/vision/purpose.	<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>  Q4.1 (c) ABS Pride Network Charter.pdf
(d) The network has 2-way communication with HR/Diversity teams	Describe how the network interacts with HR/Diversity and vice versa.	<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>  The network communicates and interacts with the Diversity team and vice versa through a number of mechanisms: <ul style="list-style-type: none"> <li>• Attendance at network meetings</li> <li>• Email correspondence</li> <li>• Skype Chat rooms</li> <li>• Dedicated Pride Workgroup Database, and</li> <li>• Dedicated Workplace Diversity Database.</li> </ul> The Diversity team also have regular meetings with the Pride Champion to progress issues/activities.
(e) The network tracks membership growth and participation	If this is the first year of your network, please identify current numbers. If your network was in existence last year, please include any growth or decline in members.	<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>  We have a membership list that is managed by a few PRIDE network members that track numbers in out of the network. Since our last AWEI reporting we have had an overall increase of 10 members.

Q4.2 **INTERMEDIATE:** Further to Q4.1 above, please select all that apply. (Place an X in the first column against all rows that apply. Provide the evidence requested for each row selected)

	Assessment	Evidence required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
(a)	The network has a clearly articulated leadership structure and articulated roles and responsibilities for individuals involved in leading the network	Please attach a copy of your leadership/accountability structure and documented accountabilities.  <i>Note: For full points, we must be able to see that there is not only a leadership structure, but a clear indication of roles and responsibilities.</i>	<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>  Q4.2(a) ABS Pride Employee Network Guide.pdf
(b)	The network is responsible for delivering against a strategy or documented targets/action plans	Please note the following in terms of evidence required: (a) If this is the same strategy referenced in 2.1a/b – please identify what part of that strategy the network is responsible for. (b) If this is a separate strategy, or you have independent targets/actions plans. Please enclose a copy in response to this question.	<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>  Q2.1(b) LGBTI+ Action Plan V3 pdf Draft plan currently being updated for 2019
(c)	The network is responsible for managing its own intranet page.	Please provide a current screenshot of your network's page.  <i>Note: Internal social media sites are not given points here.</i>	<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>  Q4.2 (c) – Connections Page (intranet page) Managed by members of the network.pdf
(d)	The network clearly identifies non-HR people within the network that LGBTI employees can call for confidential conversations.	Please provide a screen shot of where confidential contacts are communicated.  <i>Note: For full points, this should not just be a list of your network leadership or a couple of members of your team. It needs to be clearly stipulated who within the network can be contacted for a confidential conversation or questions.</i>	<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>  Q4.2(d) Confidential Conversation Contacts  Information can also be accessed via the Pride Network Guide (Q4.2(a) ABS Pride Employee Network Guide.pdf)
(e)	The network has formally	Please provide context as to how this	<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>

Assessment	Evidence required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
sought feedback within the assessed year from the broader employee or network base in terms of the effectiveness of the network, what they would like to see, improvements that could be made etc.	<p>was formally sought and the key findings of the feedback.</p> <p><i>Note: This is not about casual calls for feedback. This is a dedicated survey or means by which you can obtain targeted feedback around specific network activity; suitable for trend analysis and input into planning.</i></p>	Q4.2 (e) Feedback from Members about Network
(f) The network is <b>actively</b> involved in the formal <b>delivery</b> of (not just the organisation of) LGBTI inclusion and awareness training/coaching across the organisation.	Please provide context as to the role that the network has played within the assessed year (facilitation/panel/sharing stories) and provide evidence to support your response.	If you are including an attachment, identify the filename here (must include question number and row letter).
(g) Materials are readily available to allies/champions in terms of what it means to be an ally, why it is important, the role that allies play, how allies can be more involved etc.	<p>Please attach a copy of these materials.</p> <p><i>Note: This is over and above formal ally training covered in section 3. This refers to permanently available resources.</i></p>	If you are including an attachment, identify the filename here (must include question number and row letter).
(h) The network has contributed to the active promotion of allies/champions and their stories over the assessed year (ie. why am I an ally, what does it mean, why is it important, why you should be an ally etc) in an effort to increase visibility and participation.	<p>Please attach one ally story promotion as evidence.</p> <p><i>Note: This is about raising the visibility of <b>non-LGBTI allies</b> and why being an ally is important for the purpose of awareness building or encouraging other allies to take part in the network. This has to be more than a list of allies, it has to be an active attempt to build awareness.</i></p>	<p>If you are including an attachment, identify the filename here (must include question number and row letter).</p> <p>Q4.2 (h) Newspoints Promotion - Join the Pride network – Allies 2018</p>
(i) The network has held social events throughout the year.	Please provide approximate number of events held and the kind of events held (e.g. social event, educational event)	<p>If you are including an attachment, identify the filename here (must include question number and row letter).</p> <p>Social Events:</p> <ul style="list-style-type: none"> <li>• Pride Network afternoon teas – these have been scheduled from February 2018 to occur</li> </ul>

Assessment	Evidence required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
	<i>Note: Please do not include any that you have a training/awareness component as these are covered in 3.1[c]</i>	<p>monthly in the Canberra office, approximately half way between Pride Network meetings. Generous 1 hour bookings have been made and members are encouraged to ‘bring a plate, box, bag, or a homemade delight’ to share.</p> <ul style="list-style-type: none"> <li>• IDAHOBIT – 17 May – afternoon tea held in several office locations – Canberra, Geelong</li> <li>• Wear it Purple Day – 31 August (lunch/afternoon tea) several office location s- Sydney, Brisbane, Perth, Canberra</li> </ul>

Q4.3 **LEADING PRACTICE:** Further to Q4.2 above (Place an X in the first column against all rows that apply. Provide the evidence requested for each row selected)

Assessment	Evidence required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
(a)	<p>The network has provided advice back to the organisation establishing itself as a point of reference with subject matter expertise over the assessed year.</p> <p>Please provide the following information for <u>up to two</u> instances of advice provided:</p> <ol style="list-style-type: none"> <li>Overview of the discussion matter</li> <li>Network members involved</li> <li>Advice given</li> <li>Results/Actions</li> </ol> <p><i>Note: Only those advices providing the above evidence will be given points. Partial points will be given to less than two evidenced instances.</i></p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p> <ol style="list-style-type: none"> <li>Change of language in Parental Policy to be gender-neutral.</li> <li>Several discussions with members of the Workplace Relations team, Inclusion and Diversity team, Pride Champion and network members.</li> <li>At least 6 members were actively involved in leading this discussion advocating for change Pride Network Members provided information on appropriate gender language and terminology including use of pro-nouns.</li> <li>New Policy has been consulted on with all staff (via consultation process 1-30 Nov 2018) within ABS. Changes have been agreed to and will be implemented in 2019.</li> </ol>
P	<p>The network has a sustainability plan documented and in place to ensure the longevity and ongoing contribution of the network.</p> <p>Please attach a copy of the sustainability plan.</p> <p>Examples may include: Elections, Succession plans, cap on years serving etc.</p> <p><i>Note: The overall structure of the network in itself is not sufficient to</i></p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p>

	Assessment	Evidence required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
		<i>gain points for this leading practice question.</i>	
(c)	The network has worked with appropriate internal teams to enhance the organisations external reputation in terms of its inclusivity.	Please provide the following information for up to two instances of collaboration: <ul style="list-style-type: none"> <li>(a) Context of the collaboration (what was the advice provided)</li> <li>(b) What departments or people outside of the network were involved</li> <li>(c) Outcome of the advice</li> </ul> <p><i>Note: This has to be branded or reputation aligned and should be more than working with designers for posters or media for editing of videos. Only those advices providing the above evidence will be given points. Partial points will be given to less than three evidenced instances.</i></p>	<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>
(d)	Network Leader/s have <i>Diversity Group Leadership</i> (or equivalent) recognised as a formal component of their broader role.	Please provide evidence of this being built into formal accountabilities and identify whether or not performance in this role is formally assessed. If so, how. <p><i>Note: Contributing to cultural values or generic diversity statements will only get partial points. Full points awarded if there are very specific KPI's directly aligned to the leadership role of a network group. For full points, all of the above must be addressed.</i></p>	<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>
(e)	The network has conducted specific activities over the	Please provide details of one such event supporting <i>trans/gender diverse</i>	<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>

Assessment	Evidence required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
<p>assessed year to support the inclusion of transgender, gender diverse and/or intersex employees.</p> <p>This can include increasing awareness of gender diverse employees via speaking engagements, films, literature, activities, events etc.</p>	<p><i>employees</i> <b>and</b> details of an event supporting <i>intersex employees</i>.</p> <p>To obtain full points for any one of the two events, you must provide:</p> <ul style="list-style-type: none"> <li>(a) A brief description of the activity and the target group the activity was designed to support</li> <li>(b) How specifically the activity supported the target group</li> <li>(c) Whether or not the target group was involved in the event</li> <li>(d) Any feedback from the target group.</li> </ul> <p><i>Note: For full points, all of the above must be addressed for each of the two events.</i></p> <p><i>Partial points will be given for less than the two events requested.</i></p>	Evidence provided content is redacted

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Q4.4 **ADDITIONAL WORK RELATED TO LGBTI EMPLOYEE NETWORKS / ALLY INITIATIVES (MAX 4 POINTS):** Additional work this year in the area of LGBTI Employee Networks and Ally / Champion initiatives that you would like assessed for additional points.

- **Use this table for work that you believe is over and above the requirements of the index or work not covered by the index relating to this section.** For example, for many questions throughout the index, we ask for evidence of one or two instances only. If you have completed a significant amount of work in a given area over and above what you have already supplied evidence for, use this section to include the additional work. Please list the area of work within **ONE row** and each instance of that work within the details column. *Please do not add additional rows for every instance of work in that area.* **For example**, in question 4.2(h) we ask for one Ally story that you have promoted. If you have promoted the story of many allies, use this table to add a descriptor of *Extensive Promotion of Allies* and within the details of work claimed column, list details of each instance over and above what you have already documented within the index question, providing evidence in column 3. *Do not list each story within in a separate row.*

**PLEASE ADD AS MANY ADDITIONAL ROWS AS YOU NEED**


	<b>Assessment</b>  <i>Brief descriptor (just a couple of words)</i>	<b>Details of work claimed</b>  <i>Full details of work completed or that which you are claiming points for</i>	<b>Evidence Provided</b>
(a)			<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>

Additional work may include but is not limited to:

- Working collaboratively with other diversity networks within the workplace
- Producing resources/guides/kits not previously mentioned within this section
- Tracking and reporting on gender composition of your employee network

## SECTION 5: VISIBILITY & INCLUSION

Q5.1 **FOUNDATION:** How visible is LGBTI inclusion in your workplace?

Assessment	Evidence required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
(a) We have throughout the assessed year celebrated IDAHOT, World AIDS Day or Wear It Purple	Please indicate each of the dates celebrated within the assessed year, providing <b>one piece of supporting evidence</b> for each event celebrated.	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p> <p>                     IDAHOBIT Day                      Wear it Purple Day                      World Aids Day                      Q5.1 (a) – Celebrated Days                      Q5.1 (a) Wear it Purple_day_LCD_v2.pdf                 </p>
(b) We have throughout the assessed year celebrated days of significance for transgender and/or intersex employees over and above generic LGBTI days of significance such as IDAHOBIT or Wear it Purple.	Please indicate each of the dates celebrated within the assessed year, providing <b>one piece of supporting evidence</b> for each event celebrated.	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p> <p>                     International TransGender day Of Visibility                      International TransGender day of Remembrance                      Intersex Awareness Day                      Q5.1 (b)) – Celebrated Days                 </p>
(c) We talk about LGBTI inclusion or our LGBTI networks within our orientation or new starter programs.	Please provide evidence of covering LGBTI inclusion at orientation or within new starter programs (this does not constitute training, but rather awareness of networks and/or diversity initiatives).	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p> <p>                     Welcome email is provided to new starters which highlights all the diversity networks including PRIDE, where to access further information about the network and how to join.                       Q5.1(c) Welcome to new starters re Diversity Networks and relevant PRIDE information.                 </p>
(d) We have an active <b>dedicated internal</b> LGBTI social media site (ie. Yammer or equivalent) that updates staff on LGBTI news and promotes conversations and stories of interest.	Please provide screenshot evidence of the dedicated group or page.  <i>Note: This is separate to and independent of an LGBTI employee network intranet page.</i>	<p>This is a dedicated Skype for Business Persistent Chat room that is open to all members of the PRIDE Network.</p>  <p>The ABS uses our Newspoint (internal system) to promote and update all staff on activities.</p>



Q5.2 **INTERMEDIATE:** Further to Question 5.1 (Place an X in the first column against all rows that apply. Provide the evidence requested for each row selected)

	Assessment	Evidence required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
(a)	<p>There are visible (physical, excluding online) signs of an active <b>LGBTI employee network</b> within the workplace.</p>	<p>Please attach a file containing evidence of <b>network</b> visibility and promotion within the workplace.</p> <p><i>Note: This item is not about LGBTI inclusion visibility, but <b>network</b> visibility, i.e. posters, banners, postcards etc. with network logo on them.</i></p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p> <p>The ABS moved to an Activity Based Work environment (with reduced use of paper) across all offices over the past 5 years. Most of our promotion and activity of the employee network is via online sources, including Newspoints, LCD screens and staff breakout area (where appropriate). Posters, banners etc are not currently utilized due to organizational processes.</p> <p>Q5.2 (a) – Visible Signs of PRIDE network</p>
(b)	<p>We can readily identify LGBTI allies within the workplace beyond a list of network group members or allies on an intranet page.</p>	<p>How individual LGBTI allies are physically identified within the workplace? Please provide details along with supporting evidence.</p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p> <p>Allies can identify themselves via Ally rainbow pins, ally stickers, or cards on their desks (which are removable as staff do not have set desks and have clean desk policy). In addition to the network list of identified members.</p>
(c)	<p>We have an active and visible Executive Sponsor or champion for LGBTI Workplace Inclusion who regularly participates in network activities and/or communicates the importance of inclusion throughout the organisation.</p>	<p>Please provide details <b>up to three of the most significant events</b> or communications conducted by this executive along with supporting evidence.</p> <p><i>Note: Partial points will be given for less than three evidenced instances.</i></p> <p>If your Executive Sponsor's activity is significant, please consider nominating them for the Executive Leadership Award.</p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p> <p>Executive sponsor has</p> <ul style="list-style-type: none"> <li>• Attends Pride Network meetings.</li> <li>• Provided updates on key issues to the ABS People Committee on issues affecting the Pride Network, including better reporting and visibility, use of gender neutral language in policy.</li> <li>• Attends Pride in Diversity Events</li> <li>• Released NewsPoints (with Head of HR) to promote Network and significant days</li> <li>• Lead discussion on LGBTI results from APS Employee Census Survey and also outcomes of AWEI Participants survey.</li> <li>• Response to 2018 National Consultative Forum with regards to the communication and support of employees as an outcome of the AMLPS.</li> </ul>

Q5.3 **LEADING PRACTICE:** Further to Q5.2 above (Place an X in the first column against all rows that apply. Provide the evidence requested for each row selected)

	Assessment	Evidence required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
(a)	Senior Leadership (outside of LGBTI Executive Sponsor/s) regularly speak out in favour of LGBTI inclusion or incorporate inclusion within their communications. (inclusive language, work, activities).	<p>Please provide evidence of <b>up to two significant</b> communications by two separate Senior Leaders within the organisation, along with supporting evidence for each.</p> <p><i>Note: This has to be over and above referring to an event or award. Partial points will be given for less than two evidenced instances.</i></p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p>
(b)	Our CEO or equivalent (most senior executive) has communicated to all staff the importance of LGBTI inclusion on at least one occasion throughout the assessed year.	<p>Please provide a copy or transcript of the most significant LGBTI inclusive communication by your CEO along with details of the breadth or reach of this communication.</p> <p><i>Note: This has to be over and above referring to an event or an award.</i></p> <p>If your CEO or equivalent's activity is significant, please consider nominating them for the CEO of the Year Award.</p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p>
(c)	There are visible LGBTI people within our Senior Leadership and management teams.	Please provide names and titles of up to three out Senior Leaders who would be happy to be identified in support of this	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p>

Assessment	Evidence required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
	submission (confidential).  <i>Note: Partial points will be given for less than three acknowledged leaders.</i>	

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Q5.4 **ADDITIONAL WORK RELATING TO VISIBILITY AND INCLUSION (MAX 4 POINTS):** Additional work this year in the area of visibility and inclusion that you would like assessed for additional points.

- **Use this table for work that you believe is over and above the requirements of the index or work not covered by the index relating to this section.** For example, for many questions throughout the index, we ask for evidence of one or two instances only. If you have completed a significant amount of work in a given area over and above what you have already supplied evidence for, use this section to include the additional work. Please list the area of work within **ONE row** and each instance of that work within the details column. *Please do not add additional rows for every instance of work in that area.* **For example,** In question 5.3(a) we ask for up to two pieces of evidence of leadership speaking out in favour of LGBTI inclusion. If your leaders have been prolific in this area, use this table to add a descriptor of *Leaders Extensive Support of LGBTI Inclusion* and within the details of work claimed column, list details of each instance over and above what you have already documented within the index question, providing evidence in column 3. *Do not list each instance in a separate row.*

**PLEASE ADD AS MANY ADDITIONAL ROWS AS YOU NEED**

	<b>Assessment</b>  <i>Brief descriptor (just a couple of words)</i>	<b>Details of work claimed</b>  <i>Full details of work completed or that which you are claiming points for</i>	<b>Evidence Provided</b>
(a)			<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>

Additional work may include but is not limited to:

- Significant visibility of inclusion over and above what has been covered within this section or the Network/Champions section of this submission (please provide evidence). Please do not repeat any evidence/content covered elsewhere.

## SECTION 6: COMMUNITY ENGAGEMENT AND EXTERNAL ADVOCACY

Q6.1 **FOUNDATION:** External promotion of inclusivity

	Assessment	Evidence required	<i>Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.</i>
(a)	<p>Employees have, with employer branding or collateral, <b>participated</b> in LGBTI community events (external to the organisation) within the assessed year.</p>	<p>Please provide details of <b>up to two</b> employer endorsed participation in community events. Please do not include any evidence covered in 6.2 a/b.</p> <p><i>Note: This includes events such as Mardi Gras, Midsumma, Fair Days etc. but does not include professional events.</i></p> <p><i>Partial points will be given to less than two evidenced instances.</i></p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p>

Q6.2 **INTERMEDIATE:** Support of LGBTI Charities / Community Groups / Community Events

Assessment	Evidence required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
(a) We have provided pro bono work, groups of volunteers, office space or support services for LGBTI charities or community groups and/or:	<p>Please provide details of <b>up to two such instances</b> relating to <b>any</b> of the following:</p> <ul style="list-style-type: none"> <li>(a) Pro bono work undertaken within the assessed year</li> <li>(b) Office space or in-kind services provided</li> <li>(c) Details of any employer volunteer groups</li> </ul> <p>For points, you must provide evidence, i.e. written verification of the support or logo on support webpages.</p> <p><i>Note: individual personal volunteering is not included within this question. Providing all information is included. Partial points will be given to less than two evidenced instances.</i></p>	
(b) Employees, with the full endorsement of the employer have raised funds for LGBTI charities or community groups within the assessed year.	<p>Please provide details of <b>up to two such fundraising initiatives</b>.</p> <p>For points, you must provide evidence, i.e. written verification of the support or fully documented details of the fundraising activity and amount</p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p> <p>Many offices participated in Wear it Purple Day and IDAHOBIT Day across Australia and collected donations for the events. Minutes of PRIDE Meeting in July gave permission from the PRIDE Champion to participate in fundraising if local offices wanted to.</p> <p>Q6.2 (b) Employee Fundraising.                      Q6.2 (b) Employee Fundraising Receipt_2012132-2221805-1.pdf                      Q6.2 (b) Employee Fundraising GiveNow-Receipt-GN884188.pdf</p>

Assessment	Evidence required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
	<p>raised signed off by senior HR or D&amp;I exec.</p> <p><i>Note: Partial points will be given to less than two evidenced instances.</i></p>	

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Q6.3 **LEADING PRACTICE:** Employer Branded or Supported Activity (reminder: activity must have occurred within the assessed year).

	Assessment	Evidence required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
(a)	We have undertaken branded sponsorships or provided production support for LGBTI related events / work or publications.	<p>Please provide details of <b>up to two such instances</b> of support with supporting evidence.</p> <p><i>Note: Partial points will be given to less than two evidenced instances.</i></p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p>
(b)	We have been appeared, advertised or been profiled in LGBTI or mainstream media for our work on LGBTI inclusion	<p>Please provide evidence of <b>up to two such instances</b>. For evidence, please provide</p> <p>(a) Name and date of publication</p> <p>(b) Link to the article or .pdf attachment</p> <p><i>Note: This is over and above a passing mention of a company name and over above any Pride in Diversity promotion. If you have appeared in many, please select the two with greatest coverage of your organisation for evidence. Partial points will be given to less than two evidenced instances.</i></p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p>
(c)	We have actively sought to recruit LGBTI people and/or promote our LGBTI inclusivity at recruitment/ campus/university events.	<p>Please provide evidence of one such instance.</p> <p><i>Note: If you are listed on the inclusive employer website or other similar websites please include that in the evidence.</i></p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p> <p>Participated in the first ever LGBTI expo at UTS, as part of PRIDE week in September 2018. Highlighting the ABS in relation to recruitment –particularly graduate recruitment. Members from our National Recruitment team and Pride Network member attended.</p> <p>Q6.3 (c) Attendance at University Events - Recruitment –</p>



	Assessment	Evidence required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
(d)	We have profiled LGBTI individuals, couples or families in our external recruitment, advertising, or product/service promotions.	Please provide evidence.  <i>Note: LGBTI couples need to be easily identified within the evidence provided.</i>	<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>
(e)	Senior Executive(s) within our organisation have spoken at external conferences and/or industry events about our work in LGBTI inclusion.	Please provide evidence of the most significant event at which a Senior Executive has spoken about LGBTI inclusion along with a copy or transcript of the content covered within that presentation.	<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>

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**Q6.4 ADDITIONAL WORK RELATING TO COMMUNITY ENGAGEMENT & EXTERNAL ADVOCACY (MAX 4 POINTS):** Additional work this year in the area of community engagement and external advocacy that you would like assessed for additional points.

- **Use this table for work that you believe is over and above the requirements of the index or work not covered by the index relating to this section.** For example, for many questions throughout the index, we ask for evidence for one or two instances only. If you have completed a significant amount of work in a given area over and above what you have already supplied evidence for, use this section to include that. Please list the area of work within ONE row and each instance of that work within the details column. Please do not add additional rows for every instance. **For example, if** you are in the training section and have delivered a substantial amount of training over and above the number of instances that we requested, list ADDITIONAL TRAINING within a row, and all the instances within the *Details of work claimed* column. Do not list every single training course in a row of its own. Please call for clarification if this is not clear.

**PLEASE ADD AS MANY ADDITIONAL ROWS AS YOU NEED**

	<b>Assessment</b> <i>Brief descriptor (just a couple of words)</i>	<b>Details of work claimed</b> <i>Full details of work completed or that which you are claiming points for</i>	<b>Evidence Provided</b>
(a)			<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>

Additional work may include but is not limited to:

- Organisational advocacy or Senior Leader support for issues impacting the LGBTI community (not covered elsewhere within this publication)
- Active communication of our work in LGBTI inclusion or support for LGBTI inclusion via social media channels (excludes personal accounts)

## SECTION 7: AWEI OPTIONAL SURVEY PARTICIPATION & ADDITIONAL ACTIVITY

### Q7.1 **OPTIONAL:** AWEI Employee Survey Participation

	Assessment	Evidence required	Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided.
(a)	We are participating in the 2019 AWEI Employee Survey	<p>Please provide a list of all efforts undertaken to gain as many survey responses as possible.</p> <p>Please provide evidence of these efforts.</p>	<p><i>If you are including an attachment, identify the filename here (must include question number and row letter).</i></p> <p>Series of newspoints run over the period of the survey encouraging people to participate.</p> <p>Q7.1 (a) Newspoints Promotion - Participate in the 2019 AWEI LGBTI Survey</p>

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Q7.2 **OTHER ADDITIONAL ACTIVITY (MAX 4 POINTS):** This section allows you to describe and provide evidence for any additional work completed throughout the assessed year that **has not already been included** within this year’s index submission. Please see the AWEI 2019 Completion Guide for examples of work previously claimed for this section.

This section is for:

- **Work that does not fit into any of the index categories** and has not been covered elsewhere within the index; or

**IMPORTANT CLARIFICATION:** Points will not be allocated for work already given points within the index. In the case of multiple entries relating to one area of work, these will be combined for a point so please ensure that you do not list multiple instances in multiple rows.

**PLEASE ADD AS MANY ADDITIONAL ROWS AS YOU NEED**

	<b>Assessment</b> <i>Brief descriptor (just a couple of words)</i>	<b>Details of work claimed</b> <i>Full details of work completed or that which you are claiming points for</i>	<b>Evidence Provided</b>
(a)			<i>If you are including an attachment, identify the filename here (must include question number and row letter).</i>

If you have developed innovative inclusion products or initiatives, please consider applying for the Innovation Award.



**Re: ACTION: Draft LGBTI Action Plan for your review  
[DLM=For-Official-Use-Only]** 📎

**s22** to: Workplace Diversity WDB  
Cc: **s22**, **s22**

06/12/2017 04:51 PM

Hi **s22**

Sorry for the delay in getting back to you. I read the Plan over the weekend and I like it :)  
You have done an amazing job.

A couple of suggestions to the document:

- For **s22** text - can we aim to introduce something about improving our interactions with the LGBTIQ community (particularly on data collection and consulting on LGBTI questions). I will need to talk to **s22** and **s22** about this to ensure that they feel comfortable. But at this stage it would be good to include a place marker. If **s22** is willing - we might be able to have a couple of specific indicators (All Household interviewers trained in LGBTI awareness and all LGBTI related classification and questions consulted with community)
- For question A8: I would change the words for the "able to collect and track diversity demographics". This is likely to be taken out of context and the network may feel like their privacy is invaded. Perhaps the something like "ability to record LGBTI indicators and an open trusting environment where staff are willing to self identify"?

Lets send it to the Pride in Diversity first - and aim to take it to the first meeting of the Pride Network next year.

Thanks again,

**s22**  
Program Manager  
Statistical Infrastructure Development | Statistical Transformation Infrastructure  
Development Division | **Australian Bureau of Statistics**  
(P) **s22**  
(E) **s22** @abs.gov.au (W) [www.abs.gov.au](http://www.abs.gov.au)  
*Executive Sponsor for the ABS Pride Network*

Workplace Diversity WDB | Hi **s22**, please find attached the f... | 16/11/2017 04:20:41 PM

From: Workplace Diversity WDB  
To: **s22** /Staff/ABS@ABS,  
Cc: **s22** /Staff/ABS@ABS  
Date: 16/11/2017 04:20 PM  
Subject: ACTION: Draft LGBTI Action Plan for your review [DLM=For-Official-Use-Only]  
Sent by: **s22**

Hi **s22**

please find attached the first draft of our LGBTI Action Plan for your consideration. It's very early thinking based on the AWEI survey. You'll see it's just the actions and doesn't yet include responsibilities or timelines.

We're happy for it to go to the PRIDE Network if you'd like it to, or to send it to Pride in Diversity for their initial response, and we'll then circulate the next draft to the network - just let me know what you'd prefer.

[attachment "LGBTI+ Action Plan V2.docx" deleted by s22 /Staff/ABS]

thanks,  
s22

s22

Director

Workforce Strategies

Culture and Capability Branch | Transformation Group | Australian Bureau of  
Statistics

(P) s22 (M) s22

(E) s22 @abs.gov.au (W) [www.abs.gov.au](http://www.abs.gov.au)

I work part-time. My usual days are Monday, Tuesday, Thursday and Friday.

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## PRIDE NETWORK

### Australian Workplace Equality Index and LGBTI Inclusion Survey (open to all employees)

The ABS and ABS Pride Network's aim is to continue building an inclusive workplace where all employees, no matter their diverse background, can be themselves and excel.

The ABS is participating in the [Australian Workplace Equality Index](#) (AWEI) for the second year in a row. As a result of what we heard from you last year, the ABS and Pride Network have achieved the following:

- More guidance and support available for staff transitioning gender in the ABS (through knowledge documents and system changes) See [Supporting Gender Transition in the ABS knowledge document](#).
- Active promotion of LGBTI days of significance such as Wear it Purple Day and Intersex Awareness Day
- LGBTI Inclusion e-learning module to be hosted on Capability Plus (currently in draft)
- Development of a LGBTI Action Plan (currently in draft)
- Attendance by network members at the Pride in Practice Conference.

The index allows the ABS to benchmark our inclusiveness of LGBTI employees against leading Australian employers, including major banks, consulting firms and other public service agencies. The index provides our Diversity and HR teams with valuable feedback on what we are doing well and areas in which we can improve.

### The LGBTI Inclusion Survey

While the **AWEI** benchmark provides us with feedback on what we are doing at an organisational level, it does not provide us with data on the lived day-to-day experience of our Lesbian, Gay, Bisexual, Transgender and Intersex employees within our organisation. Nor does it provide us with feedback on the views and level of awareness of our heterosexual (or 'straight') employees when it comes to LGBTI inclusion. To provide a balanced view of how we are tracking, the index allows us to participate in an optional, confidential employee survey that provides us with that missing 'lived experience' data.

We would therefore like **to invite all employees, regardless of how you**

**personally identify, to participate** in this survey on LGBTI inclusion in the ABS.

The survey will be open until **5:00pm (AEDT) Friday 9 March, 2018**. You may access it [here](#).

### **Do you want to know more about the survey?**

If you are interested in joining the ABS Pride Network and creating a more inclusive and accepting ABS for LGBTI staff, please see the [Pride Network Knowledge Document](#).

The ABS is committed to providing an inclusive workplace culture and increasing the diversity of our workforce. The [ABS Workforce Strategy 2015-19](#) and the [People and Culture Action Plan 2017-18](#) reaffirm the importance the ABS places on providing a workplace that is inclusive and recognises the diverse skills, perspectives and experiences of our employees. This contributes to the ABS being more reflective of the communities we serve and being a workplace that becomes infinitely stronger because of it.

s22

Pride Network Champion

s22

Diversity and Inclusion Champion

5 March 2018





## We're here if you need us

Your Employee Assistance Program (EAP) is a confidential coaching and wellbeing service that is available to support you and your family through life's challenges.

Sessions are:

- Completely confidential
- Paid for by your employer at no cost to you
- Available face-to-face, over the phone or online via live chat

For support contact your EAP provider, Davidson Trahaire Corpsych (DTC) and speak to a professional who has knowledge and experience in supporting the LGBTIQ community. Call today on **1300 360 364**.

Document is publicly available at:

[https://www.prideinclusionprograms.com.au/content/uploads/2017/08/Marriage\\_Equality\\_Resource\\_PID\\_A4\\_Final.pdf](https://www.prideinclusionprograms.com.au/content/uploads/2017/08/Marriage_Equality_Resource_PID_A4_Final.pdf)

Released under FOI Act



**RE: World AIDS Day Merchandise**

06/12/2017 09:35 AM

**s22** to: **s47F**  
Cc: **s22**, **s22**, **s22**, **s22**, **s22**, **s22**

This message is digitally signed.

History: This message has been replied to.

Hi **s47F** and **s22**

ABS has done a fab job and has raised \$236.20 for World AIDS Day. I have the money and left over merchandise.

My thanks to the hard work of the following for getting in and around selling and collecting donation for World AIDS Day 2017 as well as the staff at ABS.

**s22**  
**s22**  
**s22**  
**s22**  
**s22**  
**s22**

Can you arrange for a pick up in the next few days.

Cheers

**s22**



Agriculture Admin Data Accounts  
Accounts Development | Agriculture and Environment Branch  
| **Australian Bureau of Statistics**

(P) **s22** (F) **s22**

(E) **s22** [@abs.gov.au](mailto:s22@abs.gov.au) (W) [www.abs.gov.au](http://www.abs.gov.au)

**s47F** Hi **s22**, Apologies if this is a duplicate e... 23/11/2017 02:16:11 PM

From: **s47F**  
To: **s22** <**s22**@abs.gov.au>  
Cc: **s47F**  
Date: 23/11/2017 02:16 PM  
Subject: RE: World AIDS Day Merchandise

Hi **s22**

Apologies if this is a duplicate email – we’ve been having some technical difficulties and I’ve just found that some emails from last week that I thought would have been delivered were in fact not.

Please find attached invoice for the cookies. I understand that **s22** has arranged delivery with you.

Regarding payment, we do request that payment is made on receipt of the goods. If you end up with an excess of merchandise, we are happy to arrange a refund for returned items.

Please do not hesitate to be in touch should there be any further assistance I can provide. I hope you have an excellent day!

Best regards,

s47F

s47F

CORPORATE SUPPORT OFFICER

s47F

**From:** s22 [mailto:s22@abs.gov.au]

**Sent:** Tuesday, 14 November 2017 1:45 PM

**To:** s47F @aidsaction.org.au>

**Cc:** s22 @abs.gov.au>; s22 @abs.gov.au>;

Workplace Diversity WDB <workplace.diversity@abs.gov.au>;

@abs.gov.au>; s22 @abs.gov.au>

**Subject:** Re: World AIDS Day Merchandise

Hi s47F

I have completed the form (attached). I have a few people who would be interested in going around the ABS to sell. Could I also get about 4 carriers for the merchandise and money tins too please.

Do you have an approx data when these would be delivered, help us in advertising the day and what and when we are able to sell.

I am guessing, as in previous years, what we don't sell, we will return with the money we collected from the merchandise and donations we receive.

*(See attached file: World AIDS Day merchandise request form.pdf)*

cheers

s22



Agriculture Admin Data Accounts

Accounts Development | Agriculture and Environment Branch  
| **Australian Bureau of Statistics**

(P) s22 (F) s22

(E) s22 @abs.gov.au (W) www.abs.gov.au

▼ s47F ---14/11/2017 01:18:07 PM---Good afternoon s22 Thank you for your call just then – it was a pleasure speaking with you!

From: s47F @aidsaction.org.au>  
To: s22 @abs.gov.au,  
Date: 14/11/2017 01:18 PM  
Subject: World AIDS Day Merchandise

Good afternoon s22

Thank you for your call just then – it was a pleasure speaking with you !

Please find attached order form for World AIDS Day Merchandise. If you could send back a completed form, we will invoice you and arrange delivery of the merchandise.

Please do not hesitate to be in touch should there be any further assistance I can provide .

Have a spectacular Tuesday.

Best regards,

s47F



aidsaction.org.au

s47F

CORPORATE SUPPORT OFFICER  
AIDS ACTION COUNCIL OF THE ACT  
Havelock House  
85 Northbourne Avenue  
(Gould Street entrance)  
Turner ACT 2612  
PO Box 5245 Braddon ACT 2612

s47F

We're committed to reconciliation!

The AIDS Action Council acknowledges the Aboriginal people are the traditional custodians of the land we live and work on. We recognise their ongoing contribution to Australian culture and pay our respect to Elders, past and present. We respectfully acknowledge the distinct rights and perspectives of Aboriginal and Torres Strait Islander peoples.

**WORLD AIDS DAY**

**CONTACT THE COUNCIL TEAM TO JOIN OUR  
30 WAYS TO WORLD AIDS DAY CAMPAIGN**

[www.aidsaction.org.au/WAD](http://www.aidsaction.org.au/WAD)



[attachment "World AIDS Day merchandise request form.pdf" deleted by s22 /Staff/ABS]  
[attachment "ABS Belconnen.pdf" deleted by s22 /Staff/ABS]



## AUSTRALIAN MARRIAGE LAW SURVEY TASKFORCE

The ABS has published some details about how the **Australian Marriage Law Postal Survey** will operate. You can find these details on the [ABS website](#). The ABS is finalising the **survey** process, including supporting participation by all eligible **Australians** (including those without access to mail, vision impaired, overseas), and will provide details when they are available. During the operation of this **survey** there will always be a clear link to the **survey** details on the ABS homepage.

A national advertising campaign is underway, encouraging all eligible **Australians** to enrol or update their details on the Commonwealth Electoral Roll to ensure they can participate. The current phase includes TV, radio, print and online advertising and will be published on the ABS website.

A call centre named the **Australian Marriage Law Postal Survey Information Line on 1800 572 113** opened today and will service calls (for AEC and ABS activity) in relation to this **survey**, from 8am to 8pm (local time) 7 days a week.

We have a dedicated number and email address for media enquiries. To ensure only authorised accurate information is provided to the media, please remember to always ask anyone seeking information to identify themselves, and, if from the media, ask them to email questions to [marriagesurveymedia@abs.gov.au](mailto:marriagesurveymedia@abs.gov.au) or transfer/direct them to **1800 683 051**.

The issue of **marriage law** may impact on the emotional and psychological well-being of some staff, particularly those who may be directly affected by the potential policy outcomes or with very strong interests in the outcome. ABS continues to provide free confidential EAP support which is available to staff and their immediate family. For support, advice or to make an appointment, **call the EAP on 1300 360 364**, 24 hours a day, seven days a week (for more information see [Employee Assistance Program](#)).

**Marriage** Collection Taskforce

15 August 2017





## PRIDE NETWORK

### Are you passionate about workplace inclusion?

Why not get involved in the **ABS Pride Network!** The network welcomes both LGBTI+ staff and Allies.

Allies are an important part of the ABS Pride Network, helping to:

- **Advocate** LGBTI+ workplace inclusion
- **Promote** the ABS Pride Network and its important contribution to inclusion and our respectful workplace where people can be themselves
- **Get to know your co-workers** - Gain and share insights, perspectives and create opportunities for collaboration, mentoring and coaching
- **See something? Say something** - Call out inappropriate behaviour and remarks.

To find out more contact §22, Pride Network Champion (  
§22 [@abs.gov.au](mailto:§22@abs.gov.au) or §22)

§22 and §22 LGBTI+ Champions  
§22, Diversity & Inclusion Champion

10 November 2017

## SECTION I – WORKFORCE PLANNING

### WORKPLACE DIVERSITY

#### 182. PRINCIPLE

- 182.1 Consistent with the APS Values, the ABS is committed to the principles of fairness, equity and diversity in employment. All ABS employees have a responsibility to uphold and demonstrate these principles in the conduct of their day to day work.
- 182.2 Through its Workplace Diversity Program the ABS aims to:
- a. ensure that its corporate, business and human resource plans recognise and utilise the diversity of its employees;
  - b. provide a workplace that recognises and utilises the diversity of its employees;
  - c. support a diverse workplace and endeavour to increase the proportion of Aboriginal and Torres Strait Islander employees;
  - d. uphold and promote equity and procedural fairness in decision making;
  - e. encourage and assist employees to balance work and individual needs;
  - f. strive to prevent and eliminate discrimination on the basis of race, colour, sex, sexual preference, age, physical or mental disability, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin; and
  - g. foster an environment free of harassment, including bullying.

### TEMPORARY ASSIGNMENT OF DUTIES (HIGHER DUTIES AND TEMPORARY TRANSFER)

#### 183. ASSIGNMENT OF DUTIES

- 183.1 Ongoing employees may be temporarily assigned to other duties at their substantive level to meet operational requirements.

#### 184. HIGHER DUTIES

- 184.1 Employees may be temporarily assigned to other duties at a higher work value level according to the Work Level Standards. This may be for developmental purposes.

#### 185. PAYMENT OF HIGHER DUTIES ALLOWANCE (HDA)

- 185.1 HDA is payable where an employee occupies a position at a higher classification level which is temporarily vacant for a period of four weeks or more.
- 185.2 HDA may be paid for vacancies for periods of less than four weeks where there is a genuine need for the duties of the position to be undertaken, taking into account the:
- a. efficiency of the employee assigned the higher duties; and
  - b. relative importance to the ABS of the duties to be performed at the higher classification.
- 185.3 Where vacancies occur for short periods of less than four weeks at a time, work will be reassigned wherever possible to minimise the use of HDA.



**Information Document****Status: Published****Discrimination****Summary:**

Information about discrimination, including support available if you experience discrimination and how to make a complaint.

**Detail:****Discrimination**

In Australia, it is unlawful to discriminate on the basis of a number of protected attributes including age, disability, race, sex, intersex status, gender identity and sexual orientation in certain areas of public life, including education and employment.

Workplace harassment, bullying and discrimination runs counter to the APS Values, APS Employment Principles and Code of Conduct, as well as Commonwealth anti-discrimination laws.

**Support available if you experience discrimination**

The ABS has a network of harassment and workplace support officers who are trained to provide information and support to fellow employees in the informal resolution of workplace issues, including bullying, harassment and discrimination. See the **Harassment and Workplace Support Officers** knowledge document for information on what these officers do; why to contact them; who they are; and confidentiality.

The Employee Assistance Program (EAP) is an external service which provides you with free access to professional counselling and assistance to help you deal with work and life issues.

**See: [Employee Assistance Program \(EAP\)](#)****How can I make a complaint about discrimination?**

The steps to make a complaint about discrimination (or any other workplace issues or disputes) are set out in the ABS's **Resolving Workplace Issues and Dispute Resolution** guidelines.

**See also:****[Workplace Bullying and Harassment Guidelines](#)**

## Workplace Diversity

### Bullying and Harassment and other workplace issues

#### Related Tickets:

This document has been used as a solution to 0 requests, 0 incidents and 0 problems.

This document has been used to open 0 requests and 1 incidents.

#### Properties:

Doc ID: 434876

Document Owner: Workplace Diversity

Configuration Item:

Creation Date: 21/11/2017

Modify Date: 24/11/2017

Review Date: 21/11/2018

Please use the **Rate & Comment** section below to provide feedback on this document and to let us know if there are any required changes.

To request further assistance in relation to this document; click on **New Incident based on this Document** under the **Page Options** heading on the right of this page.

**Information Document****Status: Published****Supporting Gender Transition in the ABS****Summary:**

Information on ABS supports available for employees who wish to transition their gender.

**Detail:**

At any time an employee (and their Supervisor if possible) can contact People Management and Wellbeing (PMaW) for discreet advice, guidance and support. It is best to do this via a services ticket to PMaW. Please note all tickets to PMaW are private and confidential.

PMaW will discuss with an employee what it is they wish to do regarding their transition and how they wish things to happen and will assist them and their manager to develop a transition plan. This may include timing of transition events/milestones, discussions with team and assisting with administrative changes.

It is important to remember that sometimes the only assistance an employee may require is to simply be supported to be themselves in the workplace and be open about their identity without necessarily undertaking a transition or using a transition plan.

Transitioning: is the process of changing one's gender presentation permanently to accord with their internal sense of their gender – the idea of what it means to be a man or a woman. Transition must begin with a personal decision to transition, prompted by the feeling that one's gender identity does not match the sex that one was assigned at birth. One of the most significant parts of transitioning for many transgender people is coming out for the first time. Transitioning is a process, not an event, that can take anywhere between several months and several years. Transitioning generally begins where the person feels comfortable: for some, this begins with their family with whom they are intimate and reaches to friends later or may begin with friends first and family later. Sometimes transitioning is at different levels between different spheres of life. For example, someone may transition first with family and friends before even coming out at work.

Names and Pronouns: Transitioning employees will usually select a name and pronoun (e.g. his, her, him, she, they or them) that corresponds to their gender identity. Colleagues of someone who is transitioning can be provided guidance around names and pronouns.

Facilities: Supporting transitioning employees to use bathrooms and facilities that are appropriate to their affirmed gender should not affect others in the workplace. Preventing transitioning employees from using the facilities which accord to their gender identity may be unlawful. It is not appropriate to require transgender people to use disabled or any other particular bathroom/changing facilities.

## **Responsibilities**

ABS employees are expected to support a positive transition experience for transitioning employees. This includes:

- treating transitioning employees with respect at all times;
- being willing to ask respectful questions when unsure of something;
- listening to, and understanding, the transitioning employee's needs and concerns and maintaining honest communication to build trust and support a positive and successful workplace transition;
- maintaining appropriate levels of confidentiality and privacy. Information should only be disclosed to those who need to know, are directly involved in the process, or where the consent of the transitioning employee has been obtained; and
- adhering to the APS Values and Code of Conduct.

Transitioning Employees:

- Are responsible for working with their Supervisor/Director and People Management and Wellbeing to establish clear expectations and develop their transition plan;
- Maintaining regular contact with their supervisor;
- Working with their supervisor on any leave they intend to take; and
- Understanding that mistakes can happen regarding use of name and pronouns as colleagues adjust to the change.

Supervisor/Director:

- Are to be respectful and honest when an employee approaches them with their intention to transition; and
- Need to be prepared to discuss the employee's aims and expectations.
- Being open to making reasonable adjustments in the workplace during a transition plan.

The assistance given to a transitioning employee will vary depending on the situation and the preference of the individual. However, they could include:

- working with the transitioning employee to understand their goals and discuss related matters;
- being part of the development of a transition plan; developing a shared understanding about agreed work arrangements during the workplace transition period;
- protecting the privacy of the transitioning employee and maintaining confidentiality;
- being reasonably flexible and supportive of any leave that may be required by the transitioning employee;
- being available to answer questions and address any concerns of colleagues ;
- modelling the APS Values and providing leadership to develop a positive, inclusive and respectful environment to support a successful transition;
- considering stakeholders, colleagues, policies and procedures existing in the workplace;
- communicating honestly, openly and regularly with the team to set expectations; and
- facilitating communication of relevant information to key stakeholders.

The ABS is proud to support a diverse workforce and encourage any member of staff who would like further information or support to raise a ticket to People Management and Wellbeing so a case manager can commence supporting and guiding all parties through the process.

#### See Also:

- [Recognition of Sex and Gender](#)

#### Related Tickets:

This document has been used as a solution to 0 requests, 0 incidents and 0 problems.

This document has been used to open 0 requests and 0 incidents.

**Properties:**

Doc ID: 432934

Document Owner: People Mgmt and Wellbeing (Priv)

Configuration Item: People Mgmt and Wellbeing

Creation Date: 24/08/2017

Modify Date: 01/09/2017

Review Date: 31/08/2018

Please use the **Rate & Comment** section below to provide feedback on this document and to let us know if there are any required changes.

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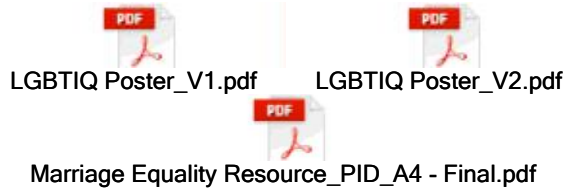
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**To:** Undisclosed recipients:,  
**Cc:**  
**Bcc:** s22 /Staff/ABS,  
**Subject:** DTC - New Marketing LGBTIQ Supports  
**From:** s47F @davcorp.com> - Monday 18/09/2017 03:51 PM  
 This message will be sent with a digital signature

**History:** This message has been replied to and forwarded .

3 attachments



Hello All

Please find attached two marketing posters that may used within your organisation to support employees during the current marriage equality postal vote and ongoing.

DTC is able to respond to concerned employees who are experiencing distress, concern, or anxiety over this issue.

I hope you find this useful and please be in touch if I can assist further.

DTC is a member of Pride In Diversity.

Regards

s47F

Senior Consultant

**Davidson Trahaire Corpsych**

E: s47F @davcorp.com

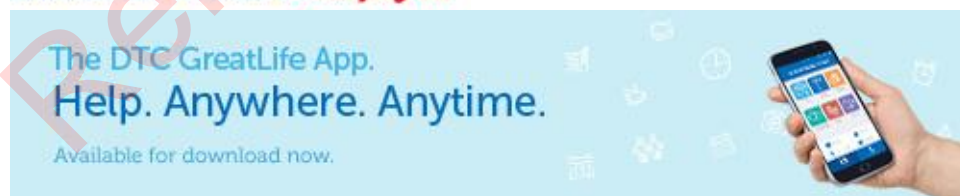
T: s47F

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**Davidson Trahaire Corpsych**



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## We're here if you need us

Your Employee Assistance Program (EAP) is a confidential coaching and wellbeing service that is available to support you and your family through life's challenges.

Sessions are:

- Completely confidential
- Paid for by your employer at no cost to you
- Available face-to-face, over the phone or online via live chat

For support contact your EAP provider, Davidson Trahaire Corpsych (DTC) and speak to a professional who has knowledge and experience in supporting the LGBTIQ community. Call today on **1300 360 364**.



# AUSTRALIAN MARRIAGE LAW SURVEY TASKFORCE

## Marriage Law Postal Survey in final stages

The **Australian Marriage Law Postal Survey** is closing soon and people who need to request a **replacement form** or **Secure Access Code** must do so before 6pm local time on 20 October 2017, so the ABS is encouraging eligible **Australians** not to delay!

We have now received over 10 million **survey** forms, representing 62.5 per cent of all eligible **Australians**. The ABS will continue to release **weekly** national estimates of the total number of **survey** forms received from eligible **Australians** until the **survey** closes. Our telephony service has also received more than 185,000 calls, and 111,000 online enquiries. Calls are being answered quickly and most online enquiries are being handled automatically, providing a great customer experience of engaging with the ABS.

