

From: s47F Personal
To: s22
Cc: s47F Personal Privacy
Subject: s22 - Members Meeting - Teams
Date: Wednesday, 6 December 2023 9:02:01 PM
Attachments: [Side by Side. PID PIHW Scope Table.docx](#)
[PID session overview 2023-combined FOLI PT 12042023.pdf](#)

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hey s22, Thanks for your time today!

It was really lovely to meet you and get a feel for where AHPRA are at. I wanted to send through the typed up summary of our meeting – Please feel free to add anything I may of missed or query the notes below

We did had a brief discussion about the desire as a Health regulator to be working on the service delivery/to consumer side of things now that the portfolio has opened to allow access to both Pride in Diversity and Pride in Health +Wellbeing content.

To help with us considering the approach we want to do this ive included some info below:

- **Pride in Diversity and Pride in Health + Wellbeing scopes**

We took the opportunity to have a bit of a discussion about the both portfolios of Pride in Diversity and Pride in Health+ Wellbeing and the ability to access either side of our offering under the one membership moving forward. This decision was made to ensure members could work in both the areas of LGBTQ+ workplace inclusion (branded as Pride in Diversity) and in LGBTQ+ inclusive service delivery (branded as Pride in Health + Wellbeing) from the same pool of membership hours, to allow more strategic progress and decisioning. I've attached the documentation which has the scope of both portfolios for your understanding.

We noted that Australian Health Practitioner Regulation Agency have their full 6 hours of training available to them, their current 12 month membership ends on 6/02/2024. So AHPRA were encouraged to have a think if we wanted to try get some training/consultancy on the books.

- **Suggestions from Relationship Manager**

You can use your membership hours for training, consultation, assistance with review or generation of resources or targeted events.

Some suggestion made by s47F would potentially to try do the following.

- 1 x 90 Minute LGBTQ+ Awareness Training 90 mins – In Jan/Feb and record it
- 1 x 90 Minute Empowering Allies Training 90 mins – in Jan/Feb and record it.
- 1 x 120 Minute LGBTQ INCLUSION CONSIDERATIONS FOR HR & RECRUITMENT - in Jan/Feb/Mar – as long as we get booked in before 06/02 and you renew membership can

do this without coming out of this years hours and not next years.

- 1x 60-90 minute workshop with EOI for network building/support - in Jan/Feb/Mar – as long as we get booked in before 06/02 and you renew membership can do this without coming out of this years hours and do for a cost of 1 hour and not take from any of next years hours.

Let me know if you like this plan. Or if youd like to discuss tweaking it at all. Ive attached the overview of all the training from the PID side as a pdf – you do also have access from the Pride in health and wellbeing training portfolio we are currently working on a document for this but they are listed on our website [Member Training and Consulting - Pride in Health + Wellbeing](#) that can be supplemented for any of the training above.

- **Network Query.**

We discussed briefly the potential of starting a network or working group. This was raised in the context of if a strategy/action plan was recommended prior to formation of a network, out of concern for structure or support for the group without overarching policy/strategy doc. s47F discussed how that structure and support can come from instilling a good executive sponsor, and clear charter/Terms of reference. IF AHPRA would like to form their network early, we can certainly look to support that.

- **Meeting Cadance / Support**

Last but not least we discussed the desired regular members meeting cadence to support yourself and potentially the staff member who will be working on inclusive service delivery standards

This can be monthly, bi monthly quarterly or even just on demand/availability. Have a think what you would like and we can book them in for 2024

Thanks again for a lovely first meeting, Very much looking forward to working with you.

s47F Personal Privacy

Pride in Diversity

Mobile: s47F Personal | **Email:** s47F Personal Privacy

Address: 414 Elizabeth St Surry Hills NSW 2010 |

Website: prideinclusionprograms.com.au

LinkedIn: s47F Personal Privacy

Pronouns: s47F

Book time with s47F

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

secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or contain viruses. The sender therefore does not accept liability for any errors or omissions in the contents of this message which arise as a result of email transmission.

Disclosure 09 - FO146884 - 3 March 2 26



	<u>Pride in Diversity</u>	<u>Pride in Health + Wellbeing</u>
Expertise	LGBTQ+ workplace inclusion	LGBTQ+ inclusive service delivery
Training available	LGBTQ+ Awareness Trans & Gender Diverse Awareness Empowering Allies LGBTQ+ Inclusion for HR & Recruitment LGBTQ+ Inclusion: A Leadership Conversation LGBTQ+ Inclusion for Grievance Officers LGBTQ+ Inclusion for People Managers Personal Pronouns	LGBTQ+ Awareness Trans & Gender Diverse Inclusive Practice Empowering Allies LGBTQ+ Inclusive Service Delivery and Design LGBTQ+ Inclusion: A Leadership Conversation Personal Pronouns
Scope of consulting available	HR Policies & Diversity Practice LGBTQ Bullying, Harassment & Support Inclusion of Trans and Gender Diverse Employees Strategic Focus & Accountability LGBTQ Employee Network Training, Awareness & Professional Development Visibility of LGBTQ Inclusion Executive Leadership & Engagement Data Collection & Reporting Community Engagement	Organisational Readiness Marketing & Communications Intake & Assessment Confidentiality & Data Management LGBTQ+ Consultation & Engagement Staff Development Referrals & Stakeholder Engagement Risk Mitigation & Management Continuous Improvement
Benchmarking submission	Australian Workplace Equality Index (AWEI)	Health + Wellbeing Equality Index (HWEI)
Benchmarking employee survey	AWEI Employee Survey	HWEI Employee Survey

We're able to be flexible with pulling in expertise as required, regardless of your membership.