The Taskforce farewelled around 80 non-ongoing staff last week that had completed their role providing respondent support and surge capacity as needed across a range of teams. I want to acknowledge the professionalism of this team and thank them for their contribution to the **survey** and the ABS. Many of these staff had previously worked as part of the Census Data Operations Centre, and I hope that they will join us again some time in the future.

The current high level of engagement with the **survey** is a testament to the importance of this matter to **Australians**. This massive operation would not have been possible without the support of the entire ABS, with many areas releasing staff to work on the taskforce. With only a few weeks left of the collection period, these staff have now begun making their way back to their teams. We would like to acknowledge and thank them for their invaluable contributions, and their teams and managers for releasing them and supporting their normal workload during the **survey**.

Another vital part of the taskforce is the teams managing the regional and capital city pick-up/drop-off locations and visiting remote communities. These staff are ensuring that everyone in Australia has a convenient opportunity to collect and submit a **survey** form. Their presence and professionalism are great advertisements for the ABS, building community trust in the integrity and quality of the **survey**. We have received positive feedback on the level of this service delivery and the ease with which we have been able to provide **survey** forms to all eligible **Australians**.

Our most recent public sentiment testing also shows that **Australians** have strong faith in the ABS, with 87% believing that the ABS have made it easy to

participate in the **survey** easy to participate, and 83% believing that the ABS can be trusted to run the **survey**.

Efforts of the taskforce are now focussing on producing and disseminating the statistical results from the **survey**, while ensuring effective risk management throughout. Strong progress is being made in scanning and processing the returned forms, with a very high percentage of forms being automatically coded as 'yes' or 'no' responses. The observer process is progressing well, which contributes to trust in the process for this very particular and different **survey**. Observers will report their perspectives for inclusion in the Quality and Integrity report which will be released alongside the results of the **Australian Marriage Law Postal Survey** on Wednesday 15 November.

The Taskforce is also commencing the process of review and evaluation. The aim is to ensure that things that have been learnt during this project can be shared and applied in other areas of the ABS and the APS.

Given the sensitivity of the topic and outcomes of the **survey** for some staff, it's important to again promote the free confidential EAP support available to staff and their immediate family. For support, advice or to make an appointment, **call the EAP on 1300 360 364**, 24 hours a day, seven days a week. For more information see the [Employee Assistance Program](#).

s22

Taskforce Lead

16 October 2017

Document is publicly available at:

<https://data.gov.au/data/dataset/39d73d6f-81cf-4467-b945-db3a6a270e09/resource/c36a5a99-95cc-42d6-93f2-2fa1d5e5cada/download/2017-aps-employee-census-questionnaire.pdf>

Released under FOI Act

## Analysis of APS Employee Census results – LGBTI+

This analysis focuses on the 2017 APS Employee Census results for respondents who indicated that they identified as LGBTI+ or chose not to disclose their LGBTI+ status.

### Headlines

- Overall results for respondents who identified as being LGBTI+ were mixed across all questions when compared to the ABS Overall results.
- Employee engagement scores for respondents who identified as being LGBTI+ were below the ABS overall scores for Job, Team and Agency engagement and equal for Supervisor engagement.
- Respondents who identified as being LGBTI+ were more interested in temporary transfers, applying for positions outside the ABS and had more of a desire to leave the ABS.
- Respondents who identified as being LGBTI+ reported higher rates of harassment and bullying and discrimination.
- Overall results for respondents who chose not to disclose their LGBTI+ status, were significantly lower compared to the ABS Overall for the vast majority of questions.
- Employee engagement scores for respondents who chose not to disclose whether they identified as being LGBTI+, were below both the ABS overall and those who identified as being LGBTI+.

### LGBTI+ response rates

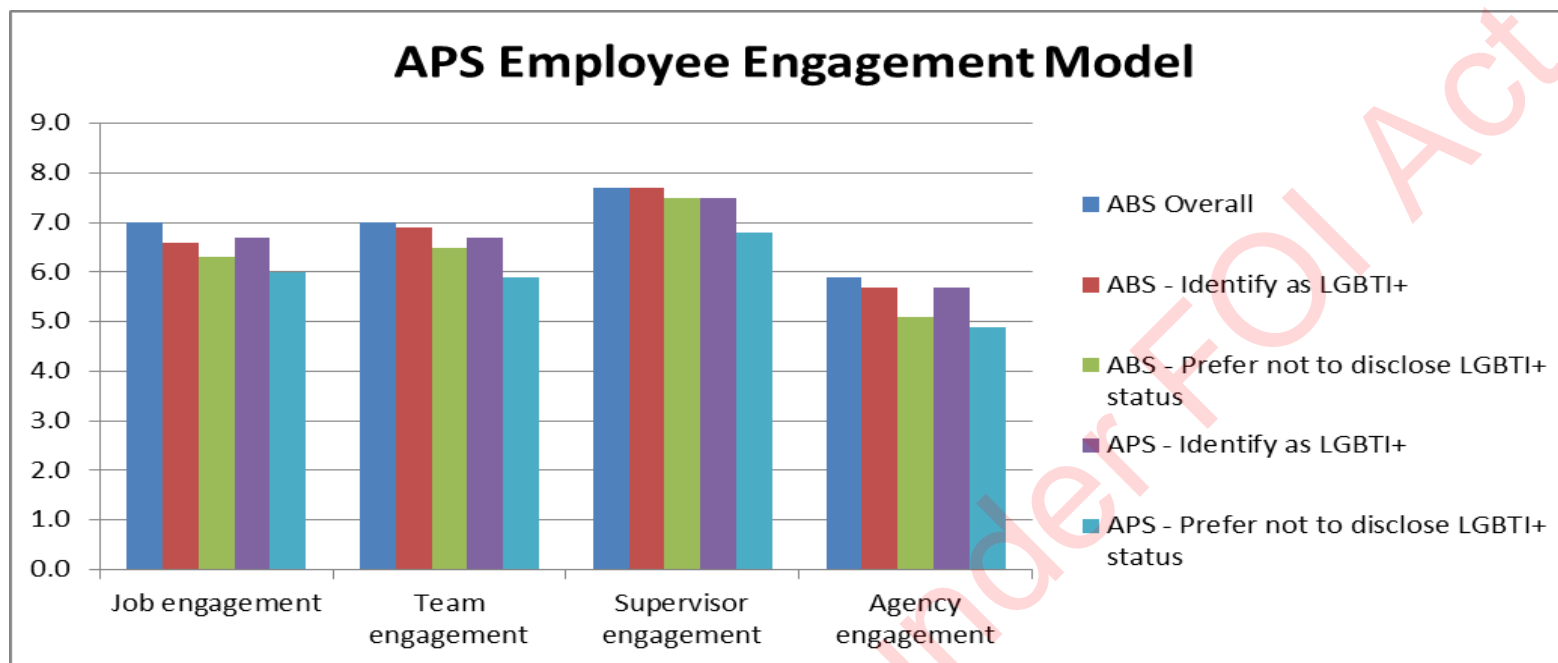
- 4.5% of ABS respondents in this year's APS Employee Census identified as being LGBTI+ (APS 4.1%).
- 3.2% of ABS respondents in this year's APS Employee Census chose not to say whether they identified as being LGBTI+ (APS 4.0%).

## Employee engagement

- Employee engagement scores for employees who identified as being LGBTI+ were below the ABS overall scores for Job, Team and Agency engagement and equal for Supervisor engagement. When compared to results for all APS employees who identified as LGBTI+, the results were mixed.
- For ABS employees that chose not to disclose whether they identified as being LGBTI+, their engagement scores were below both the ABS overall and those who identified as being LGBTI+ (significantly lower than the ABS Overall on Job, Team and Agency engagement). However, their results were above the results for all APS employees who chose not to disclose.

### Comparison of Engagement Index Scores (APS Engagement model)

Employee Engagement Indices	ABS - Overall	ABS – Identify as LGBTI+	ABS – LGBTI chose not to say	APS – Identify as LGBTI+	APS – LGBTI chose not to say
Job	7.0	6.6	6.3	6.7	6.0
Team	7.0	6.9	6.5	6.7	5.9
Supervisor	7.7	7.7	7.5	7.5	6.8
Agency	5.9	5.7	5.1	5.7	4.9



- Further to the above APS employee engagement model, this year's results also included the internationally recognised 'Say, Stay, Strive' model of engagement as an additional measure of employee engagement. The score for ABS employees who identified as being LGBTI+ was below the ABS overall score and the same as all APS employees who identified as LGBTI+.
- For ABS employees that chose not to disclose whether they identified as being LGBTI+, their result was significantly lower than both the ABS overall result and the ABS employees who identified as being LGBTI+ result. As with the APS Engagement model, their engagement score was above the score for all APS staff who chose not to disclose.

**Comparison of Engagement Scores (Say, Stay, Strive Engagement model)**

	<b>ABS - Overall</b>	<b>ABS – Identify as LGBTI+</b>	<b>ABS – LGBTI chose not to say</b>	<b>APS – Identify as LGBTI+</b>	<b>APS – LGBTI chose not to say</b>
<b>Employee Engagement Score</b>	78%	74%	67%	74%	64%

Please see Appendix A and Appendix B for a further analysis of results for LGBTI+ respondents and those who chose not to disclose their LGBTI+ status.



## Appendix A - Results analysis for ABS respondents who identified as LGBTI+ (all results are % Positive)

### Indicator key



Results frequently more positive than overall ABS results.








Results consistent with overall ABS results or a mix of more positive and less positive results.





Results frequently less positive than overall ABS results.

	Topic/Question	ABS LGBTI+	ABS Overall	Variance
	<b>General Impressions: Current Job</b>			
	I enjoy the work in my current job	73%	77%	-4%
	My job gives me a feeling of personal accomplishment	67%	72%	-5%
	<b>General Impressions: Immediate Workgroup</b>			
	The people in my workgroup are honest, open and transparent in their dealings	73%	81%	-8%
	The people in my workgroup behave in an accepting manner towards people from diverse backgrounds	88%	92%	-4%
	The people in my workgroup treat each other with respect	85%	88%	-3%
	<b>General Impressions: Immediate Supervisor</b>			
	My supervisor treats people with respect	90%	91%	-1%
	My supervisor behaves in an accepting manner towards people from diverse backgrounds	92%	92%	-
	My supervisor invites a range of views, including those different to their own	81%	81%	-

	Topic/Question	ABS LGBTI+	ABS Overall	Variance
	<b>General Impressions: Senior Leadership</b>			
	My SES manager behaves in an accepting manner towards people from diverse backgrounds	66%	72%	-6%
	My SES manager actively supports the use of flexible work arrangements by all staff regardless of gender	57%	65%	-8%
	My SES manager gives their time to identify and develop talented people	24%	37%	-13%
	ABS leaders are driving a high performing culture	45%	50%	-5%
	My SES manager engages with staff on how to respond to future challenges	64%	58%	+6%
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	69%	66%	+3%
	<b>General Impressions: Agency</b>			
	I am proud to work in my agency	74%	77%	-3%
	Internal communication within my agency is effective	38%	47%	-9%
	I would recommend my agency as a good place to work	65%	69%	-4%
	In general, employees in my agency feel they are valued for their contribution	44%	50%	-6%
	My agency is committed to creating a diverse workforce	80%	80%	-
	My agency actively encourages ethical behaviour by all of its employees	88%	86%	+2%
	My agency supports employees who are injured or become ill due to work	77%	72%	+5%
	<b>APS Values</b>			
	Do colleagues in your immediate workgroup act in accordance with the APS Values in their everyday work?	96%	93%	+3%
	Does your supervisor act in accordance with the APS Values in his or her everyday work?	96%	94%	+2%
	Do senior leaders (i.e. the SES) in your agency act in accordance with the APS Values?	72%	73%	-1%

	Topic/Question	ABS LGBTI+	ABS Overall	Variance
	<b>Performance Management</b>			
	To what extent do you agree that your most recent <b>formal</b> performance feedback will help you improve your performance?	60%	62%	-2%
	To what extent do you agree that your most recent <b>informal</b> performance feedback will help you improve your performance?	68%	71%	-3%
	My overall experience of performance management in my agency has been useful for my development	49%	52%	-3%
	My performance agreement provides me with meaningful and relevant information that enables me to perform my role	47%	55%	-8%
	My supervisor openly demonstrates commitment to performance management	57%	62%	-5%
	My agency deals with underperformance effectively	16%	21%	-5%
	My performance discussion helps me understand what is required of me and how this can be achieved	67%	65%	+2%
	<b>Wellbeing</b>			
	Relationships at work are rarely or never strained	65%	58%	+7%
	I believe my immediate supervisor cares about my health and wellbeing	85%	85%	-
	I think my agency cares about my health and wellbeing	65%	66%	-1%
	Considering your work and life priorities, how satisfied are you with the work-life balance in your current job?	77%	79%	-2%
	The psychological wellbeing of employees is a priority for the ABS	47%	50%	-3%
	% who rated their mental health as Poor	13%	4%	+9%
	% who rated their mental health as Good to Excellent	61%	81%	-20%

	Topic/Question	ABS LGBTI+	ABS Overall	Variance
	<b>Recruitment &amp; Retention</b>			
	I am interested in temporarily transferring to another team in the ABS	53%	46%	+7%
	I am interested in temporarily transferring to another agency	55%	46%	+9%
	I am interested in temporarily transferring to an organisation in the private sector	35%	29%	+6%
	In the last 12 months, have you applied for a job outside the ABS?	43%	33%	+10%
	My agency provides opportunities for workplace mobility (e.g. secondments and temporary transfers)	45%	52%	-7%
	I believe I have the same opportunities to develop my career as other staff in my agency	55%	47%	+8%
	I want to leave the ABS as soon as possible or within the next 12 months	30%	28%	+2%
	Primary reason behind desire to leave ABS: <ul style="list-style-type: none"> <li>Lack of career opportunities (50%)</li> <li>Unpleasant working environment (10%)</li> </ul>			
	<b>Harassment and Bullying/Discrimination</b>			
	Have you experienced discrimination on the basis of your gender, race, disability, caring responsibilities, age, sexual orientation or identification as an Aboriginal and Torres Strait Islander?	20%	14%	+6%
	During the last 12 months, have you been subjected to harassment or bullying in your current workplace?	14%	10%	+4%
	Main types of perceived harassment or bullying: <ul style="list-style-type: none"> <li>Verbal abuse (57%)</li> <li>Inappropriate and unfair application of work policies or rules (29%)</li> <li>Interference with work tasks (29%)</li> </ul>			
	Main person responsible for the perceived harassment or bullying: <ul style="list-style-type: none"> <li>Co-worker (43%)</li> <li>Someone more senior (36%)</li> <li>A previous supervisor (21%)</li> </ul>			

**Appendix B - Results analysis for ABS respondents who chose not to disclose LGBTI+ status** (all results are % Positive)

**Indicator key**



Results frequently more positive than overall ABS results.








Results consistent with overall ABS results or a mix of more positive and less positive results.





Results frequently less positive than overall ABS results.


	Topic/Question	ABS respondents who chose not to disclose LGBTI+ status	ABS Overall	Variance
	<b>General Impressions: Current Job</b>			
	My job gives me a feeling of personal accomplishment	60%	72%	-12%
	I am satisfied with the recognition I receive for doing a good job	54%	65%	-11%
	I am satisfied with the stability and security of my current job	47%	59%	-12%
	<b>General Impressions: Immediate Workgroup</b>			
	The people in my workgroup are honest, open and transparent in their dealings	69%	81%	-12%
	The people in my workgroup behave in an accepting manner towards people from diverse backgrounds	82%	92%	-10%
	The people in my workgroup treat each other with respect	82%	88%	-6%

	Topic/Question	ABS respondents who chose not to disclose LGBTI+ status	ABS Overall	Variance
	<b>General Impressions: Immediate Supervisor</b>			
	My supervisor treats people with respect	84%	91%	-7%
	My supervisor behaves in an accepting manner towards people from diverse backgrounds	85%	92%	-7%
	My supervisor actively supports the use of flexible work arrangements for all staff regardless of gender	76%	87%	-11%
	<b>General Impressions: Senior Leadership</b>			
	My SES manager is of high quality	46%	66%	-20%
	My SES manager behaves in an accepting manner towards people from diverse backgrounds	52%	72%	-20%
	My SES manager communicates effectively	43%	63%	-20%
	My SES manager leads by example in ethical behaviour	42%	65%	-23%
	My SES manager actively supports the use of flexible work arrangements by all staff regardless of gender	48%	65%	-17%
	ABS leaders are driving a high performing culture	39%	50%	-11%
	<b>APS Values</b>			
	Do colleagues in your immediate workgroup act in accordance with the APS Values in their everyday work?	87%	93%	-6%
	Does your supervisor act in accordance with the APS Values in his or her everyday work?	88%	94%	-6%
	Do senior leaders (i.e. the SES) in your agency act in accordance with the APS Values?	49%	73%	-24%

	Topic/Question	ABS respondents who chose not to disclose LGBTI+ status	ABS Overall	Variance
	<b>General Impressions: Agency</b>			
	I am proud to work in my agency	59%	77%	-18%
	Internal communication within my agency is effective	30%	47%	-17%
	I would recommend my agency as a good place to work	52%	69%	-17%
	In general, employees in my agency feel they are valued for their contribution	35%	50%	-15%
	My agency is committed to creating a diverse workforce	62%	80%	-18%
	My agency actively encourages ethical behaviour by all of its employees	71%	86%	-15%
	My agency supports employees who are injured or become ill due to work	55%	72%	-17%
	I am satisfied with the opportunities for career progression in my agency	18%	34%	-16%
	I feel well prepared (i.e. well informed and appropriately skilled) to succeed professionally in the ABS post transformation.	37%	52%	-15%
	<b>Performance Management</b>			
	To what extent do you agree that your most recent <b>formal</b> performance feedback will help you improve your performance?	53%	62%	-9%
	To what extent do you agree that your most recent <b>informal</b> performance feedback will help you improve your performance?	74%	71%	+3%
	My overall experience of performance management in my agency has been useful for my development	48%	52%	-4%
	My agency deals with underperformance effectively	20%	21%	-1%

	Topic/Question	ABS respondents who chose not to disclose LGBTI+ status	ABS Overall	Variance
	<b>Wellbeing</b>			
	Relationships at work are rarely or never strained	49%	58%	-9%
	I think my agency cares about my health and wellbeing	54%	66%	-12%
	Considering your work and life priorities, how satisfied are you with the work-life balance in your current job?	63%	79%	-16%
	The psychological wellbeing of employees is a priority for the ABS	42%	50%	-8%
	Overall, how satisfied are you with your ability to access and use flexible working arrangements?	67%	82%	-15%
	% who rated their mental health as Poor	9%	4%	+5%
	% who rated their mental health as Good to Excellent	72%	81%	-9%
	<b>Recruitment &amp; Retention</b>			
	I am interested in temporarily transferring to another team in the ABS	54%	46%	+8%
	I am interested in temporarily transferring to another agency	62%	46%	+16%
	I am interested in temporarily transferring to an organisation in the private sector	36%	29%	+7%
	In the last 12 months, have you applied for a job outside the ABS?	51%	33%	+18%
	My agency routinely applies merit in decisions regarding engagement and promotion	29%	44%	-15%
	I believe I have the same opportunities to develop my career as other staff in my agency	32%	47%	-15%
	I want to leave the ABS as soon as possible or within the next 12 months	40%	28%	+12%
	Primary reason behind desire to leave ABS: <ul style="list-style-type: none"> <li>Lack of career opportunities (48%)</li> <li>Seeking career change/different type of work (19%)</li> </ul>			



	<b>Topic/Question</b>	<b>ABS respondents who chose not to disclose LGBTI+ status</b>	<b>ABS Overall</b>	<b>Variance</b>
	<b>Harassment and Bullying/Discrimination</b>			
	Have you experienced discrimination on the basis of your gender, race, disability, caring responsibilities, age, sexual orientation or identification as an Aboriginal and Torres Strait Islander?	23%	14%	+9%
	During the last 12 months, have you been subjected to harassment or bullying in your current workplace?	16%	10%	+6%
	Main types of perceived harassment or bullying: <ul style="list-style-type: none"> <li>• Verbal abuse (64%)</li> <li>• Inappropriate and unfair application of work policies or rules (55%)</li> <li>• Interference with work tasks (27%)</li> </ul>			
	Main person responsible for the perceived harassment or bullying: <ul style="list-style-type: none"> <li>• Someone more senior (36%)</li> <li>• Current supervisor (36%)</li> <li>• A previous supervisor (27%)</li> </ul>			
	% who did not report the perceived harassment or bullying	73%	60%	+13%
	Main reason for not reporting perceived harassment or bullying: <ul style="list-style-type: none"> <li>• Managers accepted the behaviour (60%)</li> <li>• I did not think action would be taken (30%)</li> <li>• It could affect my career (30%)</li> </ul>			



CENSUS AND ENABLING SERVICES CHANGE



EDITION: MARCH 2018

Released under FOI Act





WELCOME FROM s22

Colleagues,

I hope that you got a chance to relax and recharge during the Christmas break and have returned with energy and enthusiasm for our important work in 2018.

2018 is off to a good start. We are at a very exciting stage in the Statistical Business Transformation Program – fantastic new tools for data acquisition and provider management have been delivered and are being used for the first time by our National Data Acquisition Centre in Geelong. ABS House refurbishment is almost done and, once complete, Canberra staff will enjoy the same dynamic workplace setting that our other offices enjoy.

All of us here in the ABS are in the “customer service” business and 2018 will bring an increased emphasis and focus on the customer experience. Putting the customer “at the centre” of what we do will not only lift our performance - it will also shape our culture in a positive way and make work more enjoyable and rewarding.

Customer Service here in the ABS is not about “going the extra mile” and it isn’t “the customer is always right”. It is about “meeting reasonable expectations” and working in partnership. s22 recommended an excellent book to me last year: “The Effortless Experience” that is currently shaping thinking around customer service and how it is best enhanced. The authors talk about the power of making the customer experience as effortless as possible. They also point out that two-thirds of the customer effort is “about how the customer feels versus what is actually done”. That really strikes a chord with me. I have always thought that the effort our providers make to complete a survey needs to be measured in a way that goes beyond the “elapsed time”. The “emotional” burden of completing a form online is quite different to that involved in a face-to-face interview or a paper form and we need to understand the difference and weigh that up with the impact on survey response rates and other aspects of quality.

Cheers

s22

s22

DEPUTY AUSTRALIAN STATISTICIAN



## EDITOR'S NOTE

Happy New Year! I hope everyone had a great break and is ready for a big year.

Welcome to the first edition of the Census and Enabling Services Xchange newsletter for 2018.

Congratulations to the CESG staff that received awards at the recent Australia Day Awards!

In this edition we have introduced a team profile and will be taking a look at the Policy and Legislation Section to see what they will be working on this year.

Also included in this edition is: an introduction to s22 to the SES cohort; updates on the Canberra House Transformation Project; new initiatives in the areas of Privacy and Business Services; FRPD has included a suite of training and seminars to the NLCD calendar, dates and times of these sessions are available below; and the National Data Acquisition Centre tells us about their Business Process Improvement project conducted by the Deakin Business School.

Thank you to everyone that contributed to this edition. I hope you enjoy reading!

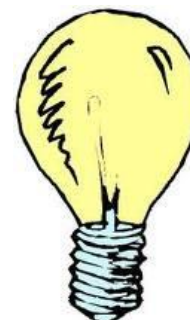
s22

EDITOR

*All of your customers are partners*

*in your mission!*

*-Shep Hyken*



”

“



TEAM PROFILE – POLICY AND LEGISLATION SECTION

It has been an exciting start to 2018 for the Policy and Legislation team, with the commencement of the [Notifiable Data Breaches scheme](#) on 22 February, preparations for the remake of the [Statistics Determination 1983](#), the establishment of a privacy community of practice and more.

The remainder of 2018 continues to promise new challenges and opportunities; and our focus will continue to be on supporting the business through the provision of timely, trusted and thorough advice and support. Our key priorities are to support the ABS through the implementation of the [APS Privacy Code](#), deliver the remake of the [Statistics Determination 1983](#), and deliver flexible and contemporary policies that support the current demands of the ABS and its customers. We've recently reviewed a number of outdated policies and removed these from the policy and legislation manual making it easier to navigate, drafted new policy content and provided support to business areas to refresh their policies. We're also improving our presence in the Services@ABS environment to support your access to information at times convenient to you so please let us know if there is a particular issue that you would like more information on.

The Policy and Legislation team can also help you when dealing with privacy issues, legislative matters, accessing and handling classified materials, freedom of information requests and documenting formal arrangements (e.g. memoranda of understanding) amongst other things. To get in touch with us and see how we can support your team, raise a ticket through Services@ABS.



POLICY AND LEGISLATION SECTION

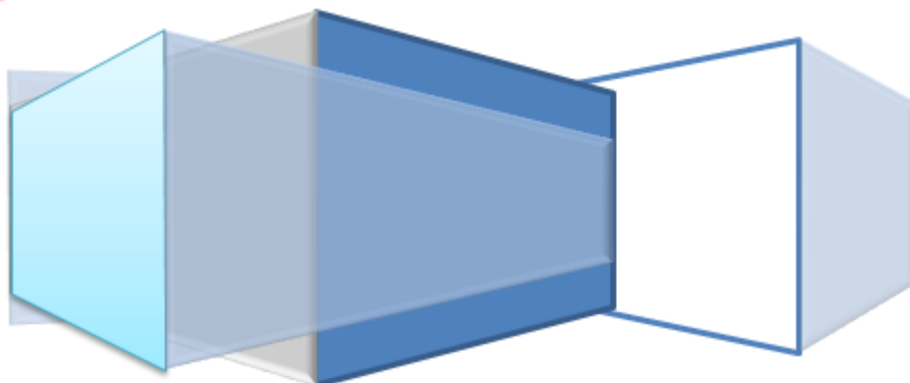
AN UPDATE ON PRIVACY

On the 22nd of February, the [Notifiable Data Breaches scheme](#) came into effect. The NDB scheme applies to personal information, whether statistical information, staff/committee member records, or information about a member of the public lodging a request. You may have seen a number of newspoints and on screen messaging about the NDB scheme and perhaps found our new guidance material on [services@](#) or on the Privacy WDB.

The NDB scheme makes the existing voluntary personal information data breach scheme mandatory under the [Privacy Act 1988](#). If personal information is accessed or disclosed without authorisation, and this could result in 'serious' harm to affected individual(s), the ABS now has to report the breach to the individual(s) and to the Office of the Australian Information Commissioner (OAIC). There are of course steps which the ABS must take between identifying or being informed of a potential privacy issue or breach through to reviewing the issues, assessing the risks, minimising any potential harm, preventing future breaches and reporting any eligible breaches. Timeliness of action is critical to mitigate any potential harm. The assessment, containment and management of a suspected breach must happen quickly. This then informs what is included in the personal information data breach response plan to manage the breach and prevent further breaches. In situations of serious breaches, a response team will be convened to manage and contain the breach.

If a breach is identified, the Privacy Officer must be notified and with the Policy and Legislation team will help with the assessment and response process.

You can find out more about the NDB scheme by searching for 'data breach' in [Services@ABS](#).





## SES ANNOUNCEMENT

### WELCOME §22

§22 has been appointed as a Deputy Australian Statistician and will be commencing on 18 April. §22 worked at the ABS between 2002 and 2010 in roles that saw her accountable for strategic and statistical planning and governance for the ABS, as well as provision of corporate and financial services. She also spent some time working in the economic statistics area.

Since then she has worked at the Australian Institute of Health and Welfare where, amongst her other responsibilities, §22 was the Institute's Head Methodologist and established their capability and work programme in data linkage, including seeing them accredited as a Commonwealth data linkage authority.

For the last four years §22 has been a Deputy Government Statistician with Stats NZ. Until a year ago she led their substantial transformation programme and worked to establish Stats NZ as the leader for management and stewardship of all government data in New Zealand. Most recently she has taken on responsibility for collection and production of official statistics for New Zealand, including their 2018 Census.

§22 move back to Australia will provide another strong avenue to sustain and grow the special and very valuable relationship with Stats NZ.

§22

## FINANCIAL STATEMENTS AND BUSINESS SERVICES BRANCH

### BUSINESS SERVICES UPDATES

- QBT travel booking portal single sign on went live on 5th February 2018
- The APARC team are working closely with Procurement and the FMIS Implementation teams to develop a new workflow to approve and pay invoices.
- Concur has signed a Whole of Australian Government pricing contract that will reap annual savings on existing services to the ABS of over \$50k per year.
- ABS employees commitment to using credit cards as a method of payment for purchases under \$10k, resulted in a rebate of \$21k from Diners in 2016/17.
- ABS Travel Trade Show IV was another successful event in the Atrium. Staff from the ABS and other agencies had the chance to meet and ask questions of our Whole of Australian Government travel suppliers.





GOVERNANCE AND PERFORMANCE SECTION

FRPD TRAINING SESSIONS IN NLCD TRAINING CALENDAR

The Finance, Risk and Planning Division has recently contributed to the 2018 National Learning and Capability Development Calendar. This one stop shop provides a suite of training sessions to coincide with various activities and events being held across the ABS, such as Privacy Week and Security Week. The calendar also links to relevant external training such as the Australian Public Service Commission courses

Below is the list of the proposed training dates, incorporating a blended learning approach across the sessions, comprising a series of brown bag lunches, presentations and one hour training sessions.

Date(s)	Target Audience	Event	Subject	Type of Activity	Responsible area	Contact officer
12 – 15 February	All staff	ABS Security Week	Upcoming changes to privacy processes	Brown bag lunch	RPPB – Legislation and Policy	§22
Before the end of March	All staff	Privacy awareness	ABS' Personal Information Data Breaches Process	Brown bag lunch	RPPB – Legislation and Policy	§22
Before the end of April	All staff	Privacy awareness	Privacy Impact Assessments	Brown bag lunch	RPPB – Legislation and Policy	§22
21 April	All staff	World Creativity and Innovation Day	Risk	Brown bag lunch	RPPB – Risk and Planning	§22
15 – 19 May	All staff	Privacy Awareness Week	The Privacy Code	Brown bag lunch	RPPB – Legislation and Policy	§22
May	All staff		Conflict of Interest	Brown bag lunch	RPPB – Risk and Planning	§22
By end of June 2018	All staff	National Literacy and Numeracy Week	OneGov training	TBC	FFB – Enterprise PMO	§22
August	All staff	New Statistical Determination	whats new, what it enables, what actions will we take	Knibbs session	RPPB – Legislation and Policy	To be confirmed





FRPD TRAINING SESSIONS IN NLCD TRAINING CALENDAR - CONT

**Executive Assistant Training:**

The Governance and Performance Section will also be facilitating a series of 1-hour sessions on topics to keep the EA team updated on important topics relevant specifically to the EA cohort. These sessions will assist them and benefit the support they provide to their Executive teams.

Date(s)	Target Audience	Event	Subject	Type of Activity	Responsible area	Contact officer
20 & 22 March 2 sessions	EA cohort	Cohort capability development	Buying goods and services for the ABS	1 hour dedicated training session	RPPB - Procurement	s22
30 April and 1 May 2 sessions	EA cohort	Cohort capability development	Crisis management and supporting roles	1 hour dedicated training session	RPPB - Governance and Assurance	s22
31 May 2 sessions	EA cohort	Cohort capability development	Secretariat skills and support	1 hour dedicated training session	FFB – National Property	s22
28 June 2 sessions	EA cohort	Cohort capability development	TBC – updates in managing Corporate Credit cards and Travel	1 hour dedicated training session	FFB – Business Services	TBC



## NATIONAL PROPERTY SECTION

### CONSTRUCTION IN ABS HOUSE CONTINUES

The Canberra Office Transformation Project is continuing full steam ahead this year! Construction for stage 1 on levels 6, 5 and 4 of the North Tower is progressing well and we are on track for an early April move.

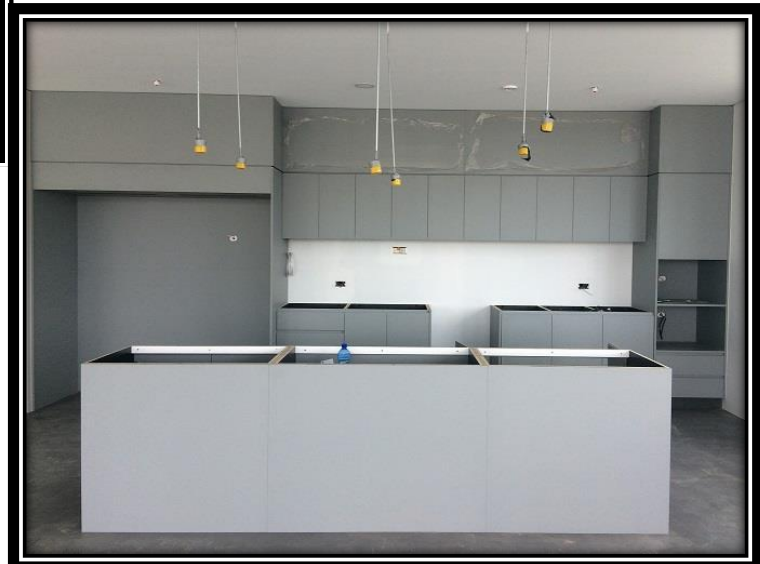
Key activities include:

- carpet has been installed on levels 6 and 5 and is nearly complete on level 4
- partitions are being installed on all levels for new meeting rooms and offices
- break-out spaces are being constructed with new kitchens, flooring and feature lighting
- workstation installation is underway on levels 6

#### What do you need to do?

- Add CO news to your daily news update. Relocation dates will be announced via CO news so watch this space
- Look out for upcoming information sessions to find out more information
- Check out the Canberra Office Project 16-18 WDB for more information

s22



DEAKIN BUSINESS IMPROVEMENT PROJECT

The Deakin Business Improvement Project for NDAC:

Where are we now?

By s22

If you don't know the difference between SPAM, SCAM and SLAM, or you have no idea what PIMS or SPEED stand for, spare a thought for s22 and s22 from the Deakin Business School. Charged with the task of recommending a future business process model for NDAC, they've boldly waded through an avalanche of acronyms (is there a mixed metaphor there?) on a mission to understand the **What**, **How** and **Why** of our operations.

Around 70 staff from across NDAC were involved in the consultation phase of the Business Process Improvement project, including our section leadership teams and a selection of staff from each section. Staff in the consultations pondered questions such as:

- Where do the section's activities fit in the Statistical Production Activity Model (that's the SPAM – one acronym down!)?
- What are the bottlenecks?
- Where are efforts duplicated between sections? Where are there silos?

In short, what are the pain points? A bit of lean thinking was applied to get down to causes – continuing to ask the question *why?* until you get to the root cause.

The Deakin team's quest for answers took them to Geelong for the Interviewer Team Development Workshop in November, to Dandenong to see Material Handling and Distribution in action, and to Belconnen to meet with some of our senior executives. The electronic highway between Geelong and Burwood was kept busy with a steady stream of ABS documentation (about 75 items at last count) and some of you contributed to the online ideas repository that the team established.

All this information gathering must have been exhausting, but as a result s22 and s22 probably understand our business as a whole better than most of us. If that's a surprising thought, consider how much you know about what goes on upstairs or downstairs. The team is mixing this information with research into best-practice to flesh out a suite of recommendations, and will test these with leadership and staff over the next couple of months.

But...back to the pain points! The themes identified in the consultation phase were outlined at an all-staff session in November. They primarily centred on systems, knowledge management and inefficient processes, but communications, our organisational structure and management information were some of the other themes evident.

We're not alone in needing to tackle these broad themes, as they aren't particularly unique to NDAC and the ABS, and the good news is that we're in a sound position for change. Our core business function is now predominantly under one roof, and the new Data Acquisition solution will better support that function into the future.

Our key challenge remains the need to continue delivering and maintaining BAU activities while we change. But the outcomes from the Deakin work will help set us up for success if we embrace the path to get there.





ABS EXCELLENCE AWARDS

Recipient(s): March 2018	In recognition for:
s22	As Director of the Governance Section, s22 recently took on the Policy and Legislation section whilst their Director was on the Marriage Collection taskforce. She worked tirelessly during this period to further the high priorities of both work programs while building team cohesiveness and delivering results. s22 maintained a level head, provided great support and guidance to her staff and juggled her competing priorities.
s22	Playing a key partnership role in every issue of significance that the ABS has managed since he joined the Enabling Services Group in 2013. Over that time, he has supported ABS projects such as assisting the process for securing government investment for transformation and supporting data integration teams to set up the Multi-Agency Data Integration project and more recently the Australian Marriage Law Survey.
s22	Running the ABS Choirs (Harmonic Means & Calculating Women) and Recorder Group for many years. Her efforts in this voluntary role have made a strong contribution to our workplace and culture.
s22	Her work on Aboriginal and Torres Strait Islander surveys for both Monthly Population Survey and the Aboriginal and Torres Strait Islander Dress Rehearsal. She has worked long hours planning; managing and monitoring survey work in remote communities, including looking after the health needs of the remote panel members in the field.
s22	Playing a key role in ensuring XIAM's delivery on time whilst also being heavily involved with the AMLPS. He was readily available throughout the project and provided clear direction on fulfilling change control requirements. He has demonstrated key Agile principles that could well prepare us for the future DevOps transition.
s22	Being a key contributor of XIAM project and helping the project to achieve a successful release on time, providing advice on security. There were quite a few challenges in this area during the execution that demand flexibility in making security related advices and decisions. He has adopted Agile best practices to ensure security principles are not compromised while the usability was greatly improved.
s22	Delivering outstanding client service to the Australian Statistics Advisory Council and its Chairperson s22. They have been instrumental in implementing s22 vision for holding ASAC events outside of Canberra and demonstrate outstanding professionalism in their dealings with all ASAC stakeholders.
s22	Being instrumental in the creation and release of the Request an Admin, Test or Functional ID service request form. This form was created to replace the aging suite of ID request forms available through the IT Resource Request DB.
s22	Following the release of Census 2016 data the Census User Support and Engagement section has worked tirelessly to support the needs of Census data users. They have assisted CAMD to fulfil data requests, validated requests from media outlets and worked with public and community groups to expand knowledge. They have shown extreme professionalism to ensure data is reflective of the user needs and promotes the benefits of the Census Systems.
s22	After a significant failure of the ABS IT Network, which prevented the majority of ABS offices being able to login, the IT Network Services team and several End User Computing staff put in several very late nights and a full weekend to resume normal functions and IT Security for the ABS. Notably, the team was able to diagnose and resolve the issue relatively rapidly - significantly faster than the vendor was able to, which limited the impact to the ABS.

s22

Working long hours in juggling TSD resources under very difficult circumstances. They've regularly organised external recruitment campaigns to attract quality non-ongoing and contracted technical staff, and have worked patiently with TSD directors to juggle ongoing resources and diplomatically find the right balance across the whole division. They have both remained professional and kept smiling under very difficult circumstances.

s22

Their work implementing enhancements to the Corporate Directory which was not a part of their FWP or BAU. This important work supports the diversity of our employees by enabling privacy to be maintained for staff that have or are going through a gender transition. s22 (Pride Network Champion) expressed "a big thanks to everyone involved in solving this. It has been a point of frustration for our trans staff members - so this is a huge achievement to suppress these fields."

**Web Publishing Team, Mobile Apps Team Customised Access and Microdata Teams, TSD Teams – TA All staff, Tech Infra, IT Security, 2016 Census – Census Dissemination, Census Data Assurance, s22 s22**

Exceptional work performance, coordinating and collaborating on the release of 2016 Census data. Working with tight timeframes and in often difficult circumstances, all staff contributed to the release through troubleshooting technical issues, managing dissemination systems and/or processes, promoting Census data stories with the media and general public, preparing data and products for release, managing risk and operational elements, or preparing informative content for the web.

## AUSTRALIA DAY AWARDS – CESG RECIPIENTS

### Australian Statistician's Award

#### In recognition for:

#### Recipient(s):

s22

For his work modelling the agile and flexible approach to work that will be vital for the ABS of the future.

For the fantastic statistical leadership she has shown and her contribution to the success of the June 2016 Census data release.

s22

For his strong project leadership in the Data Acquisition Section and his close attention to contract management in the delivery of a large and complex infrastructure project.

s22

For her effort steering the transition of Household Survey Operations to the National Data Acquisition Centre.

s22

For the resounding success of the Australian Marriage Law Postal Survey, delivered on time and on budget and exceeding all expectations.

#### AMLS Collection Taskforce

s22, s22 and s22. Their work has meant that when ABS

#### Concur Travel Team

staff have work related travel, they can access itineraries on their hand-held devices giving them real time updates of schedule changes, gate changes, seat availability and check in times. The team won the Concur Australia/New Zealand Public sector Innovation award for their work.

### Australia Day Medallion

#### In recognition for:

#### Recipient(s):

s22

s22 has raised funds for the Australian Cancer Research Foundation by walking, competing in fitness and work-out challenges as well as the Australian Running Festival.

s22

Last October s22 represented the ACT in a range of swimming events at the Australian Masters Games held in Launceston.



## KEY DATES

### MARCH

- 5 – Labour Day (WA)
- 8 – International Women’s Day
- 12 – Public Holiday (ACT; SA; VIC; TAS)
- 13-14 – *EL2/SES Summit*
- 16 – Close the Gap Day
- 21 – Harmony Day
- 30 – Good Friday

### APRIL

- 1 – Easter Monday/National Smile Day
- 11 – *National Forum*
- 25 – Anzac Day
- 18 – World Day for Health and Safety at Work/Pay it Forward Day

### MAY

- 1-2 – *Management Meeting*
- 4 – International Star Wars Day
- 7 – Public Holiday (NT; QLD)
- 18 – *ABS Fun Run*
- 28 – Reconciliation Day (ACT)
- 31 – No Tobacco Day

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V3 DRAFT

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**AUSTRALIAN BUREAU OF STATISTICS**

**LGBTI+ ACTION PLAN 2018-2020**

**MESSAGE FROM THE AUSTRALIAN STATISTICIAN**

Text to be Drafted

Placeholder Text prompts

We aim to create a workplace that is safe, fair, equitable and inclusive of all people regardless of their gender identity, sexual orientation or intersex, where employees are free to be themselves, without fear, bias, labels or negative behaviour.

Improving our interactions with the LGBTI+ community (particularly on data collection and consulting on LGBTI+ questions

Message from the Champion??

s22

Australian Statistician



This LGBTI+ Action plan demonstrates our commitment to a diverse organisation through the following strategies.

Table 1. *LGBTI+ Plan* Strategies and Desired Results.

Strategies	Desired Results
1. Informing and including our workforce for an engaged diverse culture	<ul style="list-style-type: none"> <li>We embody a high performing culture where everybody is valued</li> <li>We capitalise on the breadth of knowledge and experiences of our diverse workforce.</li> </ul>
2. Acquiring and engaging a representative workforce	<ul style="list-style-type: none"> <li>Our workforce is representative of the Australian population</li> <li>Our diverse skills and experiences are used to innovate and be productive</li> </ul>
3. Supporting and developing workforce wellbeing and capability	<ul style="list-style-type: none"> <li>We are proactive about our health and wellbeing</li> <li>We retain a diverse and experienced workforce.</li> </ul>

**Comment [S1]:** Use the strategies from the Inclusion and Diversity strategy once finalised –(won't change much in principle from these now..

### Strategic Alignment

The LGBTI+ Action Plan will contribute to the delivery of the *ABS Workforce Strategy 2015-19*, which provides a four-year strategic outlook for transforming our workforce by driving high performance.

Table 1. *ABS Workforce Strategy 2015-19* Strategies and Desired Results

Strategies	Desired Results
1. Reshape our <b>workforce capability</b> .	<p>1.1. We have the right people with the right skills to transform, while continuing to deliver high quality official statistics.</p> <p>1.2. We use our skills effectively and efficiently.</p>
2. Align our staffing <b>profile and structure</b> to a rationalised and responsive Forward Work Program.	<p>2.1. Our staffing profile and structure are affordable and enable an agile, productive, and innovative workforce.</p> <p>2.2. We capitalise on contemporary ways of working and our geographic diversity.</p>
3. Build a <b>high performing culture and</b> improving our <b>diversity</b> .	<p>3.1. We embody a high performing culture.</p> <p>3.2. Our workforce is representative of Australian society.</p> <p>3.3. We are proactive about our health and wellbeing.</p>
4. Improve our <b>leadership</b> to drive a high performing culture.	<p>4.1. Our leaders are exemplars of a high performing culture.</p>

It will also support the delivery of our people and culture Transformation Goals:



**Related ABS Transformation Goals**

**People:** We have a diverse, expert, motivated and agile workforce.

**Culture:** We are high performing, aligned, engaged, innovative and accountable.

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### Strategy 1. Informing and including our workforce for an engaged diverse culture

Every person in the ABS should have an equal opportunity to contribute to the organisation. However, having equal opportunity does not necessarily mean treating everyone the same at all times. People come with their individual circumstances, life experiences, culture, and needs. As such, in some circumstances, people need to be treated differently to provide them with the same opportunities to contribute and be heard. Capitalising on diversity of thought and experience provides powerful leverage to problem solve more effectively, make sound decisions, avoid group think and to innovate.

#### Desired Results

- We embody a high performing culture where everybody is valued
- We capitalise on the on the breadth of knowledge and experiences of our diverse workforce

Actions	Desired Results	Timelines	Responsibility	Supporting Partners
<b>A1.</b> Review HR Policy and Diversity Practices to ensure they are inclusive of LGBTI+	• Our policies/guidelines are inclusive of all staff and clearly prohibit discrimination on the basis of sexual orientation, gender identity, gender expression, intersex status or relationship status.			
	• Our language/terminology/definitions/guidelines are inclusive of same sex partners and families.			
	• We have developed policy/guidelines that support LGBTI+ staff eg gender transitioning policy.			
	• We have communicated changes in policy or development of new policies to staff.			
<b>A2.</b> Support an LGBTI Employee Network	• We encourage and support our employees to participate in the PRIDE Network.			
	• We have an internal senior management LGBTI+ Champion(s).			

Actions	Desired Results	Timelines	Responsibility	Supporting Partners
	<ul style="list-style-type: none"> <li>Our PRIDE network has a documented purpose and roles and responsibilities and is supported to grow and develop.</li> <li>Our employees are encouraged and supported to participate in internal and/or external LGBTI community events.</li> <li>We actively maintain and utilise our membership with Pride in Diversity.</li> </ul>			
<b>A3.</b> Actively monitor LGBTI+ Action Plan development and implementation.	<ul style="list-style-type: none"> <li>Our LGBTI+ Action Plan was developed, endorsed and launched in partnership with our PRIDE Network.</li> <li>Our PRIDE Network is a key stakeholder in the implementation of the Action Plan</li> <li>The PRIDE network actively monitors and tracks the implementation of the Action Plan.</li> <li>We have participated in the annual Australian Workplace Equity Index- (AWEI) and associated employee survey.</li> </ul>			
<b>A4.</b> LGBTI+ inclusion is well communicated and documented to all staff.	<ul style="list-style-type: none"> <li>Our Inclusion and Diversity Strategy is inclusive of LGBTI+.</li> <li>Our ongoing commitment and support to LGBTI+ staff is communicated in both our internal and external communications.</li> <li>We actively promote days of significance such as Wear it Purple Day, Intersex Awareness Day, International Day Against Homophobia, Transphobia &amp; Biphobia (IDAHOBIT).</li> <li>Our induction/new starter processes includes information regarding</li> </ul>			PRIDE Network

Actions	Desired Results	Timelines	Responsibility	Supporting Partners
	employee networks and where to get information regarding LGBTI+ issues.			

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## Strategy 2. Acquiring and engaging a representative workforce

The ABS needs to be innovative and develop acquisition practices that shape our workforce so that we have a mix of skills, perspectives and experiences which is critical to increasing our capability and productivity. Only by ensuring that our processes, practices and culture engage and encourage highly talented people with varied skills, experience, qualifications, and backgrounds will our workforce realise such benefits.

### Desired Results

- Our workforce is representative of the Australian population
- Our diverse skills and experiences are used to innovate and be productive

Actions	Desired Results	Timelines	Responsibility	Supporting Partners
<b>A5.</b> Increase LGBTI+ recruitment and retention	<ul style="list-style-type: none"> <li>• Our recruitment advertising (internal and external) promotes the ABS as LGBTI+ inclusive eg using inclusive language, advertising in relevant media and participating in recruitment events.</li> <li>• Our recruitment policies and practices break down stereotypes and myths eg unconscious bias, language in recruitment and engagement processes</li> <li>• Our LGBTI+ profile is representative of the Australian population.</li> <li>• Our LGBTI+ employees are supported and encouraged to undertake management and/or leadership opportunities.</li> </ul>			
<b>A6.</b> Increase knowledge and understanding of inclusiveness and diversity.	<ul style="list-style-type: none"> <li>• We have resources available that employees and managers can access in regard to LGBTI+ workplace inclusion and awareness eg e-learning, face-to-face</li> </ul>			
	<ul style="list-style-type: none"> <li>• We promote inclusion and diversity awareness by profiling role models to break down stereotypes and promote success stories of achieving work-life balance, career progress etc</li> </ul>			

Actions	Desired Results	Timelines	Responsibility	Supporting Partners
	<ul style="list-style-type: none"> <li>We have held LGBTI+ inclusion training/ awareness sessions for staff eg Champions and allies, new starters, line managers on topics such as: raising awareness, promoting inclusiveness, impact of language and stereotyping</li> </ul>			
	<ul style="list-style-type: none"> <li>We have LGBTI+ tools and resources eg e-learning package, that raises awareness, understanding and capability across the ABS.</li> </ul>			
	<ul style="list-style-type: none"> <li>We provide LGBTI+ awareness training to household interviewers.</li> <li>We have an engagement plan for working with our LGBTI+ stakeholders and community (local and national) to improve our data collection, classification and consultation processes regarding LGBTI+ survey questions.</li> </ul>			

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**Strategy 3. Supporting and developing workforce wellbeing and capability**

By supporting all of our employees through the challenges of everyday life; we will create an environment where all staff feel safe and happy at work. When employees feel happy and safe at work; they want to come to work, they are more productive and their mental health is improved.

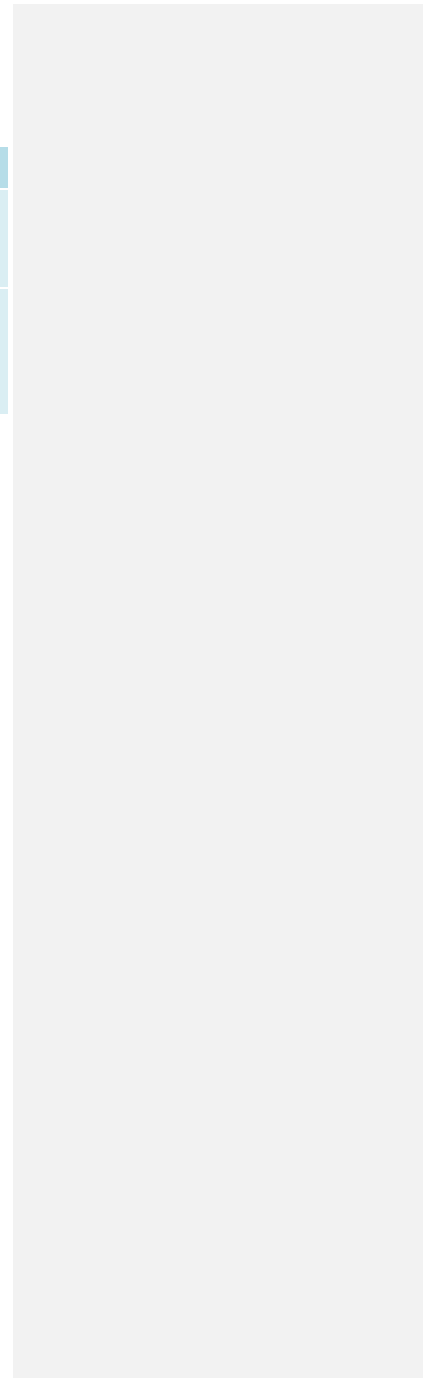
**Desired Results**

- We are proactive about our health and wellbeing
- We retain a diverse and experienced workforce

Actions	Desired Results	Timelines	Responsibility	Supporting Partners
<b>A7.</b> Review Bullying and Harassment policies, procedures, training.	• Our bullying and harassment policies and procedures clearly document what is not acceptable behaviour in relation to LGBTI+ employees including examples.			
	• Our Bullying and harassment training is inclusive of LGBTI+.			
	• We provide LGBTI+ awareness training to Workplace Harassment Support Officers.			
	• Our EAP provider is LGBTI+ inclusive and is able to support our LGBTI+ employees.			
<b>A8.</b> Develop Diversity Metrics and reporting	• Our bullying and harassment reporting includes specific information related to LGBTI+.			
	• We create a safe and open trusting environment where LGBTI+ staff are willing to self-identify which will enable the ABS to gather diversity demographics across the ABS to understand, analyse and inform diversity initiatives and key metrics.			
	• We maintain or improve our State of the			

Actions	Desired Results	Timelines	Responsibility	Supporting Partners
	Service Employee Census diversity results (self-identification) compared with previous results eg 2017.			
	<ul style="list-style-type: none"> <li>Our Pay and Leave system is capable of self-identification of LGBTI+ details which enables the ABS to use the data to improve initiatives.</li> </ul>			

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## Tracking Progress and Reporting

We will monitor our progress against the LGBTI+ Action Plan through the Annual Report, People Committee and senior management internally. The PRIDE Network in conjunction with Workforce Strategies will continue to monitor the LGBTI+ Action Plan's implementation.

Actions	Desired Results	Timelines	Responsibility	Supporting Partners
<b>A9.</b> Report achievements, challenges and learnings internally.	<ul style="list-style-type: none"> <li>LGBTI+ Action Plan progress reported to People Committee and staff.</li> <li>We have the systems and capability to track, measure and report on the Action Plan.</li> </ul>			
<b>A10.</b> Review, refresh and update Action Plan.	<ul style="list-style-type: none"> <li>We ensure we have a new Action Plan which builds on our learnings, challenges and achievements before the current plan expires.</li> <li>Developed in conjunction with PRIDE network and employees.</li> </ul>			



# NATIONAL FORUM

Topic	Meeting Date
ABS Workplace Diversity Update	6 September 2017
Purpose	
To update the National Forum of the ABS Workplace Diversity Action Plans	

Lead
§22, Assistant Director, Workforce Strategies
Recommendation
It is recommended that the forum: <ol style="list-style-type: none"> <li>Note this briefing, the future directions, and the attached update on the individual ABS Workforce Diversity Action Plans.</li> </ol>
Key Issues
<p><b>1 Background</b></p> <p>1.1 The ABS is committed to providing an inclusive workplace culture and increasing the diversity of our workforce to better reflect the communities we serve.</p> <p><u>ABS Workforce Strategy 2015-19</u></p> <p>1.2 The <i>ABS Workforce Strategy 2015-2019</i> reaffirms the importance of recognising the diverse skills, perspectives and experiences of our employees.</p> <p>1.3 Desired result 3.2 of the Workforce Strategy is that "Our workforce is representative of Australian society", as measured through the following:           <ul style="list-style-type: none"> <li>Success measure 3.2.1. The proportion of women in the SES aligns with the proportion of women in the Australian working population.</li> <li>Performance Indicator: SES roles substantively held by women by 2020: 46%</li> <li>Success measure 3.2.2. Aboriginal and Torres Strait Islander employee representation is the same as for the Australian population.</li> <li>Performance Indicator: Staff who identify as Aboriginal and Torres Strait Islander people by 2020: 3.0%</li> <li>Success measure 3.2.3. The proportion of staff who identify as having disability increases.</li> <li>Performance Indicator: Staff who identify as having disability by 2020: 5.0%</li> </ul> </p> <p>1.4 The <i>ABS People and Culture Action Plan 2017 &amp; 18</i> also contains actions to increase diversity, including:           <ul style="list-style-type: none"> <li>recruiting staff with diversity of backgrounds, experiences and expertise</li> <li>embracing diversity of skills, thinking and experiences of staff</li> <li>motivating and challenging staff</li> <li>providing a working environment that supports productive and flexible ways of working.</li> </ul> </p>

## ABS Workplace Diversity Action Plan 2013-17 (ABS cat. no. 1010.0)

- 1.5 The *ABS Workplace Diversity Action Plan 2013–2017* demonstrates our continued commitment to identifying and addressing barriers to inclusion that may be experienced by some people in our community and workforce.
- 1.6 The *ABS Workplace Diversity Action Plan 2013–2017* sets out four key strategies:
- strengthening a respectful and inclusive work environment and culture
  - improving our ability to attract, recruit and retain people of diverse backgrounds and targeting under-represented diversity groups (Aboriginal and Torres Strait Islander peoples and people with disability)
  - improving our understanding of workplace diversity issues and increasing the analysis and use of workplace diversity metrics
  - as a statistical services provider, ensuring accessible services, products and data collection practices are provided for people with disability and people from culturally and linguistically diverse backgrounds.

## ABS Reconciliation Action Plan 2013-2016 (ABS cat. no. 1011.0)

- 1.7 The ABS leads and coordinates statistical activity involving and relating to Aboriginal and Torres Strait Islander peoples and is committed to reconciliation.
- 1.8 The *ABS Reconciliation Action Plan 2013–2016* included the following actions:
- increase the recruitment, retention and development opportunities for Aboriginal and Torres Strait Islander peoples in the ABS
  - build the capability of ABS employees to respond effectively to Aboriginal and Torres Strait Islander peoples and communities through respect and understanding of Aboriginal and Torres Strait Islander peoples and culture
  - ensure ABS policies, programs and services effectively respond to Aboriginal and Torres Strait Islander peoples and communities
  - develop the statistical literacy skills of Aboriginal and Torres Strait Islander peoples and communities to enable them to make informed decisions about themselves, their families and their communities.

## ABS Gender Diversity Action Plan 2014-17 (ABS cat. no. 1013.0)

- 1.9 The *ABS Gender Diversity Action Plan 2014–17* sets out our commitment to achieving gender diversity at all levels in the ABS. It aimed to do this by identifying and removing barriers to allow women the same access to, and participation in, leadership roles as their male colleagues.
- 1.10 The *ABS Gender Diversity Action Plan 2014–17* sets out four key strategies:
- recruiting and deploying for diverse leadership (to ensure our SES selection processes are best practice and free from unintended bias)
  - working flexibly (to support increased use of flexible job design arrangements for senior staff, both in terms of locations and working arrangements)
  - staying connected (to ease the transition of staff entering into or returning from long periods of leave and capitalising on the talent and expertise of former ABS staff)
  - building a more inclusive corporate culture (to promote a working environment where diverse leadership styles can flourish).

## Multicultural Access and Equity

1.11 The ABS is committed to improving how we engage and respond to the needs of Australians from diverse cultural and linguistic backgrounds. We ensure that our strategies and policies are inclusive, and we develop specific engagement strategies as required. For example, the 2016 Census program employed Culturally and Linguistically Diverse (CALD) Strategy Managers in each State to ensure appropriate stakeholder engagement with CALD communities and accurate counting of communities during the Census. This focus will continue as we prepare for the next Census.

## **2 2016-17 Achievements**

### Recruiting for a diverse workforce

- 2.1 The APS *RecruitAbility* scheme was applied to all vacancies advertised during 2016-17. *RecruitAbility* is designed to remove the disadvantages faced by applicants with disabilities during the selection process. In 2017, 17% (8 people) of the graduate intake (46 in total) disclosed they had a disability. Seven of the eight 2017 graduates are currently employed in the ABS.
- 2.2 The ABS was shortlisted as a finalist for the *2016 Australian Human Resources Institute (AHRI) Award for Gender Equity in the Workplace*. This was in recognition of our efforts to reduce the effects of unconscious bias in selection process including redacted identifiers.
- 2.3 Ten Aboriginal and Torres Strait Islander employees graduated in December 2016 after successful completion of the *Indigenous Australian Government Development Program (IAGDP)* and advanced to the next APS level (APS4). The IAGDP is a 15-month program that combines entry level ongoing employment with structured learning. Eight out of the ten *IAGDP* graduates are currently employed in the ABS.
- 2.4 In 2017 the ABS advertised three affirmative measure positions for the Data Acquisition and Provider Management (DAPM) Branch targeted to Aboriginal and Torres Strait Islander peoples, which resulted in the employment of two candidates.
- 2.5 In 2017 Workforce Strategies partnered with the Youmpla Network to look at ways to support attraction and retention of Aboriginal and Torres Strait Islander employees. This partnership and strategy was an outcome from the first face to face meeting of all Youmpla Network members in June 2016.

### Fostering an inclusive workplace

- 2.6 Various activities celebrating and recognising diversity were held in each ABS office during 2016-17, including events for International Women's Day, International Day of People with Disability, National Reconciliation Week and NAIDOC Week. Other occasions were also recognised including Harmony Day, International Day against Homophobia, Transphobia and Biphobia and Carers Week. 'Welcome to Country' ceremonies were performed in numerous sites, and 'Acknowledgement of Country' recognition continues to be modelled by senior leadership.
- 2.7 In 2016-17, the ABS continued implementation of Activity Based Work (ABW) environments with the Sydney office being refitted and the Canberra office refit commenced. The ABS offices in Perth, Darwin and Hobart are due to commence in the next financial year. These ABW offices provide an environment specifically

designed to support flexible work arrangements, including allowing staff to work from outside the office (usually from home).

- 2.8 The ABS is continuing to provide Reasonable Workplace Adjustments for people with disability as part of job design, including assistive technology, at a whole of organisation and individual level. The Accessibility Management Working Group was formed in 2016-17 to progress and identify potential systemic issues or blocks.
- 2.9 The ABS increased its diversity employee networks, with the addition of: an ABS Pride Network (LGBTI+ community); a Leveraging Asperger's and Autism Network; and a Gender Diversity Network. We continued to support the existing Youmpla (Aboriginal and Torres Strait Islanders) Network and Disability and Carers Network. We also increased the number of Diversity Champions to 11 Senior Executive Service members who support the new and existing employee networks.
- 2.10 The ABS renewed corporate memberships with the Diversity Council of Australia and upgraded our membership with the Australian Network on Disability (AND) to Gold. The ABS made the *Disability in the Workplace Manager's Guide* available to all employees in conjunction with Australian Network on Disability (AND), to increase the confidence of supervisors to support ABS staff with disability at work.
- 2.11 In 2016-17 the ABS became a member of the I CAN Network to assist in the establishment of the Leveraging Aspergers and Autism Network and also became a member with Pride in Diversity to assist the newly formed Pride Network.

### 3 Snapshot of the ABS Workforce

- 3.1 Information about the diverse characteristics and make up of our workforce helps to inform and track progress against ABS and APS diversity policy and initiatives. Key characteristics collected include: gender, whether employees identify as having disability, and/or whether they identify as an Aboriginal and/or Torres Strait Islander person. With the exception of gender, the provision of diversity information in ABS Pay & Leave by employees is voluntary.
- 3.2 In accordance with the Australian Government Guidelines on the Recognition of Sex and Gender, the ABS enabled employees to select x (Indeterminate/Intersex/Unspecified) as their gender in ABS Pay & Leave, and for this to be recognised and reflected in their personnel records.
- 3.3 We have lower rates of disclosure by staff with disability and staff who identify as being an Aboriginal and/or Torres Strait Islander person in ABS Pay and Leave compared with the 2016 State of the Service Employee Census. Various communications such as NewsPoints have been published to encourage staff to provide their diversity information in Pay & Leave, and this continues to be a focus under the *ABS Workplace Diversity Action Plan 2013-2017*. Discussions are also occurring with the employee networks to identify potential barriers to disclosure.
- 3.4 Under the *Commonwealth Aboriginal and Torres Strait Islander Employment Strategy* and in line with the *ABS Workforce Strategy 2015-2019*, the ABS aims to increase the proportion of Aboriginal and Torres Strait Islander employees to 3.0% by 2020. At 30 June 2017, 26 office-based employees (0.9%) identified as being an Aboriginal and/or Torres Strait Islander person in ABS Pay and Leave, compared with 37 office-based employees (1.0%) at 30 June 2016 (Table 1). This compares with 1.9% of office-based employees who identified as being an Aboriginal and/or Torres Strait Islander person in the 2016 State of the Service Employee Census.



Table 1: *Number of ABS Aboriginal and Torres Strait Islander employees by employment type, 2016 and 2017(a)*

<b>Employment Type</b>	<b>30 June 2016</b>	<b>30 June 2017</b>
Ongoing employees	30	22
Non-ongoing employees	7	4
<b>Total</b>	<b>37</b>	<b>26</b>

(a) Includes operative and paid inoperative office based staff.

- 3.5 Under the *ABS Workforce Strategy 2015-2019*, and in line with the broader aims of the *ABS Workplace Diversity Action Plan 2013-2017* and the *APS Disability Employment Strategy 2016-2019*, the ABS aims to increase the proportion of the workforce identifying as having disability to 5.0% by 2020. At 30 June 2017, 68 office-based employees (2.5%) identified as having disability, in ABS Pay and Leave compared with 76 office-based employees (2.1%) at 30 June 2016 (Table 2). This compares with 6.5% of office-based employees who identified as having disability in the 2016 State of the Service Employee Census.

Table 2: *Number of ABS staff identifying as having disability by employment type, 2016 and 2017(a)*

<b>Employment Type</b>	<b>30 June 2016</b>	<b>30 June 2017</b>
Ongoing employees	73	65
Non-ongoing employees	3	3
<b>Total</b>	<b>76</b>	<b>68</b>

(a) Includes operative and paid inoperative office based staff.

- 3.6 In line with the *ABS Gender Diversity Action Plan 2014-17* the *APS Gender Equality Strategy 2016-2019*, and the *ABS Workforce Strategy 2015-19*, the ABS aimed to increase the proportion of substantive SES roles substantively held by women from 40% in 2015 to 46% by 2020. At 30 June 2017, we had already exceeded this target with 22 female members of the ABS Senior Executive Service (SES) (48.9%) (Table 3). This has increased from 46.3% in 30 June 2016.

Table 3: *ABS staff by level by gender and classification, 30 June 2017(a)(b)*

<b>Classification</b>	<b>Female</b>	<b>Male</b>	<b>Persons</b>
Graduate	21	21	42
APS1	23	16	39
APS2	46	32	78
APS3	51	52	103
APS4	297	283	580
APS5	307	217	524
APS6	384	367	751
EL1	226	232	458
EL2	63	92	155
SES	22	23	45
<b>Total</b>	<b>1440</b>	<b>1335</b>	<b>2775</b>

(a) Includes ongoing, non-ongoing and casual substantive operative and paid inoperative staff.

(b) Excludes the Australian Statistician (statutory appointment).



#### 4 Future Directions

- 4.1 Reports on the *Workplace Diversity Action Plan* and *Reconciliation Action Plan* will be presented to the People Committee meeting in November 2017 and the *Gender Diversity Action Plan* in January 2018. Following the People Committee's endorsement, these reports will be provided for information to staff via Newspaper.
- 4.2 Work has commenced on the new *ABS Inclusion and Diversity Strategy*, which will articulate the ABS' commitment and action to an inclusive and representative workforce.
- 4.3 The *ABS Reconciliation Action Plan 2017-20* is currently under development in consultation with our staff, relevant stakeholders and Reconciliation Australia. It is anticipated that the new RAP will be launched in late 2017.
- 4.4 Work has commenced on preparation of the *ABS Gender Equality Action Plan 2018-20* in line with *Balancing the future: APS Gender Equality Strategy 2016-2019*.
- 4.5 Workforce Strategies will also investigate the development of action plans for other diversity groups.

#### Action required

1. Note section 4 - Future directions.

#### Attachments

- A. ABS Workplace Diversity Action Plans Progress Report

#### Consultation

1. Stakeholders who had accountability for actions in the relevant ABS Workplace Diversity Action Plans.

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## ATTACHMENT A

### ABS WORKPLACE DIVERSITY DETAILED PROGRESS REPORT 2016-17 - As at 30 June 2017

This report provides a detailed summary of achievements against each current or outstanding action/deliverable listed in the ABS diversity plans:

- A. *ABS Workplace Diversity Action Plan 2013-17* (pp. 2-13)
- B. *ABS Reconciliation Action Plan 2013-16* (pp. 14-22)
- C. *ABS Gender Diversity Action Plan 2014-17* (pp. 23-30)

Actions/deliverables reported as achieved in previous *Diversity Progress Reports* have been excluded.

Responsibilities have been updated to reflect current position titles and the location of work programs rather than those in the original plans.

#### **Status Key**

- On track/achieved
- Not yet due but possible delay
- Due but not yet fully completed

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## A: ABS Workplace Diversity Action Plan 2013-17

Measures and Targets	Timeline	Accountability	Progress in 2016-17	Status
<b>Key deliverable 1.1:</b> Deliver a suite of programs and information that increase ABS employee and manager awareness of diversity related matters, including: cultural diversity; workplace respect; disability, including mental health and intellectual disabilities; and other specific diversity related priorities, where identified.				
<b>1.1.1</b> Consolidated training and information resources addressing diversity matters, including disability, cultural diversity and workplace respect, are available for employees.	From September 2013	Directors Workforce Strategies and National Learning and Capability Development	New training courses introduced in November 2015 have been successful, and have been continued in 2016-17. Programs include modules on bullying and harassment, equal opportunity and cultural awareness.	●
<b>1.1.3</b> National Health Promotion seminar calendar includes mental health information sessions from January 2013.	Progress report annually	Director National Work Health and Safety	<p>A seminar on creating and maintaining a mentally healthy workplace was delivered to all staff by beyondblue for World Mental Health Day in October 2016.</p> <p>In addition, three information sessions delivered by Davidson Trahaire Corpsych (DTC) in 2016-17 covered topics related to mental health, including managing pressure, managing stress and managing teams in stressful situations.</p>	●
<b>1.1.4</b> Mental health awareness 'snapshot' training, targeted at ABS line managers, is developed and delivered in each Regional Office and in Central Office, at least twice a year, from July 2013.	Progress report annually	Director National Work Health and Safety	<p>Three Mental Health eLearning modules sourced from beyondblue have been made available to all ABS staff through Capability Plus.</p> <p>These include two modules aimed at all staff (mental health awareness and managing mental health risks) and one additional module to build capability of line managers to support staff experiencing mental health conditions in the workplace.</p> <p>Snapshot training is no longer offered as part of an ABS blended learning model.</p>	●



Measures and Targets	Timeline	Accountability	Progress in 2016-17	Status
<p><b>1.1.5</b> Disability organisations are engaged to provide training, information and awareness-raising activities for specific work areas as required and for general ABS employees on an annual basis.</p>	From July 2013	Director Workforce Strategies and line management of individual work areas	<p>In November 2016 the 'I CAN' Network provided a seminar to all staff focused on 'Leveraging Asperger's/Autism at Work'.</p> <p>In December 2016 the former Disability Discrimination Commissioner was a guest speaker celebrating International Day of People with Disability at an all staff session.</p>	●
<p><b>Key deliverable 1.2:</b> Demonstrated awareness and commitment to workplace diversity through: employee participation in relevant training; and integration of relevant policies and whole-of-government best practice with management and HR guidelines, processes and practices.</p>				
<p><b>1.2.2</b> New office employees and office employees appointed or promoted to the APS5 to SES levels are expected to complete the diversity on-line courses as part of the Newstarter@ABS Induction Program, within three months of their start date.</p>	Ongoing, with review every quarter	Program Managers and Director National Learning and Capability Development	<p>All new staff are required to complete the following mandatory modules in CapabilityPlus:</p> <ul style="list-style-type: none"> <li>• ABS Bullying and Harassment Awareness for Employees</li> <li>• ABS Equal Employment Opportunity for Employees.</li> </ul>	●
<p><b>1.2.6</b> The ABS National Workplace Diversity Network and the Harassment and Workplace Support Officer Network are managed and maintained.</p>	Review annually	Director Workforce Strategies	The ABS National Harassment and Workplace Support Officer (HWSO) Network has continued to be coordinated and maintained, with meetings each quarter, and vacancies filled as they arise.	●
<p><b>1.2.7</b> Regular reviews of relevant HR Corporate Manuals are undertaken to ensure diversity related policies and guidelines (e.g. merit principles and Reasonable Workplace Adjustment (RWA) guidelines)</p>	Review annually	Director Workforce Strategies	<p>The Reasonable Workplace Adjustment (RWA) guidelines are currently under review.</p> <p>The 'Leaving the ABS' guideline is also under review. Currently staff who take more than 12 weeks leave need to complete a separation form, and the ABS is now considering modifying the guidelines to increase</p>	●



Measures and Targets	Timeline	Accountability	Progress in 2016-17	Status
<p>are integrated with people management, recruitment and training processes.</p>			<p>this period to 12 months.</p>	
<p><b>Key deliverable 1.3:</b> ABS Offices and employees celebrate diversity.</p>				
<p><b>1.3.1</b> ABS Central Office and Regional Office staff attends at least one event annually, celebrating diversity in their respective locations.</p> <p>Workforce Strategies will co-ordinate diversity events held in Central office, and report back to Central Office Consultative Forum Chairs.</p> <p>Consultative Forum Chairs will report to their Consultative Forum on the local Workplace Diversity events that have occurred.</p>	<p>Consultative Forums provide feedback annually</p>	<p>Program Managers/ Consultative Forum Chairs</p>	<p>The following events were celebrated nationally, and all staff were encouraged to attend through News Points and LCD ads:</p> <ul style="list-style-type: none"> <li>• International Day of People with Disability (IDPwD) was celebrated in December including a presentation given by former Disability Discrimination Commissioner Graeme Innes</li> <li>• International Women’s Day was celebrated in March, with a presentation from our Gender Diversity Champions and a performance from the ABS Calculating Women’s Choir</li> <li>• National Reconciliation Week and NAIDOC Week were celebrated with presentations and involvement from the Youmpla Network and included a Welcome to Country and participation by our Reconciliation Champions. Capital City Offices also organised their own events such as local morning teas.</li> </ul> <p>Other occasions were also recognised both nationally and locally within the ABS including:</p> <ul style="list-style-type: none"> <li>• Harmony Day</li> <li>• International Day Against Homophobia, Transphobia and Biphobia</li> <li>• Carers Week.</li> </ul>	<p>●</p>



Measures and Targets	Timeline	Accountability	Progress in 2016-17	Status
<b>Key deliverable 1.4:</b> ABS technology, information and premises are accessible for people with disability.				
<b>1.4.1</b> Annual confirmation from National Property that ABS accommodation aligns with Department of Finance and Deregulation planning guidelines, Building Codes of Australia and relevant State and Federal guidelines and standards, relating to access.	Reported annually	Director National Property	<p>All ABS office accommodation complies and/or aligns with the applicable legislation, standards, codes, and guidelines as they relate to access.</p> <p>The ABS is continuing to provide Reasonable Workplace Adjustments for people with disability as part of job design, including assistive technology, at a whole of organisation and individual level. The ABS has designed and accommodated for disability using the <i>Disability Discrimination Act 1992</i> and the Australian Network on Disability's <i>Design for Dignity</i> guidelines.</p>	●
<b>1.4.2</b> Specialised software and hardware solutions are provided to assist people with a disability in accessing ABS technology and information.	Ongoing Delivery	PM Technology Infrastructure Branch	<p>The Assistive Technology Working Group (now the Accessibility Management Working Group) was formed in 2016-17 to progress and identify potential systemic issues or blocks.</p> <p>The Working Group includes representatives from National Property, Technology Division, People Management and Wellbeing (PMaW), Workforce Strategies, National Health and Safety (NWHs) and a representative from the Disability and Carers Network.</p> <p>Knibbs is fitted with hearing audio loops and National Property are also investigating using hearing loop technology in larger meeting rooms nationally as part of the office refit.</p>	●
<b>Key deliverable 1.5:</b> Reasonable Workplace Adjustment (RWA) guidelines are consistent, accessible and easy to understand and implement.				
<b>1.5.1</b> RWA guidelines are reviewed and updated to include	By September 2013	Director Workplace Diversity	Review of the ABS RWA Guidelines was undertaken in 2016 with the expansion of teleworking in the	●



Measures and Targets	Timeline	Accountability	Progress in 2016-17	Status
procedural documentation and are incorporated within appropriate training and recruitment documentation.			ABS. Updated guidelines have been drafted and legal advice sought. These are yet to be consulted on. Workforce Strategies will be working towards taking this from draft to final in the 2017-18 financial year.	
<b>Key deliverable 2.2:</b> Increase the attraction to the ABS of targeted under-represented groups.				
<b>2.2.1</b> Statement 'Aboriginal and Torres Strait Islander people and people with disability are encouraged to apply' is included in job advertisements.	From March 2013	Director National Recruitment	In 2017 the ABS used affirmative measures in the selection processes for three jobs targeted to Aboriginal and Torres Strait Islander peoples in Geelong.	●
<b>2.2.2</b> Bulk rounds are advertised through 'Indigenous Jobs Australia'.	From March 2013	Director National Recruitment	There were no bulk rounds in 2016-17 and 'Indigenous Jobs Australia' no longer exists. However, jobs advertised for Graduates, Data Operations Centre, Data Coding Centre (DCC) and Data Acquisition and Provider Management (DAPM) were advertised in the Koori Mail.	●
<b>2.2.3</b> Aboriginal and Torres Strait Islander employees attend appropriate career fairs with NRU.	From March 2013	Director National Recruitment	Aboriginal and Torres Strait Islander employees attended APSC Indigenous Graduates Career Expo in Sydney and in Brisbane.	●
<b>Key deliverable 2.3:</b> Recruitment processes support targeted under-represented diversity groups.				
<b>2.3.1</b> RWAs are made to address the needs of individual applicants with disability during selection processes through delivery of Action 1.5 of this Plan.	From September 2013	Chairs of Selection Panels	The majority of positions advertised with RecruitAbility, and Reasonable Workplace Adjustments (RWAs) provided as required.	●
<b>2.3.2</b> Selection panels for Identified Positions include a representative with appropriate	From April 2013	Delegates of Selection Panels	Affirmative measures recruitment consultation and recommendation by National Recruitment Unit (NRU) to have a Youmpla team member to be on the	●



Measures and Targets	Timeline	Accountability	Progress in 2016-17	Status
<p>experience from the Aboriginal and/or Torres Strait Islander community, or someone who has a breadth of professional and/or personal experience in the Aboriginal and Torres Strait Islander context in Australia.</p>			<p>interview panel for Aboriginal and Torres Strait Islander candidates. Darwin Centre of Excellence Expressions of Interest (EOIs) included a panel member with a cultural competence.</p>	
<p><b>Key deliverable 2.4:</b> Increase the representation of Aboriginal and Torres Strait Islander employees in the ABS.</p>				
<p><b>2.4.1</b> ABS Aboriginal and Torres Strait Islander representation increases to 2.7 per cent by 2015.</p>	<p>Review annually</p>	<p>Program Managers and Workforce Strategies</p>	<p>At 30 June 2017 0.9% of ABS ongoing, non-ongoing and casual office-based staff identified as being an Aboriginal and/or Torres Strait Islander person in Pay and Leave compared with 1.1% at 30 June 2016.</p> <p>Three Affirmative Measure Positions were advertised for Data Acquisition and Provider Management (DAPM) which resulted in the employment of two candidates. Graduate recruitment had a focus on employing candidates from diverse backgrounds, one Aboriginal candidate was employed.</p> <p>2017-18 Financial Year initiatives to move towards increasing representation include:</p> <ul style="list-style-type: none"> <li>Actively seeking opportunities to advertise Affirmative Measures positions. e.g. 3 Affirmative Measures positions for the Data Delivery Unit in Data Acquisitions and Provider Management being advertised in August.</li> <li>Actively seeking feedback from Aboriginal and Torres Strait Islander staff about advertising methods and wording to attract Aboriginal and Torres Strait Islander candidates to these roles and other external vacancies.</li> <li>Advertising vacancies, as appropriate, in targeted</li> </ul>	<p>●</p>



Measures and Targets	Timeline	Accountability	Progress in 2016-17	Status
			<p>Aboriginal and Torres Strait Islander publications e.g. the Koori Mail.</p> <ul style="list-style-type: none"> <li>Updating Knowledge Document and NewsPoints about disclosing diversity details in Pay and Leave e.g. benefits and myths.</li> </ul>	
<p><b>2.4.2</b> Subject to availability of interested and suitable candidates, up to 12 Aboriginal and Torres Strait Islander people are recruited annually through the APSC Indigenous Graduate Program (six) and the APSC Indigenous Cadetship Program (six).</p>	<p>Review annually</p>	<p>Program Managers and National Recruitment</p>	<p>APSC omitted ABS from the list of agencies under the APSC Indigenous Graduates Pathway Program for 2016-2017. APSC Indigenous Cadetship Program no longer exists.</p> <p>Ten Aboriginal and Torres Strait Islander employees graduated in December 2016 after successful completion of the Indigenous Australian Government Development Program (IAGDP) and advanced to the next APS level (APS4).</p> <p>2017-18 Financial Year initiatives to increase Indigenous graduate recruitment include:</p> <ul style="list-style-type: none"> <li>Aboriginal and Torres Strait Islander staff members from Sydney and Brisbane represented the ABS at the APS Indigenous Graduates Pathway 2017-18 careers fair and applicant assessment centre.</li> <li>Identified and approached 7 potentially suitable graduates from APS Indigenous Graduates Pathway 2017. Currently in process of working with relevant Directors and candidates to determine if an offer will be made and accepted.</li> </ul> <p>ABS will continue to participate in the APS Graduate Pathways Program. National Recruitment has provided feedback to the APSC on process for current year, and how to improve for next year.</p>	<p>●</p>





Measures and Targets	Timeline	Accountability	Progress in 2016-17	Status
<b>Key deliverable 2.5:</b> Support mechanisms are available and promoted for targeted under-represented diversity groups.				
<b>2.5.1</b> Promotion of Case Managers for people with disability, by People Management and Wellbeing, results in higher usage of service, as measured by Services@ABS and People Management and Wellbeing data.	From April 2013	Director People Management and Wellbeing	<p>People Management and Wellbeing continued to raise awareness of injury, illness and disability management services available to all staff and managers across the organisation via the intranet and targeted discussions with managers.</p> <p>In 2016-17 a Case Manager attended Disability and Carers Network meetings quarterly to raise awareness among employees about the support available to staff with disability through People Management and Wellbeing.</p>	●
<b>2.5.4</b> A mentoring program for Aboriginal and Torres Strait Islander employees is established.	By June 2014	Director Workforce Strategies	<p>The ABS worked in conjunction with the APSC mentoring program for Aboriginal and Torres Strait Islander staff in 2016-17. This program was promoted internally for both mentees and mentors.</p> <p>The ABS has an agency wide mentoring program which is open to employees from all Diversity groups.</p>	●
<b>Key deliverable 2.6:</b> APS Diversity Council project recommendations (job readiness and retention) are considered and implemented as appropriate in this Plan.				
<b>2.6.1</b> Implement recommendations supporting the recruitment and retention of Aboriginal and Torres Strait Islander people and people with disability.	From August 2013	Director Workplace Diversity	In 2016-17 Workforce Strategies partnered with the Youmpla Network to look at ways to support attraction and retention of Aboriginal and Torres Strait Islander employees. This action arose from the first face to face meeting of all Youmpla Network members that was held in 2016.	●
<b>Key deliverable 3.1:</b> Processes for consulting and engaging with our employees on diversity related matters are conducted more regularly and widely, and are inclusive of people of diverse backgrounds and people with disability.				
<b>3.1.2</b> Consultative Forums and Population Survey Operations	Consultative Forums,	National Consultative Forum Secretariat	An agenda item was included on the National Consultative Forum agenda held in September 2016	●





Measures and Targets	Timeline	Accountability	Progress in 2016-17	Status
<p>Working Group (PSOWG) forums include an annual agenda item on Workplace Diversity (including the WDAP and the RAP).</p> <p>National Consultative Forum includes annual agenda item on Workplace Diversity (including the WDAP and the RAP).</p>	<p>National Forum and the PSOWG Forum provide feedback annually</p>		<p>where Workplace Diversity was discussed including progress against the WDAP and RAP.</p>	
<p><b>3.1.3</b> Aboriginal and Torres Strait Islander Reference Group, established under the RAP, provides biannual feedback on progress of the RAP, related WDAP actions and other diversity issues.</p>	<p>By June 2013 and reviewed every six months</p>	<p>Director Workforce Strategies</p>	<p>In May 2017 membership of the Aboriginal and Torres Strait Islander Reference Group was expanded to include all members of the Youmpla Network who wish to attend.</p> <p>Work on the new <i>RAP 2017-2020</i> is progressing in conjunction with the Aboriginal and Torres Strait Islander Reference Group, relevant stakeholders and Reconciliation Australia.</p> <p>The newly formed People Committee includes the Senior Reconciliation Champion and a representative from the Youmpla Network.</p>	<p>●</p>
<p><b>3.1.4</b> Employee networks, established under the WDAP (2.5.3), provide annual feedback on specific workplace diversity matters.</p>	<p>Feedback sought annually</p>	<p>Director Workforce Strategies</p>	<p>In 2016-17 three new Diversity Networks were created:</p> <ul style="list-style-type: none"> <li>• Leveraging Asperger's and Autism Network</li> <li>• Pride Network</li> <li>• Gender Diversity Network.</li> </ul> <p>The number of Diversity Champions increased to eleven SES.</p> <p>Specific workplace matters have been raised through the network meetings. The respective Champions attend the network meetings and have been involved</p>	<p>●</p>



Measures and Targets	Timeline	Accountability	Progress in 2016-17	Status
			<p>in discussions and progressing and resolving issues as required.</p> <p>The newly formed People Committee includes Diversity Champions and representatives from the employee networks to provide feedback on specific workplace diversity matters.</p>	
<b>3.1.5</b> State of the Service Report and internal employee survey analysis is conducted and informs diversity initiatives and reporting.	Annually	Director Workforce Strategies	The State of Survey Results for 2015-2016 were reviewed and use to inform diversity initiatives and reporting (including as part of HR indicators).	●
<b>Key deliverable 3.2:</b> WDAP progress is reported on regularly.				
<b>3.2.1</b> December HR Indicator Report, for SMG, includes a feature on Workplace Diversity.	Annually	Director Workforce Strategies	<p>In 2016-17 the monthly HR indicator report included the:</p> <ul style="list-style-type: none"> <li>percentage of staff who identify as Aboriginal and Torres Strait Islander people (both Pay and Leave and SoS numbers)</li> <li>percentage of staff who identify as having disability (both Pay and Leave and SoS numbers)</li> <li>Percentage of SES roles substantively held by women.</li> </ul> <p>This report is distributed to SES monthly and presented bi-monthly at the newly formed People Committee.</p>	●
<b>3.2.2</b> WDAP progress and achievements are reported to ABS Senior management.	Annually	Director Workforce Strategies	Report on the WDAP will be presented to the ABS People Committee in November 2017.	●
<b>3.2.3</b> WDAP progress and achievements are reported to employees.	Annually	Director Workforce Strategies	The 2015-16 WDAP progress report was made available to staff via NewsPoint in December 2016. The 2016-17 progress report will be made available	●



Measures and Targets	Timeline	Accountability	Progress in 2016-17	Status
			to staff following its presentation to the People Committee in November 2017.	
<b>Key deliverable 3.3:</b> The availability of accurate and comprehensive diversity data on our workforce.				
<p><b>3.3.1</b> Promotion and education about identifying diversity (on the Pay and Leave system) results in completion rates of over 80% for ABS staff (ongoing, non-ongoing and ABS interviewers).</p>	By March 2014	Director Workforce Strategies	<p>Various NewsPoints were released during 2016-17 to inform and encourage staff to complete their diversity information in Pay and Leave.</p> <p>As of June 2017, just over 53% of office based staff had completed the Aboriginal and Torres Strait Islander and disability identification questions in Pay and Leave (including those who selected the option "choose not to provide this information").</p> <p>In accordance with the Australian Government Guidelines on the Recognition of Sex and Gender, in 2016-17 the ABS enabled employees to select x (Indeterminate/Intersex/Unspecified) as their gender in our Pay and Leave system, and for this to be recognised and reflected in their personnel records. This was promoted via NewsPoint.</p> <p>Continuing challenges to improving completion rates include: the voluntary nature of providing the information; and that providing diversity details in Pay and Leave is a self-initiated process (not able to be imported into Pay and Leave via information collected during recruitment).</p> <p>ABS continues to work towards building an inclusive culture where staff feel comfortable sharing information about their diversity.</p>	●
<b>Key deliverable 4.2:</b> Information and communication systems are accessible for clients with disability.				
<p><b>4.2.1</b> The ABS Website content is a mixture of text, tables and</p>	Ongoing improvements,	Directors Web Publishing and	A fully accessible ABS website homepage and Key navigational pages were delivered in 2015-16.	●



Measures and Targets	Timeline	Accountability	Progress in 2016-17	Status
<p>data visualisation. The ABS is in the process of transitioning compliance for text based content and is committed to ensuring accessibility options are available for non-text based content. This may mean providing alternatives to the website.</p>	<p>reviewed annually with the Australian Government Information Management Office (AGIMO)</p>	<p>Enterprise System and Software Management</p>	<p>Further improvements are planned over the ABS Transformation period.</p> <p>Web Publishing continue to ensure all published statistical content is available in accessible formats across alternative channels where necessary. The ABS is investing in a new website as part of the Statistical Business Transformation Program which will enable greater compliance with accessibility requirements into the future.</p>	
<p><b>Key deliverable: 4.3</b> Review and assess practices for collecting data on people with disabilities to ensure compliance with the Convention on the Rights of People with Disabilities article 31.1.</p>				
<p><b>4.3.1</b> Annual review shows that data collection practices comply with the Convention on the Rights of People with Disabilities article 31.1.</p>	<p>Annually</p>	<p>Director Data Collection Methodology</p>	<p>The ABS is currently compliant with the Convention of the Rights of People with Disabilities Article 31.1. Collection and maintenance processes for this information comply with Australian Government legislation to ensure confidentiality and respect for personal privacy. Statistical collections are made available to people with disabilities and key stakeholders to enable the development and implementation of policies to address the barriers faced by persons with disabilities in exercising their rights. The ABS, as part of a major transformation plan over the next five years, will also achieve compliance with the World Wide Web Consortium's Web Content Accessibility Guidelines (WCAG) for all online content owned, managed or delivered by the ABS.</p>	<p>●</p>

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## B: ABS Reconciliation Action Plan 2013-16

Actions	Measures	Timeline	Accountability	Progress	Status
<b>Objective 1:</b> Provide the opportunity for ABS employees to provide ongoing input into the development, ongoing review and progress of the RAP.					
<b>1.2</b> From 2013 Consultative Forums and Population Survey Operations Working Group (PSOWG) forums include an annual agenda item on Workplace Diversity (including the WDAP and the RAP).	<b>1.2.1</b> Feedback from Consultative Forums and the PSOWG Forum is provided to Workplace Diversity.	Consultative Forums and the PSOWG Forum provide feedback annually	Consultative Forum and PSOWG Chairs	ABS Consultative Forums have a standing agenda item on Workplace Diversity which includes the WDAP and RAP. Items raised for discussion at Consultative Forums included the Disability and Carers Network meetings, relevant training and general promotion of Diversity and Diversity events.	●
<b>Objective 2:</b> ABS employees appropriately engage with Aboriginal and Torres Strait Islander peoples and communities.					
<b>2.1</b> Prior to undertaking external engagement with Aboriginal and Torres Strait Islander peoples, ABS employees are expected to: <ul style="list-style-type: none"> <li>undertake cultural competency training;</li> <li>be familiar with the ABS engagement cultural protocols;</li> <li>consult with their local Indigenous Engagement Manager (IEM) and State and Territory Statistical Services (STSS) team</li> </ul>	<b>2.1.1</b> Each section/area undertaking external engagement to review these activities.  <b>2.1.2</b> Feedback sought from PSO, IEMs and STSS sections as to the success of engagement activities.	Feedback sought annually	Line management of ABS employees engaging externally with Aboriginal and Torres Strait Islander peoples and communities	The 2016 Census program employed Aboriginal and Torres Strait Islander Strategy Managers in each State to ensure appropriate stakeholder engagement with communities and accurate counting of communities during the Census.  Census staff working on Targeted Strategies had the opportunity to undertake the Centre for Cultural Competency Australia Aboriginal and Torres Strait Islander Cultural Competency course.  Engagement Managers and NCATSIS continue to provide a key link between staff and indigenous communities.	●



Actions	Measures	Timeline	Accountability	Progress	Status
<p>to inform them of proposed engagement and seek assistance where appropriate; and</p> <ul style="list-style-type: none"> <li>Make contact with relevant community stakeholders (assisted by their local IEM and STSS team) and gain appropriate consent to proceed with engagement.</li> </ul>					
<p><b>Objective 3:</b> Provide opportunities for ABS staff to build relationships with Aboriginal and Torres Strait Islander peoples.</p>					
<p><b>3.1</b> Each July, ABS Central Office and Regional Office staff attend an event in their respective locations for NAIDOC (National Aboriginal and Islander Day Observance Committee) week.</p> <p>Central Office event/s will be co-ordinated by Workforce Strategies with support from Central Office Resource Centres.</p> <p>NAIDOC week celebrates Aboriginal and Torres Strait Islander cultures, and is an opportunity to recognise the contributions</p>	<p><b>3.1.1</b> Consultative Forum Chairs report to their Consultative Forum on NAIDOC week events that have occurred.</p>	<p>Consultative Forums provide feedback annually</p>	<p>Program Managers/ CF Chairs</p>	<p>NAIDOC Week was celebrated through an all staff presentation in Canberra broadcasted nationally. This event was advertised via NewsPoint and LCD screens.</p> <p>The presentation was hosted by Reconciliation Champions §22, §22 and §22 and featured a Welcome to Country from §47F and contributions from Aboriginal and Torres Strait Islander staff on their cultures.</p> <p>Regional offices celebrated NAIDOC Week a variety of ways including:</p> <ul style="list-style-type: none"> <li>hosting a NAIDOC Week morning tea</li> <li>office raffle with prize winners receiving tickets to see indigenous</li> </ul>	<p>●</p>



Actions	Measures	Timeline	Accountability	Progress	Status
<p>of Aboriginal and Torres Strait Islander people in various fields.</p>				<p>cultural events</p> <ul style="list-style-type: none"> <li>• APS wide Touch Football NAIDOC Week tournament</li> <li>• Welcome to Country and a smoking ceremony</li> <li>• Attending the NAIDOC Week march.</li> </ul>	
<p><b>3.2</b> Each May/ June, ABS Central Office and Regional Office staff attend an event in their respective locations for Reconciliation week.</p> <p>Central Office event/s will be co-ordinated by Workplace Strategies with support from Central Office Resource Centres.</p> <p>National Reconciliation Week is a time for all Australians to learn about our shared histories, cultures and achievements and to explore how each of us can join the national reconciliation effort.</p>	<p><b>3.2.1</b> Consultative Forum Chairs report to their Consultative Forum on Reconciliation week events that have occurred.</p>	<p>Consultative Forums provide feedback annually</p>	<p>Program Managers/ CF Chairs</p>	<p>National Reconciliation Week (NRW) was celebrated through an all staff presentation in Canberra broadcasted nationally. This event was advertised via NewsPoint and LCD screens.</p> <p>The presentation included a Welcome to Country by s47F and a speech by Reconciliation Champions s22, s22, and s22.</p> <p>Regional offices celebrated NRW through various means which were advertised on office databases including:</p> <ul style="list-style-type: none"> <li>• hosting a Reconciliation morning tea and presentation from Youmpla Members</li> <li>• encouraging staff to participate in inter-agency events and community events such as visiting the Balanu Foundation in Darwin.</li> </ul>	<p>●</p>
<p><b>3.3</b> Elder or notable Aboriginal and/or Torres Strait Islander person</p>	<p><b>3.3.1</b> Consultative Forum Chairs</p>	<p>Consultative Forums provide</p>	<p>Program Managers/ CF Chairs</p>	<p>The following Elders or notable Aboriginal and/or Torres Strait Islander people have been invited to</p>	<p>●</p>



Actions	Measures	Timeline	Accountability	Progress	Status
invited to speak at appropriate events.	report on the Aboriginal and/or Torres Strait guest speaker and nature of talk.	feedback annually		speak at relevant events: <ul style="list-style-type: none"> <li>• §47F performed a Welcome to Country at National Reconciliation Week</li> <li>• §47F performed a Welcome to Country for NAIDOC Week and Australia Day Celebrations</li> <li>• §47F performed a Welcome to Country with a smoking ceremony for NAIDOC Week celebrations in Geelong.</li> </ul>	
<b>Objective 4:</b> ABS employees develop appropriate cultural competency skills.					
<p><b>4.4</b> From August 2013 Resource Centres are expected to arrange appropriate cultural awareness or competency training for staff.</p> <p>Staff are expected to undertake cultural awareness training where:</p> <ul style="list-style-type: none"> <li>• their work directly relates to Aboriginal and Torres Strait Islander peoples (e.g. Workplace Diversity, National Recruitment Unit, National Centre for Aboriginal and Torres Strait Islander</li> </ul>	<p><b>4.4.1</b> Resource Centres report on number of staff that have completed cultural awareness or competency training and delivery mode (e.g. face-to-face or online)</p>	Report annually	Program Managers	<p>Staff undertake cultural awareness training on commencement with the ABS.</p> <p>The ABS is currently investigating more relevant and up to date cultural awareness e-learning that better fits ABS requirements.</p>	●





Actions	Measures	Timeline	Accountability	Progress	Status
<p>Statistics, State and Territory Statistical Services, ABS Interviewers);</p> <ul style="list-style-type: none"> <li>• they manage Aboriginal and/ or Torres Strait Islander employees (where known);</li> <li>• they have Aboriginal and/ or Torres Strait Islander team members (where known).</li> <li>• New Starters are expected to undertake training within six months of appointment to role.</li> <li>• Other staff undertake training as available.</li> </ul>					
<p><b>4.5</b> From October 2013 SES appointees (new to level or to the ABS) to undertake cultural awareness training as part of the SES induction program.</p>	<p><b>4.5.1</b> Number of SES officers completing cultural awareness training and delivery mode (e.g. face to face or online) is reported.</p>	<p>Report annually</p>	<p>Director National Learning and Capability Development</p>	<p>All new staff are required to complete through Capability Plus the following mandatory modules:</p> <ul style="list-style-type: none"> <li>• ABS Bullying and Harassment Awareness for Employees (2 new SES completed this module)</li> <li>• ABS Equal Employment Opportunity for Employees (1 new SES completed this module).</li> <li>• No SES in 2016-17 completed cultural awareness training.</li> </ul> <p>Aboriginal and Torres Strait Islander</p>	<p>●</p>



Actions	Measures	Timeline	Accountability	Progress	Status
				Cultural Awareness e-learn training (not mandatory) is available via CapabilityPlus. This training option is currently being reviewed by Workforce Strategies and is likely to be considered a recurring mandatory course. This will allow this elearn program to be pushed out via CapabilityPlus to all new SES staff during 2017-18.	
<b>Objective 5:</b> ABS culture is one where reconciliation is actively supported by ABS employees.					
<p><b>5.2</b> From May 2013 SES officers deliver Acknowledgement of Country at appropriate events, as per the <i>ABS Protocols for Appropriate Recognition for Aboriginal and Torres Strait Islander Peoples</i></p>	<p><b>5.2.1</b> Resource Centres report on known occasions where an SES member has delivered an Acknowledgement of Country.</p>	Report annually	SES	In 2016-17 all office staff (including SES officers) were encouraged to deliver an Acknowledgement of Country at appropriate events. This was supported by Acknowledgement of Country prompt cards available to all staff on request, the provision of information via NewsPoint and supported by Acknowledgement of Country prompt signs in all video conference rooms, and in Knibbs Auditorium.	●
<p><b>5.3</b> From May 2013 Welcome to Country is delivered at appropriate events as per the <i>ABS Protocols for Appropriate Recognition for Aboriginal and Torres Strait Islander Peoples</i>.</p>	<p><b>5.3.1</b> Resource Centres report on known occasions where a Welcome to Country has been performed.</p>	Report annually	Program Managers	<p>Welcome to Country ceremonies were performed at a number of events during 2016-17, including National Reconciliation Week and NAIDOC Week events.</p> <p>Welcome to Country was performed on four occasions during the last year, for NRW, NAIDOC week and Australia Day</p>	●



Actions	Measures	Timeline	Accountability	Progress	Status
				celebrations.	
<b>5.4</b> Prior to NAIDOC week, managers informed that office based staff can utilise miscellaneous leave to participate in NAIDOC week activities as per ABS Enterprise Agreement and ABS Interviewers Enterprise Agreement.	<b>5.4.1</b> ABS promotional material for NAIDOC week contains reference to use of miscellaneous leave.	Annually	Director Workforce Strategies	NewsPoints released prior to, and during, NAIDOC week informed all staff and managers about the relevant Miscellaneous Leave provision.	●
<b>Objective 6:</b> ABS achieves the Commonwealth Public Sector employment representation target of 2.7 per cent for Aboriginal and Torres Strait Islander peoples by 2015. Refer to Strategy 2 of the Workplace Diversity Action Plan (WDAP).					
<b>6.1</b> Aboriginal and Torres Strait Islander Recruitment and Retention actions (within the ABS Workplace Diversity Action Plan) are implemented.	<b>6.1.1</b> Strategies are reviewed for effectiveness annually and modified as appropriate.	Annually	People Committee	A range of targeted actions aimed at improving the attraction, recruitment and retention of Aboriginal and Torres Strait Islander people were achieved in 2016-17, including WDAP items 2.2.1, 2.2.2, 2.3.2, 2.4.2.	●
<b>6.2</b> APS Diversity Council project recommendations (job readiness and retention) are considered and implemented as appropriate in the RAP or WDAP.	<b>6.2.1</b> APS Diversity Council recommendations promoting the recruitment and retention of Aboriginal and Torres Strait Islander peoples are implemented and supported.	Subject to project completion	Director Workforce Strategies	The APS Diversity Council did not release any recommendations during 2016-17.	●



Actions	Measures	Timeline	Accountability	Progress	Status
<b>Objective 8:</b> The ABS tender assessment process takes into account potential suppliers who have made positive contributions in the area of the Indigenous Opportunity Policy (IOP).					
<b>8.1</b> From July 2013, a Corporate Social Responsibility (CSR) criterion, where suppliers can indicate their contributions to Closing the Gap, is incorporated into Request for Tender and assessment processes.	<b>8.1.1</b> Rate of potential suppliers that report Closing the Gap CSRs is recorded.	Report annually	Director Procurement Services and Contract Support	Due to the success of the Indigenous Procurement Policy's first year, the target of three per cent of new domestic Commonwealth contracts being from Indigenous suppliers for 2020 was brought forward to 2016-17. The Treasury portfolio target for 2016-17 is 114 contracts. During this time the ABS entered into 62 contracts with Indigenous Businesses to the value of \$584k.	●
<b>Objective 9:</b> ABS fulfils its RAP reporting obligations internally and externally.					
<b>9.1</b> RAP progress report is provided to Reconciliation Australia.	-	Annually	Director Workforce Strategies	The ABS 2015-16 RAP Impact Measurement Report was provided to Reconciliation Australia in November 2016.	●
<b>9.2</b> Achievements against the RAP are reported in the ABS Annual Report.	-	Annually	Director Workforce Strategies	Key RAP achievements were reported in the 2016-17 ABS Annual Report.	●
<b>Objective 10:</b> ABS staff are informed of activity and achievements against the RAP.					
<b>10.1</b> RAP progress and achievements are reported to ELG.	-	Annually	Director Workforce Strategies	Report on the RAP will be presented to the ABS People Committee in November 2017.	●
<b>10.2</b> Details of the RAP progress and achievements are made publicly available within the ABS.	-	Annually	Director Workforce Strategies	The 2015-16 WDAP progress report, including the RAP, was made available to staff via NewsPoint in December 2016. The 2016-17 progress report will be made available to staff following its	●



Actions	Measures	Timeline	Accountability	Progress	Status
				presentation to the People Committee in November 2017.	
<b>10.3</b> National Forum includes annual agenda item on Workplace Diversity (including the WDAP and the RAP).	-	Annually	Consultative Forums Secretariat	The National Forum held in September 2016 included a Workplace Diversity update inclusive of the WDAP and RAP.	●

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## C: ABS Gender Diversity Action Plan 2014-17

Measures and Targets	Timeline	Accountability	Progress	Status
<b>Key Deliverable 1.1</b> SES recruitment and selection processes are reviewed, updated and enhanced to include: <ul style="list-style-type: none"> <li>• Consistent messaging and processes which encourage female candidates to apply</li> <li>• Coaching contacts and/ or training to be made available to potential candidates, panel members and scribes prior to selection processes</li> <li>• Selection guidelines reflecting best practice (including appropriate guidance for panel and scribe selection and responsibilities, guidance on various assessment techniques and provision of pre and post selection feedback for those acting at the level being applied for and other unsuccessful applicants)</li> </ul>				
<b>1.1.2</b> The proportion of women in the SES increases over the next five years.	Measured annually	Australian Statistician	The <i>ABS Workforce Strategy 2015-19</i> aims for 46% of SES roles to be substantively held by women by 2020. As at 30 June 2017, women held 48.9% of SES positions (substantive and operative).	●
<b>Key Deliverable 1.2</b> Clarify and make visible the balance of technical, specialist and managerial skills required for SES roles.				
<b>1.2.1</b> <b>a.</b> SES work level standards and role statements are used by panels to determine the ideal skills mix for each vacant SES position in consultation with ELG  <b>b.</b> Information on required skill mix is conveyed to potential applicants via applicant information kits.	From first SES vacancy	Delegate/s of selection panel	SES recruitment processes commenced in early 2017 for SESB1, SESB2 and SESB3 vacancies.  Applicant Information Kits were created taking into account the required skill mix, consideration of the recent role evaluations undertaken in 2016-17 and the SES work level standards.	●
<b>1.2.2</b> SES role and capability statements are updated to reflect APS	By February 2015	Director, Workplace Relations	Role evaluations for SES positions were undertaken in 2016-17, incorporating APS work level standards. Links to the APSC	●



Measures and Targets	Timeline	Accountability	Progress	Status
wide work level standards and ABS specific skill requirements, and clarify expectations of officers.			capability statements will be updated in the Manual of Personnel Management guidelines in early 2017-18.	
<b>Key Deliverable 1.3</b> The proportion of women in intern and cadet programs is increased.				
<p><b>1.3.1</b></p> <p><b>a.</b> Intern and cadet programs are designed and adjusted to attract more women studying in specialist fields, such as Information and Communication Technology (ICT), statistical methodology and economics</p> <p><b>b.</b> High quality interns are strongly encouraged to apply for permanent positions and high quality cadets are strongly encouraged to apply for promotions when these become available.</p>	By December 2015	Director, National Recruitment and General Managers responsible for relevant intern and cadet programs	<p>Delivery of Census recruitment and finding permanent roles for displaced staff has taken priority.</p> <p>Investigations of ICT intern/ cadet programs for people with disability has been undertaken by TSD. Initial discussions about these programs have commenced within Human Resources Branch and will continue in the next financial year.</p>	●
<b>1.3.2</b> There is an increase in the proportion of women in the Technology Services Division, Macroeconomic Statistics Division and Methodology and Data Management	Measured annually	Executive Board	<p>The proportion of women in Methodology Division decreased from 43.3% as at 30 June 2016 to 42.2% as at 30 June 2017.</p> <p>The proportion of women in Macroeconomic Statistics Division increased slightly from 45.5% as at 30 June 2016 to 45.7% as at 30</p>	●



Measures and Targets	Timeline	Accountability	Progress	Status
Division.			<p>June 2017.</p> <p>The proportion of women in the Technology Services Division as at 30 June 2016 was 24.4%. This compared with 25.6% in the Technology and Security Division as at 30 June 2017.</p>	
<b>Key Deliverable 1.4</b> Professional coaches are available to EL2 and SES staff.				
<b>1.4.1</b> A list of coaching contacts is made available to all SES and EL2s, and usage is reported on annually.	From November 2014	Director, National Learning and Capability Development	SES and EL staff are able to participate in the Executive Coaching program. Information on how to participate and access the list of preferred coaches is available through ABS Knowledge Document with usage reported annually. In 2016-17 41 SES or EL2 staff used the Executive Coaching Program. The panel of coaches was refreshed in mid-2017.	●
<b>1.4.2</b> Candidates are encouraged to utilise coaches when applying for SES positions.	At the start of each SES recruitment process	Chair/s of selection panel	SES and EL2 staff are encouraged to participate in the Executive Coaching program.	●
<b>1.4.3</b> Selection panels report strong overall performance of the EL2 and SES candidate pool at interview and provide feedback to ELG on the strengths and development needs of this pool.	Reported at the end of each selection process to National Recruitment Unit or Workplace Relations Section	Chair/s of selection panel	The ABS received candidates of good calibre for senior management positions that were advertised in 2016-17, both from the public and private sector.	●





Measures and Targets	Timeline	Accountability	Progress	Status
<b>Key Deliverable 2.1</b> SES working arrangements and mobility requirements are clarified.				
<b>2.1.1</b> SES working arrangements and mobility requirements are communicated to ABS staff.	By December 2014	Chief Operating Officer	SES Officers no longer restricted to Canberra. All ABS job ads clearly state that flexible working arrangements would be considered.	●
<b>2.1.2</b> All SES vacancies are advertised in line with the SES working arrangements and mobility requirements (unless ELG approval has been given to fill the vacancy by another means), including as being available: <b>a.</b> in any capital city (for SESB1s) <b>b.</b> to be filled on flexible job design arrangements, including part-time.	Reported annually	Executive Board	SES vacancies advertised as part of the 2016-17 recruitment process met this requirement.	●
<b>2.1.3</b> Placement and rotation decisions are aligned with the agreed SES working arrangements and mobility requirements.	Reported annually	Executive Board	SES placement and rotation decisions during 2016-17 met this requirement.	●
<b>Key Deliverable 2.2</b> Mentors are identified and connected with EL2 and SES staff, especially those seeking to take or return from long-term leave, due to family caring responsibilities.				
<b>2.2.1</b> Gender Diversity Working Group members identify and promote	From November 2014	Mentor champions	The ABS has an agency-wide mentoring program which is open to all employees.	●



Measures and Targets	Timeline	Accountability	Progress	Status
<p>appropriate mentors, and EL2s and SES are offered to opportunity to be mentored (including staff currently on long-term leave).</p> <p>A program for connecting potential SES mentors and EL mentorees is established (e.g. regular paper-bag lunches and interview style panel sessions).</p>			<p>The Deputy Australian Statistician, Statistical Services Group (SSG) and other SES offer current graduates the opportunity to bid to shadow them at work.</p>	
<p><b>Key Deliverable 2.3</b> ABS flexible working arrangements are actively promoted to staff and potential staff through:</p> <ul style="list-style-type: none"> <li>• Delivery of flexible working arrangement sessions to SES/EL2s and EL1s/APS6s</li> <li>• The ABS website including information on ABS flexible work practices</li> </ul>				
<p><b>2.3.2</b> There is an increase in the utilisation of, and satisfaction with, flexible working arrangements (including part-time arrangements) by EL2 and SES staff, as reported in the State of the Service Census.</p>	<p>Measured annually</p>	<p>General Managers and Heads of Office</p>		<p>●</p>
<p><b>2.3.4</b> ABS results on the APS entry survey and ABS employee departure questionnaire show positive responses to flexible working arrangement questions.</p>	<p>Measured annually</p>	<p>Director, Workforce Strategies</p>	<p>According to the ABS Employee Departure Questionnaire, 76.8% of ongoing staff who departed the ABS in 2016-17 were satisfied or very satisfied with the balance of work and personal life and 85% were satisfied or very satisfied with access to flexible working arrangements.</p>	<p>●</p>



Measures and Targets	Timeline	Accountability	Progress	Status
<b>Key Deliverable 3.1</b> Staff on long-term leave remain informed of general ABS activities and have access to appropriate opportunities (such as development and promotions).				
<b>3.1.1</b> Appropriate ABS IT and Human Resource policies are updated to support the provision of appropriate access for staff who are on long-term leave.  Appropriate access to corporate systems and information for staff on long-term leave is consolidated into a one-stop-shop (including the availability of RSS feeds).	By February 2015	Director, IT Security and Program Manager, Human Resources Branch	Workplace Relations are currently consulting with stakeholders to extend the formal separation period from 3 to 12 months, and include a new 'checklist' so employees may retain access for up to twelve months to the unclassified ABS IT environment.	●
<b>3.1.3</b> eLearning courses are available to staff on long-term leave.	By November 2015	Director, National Learning and Capability Development	The 'Leaving the ABS' guideline is under review. Currently staff are not able to access eLearning courses after 12 weeks leave. The ABS is now considering modifying the guidelines to increase this period to 12 months. This is currently under consultation.	●
<b>Key Deliverable 4.1</b> The Gender Diversity Working Group (GDWG) is established, to develop, implement and review the GDAP.				
<b>4.1.2</b> The GDWG oversees the successful implementation of the GDAP.  The GDWG reviews the success of the GDAP.	Ongoing	Chief Operating Officer	Report on the GDAP will be presented to the ABS People Committee in January 2018. The original Gender Diversity Working Group no longer meets.  In late 2016 the ABS reconvened a new Gender Diversity Network which is working towards Gender Equality in the ABS.	●



Measures and Targets	Timeline	Accountability	Progress	Status
			Work has commenced on preparation of the <i>ABS Gender Equality Action Plan 2018–2020</i> in line with the <i>Balancing the future: APS Gender Equality Strategy 2016-2019</i> .	
<b>Key Deliverable 4.3</b> External speakers present to ABS staff with an initial focus on career pathways and/ or career challenges in the APS.				
<b>4.3.1</b> At least two external speakers are invited to present to ABS staff at the ABS each year, with at least one being a woman.	Reported annually	Parliamentary and Partnerships	The ABS had numerous presenters on a range of topics in 2016-17 including these two women: s47F, Registered Psychologists from Davidson Trahaire Corpsych presented three seminars in 2016-17: <ul style="list-style-type: none"> <li>• 'Managing Pressure' in August 2016</li> <li>• 'Managing Teams' in October 2016</li> <li>• 'Managing the Stress Response' in May 2017.</li> </ul> In October 2016 s47F from Beyond Blue presented on 'Creating and Maintaining a Mentally Healthy Workplace'.	●
<b>Key Deliverable 4.4</b> Males and females are represented in senior management forums.				
<b>4.4.1</b> The following Senior Management forums report on gender representation: <ul style="list-style-type: none"> <li>• ELG (Executive Leadership Group)</li> <li>• SMG (Senior Management Group)</li> <li>• ASAC (Australian</li> </ul>	Reported annually	Australian Statistician	To promote diversity on the newly formed People Committee, the Statistician will, if required, appoint an additional member to ensure that it has gender diversity. Currently there are six males and four females.  The Executive Board membership currently includes three males and four females.	●



Measures and Targets	Timeline	Accountability	Progress	Status
Statistics Advisory Council) <ul style="list-style-type: none"> <li>• SFIC (Strategic Finance and Investment Committee)</li> <li>• NISLB (National and International Statistical Leadership Board)</li> </ul>				

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## CULTURE & CAPABILITY BRANCH

The second National Forum for 2017 was held on 6 September. The National Forum is a key part of our ABS Consultative Framework as outlined in our Enterprise Agreement.

Thank you to all of the representatives who participated in the forum for their preparation and sharing the views of their offices and groups.

The September National Forum had a strong focus on our people and the future direction of ABS, providing a progress update on the Workplace Diversity Plans, consultation arrangements, and the State of Service Census results.

I encourage you to read the minutes from the September National Forum which are now available on the National Consultation WDB .

More information on your consultative forums can be found on the National Consultation WDB .



Need more knowledge or know-how? Search for knowledge and/or create a New Service Request under People>Consultation.

s22

Program Manager  
Culture & Capability Branch

27 October 2017

Document is publicly available at:

[https://www.ausstats.abs.gov.au/ausstats/subscriber.nsf/0/3B641F80D47793B2CA2581BD000F8996/\\$File/10010\\_2016\\_17.pdf](https://www.ausstats.abs.gov.au/ausstats/subscriber.nsf/0/3B641F80D47793B2CA2581BD000F8996/$File/10010_2016_17.pdf)

Released under FOI Act





- Support people to identify with their diversity group publicly where they feel able and on the HR system

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The Steering Committee:

- Executive Sponsor
- the 3 lead members of the working groups
- a representative from the ABS Diversity team.

The role of the Steering Committee is to:

- ensure that the network is vibrant and healthy
- set the direction of the network
- develop a calendar of events
- undertake an annual check of the network to ensure that we are on track
- establish and empower working groups to plan specific events

The Steering Committee must:

- attend monthly meetings of the committee
- share decisions with the network
- ensure that the network understands and generally agrees with directions
- provide regular (quarterly) updates to the ABS Diversity Team

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Working groups have been established to support each of the three goals of the network. Each working group will lead activity and engage with the other members of the network to progress their specific goal.

The lead member from each working group will participate in the Steering Committee.

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While the ABS Diversity Team supports the network, they are not actively involved in the day to day operations of the network. They receive regular briefings on the network activities and directions from the Steering Committee. The ABS Diversity Team currently participates in both the Network's meetings and Steering Committee.

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Members are the life blood of the network and members should:

- actively participate in network meetings
- help raise the profile of the network and
- identify and discuss practices, policies and behaviours which impact on the LGBTIQA community
- conduct ourselves professionally at all internal/external events
- ensure participation in the network is not at the detriment of work performance
- respect confidentiality of network members
- arrange, chair and set the agenda for monthly network meetings.

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- Network Meetings are held monthly
- Steering Committee meets monthly, in advance of the Network Meetings.
- All meetings are held in ABS offices, where possible using Video Conferencing rooms

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Limitations on the funding available, we will need to use our personal efforts wisely, and be cognisant to ensure network activities do not affect day to day work performance

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The Network has a banner for Newspoints which should be used for all announcements. Communications from the network to all ABS staff should be approved by the Executive Sponsor.

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The network will produce an annual summary of actions taken and the impact of the our work each year. The network will also have an annual review our goals, actions and Network Charter.

## Comments

1-1 of 1

Previous | Next



s22

s22 commented on 27 September 2016 [Permalink](#)

Hi - great draft! I had a couple of queries re: this document.

First of all - are we going to include provision for the separate working groups / steering groups who report on specific issues in the network charter? (Might be too much bureaucracy?)

Secondly - Can we include 'improving collection and representation of LGBTI statistics' in the Goals of the network charter?

I'll raise these in today's meeting as well - food for thought!

Show 10 | 25 | 50 items per page

Previous | Next





For Comment: New Services@ABS Knowledge Doc on Support for Gender Transitioning

s22

to:

s22

04/09/2017 01:24 PM

Cc:

s22

Bcc:

s22

Hide Details

From: s22 /Staff/ABS

To: s22 /Staff/ABS@ABS,

Cc: s22 /Staff/ABS@ABS, s22 /Staff/ABS@ABS

Bcc: s22 /Staff/ABS

Dear Pride Network members,

I am pleased to circulate the new Knowledge Document which outlines the Support for Gender Transitioning in the ABS.

[http://servicedesk.corp.abs.gov.au/CAisd/pdmweb.exe?OP=SHOW\\_DETAIL+HTML=kt\\_document\\_view.html+open\\_mode=2+PERSID=KD:432934](http://servicedesk.corp.abs.gov.au/CAisd/pdmweb.exe?OP=SHOW_DETAIL+HTML=kt_document_view.html+open_mode=2+PERSID=KD:432934)

A big thanks to s22 and s22 from HRB for creating this document. s22 will be attending the next network meeting to discuss this Knowledge Document.

If you would like to provide feedback, please send comments to s22

Kind regards,

s22

Program Manager

Statistical Infrastructure Development | Statistical Transformation Infrastructure Development Division |

**Australian Bureau of Statistics**

(P) s22

(E) s22 @abs.gov.au (W) [www.abs.gov.au](http://www.abs.gov.au)

*Executive Sponsor for the ABS Pride Network*



s22

Date: 06/02/2018 04:22 PM

Subject: Re: Non-binary options, was Re: Fw: MPS Survey Instrument and Updates to the Marriage Ac

Hi s22 - sorry to buy into this so late, I'm just back from leave. Just in relation to your last question below, as surveys currently go, there's no compulsion to choose a particular option, just to choose *an* option? This will also hold with the introduction of a non-binary option.

s22 :)

s22

*Assistant Director, Family and Community Statistics team*

Household Characteristics and Social Reporting Section | **Australian Bureau of Statistics**

(P) s22 (E) s22 [@abs.gov.au](mailto:s22@abs.gov.au) (W) [www.abs.gov.au](http://www.abs.gov.au)

The [ABS Privacy Policy](#) outlines how the ABS handles any personal information that you provide to us.

s22 ---21/12/2017 12:53:41 PM---Apologies, I think I misinterpreted s22 previous email. The email chain started with discussion

From: s22 /Staff/ABS  
To: s22 /Staff/ABS@ABS,  
Cc: s22

s22

s22

Date: 21/12/2017 12:53 PM

Subject: Non-binary options, was Re: Fw: MPS Survey Instrument and Updates to the Marriage Ac

Apologies, I think I misinterpreted s22 previous email.

The email chain started with discussion of a specific issue arising within existing systems ; I thought s22 was responding to that particular issue and I replied in that context. On re-reading, I understand that s22 was commenting more broadly, For the record, I agree with s22 broader comments, but with a qualifier.

It is clearly desirable that people who wish to identify themselves as non-binary (sex and/or gender) should have the option to do so. IMHO that option should be visible on the main form, not just as some sort of "mention only if asked"/"use this secret code to get non-binary options".

However, we should be aware that not all NB people are eager to have NB options on a form. If it exists, and it's used on a compulsory survey, then people in these categories are legally obligated to out themselves to ABS. For some, the risk of putting minority status on permanent record outweighs the satisfaction of being able to speak personal truth. Last year at Census time, I saw people on social media who were scared that a future government might use this data to target people, or that it could be leaked. (See also the current reporting about possible privacy breaches from Census sample release.) There were also concerns about whether people who reported as non-binary for 2016 but had given a different response in 2011 might be fined for giving a false response.

Is there any way to reconcile these two goals? Is it possible to provide NB options while also giving respondents the green light to select "M" or "F" if they don't feel safe outing themselves to us?

Cheers - s22

s22

Assistant Director (a/g)

National Accounts Branch | Macroeconomic Statistics Division | **Australian Bureau of Statistics**

(P) s22 (M) s22

(E) s22 @abs.gov.au (W) [www.abs.gov.au](http://www.abs.gov.au)

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s22 ---21/12/2017 12:07:05 PM---With respect, I think the MPS issue is that we require non-binary people to pick a binary gender. Fu

From: s22 /Staff/ABS  
To: s22 /Staff/ABS@ABS,

Cc: s22

s22

Date: 21/12/2017 12:07 PM

Subject: Re: Fw: MPS Survey Instrument and Updates to the Marriage Ac

With respect, I think the MPS issue is that we require non-binary people to pick a binary gender. Full stop.

It's a big survey and I have seen how we deal with 'gender diverse' respondents in the field due to the way the instruments are designed, and it's not ideal. I've sat in training sessions where both RO / HSO staff AND interviewers have raised this with staff from survey areas and their concerns have been brushed aside.

Obviously this has implications for our data, but additionally also has implications for the people we are collecting the data from, whose goodwill and cooperation we rely on. Systemic erasure / marginalisation of transgender, gender diverse and intersex people is also something we need to be critiquing internally because we don't know what impact it may be having on respondents. Minority stress is a significant issue and I am personally very aware of the impact that mis-gendering and cis-normative assumptions have on myself as a transgender person.

In practice, interviewers will often select a response (based on a guess / the person's appearance) for the respondent if they report identifying as 'neither'. I imagine that respondents using e-collection would have to select either male or female to progress through the questionnaire. This is neither culturally appropriate for Trans and Gender Diverse populations nor aligns with the ABS 'sex standard', nor does it live up to the stated APS value of treating others with respect. Note also that MPS is a compulsory survey under the Census and Statistics Act, and respondents cannot refuse to answer the sex question.

Also - the 'X' / unspecified option was passed into law in certain Australian jurisdictions some time ago yet there hasn't been any move to align our instruments with this new legal reality. Any change to this would almost certainly have to come from a statistical area within our population stats stream and with agreement from internal stakeholders - that said, apparently it *is* possible to make changes to the blaise instrument... !

Kind regards,

s22

Social Media Officer

Media, Digital and Design | Communication and Partnerships | **Australian Bureau of Statistics**

(P) s22 (E) s22 @abs.gov.au (W) [www.abs.gov.au](http://www.abs.gov.au)

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s22 ---21/12/2017 11:18:27 AM---I won't swear to it, but I think our National Health Survey had an easter-egg option for people to i

From: s22 Staff/ABS  
To: s22 Staff/ABS@ABS,  
Cc: s22

s22

Date: 21/12/2017 11:18 AM

Subject: Re: Fw: MPS Survey Instrument and Updates to the Marriage Ac

I won't swear to it, but I think our National Health Survey had an easter-egg option for people to identify as intersex.

I think the MPS issue is that if we require non-binary people to pick a binary gender and a binary relationship title, those two answers may conflict?

Cheers - s22

s22

Assistant Director (a/g)

National Accounts Branch | Macroeconomic Statistics Division | **Australian Bureau of Statistics**



(P) s22 (M) s22

(E) s22 @abs.gov.au (W) [www.abs.gov.au](http://www.abs.gov.au)

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s22 ---21/12/2017 11:04:21 AM---Hi s22 Thanks very much for this.

From: s22 Staff/ABS  
To: s22 Staff/ABS@ABS,  
Cc: s22

s22

Date: 21/12/2017 11:04 AM

Subject: Re: Fw: MPS Survey Instrument and Updates to the Marriage Ac

Hi s22

Thanks very much for this.

Unfortunately my understanding is that the current Blaise systems, including the MPS instrument do not provide for any respondent to identify as non-binary, transgender, intersex etc. So relationship status would never be a factor as we only allow for 'male' or 'female' sex codes in our household survey instruments at this time.

I'm hoping this will be resolved in the coming APS instrument and is definitely something the Pride Network sub-committee on improving methodology was working towards in conjunction with s22 s22 from the Family / Social Stats SMA. I will try and get an update on this for the network early next year.

Kind regards,

s22

Social Media Officer

Media, Digital and Design | Communication and Partnerships | **Australian Bureau of Statistics**

(P) s22 (E) s22 @abs.gov.au (W) [www.abs.gov.au](http://www.abs.gov.au)

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s22 ---20/12/2017 05:13:52 PM---Hello All, Household Survey Operations are seeking feedback on a process work around to account for

From: s22 /Staff/ABS

To: s22

s22

Date: 20/12/2017 05:13 PM

Subject: Fw: MPS Survey Instrument and Updates to the Marriage Ac

Hello All,

Household Survey Operations are seeking feedback on a process work around to account for the MPS Survey Instrument not yet being updated to accommodate the all option available in the new marriage act. See email trail below for details.

I have provided the following feedback via the CPSU, however, I thought pride network member may also have valuable feedback on the process.

The new marriage act allows for any person of any gender to marry another person of any gender, including non-binary genders.

Will the instrument be designed to allow for the respondent and or their partner being non-binary?

Interviewers need to know how to respond if a respondent or their partner is non-binary and the instrument doesn't allow for appropriate marriage options for them.

Let me know if you have any additional recommendations to pass on or feel free to pass them on yourself.

Regards,

s22

*Statistical Officer*

Business Statistics Methodology | Methodology Division | **Australian Bureau of Statistics**

(P) s22 (E) s22 @abs.gov.au (W) [www.abs.gov.au](http://www.abs.gov.au)

**CPSU** Section Councillor (Qld)



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----- Forwarded by s22 Staff/ABS on 20/12/2017 04:03 PM -----

From: s22/Staff/ABS  
To: External NAT|CPSU|SC,  
Date: 19/12/2017 08:09 AM

Subject: MPS Survey Instrument and Updates to the Marriage Ac

Hi all,

Please review the comments from s22 regarding an error being generated if a specific combination of marital status is reported.

Look forward to your comments

s22

From: s22/Staff/ABS  
To: HSO Workload Management Team,  
Date: 18/12/2017 02:35 PM

Subject: Fw: MPS Survey Instrument and Updates to the Marriage Act [DLM=For-Official-Use-Only]

FYI

Regards

s22

*Assistant Director, Household Survey Operations*

(P) s22

(E) s22 @abs.gov.au (W) www.abs.gov.au

----- Forwarded by s22 /Staff/ABS on 18/12/2017 02:35 PM -----

From: s22 /Staff/ABS  
To: HSO OMT MPS,  
Cc: s22

s22

Date: 18/12/2017 02:10 PM

Subject: MPS Survey Instrument and Updates to the Marriage Act [DLM=For-Official-Use-Only]

Good afternoon all,

With the recent change to the *Marriage Act* the MPS questionnaire needs to be updated to reflect the changes to registered marriages, which will in turn change the language used by some people in responding to social marital questions.

Changing the questionnaire is not a simple and quick process, particularly given the risks of aging data acquisition infrastructure. Given the Blaise coding and testing time required and additional risk during the February supp month, the earliest point that a change can be made will be March 2018 enumeration, with further advice provided prior to this date.

In the interim, we have asked that Interviewers continue through the form without change, being particularly mindful and empathetic in the language used to highlight the error.

The error is currently triggered if a male respondent wishes to record his male partner's relationship to him as "wife" in the relationship status, and vice versa for a female choosing husband. The error triggers the form to ask the respondent to choose another option.

Scenario	Action	Advice to respondent
Male respondent reporting male partner relationship to him as 'wife'	Record in instrument as partner or husband and place a comment on record in to indicate reported relationship.	Just so you are aware the computer won't currently allow me to select ' wife ', this will be resolved in the next few months. I have reported 'partner ' ( or husband) and placed a comment to indicate the relationship as 'wife'.
Female respondent reporting female partner relationship as ' husband'	Record in the instrument as partner or wife and place a comment on record to indicate reported relationship	Just so you are aware the computer won't currently allow me to select ' husband ', this will be resolved in the next few months. I have reported 'partner ' ( or wife) and placed a comment to indicate the relationship as ' husband'.

As a side note, a male respondent choosing his male partner's relationship to him as "husband" does not trigger an error, and the same for a female choosing her partner as "wife". This is because the form looks at the gender of the second person (the partner), not the gender of the respondent. If the response matches the gender-specific term (ie., male = husband, female = wife), no error is generated.

There is a risk that same-sex respondents may not be happy that the survey questionnaire has not

instantly changed, particularly given the role of the ABS in the Australian Marriage Law Postal Survey. Given some of the sensitivity that remains in the community in regards to the outcome of the same-sex marriage postal survey, we have tried to avoid any emotive language or even bringing undue attention to the issue. The updated advice on the e-form and our suggested talking points in the event the issue arises are:

"You indicated that [Person 2] is a [relationship] and is [sex]. Please check your answers. If your preferred answer can't be selected, please choose the closest option and provide a comment at the end of the questionnaire if you would like.

We appreciate your patience while we update our surveys to reflect recent changes including those to the *Marriage Act 1961*."

As noted above this is an interim change until the form can be updated to reflect the outcomes of the changes to the *Marriage Act 1961*.

We will provide more information as further changes come to light.

Thanks and regards,

s22

Assistant Director

Household Survey Operations | National Data Acquisition Centre | **Australian Bureau of Statistics**

(P) s22 (M) s22 (E) s22 @abs.gov.au (W) [www.abs.gov.au](http://www.abs.gov.au)  
s22

Data Delivery Manager,

National Data Acquisition Centre | **Australian Bureau of Statistics**

(P) s22

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## DIVERSITY AND INCLUSION



### **Wear a rainbow for International Day Against Homophobia, Transphobia and Biphobia!**

Today, 17 May is a day of global celebration for sexual and gender diversities, a day to support our Lesbian, Gay, Bi, Transgender and Intersex (LGBTI) colleagues, friends and family. The ABS strives to create a safe, diverse and inclusive workplace which is free of homophobia, transphobia and biphobia.

Regardless of a person's sexual orientation, gender identity or expression they should feel safe and achieve their best. International Day Against Homophobia, Transphobia and Biphobia draws the attention of decision makers, media, the public, opinion leaders and local authorities and to highlight the discrimination faced by the LGBTI community.

This year's motto is [Love makes a family](#) and focusses on strengthening the role of families and the well being of LGBTI members and to respect the rights of rainbow families.

#### **Did you know?**

The day is celebrated annually on 17 May, in more than 130 countries, to commemorate the World Health Organisation's decision to declassify homosexuality as a mental disorder.

Australian Statistics:

# 75%

Of LGBTI youth experience some form of discrimination.

# 61%

Of LGBTI youth experience verbal abuse.

# 24.4%

Of Lesbian, Gay, Bisexual people experience depression

# 36.2%

Of Trans Australians experience depression

(from Hillier, L., et al. (2010). Writing themselves in 3: The 3rd national study on the sexual health and wellbeing of SSAGQ young people. Melbourne: ARCSHS)

### What can you do?

- stand against homophobia, biphobia and transphobia
- use the hashtag #IDAHOBIT on your social media account to share why you are supporting your LGBTI colleagues, friends and family
- wear a splash of rainbow for the day!
- add a rainbow to your social media profile or put up a rainbow card at your desk
- participate in one of the local community events.
- join the ABS Pride Network, see 📄

To find out more go to the [International Day Against Homophobia, Transphobia and Biphobia](#) website.

s22

Diversity Champion  
and

s22

Diversity & Inclusion Champion

17 May 2017



## PRIDE NETWORK

### WEAR IT PURPLE DAY – FRIDAY AUGUST 25

As part of the ABS' ongoing commitment to inclusion and diversity in the workplace, we are promoting 'Wear it Purple' Day.

**Today, please wear purple to help foster supportive, safe and accepting environments for LGBTI+ Youth.**

This can be as easy as wearing a purple scarf, tie or socks if you don't have other purple clothes.

Founded in 2010 by two Australian teens, Wear it Purple Day has grown into a world-wide celebration.

#### **LGBTI+ In the 2016 Census**

In 2016, for the first time, the ABS made it possible for people to identify as sex or gender diverse in the Census. This is an important step for the ABS.

Previously, those who wanted to answer the sex question in non-binary ways had to request a special online or paper form. This change to the 2016 Census is part of broader changes in public data on sex and gender. The Australian Government Guidelines on the recognition of Sex and Gender recognise that individuals may identify as a gender other than the sex they were assigned at birth, or may not identify as exclusively male or female.

A Pilot Test was also conducted during the Census where a sample of households were sent a form with the option to respond as neither male nor female; the Test had a similar overall response rate to the Census, a much higher response for the 'Other' sex response category, and minimal specific responses in the 'Please specify' box.

The types of responses provided in the 2016 Census, analysis of the Pilot Test, and ongoing consultation with LGBTI+ groups are contributing to the development of the content for this data topic in the 2021 Census. - **2016**



## Census Content and Analysis team

For more information, see [Census of Population and Housing: Reflecting Australia - Stories from the Census, 2016](#)

### Did you know?

Australian Statistics:

**75%**

Of LGBTI youth experience some form of discrimination.

**61%**

Of LGBTI youth experience violence or abuse.

**24.4%**

Of Lesbian, Gay, Bisexual people experience depression

**36.2%**

Of Trans Australians experience depression

(from Hillier, L., et al. (2010). Writing themselves in 3: The 3rd national study on the sexual health and wellbeing of SSAGQ young people. Melbourne: ARCSHS)

### Wear it Purple Goals for LGBT+ Youth:



**EDUCATE:** Educating society about sexuality & gender diversity.



**CELEBRATE:** Celebrating diversity.



**ADVOCATE:** Being the public voice of rainbow young people.



**EMPOWER:** Empowering rainbow young people to be active in their communities.



**CHALLENGE:** Challenging harmful social norms.



**SUPPORT:** Showing rainbow young people they aren't alone.

### What can you do?

- Wear Purple on Friday 25 August
- Visit the 'Wear It Purple Day' website:  
<http://wearitpurple.org/about-wear-it-purple/>
- Post pictures of yourself in purple on social media with #WearItPurple so rainbow young people everywhere know you support them to be themselves
- Speak up and let people know why you're wearing purple



### Join the ABS Pride Network

To join the Pride Network please contact [s22@abs.gov.au](mailto:s22@abs.gov.au) or contact your local office ABS Pride representative.

*In the interests of clarity - celebrating Wear It Purple day is not in any way related to the current discussion of marriage in Australia.*

s22 [REDACTED], LGBTI Champion, and  
s22 [REDACTED], Diversity & Inclusion Champion

25 August 2017

Released under FOI Act



## DIVERSITY AND INCLUSION



### World AIDS Day 1 December 2017 HIV is still here - and it's on the move

Today is World AIDS Day, which is held annually on the 1st of December. The day is used to raise awareness in communities and across the world about Human Immunodeficiency Virus (HIV) and Acquired Immune Deficiency Syndrome (AIDS). The day is also used for people to show their support for people living with HIV and AIDS and to remember people who have died of AIDS related conditions or other conditions associated with HIV.

Australians are encouraged to:

- educate themselves and others about HIV and AIDS
- take action to reduce transmission by adopting and promoting prevention strategies
- ensure people living with HIV and AIDS can fully participate in today's society, free from stigma and discrimination.

#### What is HIV?

HIV is a condition that can cause AIDS. HIV and AIDS are not the same thing. Left untreated, HIV attacks the body's immune system and makes the body vulnerable to infections and medical conditions that a person not living with HIV would usually be capable of controlling. People who have acquired HIV can experience flu like symptoms, but others do not notice any symptoms for many years.

#### What is AIDS?

People living with HIV take daily treatment to prevent the virus from advancing into AIDS. Without treatment, people living with HIV are at risk of developing AIDS defining conditions. AIDS refers to the illnesses that can develop as a result of untreated HIV or in a person where current treatments have failed. People living with HIV in Australia may still develop AIDS, but this is now rare.

#### What can you do?

- If interested, attend a World AIDS Day [event](#)
- Visit the [World AIDS Day Australia](#) website
- [Get the facts](#) about HIV and AIDS
- Support others to access testing, treatment and care
- Purchase a World AIDS Day red ribbon - the ribbon is a symbol of HIV awareness and support. Canberra staff can purchase from room 5S 508 or in the atrium at lunch time.

We are committed to providing an inclusive workplace culture and increasing the diversity of our workforce. The [ABS Workforce Strategy 2015-19](#) and the [People](#)

[and Culture Action Plan 2017-18](#) reaffirm the importance the ABS places on providing a workplace that is inclusive and recognises the diverse skills, perspectives and experiences of our employees. This contributes to the ABS being more reflective of the communities we serve and being a workplace that becomes infinitely stronger because of it.

§22 and §22  
PRIDE Champions

§22  
Diversity and Inclusion Champion

1 December 2017

Released under FOI Act



## PRIDE NETWORK

### Today is Intersex Awareness Day - 26 October

As part of the ABS' ongoing commitment to inclusion and diversity in the workplace (outlined in our People and Culture Action Plan [📄](#)), we are promoting 'Intersex Awareness Day'.

Intersex Awareness Day is an opportunity to consider the challenges and issues faced by Intersex people. The ABS aims to create a workplace that is safe, fair, equitable and inclusive of all people, regardless of their gender, where employees are free to be themselves, without fear, prejudice, stereotyping or negative behaviour.

#### What you can do:

- join the ABS Pride Network (you can join as an ally!), see [📄](#)
- visit [OII - Intersex Australia](#) and [Androgen Insensitivity Syndrome Support Group Australia](#) to learn more
- read [OII Australia Shadow Report Submission](#) to the Human Right's Committee regarding the current review of Australia's actions to meet obligations under the International Covenant on Civil and Political rights.

*In the interests of clarity - celebrating Intersex Awareness day is not in any way related to the current discussion of marriage in Australia.*

[s22](#), LGBTI+ Champion, and  
[s22](#), Diversity & Inclusion Champion

26 October 2017

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### Forums

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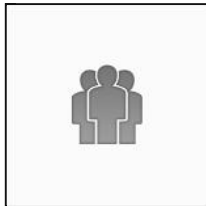
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ABS Diversity Network discussion group

Following Actions

Community Actions

#### ABS Pride Network discussion group



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Wiki

Forums

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Files

Surveys

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Community Forums > Forum: ABS Diversity Network discussion group > Topic: Update to the ABS Senior Exec

#### Reply to Topic

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1-1 of 1

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s22

### Update to the ABS Senior Exec

Like

30/09/2017 | Tags: none

Hi everyone,

I just wanted to share a couple of things from this week. I gave an update to all ABS Senior Exec this week about the impact of the Australian Marriage Law Postal Survey on LGBTIQ staff and their allies. I have included my notes below - the rest of the senior exec were extremely supportive and understanding. I would like to thank all of the network members who shared their concerns and worries with me over the last month.

There have also been some very positive articles in the press recently, and I thought I would share this one:

<https://www.theguardian.com/commentisfree/2017/sep/29/we-didnt-want-the-postal-survey-but-lets-focus-on-the-positives-following-it>

I hope everyone is looking after themselves - and don't forget that EAP is a great place for support.

s22

#### Pride Network Update 27/09/17

##### Firstly as background

- The ABS Pride Network is group of LGBTIQ identifying individuals and Allies, who aim to make the ABS a more inclusive place to work.
- Pride Network sits alongside the Yoompla, Disability/LAAN, and gender networks - all which are aimed at creating an environment where our staff can reach their potential
- We established the network 15 months ago and the network

##### In terms of some general statistics

- We currently have 90 members in the pride network,
- The ABS has around 4.5% LGBTI identifying and 3.2% preferring not to disclose
- The State of the Service results show a lower engagement scores for LGBTI/prefer not to say
- The ABS scored 22/200 in the Australian Workplace Equality Index (AWEI)

##### The marriage Law Postal Survey is a difficult time for the LGBTI people and their family

- The public debate has seen some wonderfully positive sentiments expressed about inclusion - my observation is that the vast majority of posts and comments are positive.
- However, the debate has given a platform for a small minority of people to express views which can be described as best as hurtful.
- special support centres have been established in most capital cities

- There has been an increase in the contact to national help lines (calls to Beyond Blue has gone up 40%)
- There has been a spike in ABS officers accessing EAP since August

Within the ABS, there are a range of emotions being felt by our staff:

- Allies have expressed concern for family members affected by the debate
- Frustration about their rights are being voted on
- a sense of betrayal that our organisation is undertaking
- trapped as it is impossible to escape the issue
- Frustration at the inability to participate in the public debate
- Concern that the ABS's reputation amongst LGBTIQ community will damage participation rates

As leaders, we need to create an environment where the wellbeing of our staff is being supported:

- Supporting domains for wellbeing: Home, work, health and community
- At the moment many of the LGBTIQ staff have stressors at home, community and work
- Staff may not respond to additional pressures in the way you normally expect

What can you do?

- Keep ABS a safe place and ensure it is not a place for campaigning
- Continue to be supportive of work place diversity
- Don't make assumptions about staff and how they will be feeling
- Look for opportunities to provide positive messages for LGBTI staff and allies.
- Look out for staff who may seem more stressed or isolated - "ask Are you okay?"
- Promote access for EAP

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Use of this service must comply with ABS policies and the APS Values and Code of Conduct

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## AUSTRALIAN MARRIAGE LAW SURVEY TASKFORCE

Today, 98 days after receiving the direction from government, we will release the results of the Australian Marriage Law Postal Survey (AMLPS) via a media conference at 10am (AEDT) at ABS House. This is a very big day in the ABS' history and the release will surely attract the largest Australian audience for a speech by any Australian Statistician in our history.

Following the media conference, the detailed results and quality report will be published on the AMLPS [website](#).

### **Witness history in the making - you are invited to view the live broadcast of the media conference**

I hope you can take 10 minutes or so to witness the ABS making history with the release. You are invited to watch the media conference via a live broadcast. Due to the expected high demand, please use [this Services@ABS document](#) for the recommended way to access the broadcast from your computer.

### **ABS House will be closed to the public on the morning of 15 November**

There will be additional security measures in and around ABS House and the building will not be open to the public. **You will need your ABS ID to enter the building.** If you have visitors coming to ABS House for meetings, please also ensure they bring documentation (such as a calendar entry or email) authorising their entry.

### **ABS remaining impartial**

All ABS staff are reminded of the sensitivities surrounding this survey and the release of survey data. Staff must continue to avoid commenting on the Government's decision to hold a postal survey.

At all times, personal use of social media must be in accordance with the APS values and code of conduct, and be guided by the Australian Public Service Commission's guide for APS employees on making public comment on social media. Information about conduct in relation to the AMLPS has been previously published on NewsPoint 📄 and Taskforce members have also recently received specific advice from me on this matter. Please pay attention to this guidance as it is important to maintain the ABS' reputation and confidence in the integrity of the survey results.

### **EAP support**

The topic of marriage law may impact on the emotional and psychological well-being of some staff, particularly those who may be directly affected by the potential policy outcomes and/or with very strong interests in the outcome. The ABS continues to provide free confidential **EAP** support which is available to staff and their immediate family. For support, advice or to make an appointment, **call the EAP on 1300 360**

364, 24 hours a day, seven days a week. For more information see [Employee Assistance Program](#).

I'm looking forward to tomorrow's release and celebrating the work of the ABS team in achieving this outcome, while also continuing our important other statistical collections throughout the past few months.

s22

Taskforce Lead

15 November 2017

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Draft Forward Plan 2018-19: People Strategies and Inclusion Section

Key Deliverable	Major Activities	Priority 1 - must 2 - should 3 - could	Driver	Expected Timing	Governance	2018-19											
						Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
People Strategies & Inclusion Section Director: s22 (1.0 FTE) (CBR)																	
<b>Inclusion and Diversity</b> EL1 lead: s22 (1.0 FTE) (ADL)																	
ABS Inclusion and Diversity Strategy	Develop (in partnership with key areas) and launch. Lead implementation and reporting.	1	Workforce Strategy 2015-2019, High performance culture, Attraction and retention	Launch - Aug 18 Report - Jul 19	People Committee												
Reconciliation Action Plan	Develop (in partnership with key areas) and launch. Lead implementation and reporting.	1	Best Practice - RA Requirement I&D Strategy	Launch - Aug 18 Report - Jul 19	People Committee												
RAP Barometer	Implement RAP Barometer survey in ABS. Report results, resulting actions to Youmpla, People Committee. Develop I&D strategies and activities.	1	RAP	Survey Aug-Sept Report - Dec 18 Pctee - Apr 19	People Committee											Ppl Ctee	
Inclusion & Diversity Action Plan 2019-20	Scoping, development, implementation, reporting of I&D activities for the year. Informed by benchmark surveys, employee network priorities (LGBTI, Disability and Carers, Gender Equity).	1	Best Practice - APSC Rec, I&D Strategy	Scope - April- June 19 Release - July 19	People Committee,												
Australian Network on Disability Access & Inclusion Index	Prepare documentation, consult with stakeholders, upload survey for AND assessment.	2	High performance culture, Attraction and retention I&D Strategy	Submit - Dec 18 Results - Apr 19	I&D Champion												
Workplace Ability (Disability/carers) Action Plan	Scoping, development, implementation, reporting (in partnership with Disability & Carers Network and LAAN).	1	Best Practice - APSC Rec, I&D Strategy	Scope - Mar-Jun 19 Release - Aug 19	People Committee												
Reasonable Workplace Adjustment Passport	Draft, consult on, release ABS RWA Passport (in partnership with key stakeholders).	2	High performance culture, Attraction and retention, equal access, I&D Strategy	Dec-18	Accessibility Management Group - Chair AM												
My Stories	Develop series of videos of ABS staff telling their stories inc: Disabi	2	High performance culture, Attraction and retention, equal access, I&D Strategy	Dec-18	I&D Champion												
Pride Australian Workplace Equality	Prepare documentation, consult with stakeholders, upload survey f	2	High performance culture, Attraction and retention I&D Strategy	Submit - Feb-Mar 19	I&D Champion												
		2	I&D Strategy	Jun-19	People Committee												
LGBTI Action Plan	Scoping, development, implementation, reporting (in partnership v																
CALD Action Plan	Scoping, development, implementation, reporting (in partnership with CALD Network)	2	Best Practice - APSC Rec, I&D Strategy	Drafting - Jul 19 Release Dec 19 TBC	People Committee												
Diversity networks (6)	Advice and support, attendance at meetings, Secretariat functions (agendas and minutes) for some networks	1	High performance culture, Attraction and retention	Monthly	I&D Champion												
Diversity events (LGBTI, D&C, Indigenous, CALD, Gender Equity)	Plan and support one major event per Network including speakers, comms, logistics, funding (together with Networks).	2	High performance culture, Attraction and retention	As required.	I&D Champion												

**Draft Forward Plan 2018-19: People Strategies and Inclusion Section**


Key Deliverable	Major Activities	Priority 1- must 2 - should 3 - could	Driver	Expected Timing	Governance	2018-19												
						Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	
Youmpla F2F Meeting	Plan and support F2F Youmpla meeting in CBR (agenda, speakers, minutes, logistics, catering) (together with Youmpla)	2	High performance culture, Attraction and retention	Feb-Mar 2019 TBC	Sr Reconciliation Champion													
Aboriginal and Torres Strait Islander Employment and Retention Plan	Scoping, development, implementation, reporting (in partnership with NRU)	1	RAP	Mar-19	People Committee, Sr Reconciliation Champion													
I&D Training	Coordinate HWSO training. Review and procure new Aboriginal and Torres Strait Islander cultural competency module. Develop and implement inclusion and accessibility training for senior leaders and managers. Develop and implement LGBTI+ awareness training for staff.	1	High performance culture, Attraction and retention I & D Strategy	HWSO - Sept 18 LGBTI+ - Dec 18 others TBC	PSB PM													
Review of HR Policies, Guidelines, Procedures, KDs from a inclusion and diversity perspective eg language, terminology	Review all existing policies, guidelines and procedures (includes knowledge documents) to reflect inclusive language and I&D Strategy. Draft, consult on, release revised and new material.	1	I & D Strategy	Jun-19	PSB PM People Committee													
I&D Reporting	EOFY annual reporting: ABS Annual Report, APS Agency Survey, RAP Impact Measurement Survey, APS Multicultural and Access Equity, Commonwealth Aboriginal and Torres Strait Islander Employment Strategy	1	I & D Strategy	July-September 18	PSB PM													

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Q1.6(d) (b)

PRIDE Network Connections Front Page

Communities



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?

### ABS Pride Network discussion

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**Community Description** ...

This community is for those interested in establishing a diversity group to promote equality and raise awareness of LGBTI (and other minority group) issues within the ABS. This community will be replaced once the group agrees on a platform moving forward.

The visibility of this group is restricted - it is hidden from anyone who is not a member. Anyone who is not a member cannot see that the group exists, or see who is in it. Members of the group are able to see who is in the group.

**Wiki** ...

**Forums** ...

**Bookmarks** ...

**Ideation Blog** ...

**Activities** ...

**Files** ...

Follow this Community | Community Actions ▾

**KudosCommunity** ...

**This Community**

Community not ranked

**Important Bookmarks** ...

ABC - You Can't Ask That - Transgender  
Engaging Allies for Change - Pride in Diversity

[View All](#)

**Members** ...

s22

[View All \(101 people\)](#)

**Upcoming Events** ...

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## ABS Pride Network discussion group

### Bookmarks

Community members can contribute bookmarks to Web sites of interest to the group. Community members can flag important bookmarks so i

Add Bookmark

1-4 of 4

Page 1

#### [Pride In Diversity Website](#)

s22 | Today at 3:23 PM

#### [Engaging Allies for Change - Pride in Diversity](#)

s22 | 17 Apr 2018 | Tags: [allies](#), [pid](#), [resources](#)

#### [ABC - You Can't Ask That - Transgender](#)

s22 | 29 Sep 2016 | Tags: [gender](#), [trans](#), [transgender](#)

#### [Canberra Times article about Atomic event](#)

s22 | 29 Jul 2016

Services@ABS Search Page

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PRIDE

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1 to 7 of 7

### [Pride Network](#)

Information about the Pride Network

KB 434629 | [Information Document](#) | [People](#) | Last Updated: February 15, 2019

### [Workplace Inclusion and Diversity](#)

Information about workplace inclusion and diversity in the ABS

KB 401440 | [Information Document](#) | [People](#) | Last Updated: February 14, 2019

### [ABS Employee Networks](#)

Information about the ABS' Employee Networks.

KB 437427 | [Information Document](#) | [People](#) | Last Updated: March 20, 2018

### [Building Aboriginal and Torres Strait Islander cultural competency in the ABS](#)

Cultural competency training and resources available in the ABS

KB 412011 | [Information Document](#) | [People](#) | Last Updated: August 24, 2018

### [Leave for Cultural or Religious Purposes](#)

Information about access to leave for cultural, ceremonial or religious purposes

KB 417080 | [Information Document](#) | [People](#) | Last Updated: April 17, 2018

### [Support for Gender Transitioning in the Workplace](#)

I'm considering to transition my gender or presenting as my affirmed gender in the workplace. I have a staff member who is considering transitioning their gender.

KB 432934 | [Information Document](#) | [People Management](#) | Last Updated: September 12, 2018

### [New Starter Induction \(APS1-EL2 Staff\) – First Week](#)

The following table outlines the key activities that need to be undertaken by Supervisors/Managers and new starters from their first week.

KB 435175 | [Information Document](#) | [Training](#) | Last Updated: August 27, 2018

# ABS Pride Network

Culture Action Session: 2018 SOS results

**Australian Bureau of Statistics**  
Informing Australia's important decisions





# General perceptions in current role

## 2018 APS Employee Census - ABS v LGBTI+ Status

Q Num	Question Text	ABS % Positive	Yes % Positive Base : 9%	No % Positive Base : 18%	Prefer not to say % Positive
	Engagement Index	73%	71%	73%	64%
	Wellbeing Index	72%	70%	73%	61%
	Innovation Index	68%	64%	68%	59%
q24a	My job gives me opportunities to utilise my skills	83%	74%	84%	68%
q24b	My job gives me a feeling of personal accomplishment	75%	76%	76%	55%
q24c	I am satisfied with the recognition I receive for doing a good job	67%	69%	68%	41%
q24d	I am fairly remunerated (e.g. salary, superannuation) for the work that I do	62%	59%	63%	37%
q24e	I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	91%	87%	92%	73%
q24f	I am satisfied with the stability and security of my current job	58%	54%	59%	38%
q24g	I suggest ideas to improve our way of doing things	87%	85%	88%	77%
q24h	I am happy to go the 'extra mile' at work when required	93%	87%	93%	85%
q24i	Considering everything, I am satisfied with my job	70%	68%	71%	51%
q24j	I believe strongly in the purpose and objectives of the APS	83%	79%	84%	62%

# My SES manager....

Question Text	ABS % Positive	Yes % Positive Base : 96	No % Positive Base : 186	Prefer not to say % Positive
My SES manager is of a high quality	70%	63%	71%	47%
My SES manager is sufficiently visible (e.g. can be seen in action)	63%	56%	64%	40%
My SES manager communicates effectively	66%	59%	67%	46%
My SES manager engages with staff on how to respond to future challenges	61%	54%	63%	37%
My SES manager gives their time to identify and develop talented people	41%	34%	42%	24%
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	69%	66%	70%	40%
My SES manager effectively leads and manages change	62%	57%	64%	36%
My SES manager actively contributes to the work of our area	60%	50%	61%	36%
My SES manager encourages innovation and creativity	63%	51%	65%	45%
My SES manager actively supports people of diverse backgrounds	69%	55%	71%	43%
My SES manager actively supports opportunities for women to access leadership roles	62%	55%	63%	42%
My SES manager actively supports the use of flexible work arrangements by all staff, regardless of gender	71%	63%	72%	53%
My SES manager leads regular staff meetings (e.g. in person, via video conference)	54%	46%	55%	43%
My SES manager clearly articulates the direction and priorities for our area	61%	56%	63%	42%

# Some areas where LGBTI+ staff had more positive perceptions

Question Text	ABS % Positive	Yes % Positive Base : 9%	No % Positive Base : 18%	Prefer not to say % Positive
I work beyond what is required in my job to help my agency achieve its objectives	75%	71%	76%	66%
When someone praises the accomplishments of my agency, it feels like a personal compliment to me	58%	56%	58%	41%
How does the geographic distribution of your Section impact on your ability to successfully deliver results for the ABS?	38%	42%	38%	32%
My immediate supervisor encourages me	78%	83%	78%	65%
My immediate supervisor coaches me as part of my development	56%	61%	56%	49%
My supervisor helps to develop my capability	76%	83%	76%	60%
I am clear what my duties and responsibilities are	79%	87%	80%	67%
I have unrealistic time pressures [negatively worded question - "Always" or "Often" responses are negative, while "Rarely" or "Never" responses are positive]	32%	32%	32%	23%
I have a choice in deciding how I do my work	74%	71%	74%	65%
My immediate supervisor encourages me	78%	83%	78%	65%
I receive the respect I deserve from my colleagues at work	80%	76%	81%	61%
Relationships at work are strained [negatively worded question - "Always" or "Often" responses are negative, while "Rarely" or "Never" responses are positive]	58%	50%	60%	39%
I am clear what my duties and responsibilities are	79%	87%	80%	67%

# Only one question scored more highly for those who prefer not to say

Question Text	ABS % Positive	Yes % Positive Base : 9%	No % Positive Base : 18%	Prefer not to say % Positive
I spend time out of working hours building my capability	48%	34%	48%	55%

- ▶ **4.8%** (99) of ABS respondents in this year's APS Employee Census identified as LGBTI+ (APS 4.4% & 4536) and **3.9%** (80) chose not to disclose their LGBTI+ status (APS 4.2% & 4293).
- ▶ For around two thirds of the attitudinal questions, ABS respondents who identified as LGBTI+ were **less positive** than the ABS overall (approx. one third >5%). For ABS respondents who chose not to disclose their LGBTI+ status they were below the ABS overall for all but one question (all but four questions were >5%).
- ▶ **Discussion point:** Why are results for those who chose not to disclose so much worse?

Areas of strength/good results for LGBTI+ respondents were similar to the strengths/good results for the ABS Overall:

- Perceptions of Immediate Supervisor
- Perceptions of Colleagues and Workgroups
- Support for people of diverse backgrounds (with the exception of support from SES manager)
- Workplace Conditions

Discussion point: What's being done to drive these positive results?

# Less positive...

Less positive results for LGBTI+ respondents were also similar to the ones for the ABS Overall:

- ▶ Perceptions of Senior Leadership
- ▶ Perceptions of Risk Management
- ▶ Internal Communication
- ▶ Agency Engagement (i.e. feeling valued/being motivated & inspired/pride and attachment to agency)
- ▶ Job Security & Career Progression

Discussion point: What's driving these negative results? What can be done to improve in these areas?

Questions?





Q1.12 (b) and (c) Engagement Data and Other Key Metrics

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## Discussion of SOS Employee Census Results with the ABS Pride Network

### Record of discussion:

The ABS Pride Network held a Culture Action Session on Monday 8 October to consider the APS Employee Census results relating to LGBTI+ staff and related diversity issues. The following represents a synthesis of the discussion.

Participants acknowledged the relative strengths of the ABS in this area, in comparison to the APS wide results. For example:

‘My agency is committed to creating a diverse workforce (eg gender, age, cultural and linguistic backgrounds, disability, indigenous, LGBTI+)’ ABS 83% (general and LGBTI+) compared to the APS wide at 77% (73% LGBTI+)  
‘My supervisor actively supports people from diverse backgrounds’ ABS 90% (ABS LGBTI+ also 90%) compared to APS 85% (LGBTI 86%)  
The people in my workgroup behave in an accepting manner towards people from diverse backgrounds ABS wide 93%, ABS LGBTI+ 95% (APS LGBTI+ 87%)

Participants also acknowledged the positive trends in the ABS staff perceptions about diversity and inclusion over the last six years.

The group discussed the results indicating divergence between responses of staff who identify as LGBTI+ and those who don't and also those who prefer not to say, noting that responses from the latter cohort were almost universally less positive than average. The Group felt that the proportion of staff who 'prefer not to say' should be seen as an indicator of inclusiveness in its own right (it had worsened since last year). Exploring the possible reasons for the negative perceptions of those who 'prefer not to say', the group considered that there are likely to be a range of factors at play:

- people who do not feel comfortable or safe to identify their LGBTI+ status
- people who are not engaged enough to provide a response (this may explain the one positive question for this cohort, which was about developing capabilities outside work hours, which may indicate an intention to leave the ABS)
- people who object to being asked (for a variety of reasons that may not correlate with gender or sexual preference)

In general the response patterns for LGBTI+ respondents mirrored the ABS wide response, with lower scores for similar questions. Scores for LGBTI+ respondents were significantly lower in a number of already low scores for the ABS. These included:

Perceptions of Senior Leadership  
Perceptions of Risk Management  
Internal Communication  
Agency Engagement (i.e. feeling valued/being motivated & inspired/pride and attachment to agency)  
Job Security & Career Progression

In relation to the lower agency engagement and a sense of pride in working for the ABS, it was felt that there may be a variety of drivers for this. Factors included, a general mistrust of government and controversy around the population census and concerns about privacy and use of personal information which is more common in the friendship and social circles of some LGBTI+ staff (ie the "queer community"), making staff more likely to feel slightly awkward rather than proud of their connection to the ABS.

Responses from LGBTI+ staff were more positive in a number of areas, including:

- Perceptions of Immediate Supervisor
- Perceptions of Colleagues and Workgroups
- Support for people of diverse backgrounds (with the exception of support from SES manager)
- Workplace Conditions

There was constructive discussion about the reasons for divergence between the very positive perceptions of supervisors and colleagues and the negative perceptions of SES and senior managers. In particular the impact of the Australian Marriage Law Postal Survey was highlighted as a significant factor driving both positive and negative scores. Participants reflected that the AMLPS provided an opportunity for direct supervisors and colleagues to show empathy and support for LGBTI+ colleagues who they recognised as being deeply affected by the whole process. This contrasted starkly with the 'official' messaging through all staff broadcasts and notices, which failed to recognise the impact on LGBTI+ staff. The communication following the result focused almost exclusively on the reputational gains for the ABS in successfully delivering the survey, casting it as "a great story" for the ABS. This was seen by some LGBTI+ staff as "a bit off", reflecting a level of oblivion from the senior ranks of the ABS about what was an intensely confronting experience for the 5% of ABS staff who identify and potentially a similar number who did not feel comfortable to declare their status. It was felt that senior managers may actually be more empathetic and sensitive than the all staff communication suggested but that this was not coming through the official channels, with SES support for diversity limited to a few key champions rather than being fully institutionalised.

### **Concluding points**

Overall the group felt that the results as a whole indicate some really good progress was being made in the organisation and particularly acknowledged the value of the Pride Network. Members felt that there was a little way to go before these improvements can be considered embedded at a whole of organisation level. Noting that this starts from the top down (with the example of the Australian Tax Commissioner being a member of ATOMIC) this could be further improved through more visible support at the SES level. It was suggested that a priority would be the engagement of the SES and Director cohorts - for example through training such as 'Walking in Rainbow Shoes', and exposure to the network and the personal stories of LGBTI+, transitioning and gender fluid staff members. For example appreciating that LGBTI+ staff often need to re-live the awkwardness of "coming out" on a regular basis, including when interacting with SES at events. The 'allies' in the network affirmed the value of the Pride Network in helping them to understand the realities of life for our LGBTI+ colleagues. The feeling was very much that the ABS is on the right path but not arrived at the desired state yet.

## Q1.12 (b) and (C) LGBTI Engagement and other key metrics

### Analysis of 2018 APS Employee Census results – LGBTI+

This analysis focuses on the 2018 APS Employee Census results for respondents who indicated that they identified as LGBTI + or chose not to disclose their LGBTI+ status.

#### Headlines

- 4.8% (99) of ABS respondents in this year's APS Employee Census identified as LGBTI+ (APS 4.4%) and 3.9% (80) chose not to disclose their LGBTI+ status (APS 4.2%).
- For around two thirds of the attitudinal questions, ABS respondents who identified as LGBTI+ were less positive than the ABS overall (approx. one third >5%). For ABS respondents who chose not to disclose their LGBTI+ status they were below the ABS overall for all but one question (all but four questions were >5%). **Possible discussion point: Why are results for those who chose not to disclose so much worse?**
- Areas of strength/good results for LGBTI+ respondents were similar to the strengths/good results for the ABS Overall:
  - Perceptions of Immediate Supervisor
  - Perceptions of Colleagues and Workgroups
  - Support for people of diverse backgrounds (with the exception of support from SES manager)
  - Workplace Conditions**Possible discussion point: What's being done to drive these positive results?**
- Areas for improvement/poor results for LGBTI+ respondents were also similar to the ones for the ABS Overall:
  - Perceptions of Senior Leadership
  - Perceptions of Risk Management
  - Internal Communication
  - Agency Engagement (i.e. feeling valued/being motivated & inspired/pride and attachment to agency)

- Job Security & Career Progression

**Possible discussion point: What's driving these negative results? What can be done to improve in these areas?**

### **Employee engagement**

- Employee engagement scores for employees who identified as being LGBTI+ were below the ABS overall scores for three of the four engagement indices (Supervisor engagement was higher). Job, Team and Supervisor engagement scores all increased from 2017 whilst Agency remained the same. When compared to results for all APS employees who identified as LGBTI+, Team and Supervisor engagement scores are higher for ABS LGBTI+ respondents and scores are equal for Job and Agency engagement.
- For ABS employees that chose not to disclose whether they identified as being LGBTI+, their engagement scores are well below both the ABS overall and those who identified as being LGBTI+. All four indices decreased from 2017. When compared with all APS employees who chose not to disclose, the results are mixed but similar.

### **Comparison of Engagement Index Scores (APS Engagement model)**

<b>Employee Engagement Indices</b>	<b>ABS - Overall</b>	<b>ABS – Identify as LGBTI+</b>	<b>ABS – LGBTI chose not to say</b>	<b>APS – Identify as LGBTI+</b>	<b>APS – LGBTI chose not to say</b>
<b>Job</b>	7.2 (↑0.2)	7.0 (↑0.4)	6.2 (↓0.1)	7.0 (↑0.3)	6.2 (↑0.2)
<b>Team</b>	7.2 (↑0.2)	7.1 (↑0.2)	5.9 (↓0.6)	6.8 (↑0.1)	5.8 (↓0.1)
<b>Supervisor</b>	7.9 (↑0.2)	8.0 (↑0.3)	7.0 (↓0.5)	7.6 (↑0.1)	6.8 (-)
<b>Agency</b>	6.0 (↑0.1)	5.7 (-)	4.8 (↓0.3)	5.7 (-)	4.9 (-)

Brackets indicate change between 2017 and 2018 Scores

- As well as the above APS employee engagement model, this year's results also included the internationally recognised 'Say, Stay, Strive' model of engagement as an additional measure of employee engagement. The score for ABS employees who identified as being LGBTI+ is below the ABS overall score, but slightly above the score for all APS employees who identified as LGBTI+.
- For ABS employees that chose not to disclose whether they identified as being LGBTI+, their result is significantly lower than both the ABS overall result and the ABS employees who identified as being LGBTI+ result. When compared with all APS staff who chose not to disclose, the score is the same.

**Comparison of Engagement Scores (Say, Stay, Strive Engagement model)**

	<b>ABS - Overall</b>	<b>ABS – Identify as LGBTI+</b>	<b>ABS – LGBTI chose not to say</b>	<b>APS – Identify as LGBTI+</b>	<b>APS – LGBTI chose not to say</b>
<b>Employee Engagement Score</b>	73%	71%	64%	70%	64%

## Significant Improvements & Decreases from 2017

### Increases

Question	2018	2017	Variance
My immediate supervisor encourages me	83%	73%	+10%
How does the geographic distribution of your Section impact on your ability to successfully deliver results for the ABS?	42%	32%	+10%
My SES manager gives their time to identify and develop talented people	34%	24%	+10%
My supervisor maintains composure under pressure	88%	77%	+11%
My immediate supervisor encourages me to come up with new or better ways of doing things	81%	70%	+11%
My supervisor helps to develop my capability	83%	70%	+13%
I am clear what my duties and responsibilities are	87%	72%	+15%
The people in my workgroup are honest, open and transparent in their dealings	88%	73%	+15%

### Decreases

Question	2018	2017	Variance
In general, the workforce in my agency is managed well (e.g. filling vacancies, finding the right person for the right job)	29%	42%	-13%
My SES manager encourages innovation and creativity	51%	61%	-11%
My SES manager engages with staff on how to respond to future challenges	54%	64%	-10%
In general, employees in my agency feel they are valued for their contribution	35%	44%	-9%
My agency does a good job of promoting health and wellbeing	59%	68%	-9%

## **LGBTI+ - Strong and Low results**

LGBTI+ respondents were particularly positive towards their immediate supervisor and their workgroups.

Areas where their positive responses were particularly low include dealing with underperformance effectively (noting 50% of LGBTI+ respondents were neutral on this question), change management, risk management, management of the workforce and career progression.

## **LGBTI+ Respondents v ABS Overall**

Compared with ABS Overall results, the main areas where ABS LGBTI+ respondents were less positive include:

- Agency (feeling valued, Pride/attachment, feeling inspired/motivated)
- Perceptions of the SES
- Innovation (inspiration for new ideas, SES encouragement)
- Health & Wellbeing (promotion of H&W, mental health)
- Change Management (staff consultation)
- Internal Communication
- Diversity (SES support for people of diverse backgrounds)
- Risk management

The one area where results for LGBTI+ respondents exceeded the ABS Overall was in the performance of immediate supervisors encouraging and developing their staff.



### **ABS LGBTI+ Respondents v APS LGBTI+ Respondents**

ABS LGBTI+ respondents were more positive than their APS counterparts in areas such as:

- Perceptions of immediate supervisor
- Health & Wellbeing
- Workplace Conditions
- Agency commitment to a diverse workforce

ABS LGBTI+ respondents were less positive than their APS counterparts in areas such as:

- Job stability and security
- Perceptions of SES
- Dealing with underperformance
- Internal communication
- Access to effective learning & development
- Risk management

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At least 5 percentage points **greater than** ABS 2018 % Positive score  
 At least 5 percentage points **less than** ABS 2018 % Positive score

### 2018 APS Employee Census - ABS v LGBTI+ Status

Q Num	Question Text	ABS % Positive	Yes % Positive Base : 99	No Positive Base : 1867	% Prefer not to say % Positive Base : 80
	Engagement Index	73%	71%	73%	64%
	Wellbeing Index	72%	70%	73%	61%
	Innovation Index	68%	64%	68%	59%
q24a	My job gives me opportunities to utilise my skills	83%	74%	84%	68%
q24b	My job gives me a feeling of personal accomplishment	75%	76%	76%	55%
q24c	I am satisfied with the recognition I receive for doing a good job	67%	69%	68%	41%
q24d	I am fairly remunerated (e.g. salary, superannuation) for the work that I do	62%	59%	63%	37%
q24e	I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	91%	87%	92%	73%
q24f	I am satisfied with the stability and security of my current job	58%	54%	59%	38%
q24g	I suggest ideas to improve our way of doing things	87%	85%	88%	77%
q24h	I am happy to go the 'extra mile' at work when required	93%	87%	93%	85%
q24i	Considering everything, I am satisfied with my job	70%	68%	71%	51%
q24j	I believe strongly in the purpose and objectives of the APS	83%	79%	84%	62%
q25a	I have a clear understanding of how my workgroup's role contributes to my agency's strategic direction	92%	93%	92%	72%
q25b	The people in my workgroup are honest, open and transparent in their dealings	84%	88%	84%	72%
q25c	The people in my workgroup cooperate to get the job done	90%	92%	90%	77%
q25d	The people in my workgroup are committed to workplace safety	90%	89%	91%	76%
q25e	The people in my workgroup behave in an accepting manner towards people from diverse backgrounds	93%	95%	94%	77%
q25f	The people in my workgroup treat each other with respect	89%	90%	90%	76%
q26a	My supervisor actively supports people from diverse backgrounds	90%	90%	90%	74%
q26b	My supervisor treats people with respect	93%	94%	93%	82%
q26c	My supervisor communicates effectively	83%	84%	84%	67%
q26d	My supervisor encourages me to contribute ideas	88%	85%	89%	71%
q26e	My supervisor helps to develop my capability	76%	83%	76%	60%
q26f	My supervisor invites a range of views, including those different to their own	84%	88%	85%	70%
q26g	My supervisor displays resilience when faced with difficulties or failures	86%	89%	86%	70%
q26h	My supervisor maintains composure under pressure	85%	88%	86%	66%
q26i	I have a good immediate supervisor	87%	90%	87%	73%
q26j	My supervisor gives me responsibility and holds me to account for what I deliver	89%	89%	90%	75%
q26k	My supervisor challenges me to consider new ways of doing things	78%	78%	79%	66%
q26l	My supervisor actively supports the use of flexible work arrangements by all staff, regardless of gender	91%	87%	92%	81%
q29a	My SES manager is of a high quality	70%	63%	71%	47%
q29b	My SES manager is sufficiently visible (e.g. can be seen in action)	63%	56%	64%	40%
q29c	My SES manager communicates effectively	66%	59%	67%	46%
q29d	My SES manager engages with staff on how to respond to future challenges	61%	54%	63%	37%
q29e	My SES manager gives their time to identify and develop talented people	41%	34%	42%	24%

q29f	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	69%	66%	70%	40%
q29g	My SES manager effectively leads and manages change	62%	57%	64%	36%
q29h	My SES manager actively contributes to the work of our area	60%	50%	61%	36%
q29i	My SES manager encourages innovation and creativity	63%	51%	65%	45%
q29j	My SES manager actively supports people of diverse backgrounds	69%	55%	71%	43%
q29k	My SES manager actively supports opportunities for women to access leadership roles	62%	55%	63%	42%
q29l	My SES manager actively supports the use of flexible work arrangements by all staff, regardless of gender	71%	63%	72%	53%
q29m	My SES manager leads regular staff meetings (e.g. in person, via video conference)	54%	46%	55%	43%
q29n	My SES manager clearly articulates the direction and priorities for our area	61%	56%	63%	42%
q31a	In my agency, the SES are sufficiently visible (e.g. can be seen in action)	54%	47%	56%	34%
q31b	In my agency, communication between the SES and other employees is effective	45%	41%	46%	21%
q31c	In my agency, the SES set a clear strategic direction for the agency	61%	63%	62%	38%
q31d	In my agency, the SES actively contribute to the work of our agency	61%	53%	63%	32%
q31e	In my agency, the SES are of a high quality	53%	43%	55%	24%
q31f	In my agency, the SES supports and provides opportunities for new ways of working in a digital environment	61%	53%	63%	36%
q31g	In my agency, the SES work as a team	39%	36%	40%	21%
q31h	In my agency, the SES clearly articulate the direction and priorities for our agency	60%	60%	61%	38%
q32a	I feel a strong personal attachment to my agency	70%	64%	72%	55%
q32b	I am proud to work in my agency	80%	72%	81%	60%
q32c	Change is managed well in my agency	37%	27%	39%	13%
q32d	Internal communication within my agency is effective	47%	35%	49%	24%
q32e	My workplace provides access to effective learning and development (e.g. formal training, learning on the job, e-learning, secondments)	57%	54%	59%	32%
q32f	I am satisfied with the opportunities for career progression in my agency	30%	32%	30%	17%
q32g	I would recommend my agency as a good place to work	64%	62%	66%	43%
q32h	My agency actively encourages ethical behaviour by all of its employees	85%	83%	86%	60%
q32i	My agency is committed to creating a diverse workforce (e.g. gender, age, cultural and linguistic background, disability, Indigenous, LGBTI+)	83%	83%	85%	56%
q32j	I believe strongly in the purpose and objectives of my agency	85%	85%	86%	69%
q32k	Internal communication within my agency is regular	78%	79%	79%	63%
q32l	My agency supports and actively promotes an inclusive workplace culture	83%	82%	84%	63%
q32m	In general, the workforce in my agency is managed well (e.g. filling vacancies, finding the right person for the right job)	32%	29%	33%	18%
q32n	I work beyond what is required in my job to help my agency achieve its objectives	75%	71%	76%	66%
q32o	When someone praises the accomplishments of my agency, it feels like a personal compliment to me	58%	56%	58%	41%
q32p	In general, employees in my agency feel they are valued for their contribution	50%	35%	51%	31%
q32q	I feel committed to my agency's goals	82%	77%	83%	66%
q32r	My agency really inspires me to do my best work every day	53%	46%	54%	26%
q32s	In general, employees in my agency are encouraged to make suggestions	73%	67%	74%	50%
q33	Considering your work and life priorities, how satisfied are you with the work-life balance in your current job?	83%	83%	84%	61%
q38a	I have unrealistic time pressures [negatively worded question - "Always" or "Often" responses are negative, while "Rarely" or "Never" responses are positive]	32%	32%	32%	23%
q38b	I have a choice in deciding how I do my work	74%	71%	74%	65%
q38c	My immediate supervisor encourages me	78%	83%	78%	65%
q38d	I receive the respect I deserve from my colleagues at work	80%	76%	81%	61%

q38e	Relationships at work are strained [negatively worded question - "Always" or "Often" responses are negative, while "Rarely" or "Never" responses are positive]	58%	50%	60%	39%
q38f	I am clear what my duties and responsibilities are	79%	87%	80%	67%
q38g	Staff are consulted about change at work	51%	42%	53%	19%
q39a	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	79%	76%	81%	55%
q39b	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	73%	66%	74%	58%
q39c	My agency does a good job of promoting health and wellbeing	68%	59%	70%	50%
q39d	I think my agency cares about my health and wellbeing	68%	65%	70%	42%
q39e	I believe my immediate supervisor cares about my health and wellbeing	88%	91%	89%	75%
q39f	I am supported with resources to be able to manage health and wellbeing in the workplace	74%	68%	76%	59%
q39g	I am comfortable approaching my immediate supervisor about personal circumstances that may impact on work	86%	85%	86%	76%
q39h	I am comfortable approaching my immediate supervisor about working-relationship issues	81%	81%	82%	67%
q43a	My agency provides opportunities for mobility within my agency (e.g. temporary transfers)	54%	49%	55%	36%
q43b	My agency provides opportunities for mobility outside my agency (e.g. secondments and temporary transfers)	39%	43%	40%	24%
q43c	My immediate supervisor actively supports opportunities for mobility	51%	52%	52%	34%
q50	To what extent do you agree that in the past 12 months, the performance expectations of your job were clear and unambiguous?	70%	72%	70%	58%
q51	How satisfied are you with your supervisor in managing your performance?	78%	80%	79%	57%
q52	To what extent do you agree that the support by your supervisor has helped to improve your performance?	63%	67%	63%	53%
q53a	My overall experience of performance management in my agency has been useful for my development	50%	50%	51%	37%
q53b	My supervisor openly demonstrates commitment to performance management	64%	58%	65%	47%
q53c	I received recognition when I last accomplished something significant at work	72%	68%	73%	61%
q53d	I can identify a clear connection between my job and my agency's purpose	85%	83%	86%	72%
q61	To what extent do you agree that your agency deals with underperformance effectively?	18%	10%	19%	9%
q63a	My immediate supervisor coaches me as part of my development	56%	61%	56%	49%
q63b	My immediate supervisor provides time for me to attend learning programs	78%	76%	78%	69%
q63c	My immediate supervisor shares links, readings and information	72%	70%	72%	60%
q63d	My immediate supervisor discusses my career plans	55%	54%	56%	47%
q63e	My immediate supervisor provides me with opportunities to develop relevant capabilities for my career	66%	68%	67%	56%
q63f	My immediate supervisor encourages me to try new things even if they don't always work out	69%	68%	69%	61%
q63g	My immediate supervisor gives me the opportunity to apply what I learn in my day-to-day work	76%	75%	77%	60%
q64a	I am able to access learning and development solutions to meet my needs	66%	62%	67%	47%
q64b	I have a clear understanding of my development needs	73%	64%	73%	59%
q64c	I spend time out of working hours building my capability	48%	34%	48%	55%
q64d	I seek out opportunities to apply what I learn in my day-to-day work	77%	75%	77%	74%
q68a	My agency supports employees to escalate risk-related issues with managers	74%	70%	76%	54%
q68b	Risk management concerns are discussed openly and honestly in my agency	65%	55%	66%	44%
q68c	Employees in my agency have the right skills to manage risk effectively	45%	44%	46%	34%
q68d	Employees in my agency are encouraged to consider opportunities when managing risk	55%	53%	56%	41%
q68e	Appropriate risk taking is rewarded in my agency	27%	20%	27%	18%

q68f	In my agency, the benefits of risk management match the time required to complete risk management activities	29%	27%	29%	22%
q68g	Senior leaders in my agency demonstrate and discuss the importance of managing risk appropriately	58%	51%	59%	34%
q68h	When things go wrong, my agency uses this as an opportunity to review, learn, and improve the management of similar risks	62%	62%	63%	42%
q74a	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	91%	87%	92%	89%
q74b	My immediate supervisor encourages me to come up with new or better ways of doing things	79%	81%	79%	69%
q74c	People are recognised for coming up with new and innovative ways of working	65%	60%	66%	50%
q74d	My agency inspires me to come up with new or better ways of doing things	51%	37%	53%	38%
q74e	My agency recognises and supports the notion that failure is a part of innovation	42%	37%	43%	32%
q77a	I have the appropriate skills, capabilities, and knowledge to do my job	89%	87%	89%	80%
q77b	My workgroup has the tools and resources we need to perform well	61%	54%	62%	54%
q77c	The work processes we have in place allow me to be as productive as possible	52%	48%	52%	45%
q77d	The people in my workgroup complete work to a high standard	84%	88%	85%	69%
q77e	My supervisor ensures that my workgroup delivers on what we are responsible for	85%	84%	86%	77%
q81a	Do colleagues in your immediate workgroup act in accordance with the APS Values in their everyday work?	94%	93%	94%	85%
q81b	Does your supervisor act in accordance with the APS Values in his or her everyday work?	95%	98%	95%	91%
q81c	Do senior leaders (i.e. the SES) in your agency act in accordance with the APS Values?	75%	67%	77%	57%
q93a	My workplace operates in a high corruption-risk environment (e.g. it holds information, assets or decision making powers of value to others)	73%	74%	74%	68%
q93b	My agency has procedures in place to manage corruption	84%	80%	84%	72%
q93c	It would be hard to get away with corruption in my workplace	67%	60%	68%	49%
q93d	I have a good understanding of the policies and procedures my agency has in place to deal with corruption	72%	66%	73%	54%
q93e	I am confident that colleagues in my workplace would report corruption	80%	84%	81%	58%
q93f	I feel confident that I would know what to do if I identified corruption in my workplace	79%	76%	80%	62%
q1	The ABS motivates me to help achieve its objectives	65%	54%	66%	45%
q2	The ABS is a Customer Focused organisation (i.e. we connect with, understand and respond to the needs of our stakeholders, customers and providers)	67%	59%	68%	49%
q3	In the ABS, we collaborate across the organisation (including sharing information and knowledge across work programs)	58%	59%	59%	37%
q4	Within my Section, we adopt an Agile approach to our work (i.e. frequently re-assessing and quickly adapting to changing priorities and environments)	74%	72%	75%	49%
q5	I understand what a high performing culture would look like in my Section	82%	80%	83%	69%
q6	ABS leaders (EL2 and SES) are driving a high performing culture	57%	51%	58%	44%
q7	I feel well prepared (i.e. well informed and appropriately skilled) to succeed professionally in the ABS post transformation	60%	62%	61%	32%
q8	Overall, how satisfied are you with your ability to access and use flexible working arrangements?	88%	87%	89%	75%
q9	How would you rate the overall effectiveness of the learning and development (including on the job learning) you have undertaken in the last 12 months in helping you improve your performance?	35%	38%	36%	19%
q10	My supervisor undertakes work which they should delegate to me [negatively worded question - "Strongly Agree" or "Agree" responses are negative, while "Strongly Disagree" or "Disagree" responses are positive]	48%	47%	49%	40%
q11	My supervisor appears to manage underperformance well in my workgroup	39%	42%	40%	24%



q12	The mental health of employees is a priority for the ABS	60%	52%	62%	33%
q13	I would be comfortable discussing my mental health with my immediate manager	63%	64%	63%	47%
q15	How does the geographic distribution of your Section impact on your ability to successfully deliver results for the ABS?	38%	42%	38%	32%

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Document is publicly available at:

[https://www.ausstats.abs.gov.au/ausstats/subscriber.nsf/0/2880E366108EBB33CA25866B000F88A4/\\$File/abs inclusion diversity 2018 20 text fa3.pdf](https://www.ausstats.abs.gov.au/ausstats/subscriber.nsf/0/2880E366108EBB33CA25866B000F88A4/$File/abs%20inclusion%20diversity%202018%2020%20text%20fa3.pdf)

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**AUSTRALIAN BUREAU OF STATISTICS****LGBTI+ ACTION PLAN 2018-2020****MESSAGE FROM THE AUSTRALIAN STATISTICIAN**

We aim to create a workplace that is safe, fair, equitable and inclusive of all people regardless of their gender identity, sexual orientation or intersex, where employees are free to be themselves, without fear, bias, labels or negative behaviour.

Improving our interactions with the LGBTI+ community (particularly on data collection and consulting on LGBTI+ questions

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Australian Statistician



This LGBTI+ Action plan demonstrates our commitment to a diverse organisation through the following strategies.

Table 1. *LGBTI+ Plan* Strategies and Desired Results.

Strategies	Desired Results
1. Informing and including our workforce for an engaged diverse culture	<ul style="list-style-type: none"> <li>We embody a high performing culture where everybody is valued</li> <li>We capitalise on the breadth of knowledge and experiences of our diverse workforce.</li> </ul>
2. Acquiring and engaging a representative workforce	<ul style="list-style-type: none"> <li>Our workforce is representative of the Australian population</li> <li>Our diverse skills and experiences are used to innovate and be productive</li> </ul>
3. Supporting and developing workforce wellbeing and capability	<ul style="list-style-type: none"> <li>We are proactive about our health and wellbeing</li> <li>We retain a diverse and experienced workforce.</li> </ul>

**Commented** s22 Use the strategies from the Inclusion and Diversity strategy once finalised –(won't change much in principle from these now..

### Strategic Alignment

The LGBTI+ Action Plan will contribute to the delivery of the *ABS Workforce Strategy 2015-19*, which provides a four-year strategic outlook for transforming our workforce by driving high performance.

Table 1. *ABS Workforce Strategy 2015-19* Strategies and Desired Results

Strategies	Desired Results
1. Reshape our <b>workforce capability</b> .	1.1. We have the right people with the right skills to transform, while continuing to deliver high quality official statistics. 1.2. We use our skills effectively and efficiently.
2. Align our staffing <b>profile and structure</b> to a rationalised and responsive Forward Work Program.	2.1. Our staffing profile and structure are affordable and enable an agile, productive, and innovative workforce. 2.2. We capitalise on contemporary ways of working and our geographic diversity.
3. Build a <b>high performing culture and</b> improving our <b>diversity</b> .	3.1. We embody a high performing culture. 3.2. Our workforce is representative of Australian society. 3.3. We are proactive about our health and wellbeing.
4. Improve our <b>leadership</b> to drive a high performing culture.	4.1. Our leaders are exemplars of a high performing culture.

It will also support the delivery of our people and culture Transformation Goals:

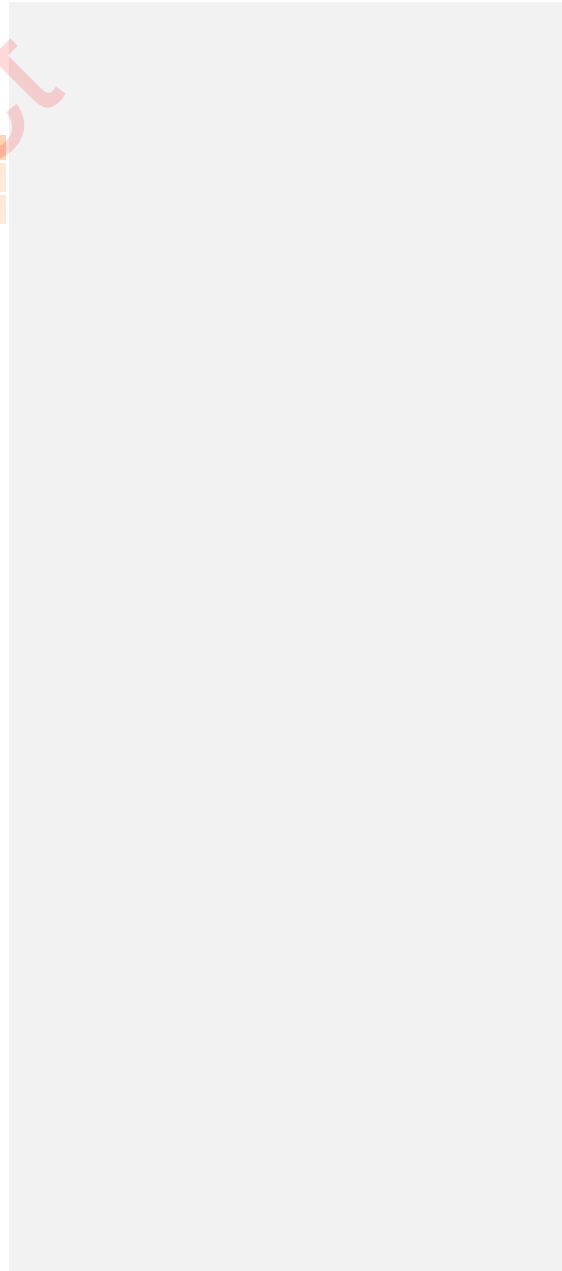
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**Related ABS Transformation Goals**

**People:** We have a diverse, expert, motivated and agile workforce.

**Culture:** We are high performing, aligned, engaged, innovative and accountable.

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### Strategy 1. Informing and including our workforce for an engaged diverse culture

Every person in the ABS should have an equal opportunity to contribute to the organisation. However, having equal opportunity does not necessarily mean treating everyone the same at all times. People come with their individual circumstances, life experiences, culture, and needs. As such, in some circumstances, people need to be treated differently to provide them with the same opportunities to contribute and be heard. Capitalising on diversity of thought and experience provides powerful leverage to problem solve more effectively, make sound decisions, avoid group think and to innovate.

#### Desired Results

- We embody a high performing culture where everybody is valued
- We capitalise on the on the breadth of knowledge and experiences of our diverse workforce

Actions	Desired Results	Timelines	Responsibility	Supporting Partners
<b>A1.</b> Review HR Policy and Diversity Practices to ensure they are inclusive of LGBTI+	• Our policies/guidelines are inclusive of all staff and clearly prohibit discrimination on the basis of sexual orientation, gender identity, gender expression, intersex status or relationship status.			
	• Our language/terminology/definitions/guidelines are inclusive of same sex partners and families.			
	• We have developed policy/guidelines that support LGBTI+ staff eg gender transitioning policy.			
	• We have communicated changes in policy or development of new policies to staff.			
<b>A2.</b> Support an LGBTI Employee Network	• We encourage and support our employees to participate in the PRIDE Network.			
	• We have an internal senior management LGBTI+ Champion(s).			

Actions	Desired Results	Timelines	Responsibility	Supporting Partners
	<ul style="list-style-type: none"> <li>Our PRIDE network has a documented purpose and roles and responsibilities and is supported to grow and develop.</li> <li>Our employees are encouraged and supported to participate in internal and/or external LGBTI community events.</li> <li>We actively maintain and utilise our membership with Pride in Diversity.</li> </ul>			
<b>A3.</b> Actively monitor LGBTI+ Action Plan development and implementation.	<ul style="list-style-type: none"> <li>Our LGBTI+ Action Plan was developed, endorsed and launched in partnership with our PRIDE Network.</li> <li>Our PRIDE Network is a key stakeholder in the implementation of the Action Plan</li> <li>The PRIDE network actively monitors and tracks the implementation of the Action Plan.</li> <li>We have participated in the annual Australian Workplace Equity Index-(AWEI) and associated employee survey.</li> </ul>			
<b>A4.</b> LGBTI+ inclusion is well communicated and documented to all staff.	<ul style="list-style-type: none"> <li>Our Inclusion and Diversity Strategy is inclusive of LGBTI+.</li> <li>Our ongoing commitment and support to LGBTI+ staff is communicated in both our internal and external communications.</li> <li>We actively promote days of significance such as Wear it Purple Day, Intersex Awareness Day, International Day Against Homophobia, Transphobia &amp; Biphobia (IDAHOBIT).</li> <li>Our induction/new starter processes includes information regarding</li> </ul>			PRIDE Network

Actions	Desired Results	Timelines	Responsibility	Supporting Partners
	employee networks and where to get information regarding LGBTI+ issues.			

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## Strategy 2. Acquiring and engaging a representative workforce

The ABS needs to be innovative and develop acquisition practices that shape our workforce so that we have a mix of skills, perspectives and experiences which is critical to increasing our capability and productivity. Only by ensuring that our processes, practices and culture engage and encourage highly talented people with varied skills, experience, qualifications, and backgrounds will our workforce realise such benefits.

### Desired Results

- Our workforce is representative of the Australian population
- Our diverse skills and experiences are used to innovate and be productive

Actions	Desired Results	Timelines	Responsibility	Supporting Partners
<b>A5.</b> Increase LGBTI+ recruitment and retention	<ul style="list-style-type: none"> <li>• Our recruitment advertising (internal and external) promotes the ABS as LGBTI+ inclusive eg using inclusive language, advertising in relevant media and participating in recruitment events.</li> <li>• Our recruitment policies and practices break down stereotypes and myths eg unconscious bias, language in recruitment and engagement processes</li> <li>• Our LGBTI+ profile is representative of the Australian population.</li> <li>• Our LGBTI+ employees are supported and encouraged to undertake management and/or leadership opportunities.</li> </ul>			
<b>A6.</b> Increase knowledge and understanding of inclusiveness and diversity.	<ul style="list-style-type: none"> <li>• We have resources available that employees and managers can access in regard to LGBTI+ workplace inclusion and awareness eg e-learning, face-to-face</li> </ul>			
	<ul style="list-style-type: none"> <li>• We promote inclusion and diversity awareness by profiling role models to break down stereotypes and promote success stories of achieving work-life balance, career progress etc</li> </ul>			

Actions	Desired Results	Timelines	Responsibility	Supporting Partners
	<ul style="list-style-type: none"> <li data-bbox="430 338 898 497">• We have held LGBTI+ inclusion training/ awareness sessions for staff eg Champions and allies, new starters, line managers on topics such as: raising awareness, promoting inclusiveness, impact of language and stereotyping</li> <li data-bbox="430 502 898 614">• We have LGBTI+ tools and resources eg e-learning package, that raises awareness, understanding and capability across the ABS.</li> <li data-bbox="430 619 898 673">• We provide LGBTI+ awareness training to household interviewers.</li> <li data-bbox="430 678 898 837">• We have an engagement plan for working with our LGBTI+ stakeholders and community (local and national) to improve our data collection, classification and consultation processes regarding LGBTI+ survey questions.</li> </ul>			

### Strategy 3. Supporting and developing workforce wellbeing and capability

By supporting all of our employees through the challenges of everyday life; we will create an environment where all staff feel safe and happy at work. When employees feel happy and safe at work; they want to come to work, they are more productive and their mental health is improved.

#### Desired Results

- We are proactive about our health and wellbeing
- We retain a diverse and experienced workforce

Actions	Desired Results	Timelines	Responsibility	Supporting Partners
<b>A7.</b> Review Bullying and Harassment policies, procedures, training.	• Our bullying and harassment policies and procedures clearly document what is not acceptable behaviour in relation to LGBTI+ employees including examples.			
	• Our Bullying and harassment training is inclusive of LGBTI+.			
	• We provide LGBTI+ awareness training to Workplace Harassment Support Officers.			
	• Our EAP provider is LGBTI+ inclusive and is able to support our LGBTI+ employees.			
<b>A8.</b> Develop Diversity Metrics and reporting	• Our bullying and harassment reporting includes specific information related to LGBTI+.			
	• We create a safe and open trusting environment where LGBTI+ staff are willing to self-identify which will enable the ABS to gather diversity demographics across the ABS to understand, analyse and inform diversity initiatives and key metrics.			
	• We maintain or improve our State of the			



Actions	Desired Results	Timelines	Responsibility	Supporting Partners
	Service Employee Census diversity results (self-identification) compared with previous results eg 2017.			
	<ul style="list-style-type: none"> <li>• Our Pay and Leave system is capable of self-identification of LGBTI+ details which enables the ABS to use the data to improve initiatives.</li> </ul>			

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## Tracking Progress and Reporting

We will monitor our progress against the LGBTI+ Action Plan through the Annual Report, People Committee and senior management internally. The PRIDE Network in conjunction with Workforce Strategies will continue to monitor the LGBTI+ Action Plan's implementation.

Actions	Desired Results	Timelines	Responsibility	Supporting Partners
<b>A9.</b> Report achievements, challenges and learnings internally.	<ul style="list-style-type: none"> <li>LGBTI+ Action Plan progress reported to People Committee and staff.</li> <li>We have the systems and capability to track, measure and report on the Action Plan.</li> </ul>			
<b>A10.</b> Review, refresh and update Action Plan.	<ul style="list-style-type: none"> <li>We ensure we have a new Action Plan which builds on our learnings, challenges and achievements before the current plan expires.</li> <li>Developed in conjunction with PRIDE network and employees.</li> </ul>			

## Q1.12 (b) and (C) LGBTI Engagement and other key metrics

### Analysis of 2018 APS Employee Census results – LGBTI+

This analysis focuses on the 2018 APS Employee Census results for respondents who indicated that they identified as LGBTI + or chose not to disclose their LGBTI+ status.

#### Headlines

- 4.8% (99) of ABS respondents in this year's APS Employee Census identified as LGBTI+ (APS 4.4%) and 3.9% (80) chose not to disclose their LGBTI+ status (APS 4.2%).
- For around two thirds of the attitudinal questions, ABS respondents who identified as LGBTI+ were less positive than the ABS overall (approx. one third >5%). For ABS respondents who chose not to disclose their LGBTI+ status they were below the ABS overall for all but one question (all but four questions were >5%). **Possible discussion point: Why are results for those who chose not to disclose so much worse?**
- Areas of strength/good results for LGBTI+ respondents were similar to the strengths/good results for the ABS Overall:
  - Perceptions of Immediate Supervisor
  - Perceptions of Colleagues and Workgroups
  - Support for people of diverse backgrounds (with the exception of support from SES manager)
  - Workplace Conditions**Possible discussion point: What's being done to drive these positive results?**
- Areas for improvement/poor results for LGBTI+ respondents were also similar to the ones for the ABS Overall:
  - Perceptions of Senior Leadership
  - Perceptions of Risk Management
  - Internal Communication
  - Agency Engagement (i.e. feeling valued/being motivated & inspired/pride and attachment to agency)

- Job Security & Career Progression

**Possible discussion point: What's driving these negative results? What can be done to improve in these areas?**

### **Employee engagement**

- Employee engagement scores for employees who identified as being LGBTI+ were below the ABS overall scores for three of the four engagement indices (Supervisor engagement was higher). Job, Team and Supervisor engagement scores all increased from 2017 whilst Agency remained the same. When compared to results for all APS employees who identified as LGBTI+, Team and Supervisor engagement scores are higher for ABS LGBTI+ respondents and scores are equal for Job and Agency engagement.
- For ABS employees that chose not to disclose whether they identified as being LGBTI+, their engagement scores are well below both the ABS overall and those who identified as being LGBTI+. All four indices decreased from 2017. When compared with all APS employees who chose not to disclose, the results are mixed but similar.

### **Comparison of Engagement Index Scores (APS Engagement model)**

<b>Employee Engagement Indices</b>	<b>ABS - Overall</b>	<b>ABS – Identify as LGBTI+</b>	<b>ABS – LGBTI chose not to say</b>	<b>APS – Identify as LGBTI+</b>	<b>APS – LGBTI chose not to say</b>
<b>Job</b>	7.2 (↑0.2)	7.0 (↑0.4)	6.2 (↓0.1)	7.0 (↑0.3)	6.2 (↑0.2)
<b>Team</b>	7.2 (↑0.2)	7.1 (↑0.2)	5.9 (↓0.6)	6.8 (↑0.1)	5.8 (↓0.1)
<b>Supervisor</b>	7.9 (↑0.2)	8.0 (↑0.3)	7.0 (↓0.5)	7.6 (↑0.1)	6.8 (-)
<b>Agency</b>	6.0 (↑0.1)	5.7 (-)	4.8 (↓0.3)	5.7 (-)	4.9 (-)

Brackets indicate change between 2017 and 2018 Scores

- As well as the above APS employee engagement model, this year's results also included the internationally recognised 'Say, Stay, Strive' model of engagement as an additional measure of employee engagement. The score for ABS employees who identified as being LGBTI+ is below the ABS overall score, but slightly above the score for all APS employees who identified as LGBTI+.
- For ABS employees that chose not to disclose whether they identified as being LGBTI+, their result is significantly lower than both the ABS overall result and the ABS employees who identified as being LGBTI+ result. When compared with all APS staff who chose not to disclose, the score is the same.

**Comparison of Engagement Scores (Say, Stay, Strive Engagement model)**

	ABS - Overall	ABS – Identify as LGBTI+	ABS – LGBTI chose not to say	APS – Identify as LGBTI+	APS – LGBTI chose not to say
<b>Employee Engagement Score</b>	73%	71%	64%	70%	64%

## Significant Improvements & Decreases from 2017

### Increases

Question	2018	2017	Variance
My immediate supervisor encourages me	83%	73%	+10%
How does the geographic distribution of your Section impact on your ability to successfully deliver results for the ABS?	42%	32%	+10%
My SES manager gives their time to identify and develop talented people	34%	24%	+10%
My supervisor maintains composure under pressure	88%	77%	+11%
My immediate supervisor encourages me to come up with new or better ways of doing things	81%	70%	+11%
My supervisor helps to develop my capability	83%	70%	+13%
I am clear what my duties and responsibilities are	87%	72%	+15%
The people in my workgroup are honest, open and transparent in their dealings	88%	73%	+15%

### Decreases

Question	2018	2017	Variance
In general, the workforce in my agency is managed well (e.g. filling vacancies, finding the right person for the right job)	29%	42%	-13%
My SES manager encourages innovation and creativity	51%	61%	-11%
My SES manager engages with staff on how to respond to future challenges	54%	64%	-10%
In general, employees in my agency feel they are valued for their contribution	35%	44%	-9%
My agency does a good job of promoting health and wellbeing	59%	68%	-9%

## **LGBTI+ - Strong and Low results**

LGBTI+ respondents were particularly positive towards their immediate supervisor and their workgroups.

Areas where their positive responses were particularly low include dealing with underperformance effectively (noting 50% of LGBTI+ respondents were neutral on this question), change management, risk management, management of the workforce and career progression.

## **LGBTI+ Respondents v ABS Overall**

Compared with ABS Overall results, the main areas where ABS LGBTI+ respondents were less positive include:

- Agency (feeling valued, Pride/attachment, feeling inspired/motivated)
- Perceptions of the SES
- Innovation (inspiration for new ideas, SES encouragement)
- Health & Wellbeing (promotion of H&W, mental health)
- Change Management (staff consultation)
- Internal Communication
- Diversity (SES support for people of diverse backgrounds)
- Risk management

The one area where results for LGBTI+ respondents exceeded the ABS Overall was in the performance of immediate supervisors encouraging and developing their staff.

### **ABS LGBTI+ Respondents v APS LGBTI+ Respondents**

ABS LGBTI+ respondents were more positive than their APS counterparts in areas such as:

- Perceptions of immediate supervisor
- Health & Wellbeing
- Workplace Conditions
- Agency commitment to a diverse workforce

ABS LGBTI+ respondents were less positive than their APS counterparts in areas such as:

- Job stability and security
- Perceptions of SES
- Dealing with underperformance
- Internal communication
- Access to effective learning & development
- Risk management

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## Q2.3(c) – National Consultative Newspoint and Minute extract



## PEOPLE, CAPABILITY & COMMUNICATION DIVISION

# s22

The second National Forum for 2018 was held on 1 November.

Thank you to all of the representatives who participated in the forum for preparing and sharing their views and the views of their constituents.

The November National Forum had a strong focus on the ABS results from the APS Employee Census, a range of People Services topics, and Consultation in the ABS.

All those interested in learning more about what was discussed at the National Forum can read the Minutes on the National Consultation WDB [Notes Link](#).

More information on consultative forums can be found on the National Consultation WDB [Notes Link](#).

s22

General Manager, People, Capability and Communication Division  
ABS Diversity & Inclusion Champion

13 December 2018

Minutes extract specifically related to LGBTI+

### **Update on LGBTI Action Plan and other related activities (submission received from the SSG Group CF representative)**

In responding to this item, PM, PSB took the content of the staff submission [Notes Link](#) as read by the members and provided the following update.

#### *Action Plan and AWEI and LGBTI Inclusion Survey:*

- The LGBTI+ Action plan has not progressed in much detail since the NewsPoint in February due to the decision to wait until the outcome of the Australian Workplace Equality Index (AWEI) results for 2017-2018 were available, in order to use them to provide guidance in areas to improve.

- These results were provided to the ABS in June 2018 and were distributed to the Pride Network for discussion and review. The Pride Network have worked through the 2018 transcript results with the ABS Account Manager from Pride In Diversity at a meeting in late August to identify areas of improvement and what evidence needs to be collected and documented for 2018/19 submission.
- ABS transaction results from AWEI can be shared with staff and a NewsPoint will be developed and released by end of November after consultation with the Pride network, although the AWEI survey responses have not been analysed with any detail as yet to identify any issues, concerns or improvements. Once survey responses have been analysed, outcomes from this analysis will be included in the LGBTI+ Action plan and the expected timing on this is by end of June 2019.

•  
*Training:*

- The proposed training module - "Walking in Rainbow Shoes" (produced by Pride in Diversity) was sent to Pride network in February for endorsement and Network members decided that changes would be needed before the module could be released.
- Network members undertook the task of creating additional supporting documentation to accompany the module to provide a more representative package.

New documentation was finalised in late July and People Strategies and Inclusion plan to have the module and supporting documentation and anticipated release into Capability Plus by end of 2018.

*AMLPS:*

- There were some positive comments from the LGBTI Inclusion Survey from respondents. However, the less than favourable comments mainly centred around the perceived inability to be able to express private views on AMLPS due to the involvement of the ABS running the survey.
- Respondents said the wording and communication of many of the NewsPoints and correspondence was damaging and had an impact on individuals' mental health.
- Respondents believed the ABS was not supportive of its LGBTI+ community and many are upset about the handling of this.

•  
General discussion:

- CPSU representatives noted that the AMLPS experience continues to impact the mental health of LGBTI staff and their sense of belonging in the ABS, but did note the organisation's recognition that ABS could have supported staff better during the process. The CPSU representative suggested it may be appropriate to make a formal apology to LGBTI staff. Management representatives committed to continue to consult with the Pride Network on the impact of the AMLPS

experience on LGBTI staff and consider what might an appropriate way forward, in particular whether a formal apology would be appropriate.

The SSG CF representative noted that staff are interested in the progress of the LGBTI Action Plan and requested that NewsPoints be used to communicate progress. Management representatives noted that many and various NewsPoints have been released in relation to diversity. Newspoints are sometimes not read by staff and feedback from representatives and the CPSU around how best to communicate key pieces of information effectively to staff is always welcomed.

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## Workplace diversity and inclusion in the ABS

The ABS is committed to creating and providing a workplace that is inclusive and benefits from the diverse skills, perspectives and experiences of our employees which reflect the communities we serve.

The ABS Workforce Strategy 2015-2019 recognises that our people are the key to fulfilling the ABS' purpose and successfully transforming our organisation. Finalisation of the first ABS Inclusion and Diversity Strategy is currently underway. This strategy articulates the ABS' commitment and action to an inclusive, diverse and representative workforce and is planned for release in mid 2018.

### Fostering Inclusiveness

To support our commitment to an inclusive and diverse organisation the ABS has:

- Provided support for people with disability via reasonable workplace adjustments (RWA) including physical, technological and flexible options.
- Developed and consulted on the new ABS Reconciliation Action Plan 2018-2021 with our Aboriginal and Torres Strait Islander employee network and relevant stakeholders, due for release in the latter part of 2018.
- Acquired the SBS Multicultural Awareness e-learning program to assist in raising awareness, understanding and capability across the organisation.
- Participated in the Australian Workplace Equality Index (AWEI) to understand the overall impact of inclusion initiatives on the organisational culture for both identifying and non-identifying LGBTI+ employees. The ABS' result increased by 14 base points equating to a 50% improvement on the previous year's results.
- Increased our employee networks from two to six with the creation of the ABS Pride Network, Leveraging Asperger's and Autism Network, Gender Equity Network, Culturally and Linguistically Diverse Network in addition to our existing Disability and Carers Network and Aboriginal and Torres Strait Islander Network (Youmpla).
- Increased the number of Senior Executives who are diversity champions to 10 to provide strong support to our diverse employee networks
- Brought together members of our Youmpla employee network on the 10<sup>th</sup> Anniversary of the National Apology for a workshop focused on enhancing support for Aboriginal and Torres Strait Islander employees.
- Released a Disability and Carers Resources document which provides information for employees on resources available internally and externally.
- Released the Inclusion and Diversity Channel which provides on demand videos of Inclusion and Diversity activities that have been presented in the ABS.

The Australian Statistician, §22, continued to drive inclusion and diversity initiatives in his role as a Male Champions of Change through:

- Release of Flex Works – which is a commitment to say 'yes' to reasonable requests from employees to work flexibly, unless there is a compelling business reason not to. This initiative won the 2018 Federal Government Champion of Flexible Working Award
- Signing up to the Closing the Gender Pay Gap Report 2017 and undertaking an ABS gender pay audit, using the Workplace Gender Equality Agency's (WGEA) industry standard for measuring gender pay gaps. ABS results compared favourably with the APS and Australia wide results.

ABS employee, §22, won an individual award in recognition of his personal contribution to promoting diversity and inclusion at the Australian Public Service Diversity and Gender Equality Awards 2017.

The Australian Human Rights Commission and the Disability Discrimination Commissioner recognised our engagement with the disability sector to ensure adoption of best practice support and accessibility in the Australian Marriage Law Postal Survey. The ABS also invested in Translating and Interpreting Services to support our culturally and linguistically diverse communities participate in the survey.

### Recruiting for a diverse workforce

The ABS has continued to identify opportunities to recruit and attract a diverse workforce including:

- Participating in affirmative measure recruitment programs for Aboriginal and Torres Strait Islander peoples including APS Indigenous Graduate program, Indigenous Australian Government Development Program (IAGDP), Indigenous Apprentice Program, Australian Government Indigenous Lateral Entry Program (AGILE) and advertised positions with the ABS as affirmative measures (for example, ABS Graduate Program).
- Participating in the APS GradAccess Program for graduates with a disability.
- Partnering with JobAccess to increase employment opportunities for people with disability.
- Participating in the 'Dandelion 2' program which sources and assesses Autistic talent for the APS, to identify suitable candidates for the ABS.
- Utilising the APS RecruitAbility scheme for all vacancies.
- Updating the inclusion and diversity material on the ABS website Careers Pages
- In its 2018 graduate intake, 3% of graduates identified that they had a disability, and 42% were female.

### ABS Workforce Diversity Profile

At 30 June 2018, staff who identified as Aboriginal and Torres Strait Islander peoples represented 0.8% of the total number of staff (office-based staff and interviewers) in the ABS (excluding unpaid inoperative staff).

**Table 6.4: Number of Aboriginal and Torres Strait Islander peoples employed<sup>(a)</sup> in the ABS, 2017–18**

	30 June 2017	30 June 2018
Ongoing employees	22	23
Non-ongoing employees	4	2
Ongoing Interviewers	n/a	1
Non-Ongoing Interviewers	n/a	0
<b>Total</b>	<b>26</b>	<b>26</b>

(a) Includes operative and paid inoperative staff as at 30 June 2018.

At 30 June 2018 staff who identified as having disability represented 1.9% of the total number of staff (office-based staff and interviewers) in the ABS (excluding unpaid inoperative staff).

**Table 6.5: Number of staff identifying as having disability employed<sup>(a)</sup> in the ABS, 2017–18**

	30 June 2017	30 June 2018
Ongoing employees	65	59
Non-ongoing employees	3	2
Ongoing Interviewers	n/a	4
Non-Ongoing Interviewers	n/a	0
<b>Total</b>	<b>68</b>	<b>65</b>

(a) Includes operative and paid inoperative staff as at 30 June 2018.

The ABS is committed to achieving gender diversity at all levels. Just over half (54.8%) of the workforce (excluding unpaid inoperative staff) is female, with just under half (47.8%) of senior executive roles held by females.

**Table 6.6: Total employee<sup>(a), (b)</sup>s by level and gender as at 30 June 2018**

<b>Classification</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Cadet	0	0	0
Graduate	12	17	29
APS1	0	0	0
APS2	78	49	127
APS3	57	42	99
APS4	296	296	592
APS5	300	210	510
APS6	350	327	677
EXEC1	231	233	464
EXEC2	53	80	133
SES	22	24	46
Interviewers	365	179	544
<b>Total</b>	<b>1764</b>	<b>1457</b>	<b>3221</b>

- (a) Includes operative and paid inoperative, ongoing and non-ongoing staff.  
(b) Excludes the Australian Statistician (statutory appointment).

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# ABS Pride Network Charter

## Purpose

The aim of the network is to create a workplace culture that respects all diversity and is equally inclusive of those who are sexuality, sex or gender diverse.

## The network

The ABS Pride Network is comprised of sexuality, sex and gender diverse staff of the ABS, this includes (but is not limited to) those staff who identify as Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Asexual and their allies. An ally is anyone who wants to support their sexuality or gender diverse colleagues and community members to make the ABS and Australia more inclusive and accepting. Anyone who agrees with this goal is welcome to participate in the ABS Pride Network.

## Goals

Key objectives of the group are to:

- ) Improve the inclusiveness of the ABS for sexuality, sex or gender diverse staff members,
- ) Establishing a social network for sexuality, sex or gender diverse staff members within the ABS,
- ) Improve the collection and representation of LGBTIQ statistics.

## Structure

### Roles and Responsibilities

#### *Executive Sponsor:*

The role of the Executive Sponsor is to:

- ) listen to staff - through network meetings, in groups and individually
- ) communicate LGBTIQ issues to the organisation,
- ) be visible as the network's champion
- ) draw the organisation's attention on LGBTIQ issues that need addressing
- ) truly care for the network
- ) be available to guide the working groups
- ) provide an honest assessment on issues to both the organisation and to individuals.

The executive sponsor must:

- ) prioritise attendance at Network meetings and events
- ) support the relevant organisational area
- ) hold regular opportunities for staff to come see them or engage
- ) attend APS activities where relevant within the diversity group
- ) Support people to identify with their diversity group publicly where they feel able and within the HR system.

### *Working Groups*

Working groups have been established to support each of the three goals of the network. Each working group will lead activity and engage with the other members of the network to progress their specific goal. Working groups must update the Network each month on progress and significant issues.

## *ABS Diversity Team*

The ABS Diversity team supports the network in a range of activities that the Network requires. This includes Newspoints, LCDs and network administration. Members of the diversity team attend network meetings and provide updates to the Network and the LGBTI+ Champion on activities being undertaken on behalf of the network as well as updates regarding inclusion and diversity activities across the organisation.

## *Network Members*

Members are the life blood of the network and members should:

- ) actively participate in network meetings
- ) help raise the profile of the network and
- ) identify and discuss practices, policies and behaviours which impact on the LGBTIQ community
- ) conduct themselves professionally at all internal/external events
- ) ensure participation in the network is not at the detriment of work performance
- ) respect confidentiality of network members
- ) arrange, chair and set the agenda for monthly network meetings.

## **Operations**

### *Administration*

The ABS Diversity Team provides a range of administrative support to the network including preparing agendas for network meetings and assisting with onboarding new members to the network.

### *Meetings*

- ) Network Meetings are held monthly
- ) All meetings are held in ABS offices, where possible using Video Conferencing rooms

### *Resources and budget*

Limitations on the funding available, we will need to use our personal efforts wisely, and be cognisant to ensure network activities do not affect day to day work performance.

### *Communications*

The Network has a banner for Newspoints which should be used for all announcements. Communications from the network to all ABS staff should be approved by the Executive Sponsor.

### *Reporting*

The network will annually review our goals, actions and Network Charter. Additionally, the network will produce an annual summary of actions undertaken and the impact of our work.



Q4.2 (c) – Connections Page (intranet page) Managed by members of the network

**Australian Bureau of Statistics** FrontPage@ABS

Home Profiles Communities Apps Give Thanks

### Communities

#### ABS Pride Network discussion group

**Community Description**

This community is for those interested in establishing a diversity group to promote equality and raise awareness of LGBTI (and other minority group) issues within the ABS. This community will be replaced once the group agrees on a platform moving forward.

The visibility of this group is restricted - it is hidden from anyone who is not a member. Anyone who is not a member cannot see that the group exists, or see who is in it. Members of the group are able to see who is in the group.

**Wiki**

Create a Wiki Page

Network Charter	s22	22 Aug 2018	0
Potential improvements for LGBTI stats.	s22	17 Jul 2017	1
Local Pride Network contacts for LGBTI discussions	s22	7 Jun 2017	0
NEW Chair & Minute Taker schedule	s22	12 Apr 2017	0
11 Apr 2017 - Meeting minutes	s22	12 Apr 2017	1

View All

Released under FOIA Act

## Q4.2 (e) Feedback from Members about Network

Pride Network Minutes 26 November 2018 excerpt

Review ABS Pride Network structure	All	<ul style="list-style-type: none"> <li>3 current working groups - is this working? Should we include more specific detail on documents outlining their responsibilities? How do new members become involved in already existing working groups?</li> </ul>	<p>I. Improve inclusiveness of the ABS</p> <p>II. Establish a social network for LGBTI+ staff</p> <ul style="list-style-type: none"> <li>Challenging to get attendance at morning teas</li> <li>Look at non-food based social events</li> <li>Movie screening?</li> <li>PID has networking events after the monthly state Round Tables, any number of members can attend. Maybe try sending around the networking information to your local office, could be good for those who can't attend network events in working hours</li> </ul> <p>III. Improve collection and representation of LGBTI+ statistics</p> <p>IV. General agreement is to abolish the current working group structure, and simply create a working group for a specific issue as they arise</p> <p>Working groups 1 and 3 are somewhat duplicating effort that other parts of the ABS are already looking at (eg s22 team is already working on inclusiveness)</p> <p>Include agenda item in Dec about reflecting on the network's achievements and consolidating the working groups</p>
------------------------------------	-----	--	--

<p>2018 Reflection and confirm ABS Pride Network structure</p>	<p>All</p>	<ul style="list-style-type: none"> <li>Rather than workgroups, maybe projects ie promotion, training</li> </ul>	<p>Some of the Pride Workgroups duplicate activity in already existing functions eg. Inclusion &amp; Diversity Team activities.</p> <p>Agreed going forward - that rather than having the 3 workgroups the network would like to support individual issues as they arise and form workgroups for certain projects as required.</p> <p>Some discussion about how other networks currently run and what might work for PRIDE.</p> <p>§22 suggested to the Pride Network trialling a different format that would limit the 'formal' activities and allow more 'free' time for discussion to allow for it being a network not a committee. Action Items tend to take up a significant amount of time during meetings - rather than go through each one, agreed that a detailed update to be provided next to the action item on the agenda and the opportunity to ask questions on any action item by exception.</p> <p>Look at running a survey to canvas views anonymously to capture views - not just from PRIDE maybe open wider.</p> <p><b>Action Item</b> - §22 to develop a new agenda which allows for more time for general discussion Place on agenda for 2019 discussion.</p>
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Released under the Official Information Act



## Would you like to join the Pride Network?

The PRIDE Network brings ABS staff who identify as sexuality or gender diverse (including but not limited to people identifying as Lesbian, Gay, Bisexual, Transgender, Intersex and Queer) and allies together.

The network invites both LGBTI+ staff and allies to join the ABS Pride Network and help work towards creating a more inclusive and accepting work environment.

An ally is anyone who supports their LGBTI+ identifying colleagues and community members. Allies play an important role in the success of our Pride Network, helping to:

- **Advocate** LGBTI+ workplace inclusion
- **Promote** the ABS Pride Network and its important contribution to inclusion and our respectful workplace where people can be themselves
- **See something? Say something** - Call out inappropriate behaviour and remarks.

Please see the Ally statement below for more ways allies make a difference.

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s22

I was hesitant at first about whether to join the ABS Pride Network. Not being sure about what an ally was, I was concerned about being an interloper. I needn't have worried. I was made to feel welcome from the first meeting and reassured that allies are in fact very important to the network. Being an ally gives me a much better appreciation of the experiences of my LGBTI+ colleagues and a stronger sense of how I can help to create a more inclusive organisational environment to the benefit of all. I have developed an enormous respect for the members of the ABS Pride Network, many of whom deal with challenging interactions on a day to day basis with grace and tact. This was especially so during the Australian Marriage Law Survey, which while a great success for the ABS in a strategic and operational sense, was a difficult time for many of our LGBTI+ team members. There are so many ways in which we can make the workplace environment more comfortable and welcoming for all, through policies and official means but also just by being warm and open and prepared to walk a while in rainbow shoes. Feedback suggests that even small gestures of inclusiveness from team members and managers are very much appreciated. I have learnt that many people assume that because they think we are all equal (of course we are) and that they treat everybody the same, that there isn't more we can do to create an inclusive workplace: there is. My membership on the Pride Network has made me a more thoughtful and inclusive manager and I encourage all staff including SES to consider joining!

s22

ABS employee, LGBTI Champion and Ally

The network meets on a regular basis to share information and experiences that will help support the community, and also provides an opportunity for staff to discuss any issues and seek support from other network members.

To find out more information, please see the [Pride Network Knowledge document](#)

**Next meeting: XXXXX**

The ABS is committed to providing and improving our workplaces so they better reflect our community, are more inclusive and benefit from the diverse skills, perspectives and experiences of our employees. The [Inclusion and Diversity Strategy 2018-2021](#) reaffirms the importance the ABS places on providing workplaces where everyone can contribute fully, feel valued, and be themselves without fear. Being diverse and inclusive supports us to become a higher performing and infinitely stronger organisation.

s22

LGBTI+ Champion



# PRIDE NETWORK

## ABS Pride Employee Network Guide

### 1 Introduction

The Australian Bureau of Statistics (ABS) has established the ABS Pride Network as an avenue to support LGBTI+ employees and their allies. An ally is anyone who wants to support the work of the Pride Network to make the ABS and Nation more inclusive and accepting.

### 2 Purpose

The aim of the network is to create a workplace culture that respects all diversity and is equally inclusive of those who are sexuality, sex or gender diverse.

### 3 Membership

The Network is open to all ABS employees at all classification levels. The ABS Pride Network comprises of sexuality, sex and gender diverse employees, this includes (but is not limited to) those staff who are Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Asexual and their allies.

Employees interested in joining the Network can join by completing a [Service Request form](#) in Services@ABS.

### 4 Logistics

The Network will meet on a monthly basis, via video conference across all ABS offices. Due to time zone differences, meetings will be scheduled to begin no earlier than 11am AEST and finish no later than 4pm AEST. Meetings will be for 1 hour in duration. Work time may be used to attend, provided the meeting occurs within the employee's normal working hours.

### 5 Roles and Responsibilities

Network members are responsible for:

- I. attending meetings;
- II. facilitating meetings (ie. chair, minutes);
- III. upholding confidentiality in relation to all discussions of a personal nature;
- IV. referring matters as appropriate to People Strategies and Inclusion (PSI) or ABS LGBTI+ Champion(s), with an overview of the matter and recommended solution/s;
- V. considering opportunities provided by PSI to have input into ABS and APS disability and carers strategies, programs and policies, as they arise;
- VI. fostering an inclusive environment to share knowledge with, and support, other members;
- VII. fostering a respectful environment and adhering to the APS Code of Conduct; and

- VIII. consulting the rest of the network (via email, meetings or through People Strategies and Inclusion) prior to acting on behalf of the network, this is essential when liaising externally.

People Strategies and Inclusion (PSI) is responsible for supporting the Network by:

- I. scheduling meetings;
- II. attending meetings;
- III. maintaining the Network membership list, and adding new members, upon request;
- IV. encouraging attendance and promoting the Network within the ABS;
- V. addressing matters raised by the group in a timely manner; and
- VI. providing the Network with opportunities as they arise to have input into ABS and APS strategies, programs and policies, as appropriate.

The ABS LGBTI+ Champion is responsible for supporting the Network by:

- I. attending meetings - prioritising Network meetings and related events;
- II. encouraging attendance and promoting the Network within the ABS;
- III. providing information and support to the Network, upon request (as appropriate and reasonable);
- IV. addressing matters raised by members in a timely manner;
- V. providing the Network with opportunities as they arise to have input into ABS and APS strategies, programs and policies, as appropriate;
- VI. championing for the LGBTI+ Action Plan;
- VII. representing network and ABS staff across corporate meetings, events and issues (including People Committee, Reference Group, Executive Board);
- VIII. representing network and ABS staff with Pride in Diversity
- IX. advocating PRIDE awareness across the ABS
  - a.

## 6 Review

This Network Guide will be reviewed/amended upon the request of LGBTI+ Champion/s, Pride Network members, or People Strategies and Inclusion.

## 7 Key contacts

s22	LGBTI+ Champion
s22	Network Information

People Strategies and Inclusion team - s22, s22 and s22 - [Workplace Diversity WDB](#)

## 8 Additional information/resources

Agenda template: [Notes Link](#)

Minute template: [Notes Link](#)

Facilitation roster: [Notes Link](#)

Charter: [Notes Link](#)

Knowledge Document:

[http://servicedesk.corp.abs.gov.au/CAisd/pdmweb.exe?OP=SHOW\\_DETAIL+HTMPL=kt\\_document\\_view.html+open\\_mode=2+PERSID=KD:434629](http://servicedesk.corp.abs.gov.au/CAisd/pdmweb.exe?OP=SHOW_DETAIL+HTMPL=kt_document_view.html+open_mode=2+PERSID=KD:434629)

**9 Days of Significance**

- International Day Against Homophobia, Biphobia, Intersexism and Transphobia - 17 May
- Wear it Purple - date varies late August
- International Transgender Day of Visibility - 31 March
- Intersex Awareness Day - 26 October
- Transgender Day of Remembrance - 20 November

Released under FOI Act



Q4.2(d) Confidential Conversation Contacts

**ABS Pride Network contacts - by location**  
**(These members have agreed to be available to have confidential conversations)**

LOCATION	CONTACT #1	CONTACT #2
Adelaide	s22	s22 (HR)
Brisbane		
Canberra		
Darwin		
Geelong		s22
Hobart		
Melbourne		s22
Perth		
Sydney		

Screen shot of Workplace Diversity WDB

The screenshot shows the Workplace Diversity WDB interface. The main header is "Workplace Diversity WDB". On the left is a navigation menu with "WDB Main" selected. The main content area shows a search bar and a list of categories under "Search in View 'By Category'". The categories listed are "Gender Equity Network", "Harassment and Workplace Support Officers", and "PRIDE (LGBTI+) Network". Below these, a table shows a document titled "Local Pride Network contacts" dated 11/12/2018.

Screen shot of PRIDE WDB

The screenshot shows the ABS Pride Network WDB interface. The main header is "ABS Pride Network WDB". On the left is a navigation menu with "WDB Main" selected. The main content area shows a search bar and a list of categories under "Search in View 'By Category'". The categories listed are "Intraday" and "1. Pride Network Administration". Below these, a table shows a document titled "Local Pride Network contacts" dated 10/05/2017.

Q5.1 (a) – Celebrated Days

Newspoints Promotion - IDAHOBIT Day Promotion and Celebration 2018



This Thursday is **International Day Against Homophobia, Biphobia, Intersexism and Transphobia** (IDAHOBIT). It is a day of global celebration for sexual and gender diversities - a day to stand against discrimination in support of our lesbian, gay, bisexual, transgender, intersex and queer mates, colleagues and families.

**The Pride Network is hosting a multicultural themed afternoon tea** to celebrate IDAHOBIT and World Day for Cultural Diversity (21 May). Everyone is invited. Come along, support your Pride Network, and bring a multicultural inspired dish to share.

**When: This Thursday 17 May, 3pm.**

**Where: Wing 10 Canberra Office.**

To find out more, go to the [IDAHOBIT](#) website.

### **Join the ABS Pride Network**

To find out more information or to join the network, please see the [Pride Network Knowledge document](#).

**Next meeting: Wednesday 30 May 2018**

11 May 2018



## DIVERSITY AND INCLUSION



### **International Day Against Homophobia, Biphobia, Intersexism and Transphobia** ***Alliances for Solidarity***

Today, 17 May, is International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT). It is a day of global celebration for sexual and gender diversities and is celebrated in more than 130 countries around the world. The day was created in 2004 to draw the attention of decision makers, opinion leaders, local authorities, social movements, media and the public to the violence and discrimination that LGBTI+ people experience. This year's theme is "Alliances for Solidarity" which places a focus on reaching out to new allies to raise awareness and take action, as well as strengthening existing alliances.

The ABS strives to create a safe, diverse and inclusive workplace which is free of homophobia, transphobia and biphobia.

The Pride Network is hosting a multicultural themed afternoon tea to celebrate IDAHOBIT and World Day for Cultural Diversity (21 May) to which you are invited. Come along, support your Pride Network, and bring a multicultural inspired dish to share. **When: Today, 3pm.**  
**Where: Wing 10 Canberra Office.**

**Brisbane** office will be holding a morning tea in the Level 7 kitchen at 10:30am today. A variety of rainbow food will be available! Contact the Brisbane Social Club for more information.

**Geelong** office will be holding a morning tea in the Level 3 kitchen at 10:30am today to celebrate diversity.

The ABS is committed to providing an inclusive workplace culture and increasing the diversity of our workforce. The [ABS Workforce Strategy 2015-19](#) and the [People and Culture Action Plan 2017-18](#) reaffirm the importance the ABS places on providing a workplace that is inclusive and recognises the diverse skills, perspectives and experiences of our employees. This contributes to the ABS being more reflective of the communities we serve and being a workplace that becomes infinitely stronger because of it.

s22

LGBTI+ Champion

s22

Diversity and Inclusion Champion

17 May 2018



## INCLUSION AND DIVERSITY



### **Wear it Purple Day 2018** *Because we empower together*

Today is **Wear it Purple Day**, a day for showing support toward and empowering sexually and gender diverse young people. Wear it Purple was established as a response to LGBTI+ youth taking their own lives following bullying, harassment and lack of acceptance of their sexual or gender identity. Now is the time to show young people across the globe that there are people who accept and support them as they are.

We encourage you to get involved and wear **purple today** to show support and help foster supportive, safe and accepting environments for LGBTI+ Youth. You don't need to wear head-to-toe purple (unless you want to!) so consider a purple scarf, tie or headband if you don't have other purple clothes.

#### **What can you do?**

- to learn more about **Wear it Purple Day** visit their [website](#)
- consider joining the ABS [Pride Network](#) (allies welcome!)
- wear purple on Friday 31 August - remember to speak up and let people know why you're wearing purple.
- get connected to the 'Wear it purple community' on [Facebook](#), [Twitter](#) and [Instagram](#)



s22

LGBTI+ Champion

s22

Diversity and Inclusion Champion

31 August 2018



## INCLUSION AND DIVERSITY



Tomorrow is World AIDS Day, held on 1 December each year. World AIDS Day is used to raise awareness and show support to people living with Human Immunodeficiency Virus (HIV) or Acquired Immune Deficiency Syndrome (AIDS). It is also a time for acknowledging and remembering those who have died of AIDS or HIV related conditions. HIV is a condition that can cause AIDS; it is important to note HIV and AIDS are not the same thing.

The 2018 World AIDS Day theme for Australia is: "Everybody counts". Australians are encouraged to get involved by:

- educating themselves and others about HIV and AIDS
- taking action to reduce transmission by adopting and promoting prevention strategies
- ensuring people living with HIV and AIDS can fully participate in today's society, free from stigma and discrimination.

•

### Did you know?

While treatment for HIV is continually improving, at present there still is no cure.

### What can you do?

- Visit the [World AIDS Day](#) website
- Attend a World AIDS Day [event](#)
- [Get the facts](#) about HIV and AIDS
- Support and encourage others to access testing, treatment and care
- Show your support by wearing a red ribbon - the universal symbol of awareness and support for people living with HIV.

The ABS is committed to providing and improving our workplaces so they better reflect our community, are more inclusive and benefit from the diverse skills, perspectives and experiences of our employees. The [Inclusion and Diversity Strategy 2018-2021](#) reaffirms the importance the ABS places on providing workplaces where everyone can contribute fully, feel valued, and be themselves without fear. Being diverse and inclusive supports us to become a higher performing and infinitely stronger organisation.

§22

LGBTI+ Champion

§22

Diversity and Inclusion Champion

30 November 2018



# CELEBRATE WEAR IT PURPLE DAY!

**WEAR IT  
PURPLE**



FRIDAY  
**31**  
AUGUST  
2018

*EMPOWER TOGETHER*

Celebrate and empower the diversity that surrounds each and every one of us



## Q5.1 (b) Celebration Days

Newspoints Promotion - International Transgender Day of Visibility 2018



Saturday 31 March is International Transgender Day of Visibility. The day is celebrated annually and is dedicated to celebrating transgender and gender non-conforming people, their accomplishments and victories. It is also an opportunity to raise awareness of the challenges and issues Transgender people face everyday and fight against cissexism and transphobia.

**Did you know?** The 2016 Census counted 1,260 sex and/or gender diverse people in Australia. This was the first Australian Census to have a response option available on the online form for sex other than male or female.

If you are interested in joining the ABS Pride Network and creating a more inclusive and accepting ABS for LGBTI+ staff, please see the [Pride Network Knowledge Document](#).

The ABS is committed to providing an inclusive workplace culture and increasing the diversity of our workforce. The [ABS Workforce Strategy 2015-19](#) and the [People and Culture Action Plan 2017-18](#) reaffirm the importance the ABS places on providing a workplace that is inclusive and recognises the diverse skills, perspectives and experiences of our employees. This contributes to the ABS being more reflective of the communities we serve and being a workplace that becomes infinitely stronger because of it.

§22

Pride Network Champion

§22

Diversity & Inclusion Champion

29 March 2018



## INCLUSION AND DIVERSITY



Today is Transgender Day of Remembrance, started in 1999 by transgender advocate Gwendolyn Ann Smith. Transgender Day of Remembrance is observed annually on 20 November - the day is used to honour the memory of trans and gender diverse people whose lives were lost in acts of anti-transgender violence and to draw attention to the continued violence toward trans and gender diverse communities.

The ABS is committed to providing and improving our workplaces so they better reflect our community, are more inclusive and benefit from the diverse skills, perspectives and experiences of our employees. The [Inclusion and Diversity Strategy 2018-2021](#) reaffirms the importance the ABS places on providing workplaces where everyone can contribute fully, feel valued, and be themselves without fear. Being diverse and inclusive supports us to become a higher performing and infinitely stronger organisation.

### What you can do:

- consider joining the [ABS Pride Network](#) (you can join as an ally!)
- always use inclusive language [Notes Link](#)
- participate in a vigil
- take a look at the [International Transgender Day of Remembrance website](#)

§22

LGBTI+ Champion

§22

Diversity and Inclusion Champion

20 November 2018

Released under FOIA Act





Today is Intersex Awareness Day. It marks the first public demonstration by intersex people in North America in 1996, and is now observed internationally.

The ABS is committed to providing and improving our workplaces so they better reflect our community, are more inclusive and benefit from the diverse skills, perspectives and experiences of our employees. The [Inclusion and Diversity Strategy 2018-2021](#) reaffirms the importance the ABS places on providing workplaces where everyone can contribute fully, feel valued, and be themselves without fear. Being diverse and inclusive supports us to become a higher performing and infinitely stronger organisation.

In the [Resilient Individuals: Sexual Orientation Gender Identity & Intersex Rights 2015](#) report, the Australian Human Rights Commission defines intersex as: "People who are born with genetic, hormonal or physical sex characteristics that are not typically 'male' or 'female'."

The 2016 Census was the first Australian Census to have a response option available on the online form for sex other than male or female, via a special online form with an 'Other' response option to the sex question. The census counted 1,260 sex and/or gender diverse people in Australia. This count is not considered to be an accurate count, due to limitations around the special procedures and willingness or opportunity to report as sex and/or gender diverse. If you would like to learn more about sex and gender diversity in the 2016 Census, please see: [2071.0 - Census of Population and Housing: Reflecting Australia - Stories from the Census, 2016](#)

#### What you can do:

- consider joining the [ABS Pride Network](#) (you can join as an ally!)
- visit Intersex [Human Rights Australia](#) or the [Intersex Day website](#) to learn more
- show your support by purchasing a [badge](#) on the Intersex Day website
- get connected to the Intersex Awareness Day community on [Facebook](#)
- reflect on your own assumptions and practices

§22 & §22  
LGBTI+ Champions

§22  
Diversity and Inclusion Champion

26 October 2018

Q5.1(c) Welcome to new starters re Diversity Networks and relevant PRIDE information.

\*\*\*\*\*

Hi,

Welcome to the ABS! Please find some important information and helpful documents below.

The following link takes you to the [New Starter Quick Reference Guide](#) within Services@ABS. Please make your way through the First Day, First Week and Orientate & Perform sections.

Click [here](#) to complete the Services@ABS eLearning Module, to learn how to navigate the system quickly and efficiently.

A list of mandatory **e-learning modules** can be found [here](#).

#### **Other important information**

Please take the time to go through this section and follow the links.

---



#### **Diversity Employee Networks**

Information on the employee networks that are active in the ABS are currently, PRIDE, Youmpla (Aboriginal and Torres Strait Islander), Disability and Carers, Gender Equity, CALD. Further information can be found at [Inclusion & Diversity](#)



#### **Workplace Diversity Statistics**

ABS employees are asked to provide their diversity status information on ABS Pay & Leave to ensure the ABS and APS have accurate information about the diversity of our workforce, including cultural and linguistic status and background, disability status and educational qualifications.

To provide this information [this link](#).

Inclusion and Diversity Link Information:

## **Workplace Inclusion and Diversity**

### **Summary:**

Information about workplace inclusion and diversity in the ABS

### **Detail:**

The ABS is committed to providing a workplace that is inclusive and recognises the diverse skills, perspectives and experiences of our employees which contributes to the ABS being more reflective of the communities we serve and one that becomes infinitely stronger because of it.

Inclusion and diversity is recognising, respecting and valuing individual differences, having an environment where people are empowered and can fully contribute their talents, skills, experiences, thoughts and energies to the workplace. Diversity refers to differences in gender, age, language, ethnicity, cultural background, disability, religious beliefs, sexual orientation and family responsibilities. In the workplace, it also encompasses differences between individuals in educational level, life experience, work experience, socio-economic background and personality.

Our commitment is demonstrated through a range of workplace policies, strategies and initiatives including:

- › access to a variety of flexible working arrangements such as working from home, part time and flexible hours
- › support for managers and employees via training and awareness programs
- › recognising and celebrating important cultural and diverse events and days
- › policies that reflect community expectations (eg Domestic and Family Violence Leave and Cultural Leave) and
- › employee networks designed for staff to connect, express their views and experiences and share information.

In addition, we are members of the Australian Network on Disability, Pride in Diversity and Diversity Council of Australia and have engaged and committed senior executive champions for Diversity, Reconciliation, Disability and Carers, LGBTI+, Gender Diversity, Leveraging Aspergers and Autism, and Culturally and Linguistically Diverse (CALD) networks.

### **Employee Networks within the ABS**

**Youmpla Network** - is the ABS Aboriginal and Torres Strait Islander employee network and is open to all employees. This network provides an avenue of support and an opportunity for ABS Aboriginal and Torres Strait Islander employees to meet on a regular basis in a friendly informal environment, to share knowledge, information and experiences, and foster meaningful and sustainable relationships to support one another in the workplace. The meetings also provide an opportunity for members to be updated on relevant internal and external projects, forums and other initiatives. It also provides input for ABS and APS diversity related strategies as required.

**Disability and Carers Network** - The network aims to provide an avenue of support for employees with disability and employees who are carers for someone with disability. The Network provides an opportunity for employees to meet on a regular basis in a friendly and informal environment, to encourage sharing of knowledge, information and experiences while fostering meaningful and sustainable supportive relationships between staff. Network members are also provided with updates on relevant ABS and APS projects, forums and initiatives relating to disability and carers.

Members are also provided opportunities to inform ABS and external diversity related strategies, as they arise.

**Leveraging Aspergers & Autism Network** - The Leveraging Asperger's & Autism Network (LAAN), in conjunction with our partnership with the **ICAN Network**, aims to share knowledge, build confidence, encourage innovation and support challenges to achieve organisational, team and personal goals. The LAAN is a professional development, mentoring and networking opportunity for ABS staff at all levels; those on the spectrum, those who think they could be, and managers, colleagues, family members and friends of those on the spectrum.

**Gender Equity Network** - The ABS Gender Equity network is a staff driven support network focused on creating a workplace culture that reflects equal inclusion of all gender identities. The network is open to all ABS employees, and it provides an opportunity for members to share information, experiences and to support each other as well as participating in identifying strategies that promote a more inclusive and less gender-biased work environment.

**Pride Network** - The network brings together people at the ABS who identify as sexuality or gender diverse (including but not limited to people identifying as Lesbian, Gay, Bisexual, Transgender, Intersex and Queer) and allies. An ally is anyone who wants to support their LGBTI+-identifying colleagues and community members to make the ABS and Australia more inclusive and accepting. The Pride Network is open to all ABS employees

**Culturally and Linguistically Diverse (CALD) Network** - The network aims to provide an avenue of support for employees of culturally and linguistically diverse backgrounds. The Network provides an opportunity for employees to meet on a regular basis in a friendly and informal environment, to encourage sharing of knowledge, information and experiences between staff and to discuss strategies to assist in promoting cultural diversity in the ABS. The network is open to all staff.

#### **For further information**

- › refer to the related Knowledge Documents below
- › complete the following: [Request to join an ABS Diversity Employee Network](#)

Specific Link to the PRIDE Network Information Content:

## **Pride Network Knowledge Document – Services @ABS**

### **Pride Network**

#### **Summary:**

Information about the Pride Network

#### **Detail:**

##### **What is the Pride Network?**

The Pride Network brings together staff who identify as sexuality or gender diverse including but not limited to people identifying as Lesbian, Gay, Bisexual, Transgender, Intersex and Queer and allies.

##### **Who can join the Network?**

The Pride Network is open to all ABS employees at all classification levels. If you are motivated to assist in making the ABS a more inclusive and accepting environment for LGBTI+ employees, we encourage you to join the network.

##### **What is an Ally?**

An ally is anyone who supports their LGBTI+ colleagues and community to make the ABS and Australia a more inclusive and accepting environment.

##### **What level of commitment is involved?**

The network meets on a monthly basis for one hour. Meetings occur via video conference.

##### **How do I join?**

Employees interested in joining the Network can join by completing the following Service Request (SR) form;

- [Request to join an ABS Diversity Employee Network](#)

If you would like more information about the Pride Network and what is involved please contact a current member from the [Pride Network Contact list](#).

### **Pride Network Champion**

-  s22

## Q5.2 (a) – Visible Signs of PRIDE network

Newspoints Promotion - Join the PRIDE Network – various dates during 2018



### Would you like to join the Pride Network?

The PRIDE Network brings ABS staff who identify as sexuality or gender diverse (including but not limited to people identifying as Lesbian, Gay, Bisexual, Transgender, Intersex and Queer) and allies together.

The network invites both LGBTI+ staff and allies to join the ABS Pride Network and help work towards creating a more inclusive and accepting work environment.

An ally is anyone who supports their LGBTI+ identifying colleagues and community members. Allies play an important role in the success of our Pride Network, helping to:

- **Advocate** LGBTI+ workplace inclusion
- **Promote** the ABS Pride Network and its important contribution to inclusion and our respectful workplace where people can be themselves
- **See something? Say something** - Call out inappropriate behaviour and remarks.

Please see the Ally statement below for more ways allies make a difference.

The network meets on a regular basis to share information and experiences that will help support the community, and also provides an opportunity for staff to discuss any issues and seek support from other network members.

To find out more information, please see the [Pride Network Knowledge document](#)

**Next meeting: xxxxxxx.**

The ABS is committed to providing and improving our workplaces so they better reflect our community, are more inclusive and benefit from the diverse skills, perspectives and experiences of our employees. The [Inclusion and Diversity Strategy 2018-2021](#) reaffirms the importance the ABS places on providing workplaces where everyone can contribute fully, feel valued, and be themselves without fear. Being diverse and inclusive supports us to become a higher performing and infinitely stronger organisation.



Thursday 17 May 2018

Dear ██████████ on behalf of Australian Bureau of Statistics

Thank you for making a donation to Minus18 through GiveNow.com.au, Australia's only commission-free online giving service. Please retain this official receipt for taxation purposes as donations over \$2 are tax deductible.

Your donation will also be added to your personalised MyGiving, which allows you to keep a record of all your donations. You can view your donations history at any time by logging in to GiveNow.com.au.

A full statement of your donations during each financial year will be emailed to you at the start of July, in time for you to complete your tax return.

On behalf of Minus18, we thank you sincerely for your \$38.00.

Kind Regards

The GiveNow Team

[www.givenow.com.au](http://www.givenow.com.au)

An initiative of the Our Community Foundation

Ph: (03) 9320 6848 | Fax: (03) 9326 6859 | Email: [service@givenow.com.au](mailto:service@givenow.com.au)

## OFFICIAL TAX RECEIPT

### \$38.00 to Minus18

**Received From:** Australian Bureau of Statistics

**Date:** 17/05/2018

**Amount of:** AUD38.00

**Receipt No:** GN884188

### \$38.00 To:

MINUS18 FOUNDATION INC  
ABN 60 829 316 980

81 Rupert St, Collingwood  
COLLINGWOOD VIC 3066

Phone: 0402302262

RECEIPT

Please find your receipt, issued by agent GoFundraise Pty Limited ABN 43 177 454 127 on behalf of Authority Holder:

Wear it Purple Incorporated  
ABN: 39 634 641 162



Donor Details:

Name: Australian Bureau of Statistics

Postal Address: s22 [REDACTED]

Email Address: s22 [REDACTED]

Amount: \$36.00

Reference: 2012132/2486035

Time: Wednesday, 5 September 2018 (AEST)

**This is not a tax deductible donation**



[www.gofundraise.com.au](http://www.gofundraise.com.au) is the easiest mostpowerful way to make a difference. You too can raise much needed funds online by [creating personalised fundraisingpages](#) for any occasion, event or appeal.

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## Q6.2 (b) Employee Fundraising.

Extract from PRIDE Meeting on 23 July 2018

8	Wear-it-purple Day (Friday 31 August)	All	<p>Decide on advertising and activities, and assign actions to people to progress</p> <p>Advertising</p> <ul style="list-style-type: none"> <li>• Get people hyped about wearing purple!</li> <li>• LCD, newpoint, local advertising (eg office newsletters, section meetings)</li> <li>• Other?</li> <li>•</li> </ul> <p>Activities</p> <ul style="list-style-type: none"> <li>• Morning/afternoon tea in each office - need volunteers to organise this</li> <li>• Merchandise (eg purple ribbons)</li> <li>• Other?</li> </ul>	<p>There will be a newpoint on the Wednesday and Friday of that week, and advertising on the LCD screens.</p> <p>The newpoint can contain details of events in each office. It is up to the network to do local advertising.</p> <p>Contact s22 or s22 by 20th August with details of local events so they can be included in newpoint.</p> <p>Discussion about merchandise options: awareness raising vs raising funds. Decided to leave merchandise up to individuals.</p> <p><b>s22 as Pride Champion is supportive of fund raising where offices want to do this.</b></p> <p>Decision to encourage SES to wear purple on the day. <b>s22 to encourage his colleagues to do so.</b></p> <p>Suggestion that the newpoint could contain a reminder to add to your calendar - <b>s22 will look into this</b></p>
---	---------------------------------------	-----	---	--

Events held in Sydney, Geelong, Brisbane, Hobart (with the ATO), Perth and Canberra

Geelong Event

s47F



Geelong's Review –

Friday was 'Wear it Purple day' and the NDAC office Celebrated in Style!  
Quick update as to what was achieved by our AMAZING pride network.

s22 was the lead for organising the event.

With Support from s22 as Master of Ceremonies, and s22 & s22 presented their own stories to our colleagues.

I have attached s22 speech notes below, but have not been able to get s22 yet.

A few staff in the office were approached and asked to bake some goods for the day - Purple, if at all possible!

The Pride network also asked the Social Club for some financial support to purchase a few refreshments to add to this.

They also had a small donations tin for fundraising for the 'Wear it Purple' charity -

The network arranged a purchase of many 'Wear It Purple' merchandise/shirts which they sold on to office staff - the result was a sea of purple in the office!

The invitation they put together for the event And the Week long Local NewsPoint .

**Program Manager approval was granted** for the purchase of a pride flag that was displayed on the day - and we will re-use it for IDAHOBIT day too (And any other approved days of celebration for the Pride community) - our thanks to s22

\*\*\*\*\*

Colleagues in the WA Office,

This Friday 31 August is **Wear it Purple Day** (see NewsPoint attached).

If you would like to make a donation in addition to wearing purple on Friday please place your donation in the jar that will be available on my desk.

**Your donation will help:**

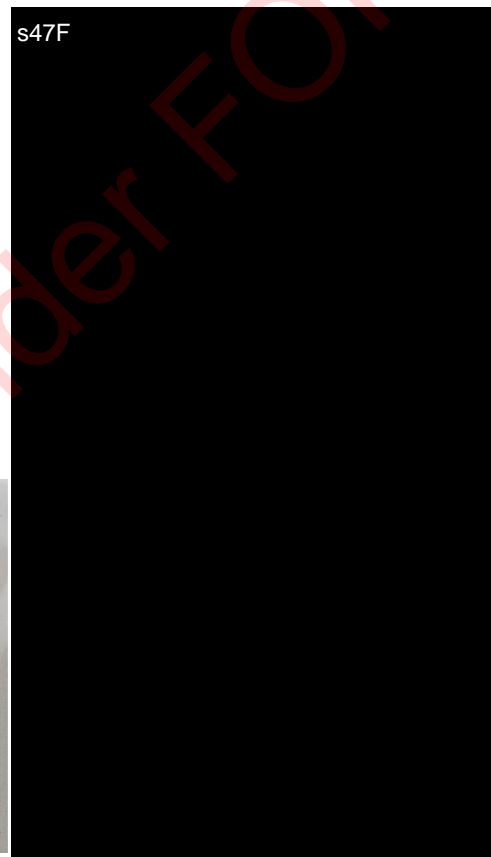
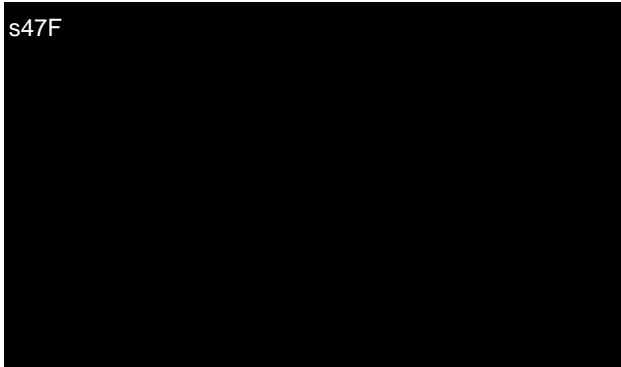
- Provide schools with valuable resources at no cost
- Enable official **Wear it Purple Day** events in every capital city, territories and regional areas (in 2018 official events are only being held in NSW and QLD)
- Fund new initiatives including participation in Pride events across the country and a proposed Rainbow Youth gathering

Thanks and kind regards,

Fundraising and promotion of Wear it Purple it Day – Qld Office 2018

Fundraising raised \$36 to Wear it purple.

Photos:



Canberra Photo Event to celebrate Wear it Purple Day

s47F

A large black rectangular redaction box covering the content of the image.

Sydney Event

**Sydney office Wear it Purple day afternoon Tea**

s47F

A large black rectangular redaction box covering the content of the image.

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Q6.3 (c) Attendance at University Events - Recruitment –

Approval to attend and present ABS as an employer.

Hi [REDACTED]

We can attend this, is there anyone in the Pride network in Sydney who may want to attend with us or that we can reach out to ask? We are likely to get asked questions about roles other than in People Services and whilst my team are very good at covering these there is nothing like having those with lived and current experiences demonstrating their passion in other areas.

[REDACTED] - can you please delegate to someone to rsvp a response and arrange.

Regards

[REDACTED]

*Director*

National Recruitment Unit | People Services Branch | Corporate Services and Transformation Group

**Australian Bureau of Statistics**

From: [REDACTED] /Staff/ABS  
 To: [REDACTED] /Staff/ABS@ABS, [REDACTED] /Staff/ABS@ABS  
 Cc: [REDACTED] /Staff/ABS@ABS  
 Date: 13/08/2018 09:41 PM  
 Subject: Re: Showcase your organisation at the first LGBTI university expo day - 24/09 [SEC=UNCLASSIFIED]

Thanks [REDACTED] - have passed the info on to [REDACTED] who leads our recruitment team in Sydney. They are a bit smashed with all the other recruitment rounds going on at the moment. It looks like an interesting initiative.

[REDACTED]

**From:** [REDACTED] <[REDACTED]@abs.gov.au>  
**Date:** 13 August 2018 at 1:54:11 pm AEST  
**To:** [REDACTED] <[REDACTED]@abs.gov.au>  
**Cc:** [REDACTED] <[REDACTED]@abs.gov.au>  
**Subject:** Fw: Showcase your organisation at the first LGBTI university expo day - 24/09

Hi [REDACTED],

Here is an opportunity in Sydney for a UTS recruitment expo aimed at LGBTI students.

If you think there is potential in ABS attending, could you pass it on to right folk in your area? (maybe the recruitment team)

Cheers,

s22

Program Manager

Statistical Infrastructure Development | Statistical Transformation Infrastructure Development Division  
| **Australian Bureau of Statistics**

(P) s22

(E) s22 @abs.gov.au (W) [www.abs.gov.au](http://www.abs.gov.au)

*Executive Sponsor for the ABS Pride Network*

----- Forwarded by s22 /Staff/ABS on 13/08/2018 01:51 PM -----

From: s47F <s47F@acon.org.au>

To: undisclosed-recipients;

Date: 13/08/2018 01:33 PM

Subject: Showcase your organisation at the first LGBTI university expo day - 24/09

Hello

Hope you are all well!

I have an exciting opportunity... My member, UTS, are launching the first ever LGBTI expo day in September. As part of the campus Pride week, the idea is to bring in our most inclusive LGBTI organisations to be part of an event that will have your graduate recruitment teams directly speaking to students about why they should come and work for you.

The success of this event could mean a roll out of similar events across the country with other member universities and a way to make your organisations brand really shine as part of your AWEI submission. I have a second University ready to go later in the year.

You will be provided with a trestle table (they looked to be about 2 metres long by 0.5 wide with two chairs) on an open floor – so plenty of foot traffic from all students, not just those attending the expo.

When: Monday, 24 September 2018

Time: 11am to 3pm

Where: UTS campus, Broadway NSW

Cost: Free – you just need to commit your recruiters and think about LGBTI friendly materials and collateral

If you would like to take part, please let me know quickly as the spots are limited. I am initially opening the opportunity to my membership and from next week - everyone else's...

Unfortunately I will be in WA that week, but let me know if your organisation can take part and I will put you in touch with the UTS pride network.

Speak to you shortly.

s47F

Q7.1 (a) Newspoints Promotion - Participate in the 2019 AWEI LGBTI Survey – various dates during period survey open



The ABS is participating in the [Australian Workplace Equality Index](#) (AWEI) for the third year in a row. This index sets the benchmark for LGBTIQ (Lesbian, Gay, Bisexual, Trans & Gender Diverse, Intersex and Queer) workplace inclusion nationally and provides our Diversity and HR teams with valuable feedback on how we are tracking, what we are doing well and areas in which we can improve.

As a result of what we heard from you last year, the ABS and Pride Network has achieved the following:

- More guidance and support available for staff transitioning in the ABS (through knowledge documents and system changes)
- Active promotion of LGBTI days of significance such as Wear it Purple Day, International Transgender Day of Visibility and Remembrance and Intersex Awareness Day
- Active advocacy and influence to change the Parental Leave Policy to inclusive gender neutral language
- Development of ABS Pride Network lanyards and other merchandise that improves visibility of the employee network and allies
- Development of Pride Network Guide
- LGBTI Awareness Training delivered by Pride in Diversity in Adelaide, Canberra, Geelong, Perth and Sydney offices

We would therefore like **to invite all employees, regardless of how you personally identify, to participate in this survey on LGBTI inclusion in the ABS.**

The survey is anonymous, no personal data or IP addresses are collected.

You may access the survey [here](#)

The survey will be open until **midnight (AEDT) 31 March, 2019.**

If you are interested in joining the ABS Pride Network and creating a more inclusive and accepting ABS for LGBTI staff, please see the [Pride Network Knowledge Document](#).

The ABS is committed to providing and improving our workplaces so they better reflect our community, are more inclusive and benefit from the diverse skills, perspectives and experiences of our employees. The [Inclusion and Diversity Strategy 2018-2021](#) reaffirms the importance the ABS places on providing workplaces where everyone can contribute fully, feel valued, and be themselves without fear. Being diverse and inclusive supports us to become a higher performing and infinitely stronger organisation.

s22

Pride Network Champion

s22

Diversity and Inclusion Champion

XX February 2019

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RE: Census messaging for non-binary sex [SEC=OFFICIAL]

2021 Census Content Development WDB

"s47F" 18/11/2020 07:17 PM

Basics

"s47F"

18/11/2020 07:17 PM

s47F@acon.org.au

<b>Send</b>	To "s47F" <s47F>, "s22" <s22@abs.gov.au>
	cc "s22" <s22@abs.gov.au>, "s22" <s22@abs.gov.au>, "s22" <s22@abs.gov.au>
	bcc
<b>Subject</b>	RE: Census messaging for non-binary sex [SEC=OFFICIAL]
<b>Protective Mark</b>	OFFICIAL
<b>Information management markers</b>	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy <span style="float: right;"><b>Caveat</b> <input type="checkbox"/></span>
<b>Categories</b>	4. Engagement\External\LGBTQI

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and the content is safe.

Hi s22,

Thanks so much for your email. It helps me understand the approach and I agree with everything

s47F has said below. I'm sorry to say that my email isn't as positive as you might like (s22)

(s22)

It's unlikely that the inclusion of 'non-binary sex' will be meaningful, since non-binary is a term that is only ever used to describe a person's gender. From my perspective and notwithstanding the 'assignment' that intersex infants go through, sex is a legal category. The recording of a person's sex is an interim, administrative and changeable process undertaken at birth, based on the observable characteristics of a baby's genitals.

I understand what you mean when you say *male or female characteristics* but trans people (male, female and non-binary) may have any number of combinations of these primary and secondary characteristics and our legal designations might be something else entirely.

Messaging for this will be difficult. I'm unclear about how someone like [REDACTED] would complete the Census instrument, I suspect [REDACTED] and that is very unlikely to give you useable and comparable data, as [REDACTED] points out. I'm grateful that the work we have done with [REDACTED] and [REDACTED] will go a long way to resolve this moving forward.

I recognise that it's unlikely any of this can be changed now but I am still very keen to meet and discuss how we can move forward with community messaging. I'd value [REDACTED] joining this discussion.

Thanks again for the email and looking forward to meeting.

Take care

[REDACTED]

ACON acknowledges and pays respects to the traditional custodians of all the lands on which we work.







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<graycol.gif>"s47F" ---10/08/2020 08:16:53  
AM---\*\*\*\*\*  
\*\*\*\*\*

From: "s47F" <s47F@acon.org.au>

To: "s22" <s22@abs.gov.au>  
Cc: "s22" <s22@abs.gov.au>, "s22" <s22@abs.gov.au>, "s47F s47F" <s47F>  
Date: 10/08/2020 08:16 AM  
Subject: Re: Census messaging for non-binary sex [SEC=UNCLASSIFIED]

Hi s22

Thank you so much for your very thoughtful and thorough email. It's appreciated.

I'd also suggest including s47F in those November discussions as well. I have spoken at length with s47F from s47F and we share a position for how we would like to be supporting both trans and intersex populations to complete the next Census.

You probably already know s47F and I've copied him in to this email as, it will be important that intersex leaders and trans leaders are central to these implementation discussions. As far as community leaders go, s47F and I are very senior. We are both also working with s22, s22 and the Standards team, although s47F has been involved in this work with the ABS for much longer than I.

My sense is that it would be helpful for you and the team to know our messaging intentions as soon as possible but your timeline for engagement also makes sense and works for me :)

Hope you're keeping well during all of this, or at least some version of keeping it together. 2020 hey!



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RE: ARA: Sex at birth question response - advice sought [SEC=UNCLASSIFIED] (Response to : )  
 Family and Community Statistics WDB "s47F" 14/08/2020 12:49 PM

Basics

"s47F" 14/08/2020 12:49 PM  
 s47F@acon.org.au

<b>Send</b>	To "s22" <s22@abs.gov.au> "Family and Community Statistics WDB" <family.community@abs.gov.au>, "s22" cc s22@abs.gov.au, "s22" s22@abs.gov.au bcc
<b>Subject</b>	RE: ARA: Sex at birth question response - advice sought [SEC=UNCLASSIFIED]
<b>Protective Mark</b>	UNCLASSIFIED
<b>Information management markers</b>	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy <span style="float: right;">Caveat <input type="checkbox"/></span>
<b>Categories</b>	04 Gender Statistics\Stakeholder Engagement\External Partners\LGBTIQ+ bodies, 04 Gender Statistics\Standards\2020 Standard\2019-20 Development\Sex Standard\Producing Standard

FULL HEADER

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi team

Thank you so much for consulting with me.

I have made some suggestions for the black and the green text for your consideration:

Why do you ask about 'sex recorded at birth' rather than just sex like most forms?	A person's sex or the sex recorded for them at birth are collected on the majority of ABS surveys as important demographic indicators. The sex recorded at a person's birth, collected alongside their gender provides a better set of indicators for important statistical outputs, such as, calculating fertility rates. <b>The person selected to complete the rest of the survey will be</b>
--	--

asked their gender, and the sex recorded for them at birth, this necessary to accurately capture trans and gender diverse numbers in the survey.

s22

s47F

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s22

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RE: Feedback requested by 9 October (REFERENCE GROUP) -- 2020 Standard v 1.10 [SEC=OFFICIAL] (Response to: )  
Family and Community Statistics WDB "s47F" 14/10/2020 05:22 PM

Basics

"s47F" 14/10/2020 05:22 PM  
s47F@acon.org.au

<b>Send</b>	To "s22" <s22@abs.gov.au> "Family and Community Statistics WDB" <family.community@abs.gov.au>, "s22" <s22@abs.gov.au>, "s22" <s22@abs.gov.au>, "s22" <s22@abs.gov.au> bcc
<b>Subject</b>	RE: Feedback requested by 9 October (REFERENCE GROUP) -- 2020 Standard v1.10 [SEC=OFFICIAL]
<b>Protective Mark</b>	OFFICIAL
<b>Information management markers</b>	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy <b>Caveat</b> <input type="checkbox"/>
<b>Categories</b>	04 Gender Statistics\Standards\2020 Standard\2019-20 Development\Standards Reference Group\2020

FULL HEADER  
1 attachment



2020 Standard\_v1.10\_DRAFT for Reference Group consultation (004) s47F.docx

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi s22 and team

s22

s22

This Standard is absolutely fantastic, but I have definitely gone to town on this so please let me know if you have any questions. I always aim for the stars with recognition that we might end up a little closer to the ground.

Thanks again for the opportunity. I am absolutely thrilled that we are here. I'm still not sure I quite believe it! ?

Take care



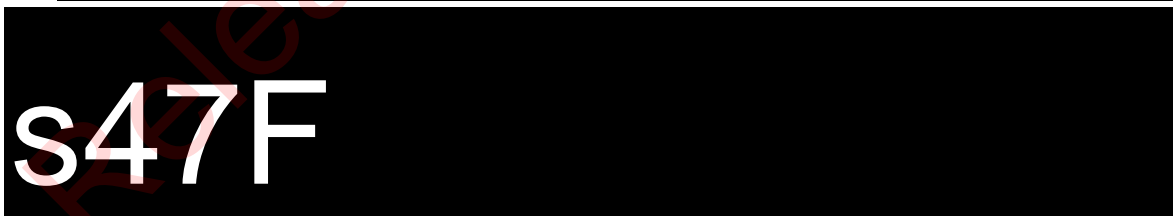
ACON acknowledges and pays respects to the traditional custodians of all the lands on which we work .



**From:** s22 <s22@abs.gov.au>

**Sent:** Friday, 25 September 2020 6:30 PM

**To:** s47F



**Cc:** s22

s22

**Subject:** Feedback requested by 9 October (REFERENCE GROUP) -- 2020 Standard v1.10 [SEC=OFFICIAL]

Dear Reference Group members,

Attached is the latest draft of the 2020 standard. As always, this is draft material so not for general circulation.

The content format is optimised for the web site so may look a little odd in a Word document .

We would appreciate your **feedback by Friday 9 October** (or earlier!).

- We are looking to turn the standard around for the commencement of the internal sign off and approval process on 13 October, so early comments are encouraged.
- We appreciate that the concepts are complex and the words important. You all provide valued expertise in various elements, so please do provide your suggested improvements so together we may make this the best product we can.

s22

Attached is the 2020 Standard, Version 1.10, Date 25/9/2020.

*(See attached file: 2020 Standard\_v1.10\_DRAFT for Reference Group consultation.docx)*

Cheers,

s22

Assistant Director

**Gender Statistics Team**

Populations and Social Statistics Division

**Australian Bureau of Statistics**

**Regular Email:** s22@abs.gov.au

**PROTECTED Email:** s22@protected.abs.gov.au

**Team Email:** [gender.statistics@abs.gov.au](mailto:gender.statistics@abs.gov.au)

Phone: s22 Website: [www.abs.gov.au](http://www.abs.gov.au)

s22

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DRAFT 2020 Standard, Version 1.10  
Date 25/9/2020

NOT FOR GENERAL CIRCULATION

## Standard for Sex, Gender, Variation of Sex Characteristics and Sexual Orientation Variables, 2020

### INTRODUCTION

The Standard for Sex, Gender, Variation of Sex Characteristics and Sexual Orientation Variables, 2020 ("2020 Standard") has been developed by the Australian Bureau of Statistics (ABS) to standardise the collection and dissemination of data relating to recorded sex, actual gender, variations of sex characteristics and sexual orientation.

This standard replaces the Standard for Sex and Gender Variables, 2016, updating-improving the variables of recorded sex and actual gender and introducing variables for variation of sex characteristics (also called intersex or 'Differences in Sex Development') and sexual orientation.

This product presents statistical standards for four variables:

- Recorded Sex
- Gender
- Variation of sex characteristics
- Sexual orientation.

**Commented** [M]: I've called this Recorded Sex so it's clear we are talking about birth admin, rather than gendering bodies as male or female. I tried Assigned Sex and Presumed Sex and it didn't work so Recorded is just an attempt for clarity.

The 2020 Standard describes the four variables and their associated conceptual issues and definitions. The standard for each variable includes the concept(s), definition(s), questionnaire modules, classification, coding structure, and output categories used in ABS interviewer-based and self-enumerated collections. The 2020 Standard also provides guidance on deriving cisgender (henceforth cis) and trans and gender diverse (henceforth trans) counts using the sex and gender variables.

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These standards can be used by other government, academic and private sector organisations in their own statistical collections to improve the comparability and quality of data.

The four variables presented in the 2020 standard, when cross-classified with other variables, can provide comprehensive data on a particular topic, issue or population group. The resulting information can be used for a range of purposes, including:

- Informed decision making and planning
- Policy formulation and monitoring
- Social, population and economic research and analysis
- Program provision and evaluation (e.g. health services).

Typically, ABS household-based surveys would draw upon one or more of the four variables in the 2020 Standard. These surveys have strict time limits to minimise burden on respondents





and the cost of collecting the information. Accordingly, the amount of content available for any topic is limited and is tailored to the output requirements and analysis the survey is intended to support. Therefore, each survey would consider whether to include one or more of these variables on a case by case basis.

The 2020 Standard was developed through extensive research, consultation and testing. The ABS thanks the Commonwealth and state/territory agencies, academic and non-government organisations, international statistical organisations and public who contributed.

### Legislation

This standard was developed in consideration of the [Australian Government Guidelines on the Recognition of Sex and Gender, November 2015](#) ('Guidelines') prepared by the Attorney-General's Department, which complements [Commonwealth anti-discrimination law](#) (The Sex Discrimination Amendment (Sexual Orientation, Gender Identity and Intersex Status) Bill 2013) and the [Australian Privacy Principles](#) (Privacy Act 1988). The guidelines apply to all Australian Government departments and agencies that maintain personal records and/or collect sex and/or gender information. The guidelines set out the government's expectation that departments and agencies comply with the ability for [non-binary](#) individuals to represent themselves as other than [exclusively](#) male or female in their dealings with government. The 2020 Standard has been drafted with the participation of representatives from the Attorney-General's Department, respecting the intent of the Guidelines while acknowledging best practice terminology and language has evolved since 2015.

### Confidentiality and Privacy Policy

Confidentiality, statistical and technical issues may arise at various levels of dissemination if a small number of responses are recorded in any of the output categories. When these issues arise, outputs may be suppressed or combined into other categories. All data collected by the ABS is subject to confidentiality rules where no individual shall be identified and an individual response should not be identifiable.

The [ABS Privacy Policy](#) outlines how the ABS will handle any personal information that you provide to us.

### Contact Information

The Standard for Sex, Gender, Variation of Sex Characteristics and Sexual Orientation Variables, 2020 has been produced by the Australian Bureau of Statistics (ABS). Enquires should be directed to [gender.statistics@abs.gov.au](mailto:gender.statistics@abs.gov.au)



## SEX

### Underlying Concepts

#### Name of the variable

The name of the variable is 'recorded sex'.

#### Definitions

##### Nominal Definition

A person's sex is recorded at birth and is typically based upon their-observed sex characteristics of -which are physical or biological characteristics including genitalia and other sexual and reproductive anatomy, chromosomes, and hormones. While typically based upon the sex observed and recorded at birth or infancy, a person's sex gender can change over the course of a lifetime and may-might differ from their-the sex recorded for them at birth.

##### Operational Definition

'Sex recorded at birth' is the sex observed and recorded when a person was born or in infancy. This is an important indicator for statistical analysis in births and deaths, health statistics, calculating fertility rates and deriving counts for cisgender and trans and gender diverse populations. This question can also reduce the volume of gender responses to a sex question.

A collection may instead ask for a person's sex at the time of completing a survey. The response may be different to that given if 'sex recorded at birth' was asked.

It is recommended to collect 'sex recorded at birth', unless there is a demonstrated statistical requirement for collecting a person's sex at the time of completing a survey.

#### Discussion on conceptual issues

##### Sex and gender

The terms 'sex' and 'gender' are interrelated and often used interchangeably within the general community. However they are two distinct concepts:

- Sex is understood in terms of biological characteristics
- Gender is a multidimensional concept that is influenced by biological characteristics and additional factors including cultural and behavioural norms and self-identity.

As they are two distinct-related concepts, caution should be exercised when comparing counts for sex with those for gender. A person's recorded sex may not be the same as their gender:

- For some-cisgender individuals, their recorded sex and gender are the same - for example, a person's sex recorded at birth was female and their gender is female

**Commented [2]:** Tell me more about what this question means? Sex = what was administratively recorded at birth. What is this question trying to capture? Most trans people would just select their affirmed gender here, not what was presumed for them at birth.

At birth, individuals are presumed to be a gender based on the external appearance of genitalia, and registered accordingly on birth records.

**Commented [3]:** I can't think of any demonstrated statistical requirements for this – gimme an example?

**Commented [4]:** Sex has historically been misunderstood in terms of very specific, always white European cis imaginings of bodies. This framing is problematic. I would urge this bit to be about administrative recording of sex at birth, not bodies. It is impossible to know the body configuration of trans people (or intersex people) and 'biological sex' is a fallacy and is also a social construct like the concept of gender is.

**Commented [5]:** Tell me more about this?

Gender is a social category related to a person's self-identity as male, female and/or non-binary, and the expression of this through cultural and behavioural norms.



- While for **otherstrans and gender diverse individuals**, their **recorded** sex and gender are not the same - for example, a person's sex recorded at birth was female and their gender is male or non-binary.

Caution should also be exercised when comparing counts for 'sex recorded at birth' and the sex of a person at the time of completing a survey, as a person's sex may change across their lifetime. For example, a person's sex recorded at birth was female and their sex when completing a survey is male.

As the terms sex and gender are often used interchangeably, a gender response may sometimes be provided for a sex question. The 'sex recorded at birth' question may reduce the number of gender responses to a sex question. Inclusion of a specific gender question may also improve accuracy of reporting against a sex question. If both sex and gender questions are included in a survey, the question that is asked first should have a note advising the respondent that the other question will also be asked. For instance, if the sex question is asked earlier in the instrument, include a note with this question that a gender question will follow or be asked later. If the sex and gender questions are both visible on the same page of the collection instrument, this note may not be necessary.

For collections requiring cisgender and trans and gender diverse outputs, 'sex recorded at birth' is the required sex question. This is discussed further in the **Cisgender and Trans and Gender Diverse** section.

#### Third response option for sex

A small number of people do not have a sex of male or female recorded at birth or infancy. The inclusion of 'another term' for the sex at birth question recognises that there is a range of options available on birth certificates across Australian jurisdictions and elsewhere (such as indeterminate or unspecified). By providing respondents with the opportunity to select a third response option, and provide a written response, the **data quality** is enhanced. [Include link to [ABS Data Quality Framework where we have 'data quality'](https://www.abs.gov.au/websitedbs/D3310114.nsf/home/Quality:+The+ABS+Data+Quality+Framework) ]

While intersex is one of the options available in some Australian jurisdictions and elsewhere for birth certificates, and may be captured in the 'another term' option in this question, this should not be used as a count of people who have intersex characteristics. Intersex traits can emerge throughout a person's lifetime, not just at birth or infancy. For collections seeking counts of people born with variations of sex characteristics, a specific question is required. This is in the **Variations of Sex Characteristics** section.

### Collection Method

#### Scope – Statistical units

Sex is an attribute of the counting unit 'person'.

#### Question modules

**Commented [6]:** This sounds like only trans people who have legally affirmed their gender (i.e. updated their birth certificate) would be allowed to answer this type of question, that's not what we want. The trans experience is not about birth certificates or who anyone else sees, it's about our inner relationship to our gender, regardless of any medical or legal intervention.

Most states and territories currently require sterilising surgeries in order to update a birth certificate, a better route for caution would be about assuming the body configurations of trans people based on how they answer this question.

**Commented [7]:** I'd recommend that the two-step questions must always be used and further, must always be asked together.

**Commented [8]:** All collections should require cis and trans outputs.



### Standard question ('sex recorded at birth')

#### Mandatory elements

The following elements must be included:

- The words 'sex recorded at birth' in the question to clearly articulate the concept being collected
- Label the response options 'Male', 'Female', and 'Another term (please specify)'
- A write-in facility is available when the 'Another term (please specify)' response option is selected.
- Only one response is permitted
- If this question is interviewer administered, the question must always be asked and no assumption made.

#### Recommended elements

- It is recommended that gender neutral language is used (e.g. 'their' rather than 'he/she')
- If gender is also asked in the instrument, and sex is asked first, include a note similar to: 'A separate question on gender is asked in this survey'.

What was [your/Person's name/their] sex recorded at birth?

Please [tick/mark/select] one box.

- Male
- Female
- Another term (please specify)

#### Allowable alternative question

This allowable alternative recognises that in some circumstances a question that asks for a person's sex at the time of the survey may be required. This will be the same response as 'sex recorded at birth' for most but not all respondents, so the 'two-step method' for deriving cisgender and trans and gender diverse should not be used with this sex question.

#### Mandatory elements

The following elements must be included:

- The words 'recorded sex' in the question to clearly articulate the concept being collected
- Label the response options 'Male', 'Female', and 'Another term (please specify)'
- A write-in facility is available when the 'Another term (please specify)' response option is selected.
- Only one response is permitted.
- If this question is interviewer administered, the question must always be asked and no assumption made.
- This question must always be asked on the same page as the gender question

#### Recommended elements

- It is recommended that gender neutral language is used (e.g. 'their' rather than 'he/she').

Commented [417]: WONDERFUL – would it be too contro to have Female first?

Commented [417]: Hmm – not sure about this. I'd need more info but recording [redacted] would not be helpful for anything.





- If gender is also asked in the instrument, and sex is asked first, include a note similar to: 'A separate question on gender is asked in this survey'.

What is [your/Person's name/their] sex?  
Please [tick/mark/select] one box.

- Male
- Female
- Another term (please specify) \_\_\_\_\_

**Commented [647F]:** I'm unclear on how trans people would be asked to complete this. Need more info please.

Allowable alternative question (2021 Census of Population and Housing sex question)

This alternative allows surveys to use the 2021 Census of Population and Housing sex question. This will be the same response as 'sex recorded at birth' for most but not all respondents, so the 'two-step method' for deriving cisgender and trans and gender diverse should not be used with this sex question.

**Commented [547F]:** Would avoid this at all costs

<to be added>

**Classification and Coding**

The criterion used to distinguish the categories of the **recorded** sex standard classification and coding is a person's sex recorded at birth or infancy, usually based upon observed sex characteristics, as provided in Table X.

**Table X. The Sex Standard Classification and Code Structure (Sex Recorded at Birth)**

Preferred code	Alternate code	Label	Definition
1	M	Male	Persons whose sex at birth or infancy was recorded as male.
2	F	Female	Persons whose sex at birth or infancy was recorded as female.
5	X	Another term	Persons whose sex at birth or infancy was not recorded as male or female.

Where the alternative sex question is used, the classification and coding is outlined in Table X below. The criterion used to distinguish the categories of the sex classification is self-reported sex.

**Table X. The Sex Standard Alternative Question Classification and Code Structure**

Preferred code	Alternate code	Label	Definition
1	M	Male	Persons who reported their sex as male.
2	F	Female	Persons who reported their sex as female.
5	X	Another term	Persons whose sex at birth or infancy was not recorded as male or female.





Where the 2021 Census sex question is used, the classification and coding is outlined in Table X below. The criterion used to distinguish the categories of the sex classification is self-reported sex.

**Table X. The Sex Standard 2021 Census Question Classification and Code Structure**

Preferred code	Alternate code	Label	Definition
1	M	Male	Persons who reported their sex as male.
2	F	Female	Persons who reported their sex as female.
5	X	Non-binary sex	Persons who reported their sex as non-binary.

**Commented [s47F]:** And what variety of person would be selecting this? Intersex people, non-binary people? I.e. how would they be recorded?

**Supplementary Code**

The following supplementary code is used to code inadequately described responses and non-responses for sex:

- 0 - Not stated or Inadequately described

**Scope of variable**

The variable of 'sex' applies to all persons.

**Application of the classification to other variables**

'Sex recorded at birth' is used with a 'Gender' question to derive cisgender and trans and gender diverse counts through the 'two-step method'. This is detailed further in the **Cisgender and Trans and Gender Diverse Classification** section

**Output**

**Output categories**

The standard output categories for sex are:

- Male
- Female
- Another term
- Not stated

For the 2021 Census question, the standard output categories for sex are:

- Male
- Female
- Non-binary sex
- Not stated

It should be noted that the term 'Persons' is used in preference to 'Total' when presenting total population counts for sex.

Confidentiality, statistical and technical issues may arise at various levels of dissemination if a small number of responses are recorded in any of the output categories. When these issues arise, outputs may be suppressed or combined into other categories. All data collected by the ABS is subject to confidentiality rules where no individual shall be identified





and an individual response should not be identifiable. The ABS privacy policy outlines how the ABS will handle any personal information provided to us.

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## GENDER

### Underlying Concepts

#### Name of the variable

The name of the variable is 'gender'.

#### Definitions

##### Nominal definition

Gender is a social and cultural concept. It refers to a person's social or personal identity as a man, woman or non-binary person or another term. Non-binary is an umbrella term describing gender identities that are not exclusively male or female. A person's gender is influenced by several factors including self-identity, the expression of this and how they are treated as a woman, a man and/or a non-binary person, biological characteristics, cultural and behavioural norms and self-identity.

Gender includes the concepts of:

- Gender identity, which is the gender that a person internally feels
- Gender expression, which is the gender a person publicly expresses in their daily life, including at work, at home or in the broader community.
- Gender experience, which describes a person's congruence with the gender presumed for them at birth i.e. a cis experience or a trans experience

Responses to a gender question may reflect identity, expression or both. In statistical collections, gender may be reported in terms of a person's felt or lived gender, as well as how one is perceived by others, depending on whether information on gender is based on self-reported data or done by proxy. The two-step approach is the only methodology that enables cis and trans people to be reflected accurately.

##### Operational definition

The operational definition is the same as the nominal definition.

#### Discussion of conceptual issues

##### Gender and sex

The terms 'gender' and 'recorded sex' are interrelated and often used interchangeably within the general community, however they are two distinct concepts. Gender is a social category related to a person's self-identity as male, female and/or non-binary, and the expression of this through cultural and behavioural norms. Gender is a multidimensional concept that is influenced by biological characteristics and additional factors including cultural and behavioural norms and self-identity. Sex is understood in terms of biological features. Sex recorded at birth is an administrative process typically based upon observed physical and biological characteristics such as genitalia.

**Commented** 547F : This is slightly different to the above discussion in the sex section. Could this discussion just be included once at the start of the standard?





As they are two distinct-related concepts, caution should be exercised when comparing counts for gender with those for sex. A person's gender may not be the same as their sex and may be different to what is indicated on legal documents:

- For cisgender individuals, their recorded sex and gender are the same - for example, a person's sex recorded at birth was female and their gender is female
- While for trans and gender diverse individuals, their recorded sex and gender are not the same - for example, a person's sex recorded at birth was female and their gender is male or non-binary.
- ~~For some individuals, their gender and sex are the same - for example, a person's gender is female and their sex recorded at birth was female~~
- ~~While for others, their gender and sex are not the same - for example, a person's gender is male or non-binary and their sex recorded at birth was female.~~

#### Fluidity

A person's gender may differ ~~from their sex and may differ~~ from what is indicated on their legal documents, it is a person's gender that is most important to collect, rather than the gender presumed and recorded for them at birth. A person's gender may stay the same throughout their life or change over time. The gender response option chosen will reflect a person's gender at that point in time. Some people may not identify with a specific gender or with the concept of gender entirely at all.

## Collection Method

### Question modules

#### Mandatory elements

The following elements must be included:

- The word 'gender' in the question to clearly articulate the concept being collected
- Label the response options 'Man or male', 'Woman or female', 'Non-binary', '[I/they] use a different term (please specify)', and 'Prefer not to answer'.
- A write-in facility is available when the '[I/they] use a different term (please specify)' response option is selected.
- Including a note to respondents that "Gender refers to current gender, which may be different to sex recorded at birth and may be different to what is indicated on legal documents".
- Only one response is permitted.
- If this question is interviewer administered, the question must always be asked and no assumption made.

Commented [517]: Excellent!

#### Recommended elements

- It is recommended that gender neutral language is used (e.g. 'they/their' rather than 'he/she').



- If sex is also asked in the instrument, and gender is asked first, include a note similar to: 'A separate question on sex is asked in this survey'.

#### Standard question module

How [do/does] [you/Person's name/their] describe [your/their] gender?  
Gender refers to current gender, which may be different to sex recorded at birth and may be different to what is indicated on legal documents.  
Please [tick/mark/select] one box:

- Man or male
- Woman or female
- Non-binary
- [I/they] use a different term (please specify)
- Prefer not to answer

#### Alternative question module

As per the standard question module with the following amendment, combining two response options 'Non-binary' and '[I/they] use a different term (please specify)' into a single response option:

- Non-binary or [I/they] use a different term (please specify)

#### **Classification and Coding**

The criterion used to distinguish the categories of the gender classification and coding is provided in Table X.

**Table X. The Gender Standard Classification and Code Structure**

Preferred code	Alternate code	Label	Definition
1	M	Man or male	Persons who described their gender as man or male.
2	F	Woman or female	Persons who described their gender as woman or female.
3	X	Non-binary or different term	Persons who described their gender as non-binary or a term other than man/male or woman/female.
5	Z	Prefer not to answer	Persons who preferred not to respond on how they describe their gender.

#### **Supplementary code**

The following supplementary code is used to code non-responses:

- 0 - Not stated

#### **Scope of variables**

**Commented** <sup>547F</sup>: Is the rationale to shorten the options? I wouldn't encourage this approach; it makes it look a little like non-binary people are an afterthought or misc gender, rather than an integral part of the human experience





The variable 'gender' applies to all persons.

#### Application of the classification to other variables

'Gender' is used with 'sex recorded at birth' to derive cisgender and trans and gender diverse counts through the 'two-step method'. This is detailed further in the **Cisgender and Trans and Gender Diverse Classification** section.

#### Output

##### Output categories

The standard output categories for gender are:

- Man
- Woman
- Different term\*
- Not stated\*\*

\* Non-binary responses are included in the output category 'Different term'.

\*\* Coded responses of 'Prefer not to answer' are included in the output category 'Not stated'.

It should be noted that the term 'Persons' is used in preference to 'Total' when presenting total population counts for both sex and gender.

Confidentiality, statistical and technical issues may arise at various levels of dissemination if a small number of responses are recorded in any of the output categories. When these issues arise, outputs may be suppressed or combined into other categories. All data collected by the ABS is subject to confidentiality rules where no individual shall be identified and an individual response should not be identifiable. The ABS privacy policy [\[Link to privacy policy\]](#) outlines how the ABS will handle any personal information provided to us.

**Commented [SAFE]:** Hmm – would recommend non-binary not be included as a 'different term'. It should really be the other way around, 'different terms' that aren't exclusively male or female should be included in the output category 'non-binary'



## VARIATION OF SEX CHARACTERISTICS

### Underlying Concepts

#### Name of variable

The name of the variable is 'Variation of Sex Characteristics'.

#### Definitions

##### Nominal Definition

A variation of sex characteristics relates to individuals who were born with physical sex characteristics that don't fit medical and social norms for female or male bodies.

It refers to a wide spectrum of variations to genitals, hormones, chromosomes and/or reproductive organs. There is at least 40 different variations, with different characteristics.

Other umbrella terms used to describe being born with a variation of sex characteristics are intersex or Differences/Disorders of Sex Development (DSD).

##### Operational Definition

The operational definition for a variation of sex characteristics is the same as the nominal definition. However, it should be noted that this question will only capture data on people with a known variation of sex characteristics.

#### Discussion on conceptual issues

Many variations of sex characteristics are not evident at birth, and people may not be aware they were born with an innate variation of sex characteristics until puberty or later in life. It is also possible that a person may never know that they were born with a variation of sex characteristics. Therefore there is no singular experience or identity for people born with a variation of sex characteristics.

For surveys where a count of people born with a variation of sex characteristics is required, a separate question is necessary. The inclusion of 'born with a variation of sex characteristics' or 'intersex' as a response option in the sex question, alongside male and female, is not capable of generating reliable or consistent results, and considered offensive to some people with a variation of sex characteristics.

##### Asking about others

A survey respondent should not be asked to respond as to whether others in scope for the collection have a variation in sex characteristics. This question is appropriate as a self-reporting question only.

### Collection Method

#### Scope – Statistical units

Variation of sex characteristics is an attribute of the counting unit 'person'.





## Question modules

### Mandatory elements

The following elements must be included:

- The words 'born with a variation of sex characteristics (sometimes called 'intersex' or 'DSD')' in the question to clearly articulate the concept being collected.
- Label the response options 'Yes', 'No', 'Don't know', and 'Prefer not to answer'
- Only one response is permitted
- If this question is interviewer administered, the question must always be asked and no assumption made.

### Standard question module

Were you born with a variation of sex characteristics (sometimes called 'intersex' or 'DSD')?

Please [tick/mark/select] one box.

- Yes
- No
- Don't know
- Prefer not to answer

### Allowable alternative question

This allowable alternative recognises that for surveys conducted by an interviewer, text in brackets is not always read out. The standard question module is optimised for self-enumerated surveys while this allowable alternative is optimised for surveys conducted by an interviewer.

### Alternative question module

Were you born with a variation of sex characteristics, sometimes called 'intersex' or 'DSD'?

Please [tick/mark/select] one box.

- Yes
- No
- Don't know
- Prefer not to answer

## Classification and Coding

The criterion used to distinguish the categories of the variation of sex characteristics classification and coding is provided in Table X.

**Table X. The Variation of Sex Characteristics Standard Classification and Code Structure**





Preferr ed code	Alternate code	Label	Definition
1	Y	Born with a variation of sex characteristics	Persons who know they were born with a variation of sex characteristics (which may include terms such as 'intersex' or 'DSD').
2	N	Not born with a variation of sex characteristics	Persons who were not born with a variation of sex characteristics.
3	U	Don't know if born with a variation of sex characteristics	Persons who do not know if they were born with a variation of sex characteristics.
5	Z	Prefer not to answer	Persons who preferred not to respond on whether or not they were born with a variation of sex characteristics

#### Supplementary code

The following supplementary code is used to code non-responses:  
0 - Not stated

#### Scope of variables

The variable 'variation of sex characteristics' applies to all persons.

#### Output

##### Output categories

The standard output categories for variation of sex characteristics are: [s22] **Is there a suggestion for a shorter version of these titles? This will not suit output/tables. s47F may have advice here?**

- Born with a variation of sex characteristics
- Not born with a variation of sex characteristics
- Don't know if born with a variation of sex characteristics
- Not stated\*  
\* Coded responses of 'Prefer not to answer' are included in the output category 'Not stated'.

It should be noted that the term 'Persons' is used in preference to 'Total' when presenting total population counts for variation of sex characteristics.

Confidentiality, statistical and technical issues may arise at various levels of dissemination if a small number of responses are recorded in any or all of the output categories. When these issues arise, outputs may be suppressed or combined into other categories. All data collected by the ABS is subject to confidentiality rules where no individual shall be identified and an individual response should not be identifiable. The ABS privacy policy outlines how the ABS will handle any personal information provided to us.





## SEXUAL ORIENTATION

### Underlying Concepts

#### Name of the variable

The name of the variable is 'sexual orientation'.

#### Definitions

##### Nominal definition

Sexual orientation is an umbrella concept that encapsulates sexual identity (how a person thinks of their sexuality and the terms they identify with), attraction (sexual interest in another person) and behaviour (sexual behaviour and experiences). It is a subjective view of oneself and may change over time and in different contexts. An individual could respond differently to questions on either sexual identity, attraction or behaviour.

##### Operational definition

The sexual orientation question is asking about sexual identity. This is how a person thinks of their own sexuality and the term they identify with.

There are a number of ways in which someone might define their sexual identity. Common examples include Heterosexual; Gay; Lesbian, and Bisexual.

#### Discussion on conceptual issues

##### Alignment of identity, attraction and behaviour

This question is designed to collect data on self-perceived sexual identity rather than attraction or behaviour. The question was not designed for specific or detailed studies of sexual behaviour or attraction, where a series of more detailed questions and answer categories might be more appropriate. However, regardless of the supplied operational definition, and focus on sexual identity, individual interpretations of the question will remain and responses to this question may be a combination of one or more of sexual identity, attraction and behaviour.

##### Fluidity

Sexual orientation is a subjective view of oneself and may change over time and in different contexts. Any data captured using this question will only represent a point in time.

##### Age

The variable 'sexual orientation' usually applies to all persons aged 15 years or older.

Sexual orientation is self-defined and not a question that is appropriate to ask for people of all ages. The age at which a person can provide their own response will be determined by the protocols of the data collection and should be consistent with the collection of other similar information. A person can have a sexual identity while not being sexually active.







As a guide, the age 15 years and older is the recommended age for asking a sexual orientation question in general demographic collections. However, some data collections may require a different target age (eg younger ages for youth surveys and older ages for some household interview surveys). The decision on what age to apply this question to relies on the purpose of the data collection and the need for the information.

#### Asking about others

A survey respondent should not be asked to respond on the sexual orientation of others in scope for the collection. This question is appropriate as a self-reporting question only.

#### Other terms

A variety of terms may be used to describe sexual identity. Asexual, Pansexual and Queer, three of the more common terms not included in the standard question, are provided as approved additional response options for surveys in the Collection Methods section.

### Collection Method

#### Scope – Statistical units

Sexual orientation is an attribute of the counting unit 'person'.

#### Question modules

##### Mandatory elements

The following elements must be included:

- The words 'sexual orientation' in the question to clearly articulate the concept being collected.
- Label the response options 'Straight (Heterosexual)', 'Gay or Lesbian', 'Bisexual', 'I use a different term (please specify)', 'Don't know' and 'Prefer not to answer'.
- A write-in facility is available when the 'I use a different term (please specify)' response option is selected.
- Only one response is permitted.
- If this question is interviewer administered, the question must always be asked and no assumption made.

##### Standard question module

How do you describe your sexual orientation?

Please [tick/mark/select] one box.

- Straight (Heterosexual)
- Gay or Lesbian Gay  
Lesbian
- Bisexual
- I use a different term (please specify)

**Commented** [REDACTED]: Should these be separated? Or connected to gender? i.e. men who select gay, women who select lesbian – although there are plenty of gay and lesbian non-binary people so my recommendation would be to separate these response options

- Don't know
- Prefer not to answer

#### Alternative question module

As per the standard question module with the following amendments:

- Any or all of Asexual, Pansexual and Queer may be added to the question response options.
- Gay or Lesbian response option may be split into separate response options.

Commented [417]: Thumbs up. It'd be great if this was standard though

#### Classification and Coding

The criterion used to distinguish the categories of the sexual orientation classification and coding is provided in Table X.

**Table X. The Sexual Orientation Standard Classification and Code Structure**

Preferred code	Alternate code	Label	Definition
1	S	Straight (Heterosexual)	Persons whose sexual orientation is towards persons of a different <del>sex</del> gender.
2	G	Gay or Lesbian	Persons whose sexual orientation is towards persons of the same <del>sex</del> gender. This is also sometimes called 'homosexual'.
3	B	Bisexual	Persons whose sexual orientation is towards persons of the same <del>sex</del> gender and persons of a different <del>sex</del> genders.
4	X	Different term	Persons who identify with a different term than those provided.
5	U	Don't know	Persons who do not know their sexual orientation.
6	Z	Prefer not to answer	Persons who do not want to disclose their sexual orientation.

#### Supplementary code

The following supplementary code is used to code non-responses for sexual orientation:

0 - Not stated

#### Application of the classification to other variables

The sexual orientation classifications are not applicable to other variables.

#### Output

##### Output categories



The standard output categories for sexual orientation are:

- Heterosexual
  - Gay
  - ~~Lesbian~~
  - Bisexual
  - Different term
  - Not stated\*
- \* Coded responses of 'Don't know' and 'Prefer not to answer' are included in the output category 'Not stated'.

It should be noted that the term 'Persons' is used in preference to 'Total' when presenting total population counts for sexual orientation.

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## CISGENDER AND TRANS AND GENDER DIVERSE

### Cisgender and Trans and Gender Diverse Classification

The cisgender (*cis*) and trans and gender diverse (*trans*) classification is in response to the growing requirement for data ~~related to that adequately and accurately reflects~~ trans and gender diverse people in Australia. ~~The Cisgender experience of gender is defined as defined for persons whose gender is the same as what was presumed and recorded for them at birth sex recorded at birth (male or female) is the same as their gender.~~ The umbrella term 'trans and gender diverse' describes an ~~experience of gender for population of people persons~~ whose gender is different to what was ~~recorded presumed~~ for them at birth, and includes all people who are not cisgender.

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The recommended process to collect cisgender and trans ~~and gender diverse~~ population counts is through the 'two-step method'. This involves cross-classifying responses to the 'sex recorded at birth' and 'gender' questions. A question directly asking trans ~~or gender diverse~~ status or including transgender or trans and gender diverse as ~~an options~~ in a gender or other question is discouraged. These practices give unreliable statistical results and ~~are considered offensive to some members of trans and gender diverse communities are unlikely to offer a meaningful population count.~~

#### Recommended method to derive cisgender and/or trans ~~and gender diverse~~ ('two-step method')

Cisgender ~~and and~~ trans ~~and gender diverse status gender experiences is~~ derived by ~~through~~ the 'two-step method' of cross-classifying responses to the 'sex recorded at birth' and 'gender' questions. The 'two-step method' for deriving cisgender and trans ~~and gender diverse~~ should not be used with a sex question that asks the person's sex at the time of the survey (e.g. "what is your sex?"), as not all persons would respond the same if the question was "what was your sex recorded at birth?".

Commented [447]: Trans people being asked what their sex is would likely answer this question accurately for them, i.e. answer according to their identity, rather than the arbitrary recording made on their behalf at birth.

The criterion used to distinguish the derived categories of the cisgender and trans ~~and gender diverse~~ classification and coding is provided in Table X.

**Table X. The Cisgender and Trans and Gender Diverse (two-step method) Classification and Code Structure**

Code	Alternate Code	Label	Definition
1	C	Cisgender	This category includes persons who have reported that their <del>sex gender recorded at birth</del> is the same as <del>what was presumed at birth</del> .their gender.
2	T	Trans and gender diverse	This category includes persons who have reported that their <del>sex gender recorded at birth</del> is different to <del>their what was presumed at birth</del> .gender.
5	I	Inadequately described	This category includes persons who preferred not to report their gender, or whose <del>recorded</del> sex at birth was neither Male nor Female.



The matrix in Table X, provides the derivation outcomes for the cisgender and trans and gender diverse classifications, based upon responses to the 'sex recorded at birth' and 'gender' questions. This process is only valid where 'sex recorded at birth' and 'gender' questions are both included in a survey. Alternative sex questions are not suitable for the 'two-step method' derivation.

**Table X. The Cisgender and Trans and Gender Diverse Derivation Matrix ('two-step method')**

Gender question response	Sex recorded at birth question response		
	Male	Female	Another term
Man or Male	Cisgender	Trans and gender diverse	Inadequately described
Woman or Female	Trans and gender diverse	Cisgender	Inadequately described
Non-binary	Trans and gender diverse	Trans and gender diverse	Inadequately described
Different term	Trans and gender diverse	Trans and gender diverse	Inadequately described
Prefer not to answer	Inadequately described	Inadequately described	Inadequately described

Commented [44]: This looks good but just I would switch the axis – see example below

Sex recorded at birth question response	Gender question response			
	Man or Male	Woman or Female	Non-Binary	Different term
Recorded Male	Cis	Trans	Trans	Trans
Recorded Female	Trans	Cis	Trans	Trans
Another term	Trans	Trans	Trans	Trans
Prefer not to answer	Inadequately described	Inadequately described	Trans	Inadequately described

### Output categories

The standard output categories for cisgender and trans and gender diverse are:

- Cisgender
- Trans and gender diverse
- Inadequately described

It should be noted that the term 'Persons' is used in preference to 'Total' when presenting total population counts for cisgender and trans and gender diverse.

Confidentiality, statistical and technical issues may arise at various levels of dissemination if a small number of responses are recorded in any of the output categories. When these issues arise, outputs may be suppressed or combined into other categories. All data collected by the ABS is subject to confidentiality rules where no individual shall be identified and an individual response should not be identifiable. The ABS privacy policy outlines how the ABS will handle any personal information provided to us.



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## GLOSSARY

### Cisgender/Cis

A term used to describe people who identify their gender as the same as what was presumed for them at birth (male or female). 'Cis' is a Latin term meaning 'on the same side as'. Cisgender is defined as persons whose sex recorded at birth (male or female) is the same as their gender.

### Cisgender and Trans and Gender Diverse Classification

The cisgender and trans and gender diverse classification is in response to the growing requirement for data related to trans and gender diverse people in Australia. The recommended process to collect cisgender and trans and gender diverse population counts is through the 'two-step method'. This involves cross-classifying responses to the 'sex recorded at birth' and 'gender' questions.

### Differences/Disorders of Sex Development (DSD)

Disorders of Sex Development has been used by some medical literature as a term to replace 'intersex' since the 2000's. Some health organisations have over time replaced 'Disorders' with 'Differences'. The term DSD, while contested by intersex rights organisations, is now the acronym some intersex people will be most familiar with, and as such is referenced in the 2020 Standard. Users of the standard are encouraged to use the terms intersex or variation of sex characteristics, rather than DSD, when discussing the material.

See also the definition for 'Variation of sex characteristics'.

### Gender

Gender is a social and cultural concept. It refers to a person's social or personal identity as a male, female, man, woman, and/or non-binary, person or another term (Non-binary is an umbrella term describing gender identities that are not exclusively male or female). A person's gender is influenced by several factors including biological characteristics, cultural and behavioural norms and self-identity.

**Commented [417]:** The use of this could be very confusing for people as it's also used when describing your notion of sex.

**Commented [417]:** This is the best definition of gender used so far in this document for sure.

Gender includes the concepts of:

- Gender identity, which is the gender that a person internally feels
- Gender expression, which is the gender a person publicly expresses in their daily life, including at work, at home or in the broader community
- Gender experience, which describes a person's congruence with the gender presumed for them at birth i.e. a cis experience or a trans experience.

### Intersex





Intersex people are born with physical sex characteristics that don't fit medical and social norms for female and male bodies.

For further discussion, see the definition for 'Variation of sex characteristics'.

## Sex

A person's sex is based upon their sex characteristics which are physical or biological characteristics including genitalia and other sexual and reproductive anatomy, chromosomes, and hormones. While typically based upon the sex observed and recorded at birth or infancy, a person's sex can change over the course of a lifetime and may differ from their sex recorded at birth.

### Sex recorded at birth

Sex recorded at birth is the sex observed and recorded when a person was born or in infancy.

### Sexual orientation

Sexual orientation is an umbrella concept that encapsulates sexual identity (how a person thinks of their sexuality and the terms they identify with), attraction (sexual interest in another person) and behaviour (sexual behaviour and experiences). It is a subjective view of oneself and may change over time and in different contexts. An individual could respond differently to questions on either sexual identity, attraction or behaviour.

### Trans and gender diverse

Trans and gender diverse is an umbrella term which describes a population of people whose gender is different to what was recorded-presumed and recorded for them at birth. It includes all people who are not cisgender.

### Variation of sex characteristics (also known as intersex or Differences/Disorders of Sex Development (DSD))

A variation of sex characteristics relates to individuals who were born with physical sex characteristics that don't fit medical and social norms for female or male bodies. It refers to a wide spectrum of variations to genitalia, hormones, chromosomes and/or reproductive organs. There is at least 40 different variations, with different characteristics. Other umbrella terms used to describe being born with a variation of sex characteristics are intersex or Differences/Disorders of Sex Development (DSD).

Many variations of sex characteristics are not evident at birth, and people may not be aware they were born with an innate variation of sex characteristics until puberty or later in life. It is also possible that a person may never know that they were born with a variation of sex characteristics.





## REFERENCES

Material referenced in the standard, and other useful background material for users of the standard, are provided below.

[s22] **Formatting to be corrected and links updated. This is a draft section. Seeking internal advice if we may include non-government references here (s47F example below). Please do provide suggested appropriate references and links that we could propose]**

Attorney-General's Department 2015, [Australian Government Guidelines on the Recognition of Sex and Gender](#), Canberra, Australian Capital Territory, Australia.

Australian Bureau of Statistics 1999, [Demographic Variables, 1999](#), cat. no. 1292.0.15.001, Canberra, Australian Capital Territory, Australia.

Australian Bureau of Statistics 2016, [Standard for Sex and Gender Variables](#), cat. no. 1200.0.55.012, Canberra, Australian Capital Territory, Australia.

Australian Bureau of Statistics, [ABS Privacy](#), Canberra, Australian Capital Territory, Australia.

Australian Human Rights Commission (issuing body.) 2015, [Resilient Individuals, Sexual Orientation, Gender Identity & Intersex Rights: National Consultation Report](#), Sydney, New South Wales, Australia.

Australian Parliament 2013, [Sex Discrimination Amendment \(Sexual Orientation, Gender Identity and Intersex Status\) Bill 2013](#), House of Representatives, Canberra, Australian Capital Territory, Australia.

Intersex Human Rights Australia 2013, [What is intersex?](#), Melbourne, Victoria, Australia.

Office of the Australian Information Commissioner 2014, [Australian Privacy Principles](#), Sydney, New South Wales, Australia.

s22

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s22

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▼ [REDACTED] s47F [REDACTED] ---12/08/2020 05:12:46

PM---\*\*\*\*\*

From: "s47F" <s47F@acon.org.au>  
To: "s47F" <s47F@lgbtihealth.org.au>, "s22" <s22@abs.gov.au>  
Cc: "s22" <s22@abs.gov.au>  
Date: 12/08/2020 05:12 PM  
Subject: RE: Definition of non-binary gender [SEC=UNCLASSIFIED]

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender or know the content is safe.

Hi all

The definition we use for non-binary is:

**Non-Binary** - An umbrella term for any number of gender identities that sit within, outside of, across or between the spectrum of the male and female binary. A non-binary person might identify simply as non-binary, or may use terms such as gender fluid, trans masculine, trans feminine, agender, bigender etc.

If this is a bit much, you could also use:

**Non-Binary** - An umbrella term describing gender identities that are not exclusively male or female.

I hope this helps. Just to add that non-binary sex and non-binary gender do mean the same thing.

s47F

ACON acknowledges and pays respects to the traditional custodians of all the lands on which we work.



s22

# s22

**From:** s22 <s22@abs.gov.au>  
**Sent:** Wednesday, 12 August 2020 3:54 PM  
**To:** s47F <s47F@lgbtihealth.org.au>; s47F <s47F@acon.org.au>  
**Cc:** s22 <s22@abs.gov.au>  
**Subject:** Definition of non-binary gender [SEC=UNCLASSIFIED]

Hi s47F and s47F,

Hope you are both well.

s22 and I are looking at a definition of non-binary gender to include in our standard and in the Mental Health Study.

Do you have an established definition you would recommend?

Thank you again, awesome people, for your advice in this body of work.

Cheers!

s22

Assistant Director

**Gender Statistics Team**

Populations and Social Statistics Division

**Australian Bureau of Statistics**

**Regular Email:** s22 @abs.gov.au

**PROTECTED Email:** s22 @protected.abs.gov.au

**Team Email:** [gender.statistics@abs.gov.au](mailto:gender.statistics@abs.gov.au)

**Phone:** s22 **Website:** [www.abs.gov.au](http://www.abs.gov.au)

s22

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ABS SEX, SEXUAL CHARACTERISTICS, SEXUAL ORIENTATION  
AND GENDER STANDARDS REFERENCE GROUP  
Meeting Summary – 30 June 2020

v1.1



ABS Sex, Sexual Characteristics, Sexual Orientation and Gender Standards Reference Group<sup>1</sup>

s22

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ABS SEX, SEXUAL CHARACTERISTICS, SEXUAL ORIENTATION  
AND GENDER STANDARDS REFERENCE GROUP  
Meeting Summary – 30 June 2020

v1.1



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ABS SEX, SEXUAL CHARACTERISTICS, SEXUAL ORIENTATION  
AND GENDER STANDARDS REFERENCE GROUP  
Meeting Summary – 30 June 2020

v1.1



# s22

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16 [REDACTED] commented that people don't have agency in what sex is recorded at their birth and parents are guided by clinicians. The third response option should not be conflated with intersex. He agreed with the use of 'Another term' along with [REDACTED].

s22

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27 [REDACTED] and [REDACTED] both asked whether there will be a minimum age requirement for the gender question. This is based on the inclusion of the proposed minimum age requirement



for the sexual orientation question. s22

s22

# s22

s22

s22 supported the question and suggested that the gender question should be a multi-mark selection.

# s22

32 s47F provided further advice on the classification and coding process of the 'Please specify' response option to the ABS. He reiterated that this process must be respectful to the transgender community.

33 s22 s47F sought clarification about the purpose of the two-step approach and whether the aim is to identify the cis- and trans- portions of the sample. He advised that ABS should consider how to report findings from these questions.

# s22



ABS SEX, SEXUAL CHARACTERISTICS, SEXUAL ORIENTATION  
AND GENDER STANDARDS REFERENCE GROUP  
Meeting Summary – 30 June 2020

v1.1



# s22

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# s22

48 [REDACTED] asked if there should be a minimum age requirement applied to the gender question for consistency purposes. s22 [REDACTED] mentioned that ABS will have further discussions about the minimum age requirement.

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AND GENDER STANDARDS REFERENCE GROUP  
Meeting Summary – 30 June 2020

v1.1



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# s22

## Discussion of proposed question modules

Sex

# s22

8. s47F commented that people don't have agency in what sex is recorded at their birth and parents are guided by clinicians. There is no self-determination in this decision. The third category shouldn't be conflated with intersex. The proposed question about how people are recorded rather than finding out if people have different characteristics. He suggested 'Another term'. s47F would endorse that.

# s22



s22

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# s22

Gender

# s22

18. §47F and §47F both asked about whether there would be an age limit for this question. This is based on the inclusion of a potential age limit for the sexual orientation question.

# s22

20. §47F would like to support our work in thinking about analysis. He suggested not making any changes at all and make the question **multi-selection**. This is a strong message that option to self-specify is very important. [I think §22 said to have a single mark for gender but I wrote down that §47F wants a multi-mark – Does this align with what you wrote down?]

# s22

# s22

24. [REDACTED] advised that the ABS should put some thought into how to code or categorise responses in the 'Pls specify' category. This needs to be done in a way that is respectful of the transgender community.

*Two-step*

25. There was general support for the two-step option. [REDACTED] sought clarification about the purpose of this and whether the aim is to identify the cis and trans portion of the sample. He advised that ABS should consider how to report findings from these questions.

# s22

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s22

s47F asked if the age limit should also be applied to gender for consistency.

s22

# s22

§ 87(2)(b) will reach out with more comments.

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## SSCG&amp;SO Reference Group Meeting #2 30 June 2020

## Sex

s22

s47F - we need to move to a simple registration. No one in Australian has been recorded as non-binary at birth. The non-binary term can be very confusing for the trans population.

s22

s47F - s47F is there confusion and concern that non-binary is misunderstood and will not be used correctly? Could it be conflation of gender identity?

s47F - 3<sup>rd</sup> response option 'neither male or female'

s22

s47F - we shouldn't have a free text box in the sex question. Its not like there are 15 different sexes out there. This may also lead to vandalism.

s22

s47F - I would like to indorse using either 'another term' or 'another marker'

## Sex Characteristics

s22

s47F - DSD people and their families are more familiar with this term then intersex. There is a case to add it back into ABS question. Further testing of this question and response options is required to see how well it receive in the community and by the general public.

s47F - Agreed with s47F

## Gender

s22

s47F – issue with 'please specify' – for many years trans people have been excluded from surveys and are used to writing in the margins (eg trans male or trans female). How do we plan to code/categories these responses? Needs to be done in a way that is respectful to the trans community and their choices

s22

s47F – will support our work in thinking about the analysis – Doesn't have any recommended changes to the question. We must leave 'please specify' as a response option as it sends out an important message to the community that the ABS is listening.

## Sexual Orientation

s22

s47F – age and why is it important – for consistency can this also apply to gender. There is a difference to how gender and SO are asked. Bi and pan, there is an increasing term being used called bi+ that brings them both together. Asexual - Need to be cautious of those people who are not currently not having sex/are celibate as they may chose this response option and they misunderstand what it means.

s22

s22

b47F

- doesn't support 'same sex attracted term' -

s22

b47F

- appreciates the work we are doing and that we are holding our ground. Order of questions, sex and gender need to consecutively asked.

s22

Other

s22

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s22

From: "[REDACTED]" <[REDACTED]@acon.org.au>  
 To: "[REDACTED]@abs.gov.au" <[REDACTED]@abs.gov.au>  
 Cc: "Gender Statistics Team" <Gender\_Statistics\_Team@abs.gov.au>, [REDACTED] <[REDACTED]@abs.gov.au>  
 Date: 30/07/2020 05:39 PM  
 Subject: RE: Seeking comments: Census engagement with Homelessness sector [SEC=UNCLASSIFIED]

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Dear [REDACTED] and team

I would recommend consulting with the National LGBTI Health Alliance for this piece of engagement. The CEO is [REDACTED] and her email address is [REDACTED]@lgbtihealth.org.au.

I would also recommend you consult with Dr [REDACTED] who is a leading expert on the experiences of homelessness for LGBTI people in Australia. Dr [REDACTED] email address is [REDACTED]@unimelb.edu.au and you are very welcome to let both [REDACTED] and [REDACTED] know that I sent you ?

Thank you so much for consulting on this.

s47F

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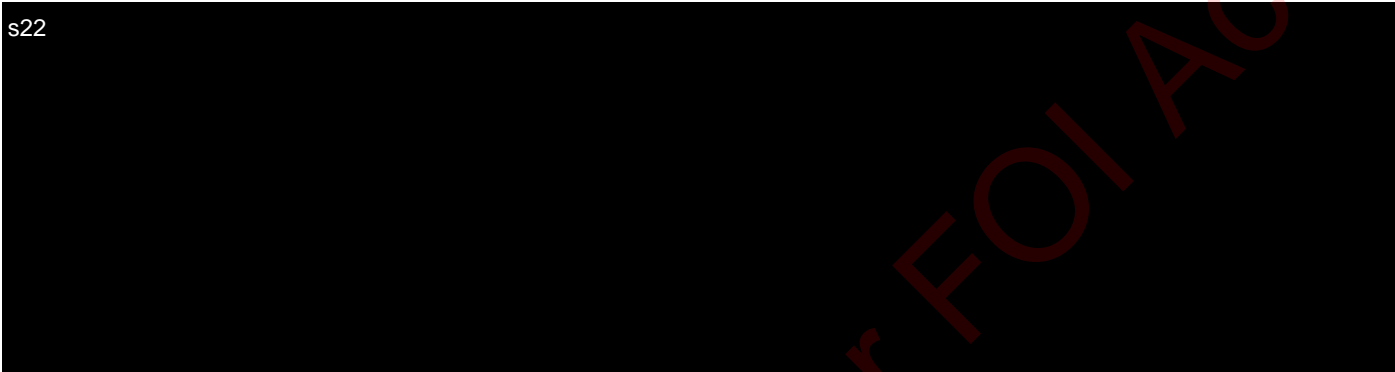


**From:** s22 <s22@abs.gov.au>  
**Sent:** Wednesday, 29 July 2020 1:01 PM  
**Cc:** Gender Statistics Team <Gender\_Statistics\_Team@abs.gov.au>  
**Subject:** Seeking comments: Census engagement with Homelessness sector [SEC=UNCLASSIFIED]

Dear members of the Sex, Sex Characteristics, Gender and Sexual Orientation Reference Group,

s22 from our Community Statistics areas has asked us to contact you about Census engagement with the Homelessness sector. If you have any comments please provide them to s22 by 5 August 2020. See below for more information.

s22



**Question for the ABS Sex, Sex Characteristics, Sexual Orientation and Gender Standard Reference Group** is whether similar engagement is needed with LGBTI peak bodies and with whom; or are they adequately represented by key national stakeholders already met (eg. Anglicare, Mission Australia, Salvos, Vinnies, National Shelter and state peaks, Domestic Violence Victoria/NSW).

Comments may be provided to s22 (Assistant Director, Community Statistics) at s22@abs.gov.au by **5 August 2020**. s22 is currently leading the engagement work with the homelessness sector for the 2021 Census, and is responsible for the ABS Homelessness Statistics Work Program.

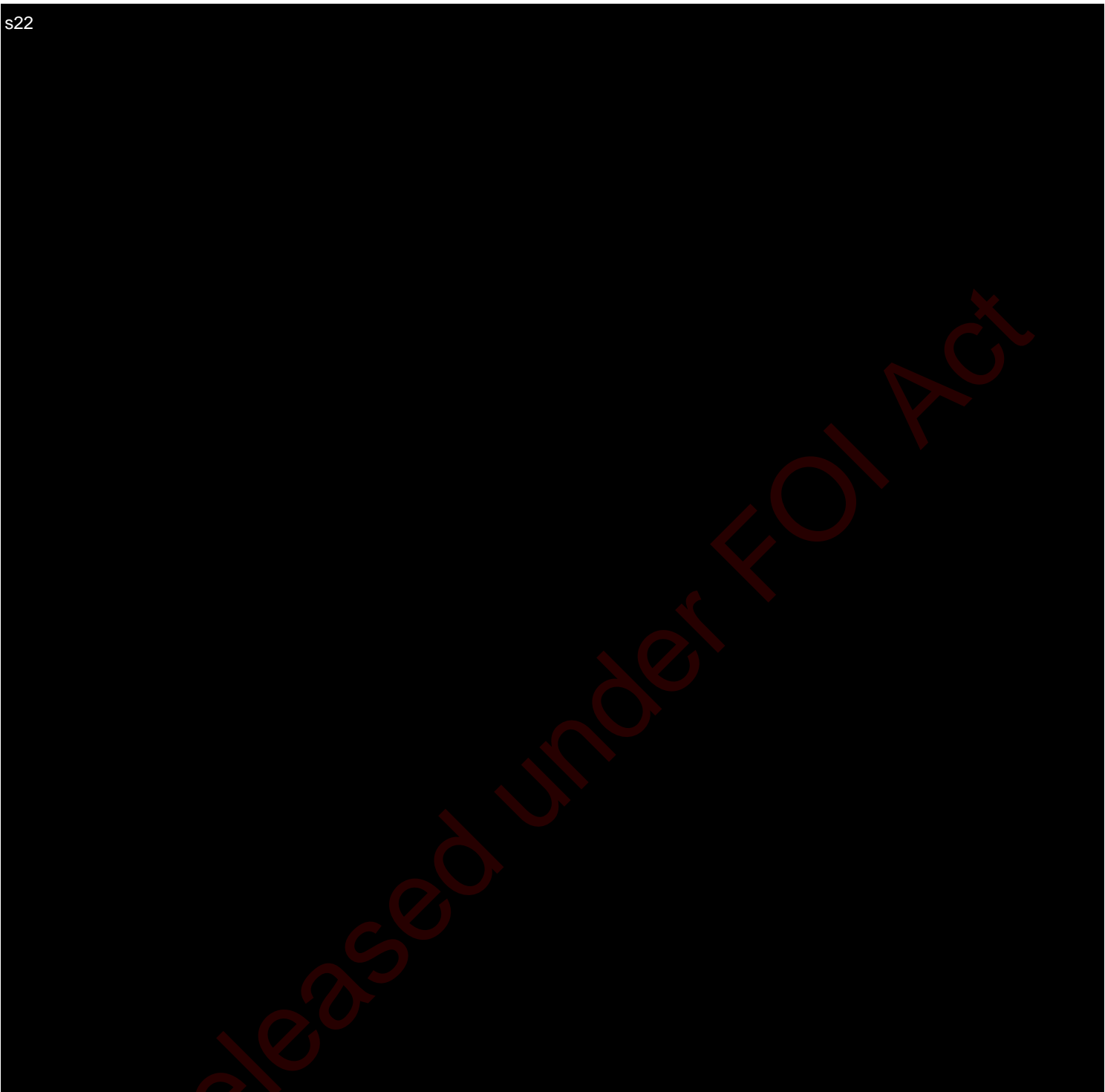
Please let s22 (s22@abs.gov.au) or the Gender Statistics Team (gender.statistics@abs.gov.au) know if you have any further questions.

Regards

Gender Statistics Team

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s22



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----- Forwarded by [redacted] /Staff/ABS on 09/09/2020 05:24 PM -----

From: "[redacted]" <[redacted]@acon.org.au>  
To: "[redacted]" <[redacted]@abs.gov.au>  
Date: 09/09/2020 04:54 PM  
Subject: RE: advice sought [SEC=OFFICIAL]

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [redacted]

As promised, attached is an Australian paper that I think you might love, it's entitled - *The Complexities of Categorizing Gender: A Hierarchical Clustering Analysis of Data from the First Australian Trans and Gender Diverse Sexual Health Survey*.

I've also attached a paper from the US that makes another strong recommendation for the two-step method. I would also say though that the researcher's recommendations to including multiple gender identity options is best implemented by including *non-binary* in addition to *male* and *female* and, if required, an open field option for 'I use another term'.

Here are our suggestions in TransHub, please enjoy the whole page:  
<https://www.transhub.org.au/allies/researchers>

Here is a link to your homework, the documentary *Disclosure*: <https://www.netflix.com/title/81284247>

Shout out anytime you need.



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ATGDSHS - Transgender He...



Suen2020\_Articl...



Responses to Consultation: requirements for  
ABS Health survey outputs relating to  
questions on sex, gender, variations in sex  
characteristics and sexual orientation

s22

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# s22

The ACON expert reiterated that the LGBTQI+ group is not based on a singular identity. Whilst individuals may face the same fundamental struggle, each group have different health outcomes and needs.

# s22

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s22

Attachment B: List of persons and organisations consulted with

1. ACON: s47F

s22

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## ABS Health surveys consultation – 21 June 2022

Date & Time	Monday 02 May 2022, 2:00 – 3:00 pm AEDT
Location	
Chairperson	
Minutes	
Attendees	

### Action Items

1. s47F to send through a PDF version of the research papers, highlighting endocrinology issues.

### Minutes

#### 1. Welcome and Introductions

#### 2. Discussions

#### Female life stages

- a) Pregnancy: People who should be asked this question are those whose sex recorded at birth is female and who answer any gender identity.
- b) Unlikely to have a birth certificate registered in Australia that is not male/female. However, if someone is selected who have recorded another term, they can be asked this question. Only those who have male sex at birth do not need to be asked the question about pregnancy.
- c) Breastfeeding: There have been an increasing number people who report male sex at birth who are trans women or non-binary that are lactating. Persons who identify as female, and anyone who is transgender (incl non-binary) should be asked breast and/or chest feeding.

#### Assessing against guidelines where the guidelines are developed for 'male'/'female'

- d) ABS should apply caution and exclude people who are not cis gendered from analysis against 'sex based' guidelines. There is little medical guidance with blood tests, let alone dietary guidelines and nutrient reference values. It is most important to exclude people who are not cis gendered from analysis against 'sex' based biomedical results. It is unusual for people to be advised by medical professions about diet and as such these guidelines could be applied to people based on sex at birth. If ABS goes down the path of excluding some people from assessments against guidelines, ABS need to ensure the reasons are clearly documented.
- e) It is a population group that is so diverse, and a single set of assumptions cannot be made about the entire group. Hormones, surgeries etc impact individuals and not everyone undertakes surgeries.
- f) s47F to send through a PDF version of research papers, highlighting endocrinology issues.

#### Support for pooling data between collections



g) ACON support pooling provided you can make sure the respondents are unique.

#### **Publication**

- h) Essential that non-binary is included, as there is not just one gender
- i) Statistics Canada have started to use men+, women+, non-binary. Whether the + mean cis/trans because the trans population is small. So, looking at cis men vs trans men may not be possible. But making sure non-binary is a separate group is important. Otherwise recommend using cis women, trans women, cis men, trans men, non-binary. It would be interesting to look at non-binary people who are male at birth vs non-binary people who are female at birth if data support it.
- j) If there is a significant difference between groups report on that, but if there is not then combine them i.e., cis/trans men and cis/trans women. Thinking about what we are reporting on to determine how the data should be split.
- k) Look at transhub, 101 section [What is trans? — TransHub](#)  
Language and writing about trans people [Language — TransHub](#)  
Education and training [Training & Education — TransHub](#)

#### **Options for outputting 2020 Standard variables**

- l) Would not advise reporting on LGBTIQ+, it is often taken to just be gay. If the data was small and ABS wanted to combine all the sexualities that are not straight or heterosexual and it might be appropriate to call it 'sexuality diverse'.
- m) The sexuality of non-binary persons mean they face increasing disparities than binary sexualities do.
- n) The so-called LGBTQ+ group is a human rights group not an identity group. Have the same fundamental struggle but different health outcomes and needs so it should not be used for health reporting.

## Response ID ANON-VV2P-K96N-P

Submitted to 2026 Census topic consultation

Submitted on 2023-04-28 15:13:16

## Consent to publish submissions following the consultation period

Do you give permission for the ABS to publish your submission? (Select one)

Yes, publish without my name, contributors' names and email addresses

## Contact details

## Contact name

Name:

s47F

Organisation name (if applicable)

Organisation name:

ACON

## Email address

Email address:

s47F@acon.org.au

Confirm email address:

s47F@acon.org.au

Do you wish to receive email updates on the outcome of this consultation and at key points in the 2026 Census topic selection process?

Yes

Select the category that best describes you or the organisation you represent:

Organisation categories:

Community organisation

Other:

Has this submission been prepared in collaboration with any other individual(s) or organisation(s)?

No

What information would you like the ABS to collect and produce statistics on?

Please provide a brief summary of the information you would like the ABS to collect and produce statistics on.

Freetext box for brief summary:

Thank you for the opportunity to provide a submission to the Australian Bureau of Statistics (ABS) for the 2026 Census topic consultation. It is ACON's strong view that the ABS nominate inclusive and affirming Census topics related to LGBTQ+ populations, including but not limited to the inclusion of the ABS's own Standard for Sex, Gender, Variations of Sex Characteristics and Sexual Orientation Variables (the 2020 Standard) for use in the next Census.

The 2020 Standard standardises collecting and disseminating data relating to sex, gender, variations of sex characteristics and sexual orientation and will ensure that data on LGBTQI+ people, our lives and families, can be adequately collected and produced.

We acknowledge, support and endorse the advocacy of our peak organisation, LGBTQI+ Health Australia, and intersex-led organisation Intersex Human Rights Australia, in their tireless efforts to include all our communities in the Census. We also endorse the submission from the Australian Research Centre in Sex, Health and Society, acknowledging their world-class research about our communities.

What topic does this information most relate to?(Select one)

Population, including sex and gender

Other:

To help us assess your submission, tell us why it is important that the ABS collect and produce this information, including how you would use the data.

Freetext box for importance of data and how it will be used:

The Census is the largest data collection exercise undertaken in Australia and allows us to understand our communities' cultural, economic and social diversity. It provides valuable information to government, policy decision-makers, organisations, service providers and individuals about the population across geographic areas and offers important insight into long-time trends of key aspects in the lives of Australians.

Census data underpins government investment and informs government decisions in a range of areas, including healthcare and social services. To date, no Census has ever meaningfully represented the experiences of LGBTQ+ populations in Australia.

Nominating, collecting and producing LGBTQ+ inclusive and affirming data therefore has the potential to either offer substantial benefits, or significant barriers (if not implemented), to policy development, population analysis, program provision, service delivery and population health for the communities we serve, which includes some of Australia's most vulnerable and minoritised populations groups such as Sistergirls, Brotherboys, trans mob, LGBTQ+ people of colour, of disability and those living across additional intersections.

A Census that captures sexual orientation and gender identity data is crucial in fostering an evidence-informed environment for LGBTQ+ health policy development and service delivery. This is essential in responding to the significant health disparities that our communities continue to experience.

ACON also strongly supports the inclusion of questions regarding variations of sex characteristics, but defers to our intersex partner organisations, such as Intersex Human Rights Australia and LGBTQ+ Health Australia, to explain how this data is essential to service development, delivery, research, and policy.

To assist with assessing the need for the inclusion of the 2020 Standard, we will address each of the ABS' assessment criteria for inclusion.

The topic is of national importance:

Current and future national policy direction, public health needs, and service delivery priorities throughout the country demonstrate the national importance of collecting and recording data on sexual orientation and gender identity with the ABS's 2020 Standard in the 2026 Census.

Numerous federal government strategies and plans, as well as State and Territory strategies, identify LGBTQ+ people as priority populations, including:

- the Eighth National HIV Strategy
- the Fourth National Sexually Transmissible Infections Strategy
- The Fifth National Aboriginal and Torres Strait Islander Blood Borne Viruses and Sexually Transmissible Infections Strategy
- the National Preventative Health Strategy
- the National Suicide Prevention Strategy
- the National Women's Health Strategy
- the Australian Cancer Plan
- the National Drug Strategy
- the National Alcohol Strategy
- the Primary Health Care Plan
- the National Plan to End Violence Against Women and Children

In addition, in March 2023, Minister for Health and Aged Care, The Hon. Mark Butler MP, announced the development of a 10-year action plan on LGBTIQ+ health and wellbeing.

The announcement of the Strategy included the admission that there is a lack of data and that that needs to be rectified.

The NSW LGBTIQ+ Health Strategy 2022-2027 contains Strategic Priorities to improve data collection at the public health systems level, acknowledging the ways in which the absence of these data invisibilise many health inequities.

The NSW Alcohol and Other Drugs sector has begun implementing processes to collect these data at the service level; the rationale for why has been articulated in the paper supplied as an attachment, "The sector is ready, and the community needs Australian alcohol and other drug treatment services to ask about sexuality and gender identity".

A lack of data is consistently recognised as a barrier to achieving the goals and targets of these strategies, with the continued exclusion of data on sexual orientation and gender identity from the Census having a detrimental impact on the ability of governments, non-government organisations, research bodies, service providers, businesses, communities and individuals to effectively respond to the health and wellbeing needs of LGBTQ+ Australians.

With improved data collection and a stronger evidence base, decision-makers and service providers can better respond to the health needs of our communities.

It is essential that inclusive and affirming data collection occurs both at the systems level in Government and private health service delivery but also at the population level.

The Census can play an important leadership role in the collection of inclusive and affirming data on LGBTQ+ population groups, and we congratulate the ABS' Sex and Gender Statistics Team for taking on this leadership through the development of the 2020 Standard.

Not only does collection of this data in the Census help to paint the most accurate picture of Australia's LGBTQ+ communities at the population level, it also leads the way for others to collect this data, for the Australian community to become familiarised with the process of being asked about gender and sexuality, and to have this process normalised, as we have seen in the collection of data related to First Nations population groups.

The collection of quality and robust data and evidence will help increase social inclusion and reduce stigma and discrimination in the lives of LGBTQ+ people.

Being counted in the Census can result in a more supporting and accepting societal environment, which are essential protective factors for the mental health and wellbeing of LGBTQ+ people. Ensuring that all Australians know that the Census captures their lives and experiences meaningfully is of national importance.

There is a need for data at a national level, and either the local level or for small population groups:

Currently, there is no way to accurately determine the true size of LGBTQ+ population groups in Australia. This dearth of information limits the national, jurisdictional and local understanding of the lives and needs of these communities and impacts our ability to effectively respond to issues affecting them.

Various estimates have been made through large-scale research in Australia, or based on estimates in similar countries, however, they are just that – estimates. Having LGBTQ+ people counted in the Census would give governments and organisations an accurate picture of the LGBTQ+ population in Australia. The ability to access data on sexuality and gender identity would allow us to allocate resources more effectively and better deliver health programs and services to our communities.

It is widely accepted that LGBTQ+ people disproportionately experience negative health burdens and barriers to accessing care when compared to the general population, including in relation to mental health and suicidality, harms related to drug and alcohol use, sexual health, discrimination, harassment, and domestic and family violence.

For decades, governments, research bodies and service providers have understood that LGBTQ+ people experience these health burdens while not fully understanding the number of LGBTQ+ people in their communities, relevant socio-economic features and social determinants.

Reliable data also means that government and policy decision-makers and community organisations can deliver services to the areas of greatest need.

Only the Census can offer the kind of rich data that allows decision-makers to identify where priority populations live so that government investment delivers for all Australians with the greatest value and return.

Having this data will allow for appropriate allocation of resources and well-informed development and delivery of policies and programs to improve the health and wellbeing of our communities.

There is likely to be a continuing need for data on the topic following the Census:

LGBTQ+ people in Australia still have significant health and wellbeing disparities compared to other Australians and will continue to do so for the foreseeable future due to the many complex and intersecting factors that create these disparities in Australian society, including stigma and discrimination. As such, there is an ongoing need for the collection and recording of this data in the Census to map trends and better understand service delivery needs for our communities.

The number of LGBTQ+ people in Australia is believed to be growing, with changing and evolving lives in relation to health, education, housing, social services, financial stability, employment and so on. Having the ability to track socio-economic trends over time will be important to adequately address the needs of our communities through policy, service planning and delivery.

These needs will continue to be present for members of our communities, and as such, there will be a continuing need for the data from the Census.

For what purpose(s) will you use the data? (Select all that apply)

Resource allocation for programs and policies, Planning, development, monitoring and evaluation related to programs, policies and service delivery, Research, Journalism/media

Other:

What is the smallest area or geography required to effectively use this data? (Select one)

National

Other:

We require this data at the national level to get an accurate understanding of Australia's LGBTQ+ communities and allocate resources effectively.

Is there other information you would like the ABS to collect and produce statistics on?

No

Additional information

Would you like to tell us anything else about your submission?

Freetext for additional information:

Without the inclusion of sexual orientation and gender identity questions in the upcoming Census, we will need to wait until 2031 before we might be included. ACON have been advocating for the inclusion of sexuality and gender identity questions for many years as we urgently need to gain the insights that the Census will provide to us so that health and social services are better able to respond to our needs by making better use of their resources.

The creation of the 2020 Standard by the ABS was gratefully developed with ACON involvement, and presents an opportunity for ACON to again advocate for the inclusion of these questions in the Census.

The ABS has stated that the 2020 Standard was developed through extensive research, consultation and testing and that the key driver for the Standard was to ensure that all participants in ABS surveys can answer these questions in a way that accurately reflects their situations, allowing measures to be collected and published where needed, in a manner that is efficient and therefore will not add significantly to the length of the Census.

We believe that the 2020 Standard will be understood by those completing the Census and will adequately capture and record our communities, however, we do acknowledge the need for a broader mainstream education campaign around the relevance and importance of this data and the requirement for Census survey collectors to be adequately trained to ensure inclusive and affirming approaches are used on Census night.

We acknowledge there are limitations with collecting this data in the Census regarding the privacy and safety of household members and their potential (un)willingness to disclose their sexuality or gender identity.

This is especially the case for younger (and ageing) members of our communities, and members of our communities from culturally, ethnically and linguistically diverse and religious backgrounds.

However, on balance, the significant importance of this data and the inability to accurately collect this information at the population level by any other method means that despite this limitation among some members of our communities, the Census remains the best – and only – source of accurate information about the size, experiences and socioeconomic circumstances of our communities.

Countries such as New Zealand, the UK, the USA, and Canada have all begun collecting data on sexuality and gender diversity in their national Censuses. We believe that with the development of the 2020 Standard and its incorporation into other ABS surveys (such as in the household survey program), the ABS is well placed, and must be enabled by government, to incorporate these questions into the 2026 Census.

Attachments provided:

1. Freestone, J., Mooney-Somers, J., & Hudson, S. (2022). The sector is ready, and the community needs Australian alcohol and other drug treatment services to ask about sexuality and gender identity. *Drug and Alcohol Review*, 41(1), 39-42.
2. ACON Letter to ██████████, 19 November 2019.

File upload:

ACON Attachments ABS Census Submission.pdf was uploaded

## Meeting between ACON and ABS

Wednesday 5 April 2023, 2pm via Microsoft Teams

Attendees:

### ACON

s47F

### ABS

s22

After introductions, ACON noted that they are very familiar with the 2020 Standard and want all four questions to be included in the next Census.

ACON is working on a wider inclusive data collection campaign which is currently being created, but it is likely won't be able to feed into this current submission process – they will be send a paper on this through to the ABS.

ACON will also forward on The George Institute information and contacts noting s47F is a member of the project.

ABS presented the process for the development of content in the 2026 Census. Discussion then focussed on the criteria for inclusion.

**Criteria 1:** ACON responded with a resounding “Yes” to criteria 1.

They noted that for Gender, Sexual Orientation, and Intersex status, ACON do not have any real understanding of population counts, needs, families, socio-economic status, health burdens, etc at a national level. So, any recommendations and policies regarding the LGBTIQ+ community are essentially flying blind. Currently ACON use small-scale social research and extrapolate to where they believe the needs are. They noted that research is being conducted on the same over-surveyed groups and telling the same story and added that having this asked of the whole population would allow for a broader understanding. ACON explained that research project after research project shows the same stories of need (greater inequality in health, income, etc), and collections are improving, but felt that the power of a census is a critical gap that is missing in the puzzle.

ACON also felt that there is also benefit in normalising community existence in this instrument, which can do more than just improve data collections; it can create attitude shifts and show how the community should be honoured and counted. ACON added that health needs differ for LGBTIQ+ people, even within those specific groups of the acronym – that the human rights movement for these groups is that they are all different (gay and trans and intersex all are separate groups with separate needs), but by being included in the census, there would be a better understanding of this population, even at a base level. ACON noted that certainly - as seen in the treatment of LGBTIQ+ people in the health system, infrastructure funding, and almost all other life domains - there a lack of understanding the population size of this group, which is far larger than what people seem to think. ACON made it clear that the groups want to be visible, as equal Australians.

ACON also noted that communities are being left behind; sistergirls and brotherboys, and that there is a lot of violence towards transgender people lately, particularly when it comes to religion, adding that there are many LGBTIQ+ people of faith.

**Criteria 2:** ACON noted that many of the issues raised when discussing criteria 1 also addressed the second criteria, but added that yes, data is needed at the national, local, and small level. They also noted that intersectionality (LGBTIQ+ persons who are also; religious, indigenous, with disability, CALD, with health conditions, etc) is also a particular interest and really needs inclusion in the census to be possible. ACON talked about how the LGBTIQ+ population sits across all other populations that exist and that there is a need to be able to work out who they are as a national group, in terms of other demographic, economic, and social variables, in order to see how to help that community. They gave the example of something like a count of religious LGBTIQ+ persons would go some way to counteract false narratives about this community.

**Criteria 3:** ACON acknowledged that the LGBTIQ+ community is changing all the time; very quick and very fluid and that there is lots of information out there about this community now, but with increased data and understanding, they know that people will feel safer to come out. ACON stated that there is a need to use the ABS standard, and ongoingly to create a time-series – that it is important to say that sex is legislated, so if the two-step approach of sex and gender isn't taken, there'll be huge gaps in our understanding. ACON noted that there is a need for understanding across different kinds of men and women (trans and cis), in the same way we would see differences between indigenous and non-indigenous people, and their outcomes – especially for health. Suicidality, self-harm, distress, and the social factors that lead to these are higher in this community; and they see this in their lived experiences, but they can't prove it conclusively and at a national level without census level data. There is a need to determine the drivers and social determinants for this disadvantage. ACON noted it can be seen in survey level data, but there is a need to have a population level understanding, rather than having the LGBTIQ+ community engage in 25 surveys a year. They noted that even with the limited data on same-sex couples in the 2021 Census there was disproportionately high rates in mental health issues, and they know that relationships provide a protective factor.

ACON also noted that questions like who is the "mother" and "father" can be hurtful. Traumatizing. It does not reflect the lived experience to have to choose, "who is the mother/father?." ACON said it would provide comfort and security in answering if information about how the variables collected are used and how things like transgender or gay are obtained from the data provided. ACON suggested that ABS needs to resource them to support the promotion, education, and support for the census enumeration of this population and added that ACON would love to work with the ABS to get information out there regarding what questions are being asked, why they are being asked, what the data is going to be used for and how to best answer the questions.

ACON added that Private Lives 3 and Write them in 4 are surveys that are relied upon heavily for information and noted that they will not be funded moving forward, so another critical resource will be lost. They also highlighted the NSW LGBTIQ+ Health Strategy evidence brief as a useful resource – see link below.

#### **Further notes from ACON**

- There are notable issues around self-disclosure posing a risk; head of household assumptions on gender and sexuality; and potential push-back from "anti-trans" groups; and we need to work on these issues for the questions to work effectively.

- The family setting is not always the safest place for disclosure (i.e., a representative answering on behalf of the household).
- Education is important – explaining why we’re asking these questions.
- Can’t remember if ACON made a submission last time.

**Resources**

<https://www.health.nsw.gov.au/lgbtiq-health/Pages/lgbtiq-health-summary.aspx>

**Action items**

s22

- s47F will provide contacts in The George Institute
- ABS will send through draft minutes for comment and information.

Released under FOI Act



# s22

▼ s22 ---08/11/\*\*\*\* 01:26:10 AM---Census, s47F, ACON, s47F meeting - 16 March [SEC=OFFICIAL] (Response to: Engagement about 2021 Census Sex

Census, s47F ACON, s47F meeting - 16 March [SEC=OFFICIAL] (Response to: Engagement about 2021 Census Sex question [SEC=OFFICIAL])  
Family and Community Statistics WDB

s22 17/03/2021 11:26 AM

## OFFICIAL

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### Basics

Protective Mark	OFFICIAL
Information management markers	Caveat

Categories	04 Gender Statistics\Stakeholder Engagement
Visibility	Limited Readers
Editors	s22 /Staff/ABS, Household Characteristics and Social Reporting
Readers	s22 /Staff/ABS
Last modified	24/03/2021 10:19:19 AM By s22 /Staff/ABS
Document Id	CCOS-BZ72JG

### Edit Logging

Edit Log	17/03/2021 11:26:18 AM; s22; Document created. 22/03/2021 08:57:51 AM; s22; Fields changed: Body, Subject 24/03/2021 10:09:53 AM; s22; Fields changed: Body, Subject
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Census, s47F ACON, s47F meeting - 16 March

ABS: s22 (2021 Census), s22, s22, s22 (GST)  
External: s47F (s47F, s47F, s47F), s47F (ACON)

Agenda

s22

\* ABS acknowledgement/understanding of the limitations of the third option for the sex question and data that may be released from this. Are there any other issues to be aware of (current or future) when engaging with communities?

s22

## Further notes

s47F how will Census use/define the term 'non-binary sex' as it technically doesn't exist.

s22

s47F not happy to be in this position with his community

s22

s47F many people would select binary and non-binary

s22

s47F people want it recorded properly and not just recorded. Had to do a lot of work with the belief that there are only 1,200 transgender people.

s47F mentioned a s22 proposal but ABS hasn't seen it.

s22

s47F some concern that s22 are going away to do their thing.

s22

s47F 3 types of men in room and only one can be recorded properly

s47F asked if s47F has any more clarity - consequences when talking to policy makers.

s22

s47F - asked if using 'same-sex' is confusing when sex and gender are different. s47F

s47F

s47F - sense that s22 direction is another form of Census vandalism. It's an approach that s47F would consider approaching as well. s47F gave an outline of the Census refusal process in the past. Mainly for refusal to complete Census at all. Can't give certainty on what will happen in 2021.

s47F - s22 reco sounds like the best option to get some trans data. s22

s22

s47F community needs to have it's own conversations and discussions. s47F (still there at end?) agreed with that.

s47F believes that sex and gender are the same

s22