Disclosure

FACILITATED TRAINING SESSIONS



PRIDE
INCLUSION
PROGRAMS

LGBTQ AWARENESS (90 mins)

LGBTQ Awareness is an introductory session for anyone who is interested in learning more about the LGBTQ community and workplace inclusion. This is an interactive session where questions are encouraged, and discussions are held in a respectful and safe environment.

By the end of the session participants will:

- Understand the business case for LGBTQ inclusion and explain why it is important in a workplace context
- Understand some of the lived experiences and unique challenges for LGBTQ people and the impact to the workplace
- Understand the diversity of, and differences between sex characteristics, gender identity, gender expression and sexual orientation
- Learn some introductory actions individuals can take to create a more inclusive workplace culture

TRANSGENDER & GENDER DIVERSE AWARENESS (90 mins)

The aim of this session is to provide participants with an overall understanding of binary and non-binary gender experiences and identities as part of the LGBTQ spectrum. The session will explore the complex nature of gender identity and gender affirmation processes (transitioning), provide a level of comfort around terminology, outline some of the unique challenges often faced by transgender and gender diverse employees and how to support an employee affirming their gender in the workplace. The session will also provide awareness on the impact that culture has on the lived experiences of its employees regardless of their gender identity.

This session is recommended to support an employee's Gender Affirmation.

By the end of the session participants will:

- Understand the diversity of and differences between sex assigned at birth, gender identity, gender expression and sexual orientation
- Understand some of the lived experiences and unique challenges faced by transgender and gender diverse employees and the impact to the workplace
- Respond to some of the common views, stereotypes or misconceptions attached to gender diversity
- Understand the role that individuals play in creating a more inclusive culture in supporting an employee through gender affirmation (transitioning) at work

pridein
diversity

pridein
sport

prideinhealth
+wellbeing

acon PRIDE
TRAINING

FACILITATED TRAINING SESSIONS



PRIDE
INCLUSION
PROGRAMS

EMPOWERING ALLIES (90 mins)

The purpose of this session is to build on the knowledge about LGBTQ inclusion covered in 'LGBTQ Awareness'. This session will focus on what an ally is and how we can be allies in the workplace and beyond. This interactive workshop allows participants to build their skills in intervention as well as their understanding of what makes a good ally. *Participants must attend LGBTQ Awareness prior to attending this workshop.*

By the end of the session participants will:

- Understand what makes an effective ally
- Respond to some of the common views that question the need for inclusion initiatives
- Be able to intervene in non-inclusive situations

AUTHENTIC LGBTQ ROLE MODELLING & ALLYSHIP (90 mins)

Targeted at a LGBTQ audience, the purpose of this session is to build on the knowledge about LGBTQ inclusion covered in 'LGBTQ Awareness' and focus on what a role model and ally is. It has a particular focus on allyship as an LGBTQ person, giving participants the knowledge of how we can be allies in the workplace and beyond, be a role model for other LGBTQ people, and be authentic as LGBTQ leaders. *Participants must attend LGBTQ Awareness prior to attending this workshop.*

By the end of the session participants will:

- Understand the importance of visibility / being a role model
- Understand the role of LGBTQ leaders / LGBTQ allies
- Understand what makes an effective ally
- Be able to intervene in non-inclusive situations

LGBTQ INCLUSION CONSIDERATIONS FOR HR & RECRUITMENT (120 mins)

The purpose of this session is to provide participants with an overview of why LGBTQ inclusion is important within an organisation and the role they can play in creating an inclusive culture. This session will cover terminology and language, whilst unpacking the LGBTQ acronym to provide a better understanding to participants of the challenges and barriers that LGBTQ employees face within the workplace. This session will look at inclusion through the lens of HR and recruitment. It will ask teams to look at their processes and how they can make them more inclusive and transparent for LGBTQ existing and potential employees. *Participants must attend LGBTQ Awareness prior to attending this workshop.*

By the end of the session participants will:

- Be refreshed on the LGBTQ Awareness key concepts, that inform these considerations (30 mins)

pridein
diversity

pridein
sport

prideinhealth
+wellbeing

acon PRIDE
TRAINING

FACILITATED TRAINING SESSIONS



PRIDE
INCLUSION
PROGRAMS

LGBTQ CONSIDERATIONS FOR HR (30 mins)

- Understand the role that HR can play in building LGBTQ inclusion and the roles they play in being allies
- Understand the requirement for 'explicit' inclusion, and some specific policy areas that need special attention
- Understand considerations for marginalized populations within grievance processes
- Understand considerations for data collection for LGBTQ populations

LGBTQ CONSIDERATIONS FOR FORMAL INCLUSION EDUCATION (15 mins)

- Understand the role that visible active allies can play in creating an inclusive culture
- Understand the barriers for 'passive supporters'
- Understand the role of educational training and resources in 'converting' passive supporters to visible allies

LGBTQ CONSIDERATIONS FOR RECRUITMENT (45 mins)

- Understand the role that explicit inclusion can play in attracting diverse candidates
- Use a recruitment life cycle model to identify potential policy and practice areas that need special attention
- Understand the issues that transgender and gender diverse people face in recruitment and selection for roles

LGBTQ INCLUSION: A LEADERSHIP CONVERSATION (30-45 mins)

This session is designed for a Senior Leadership Team / Board level discussion about LGBTQ inclusion, within the wider context of an organisation's culture and talent journey. Focusing on the business case for inclusion and key focus areas to get started, it is ideal for organisations who want to start the process of embedding their inclusion objectives and initiatives throughout all their functional areas.

Topics include:

- The business case for inclusion
- The components of a holistic inclusion strategy
- Inclusive leadership behaviours

LGBTQ INCLUSION FOR GRIEVANCE OFFICERS (120 mins)

LGBTQ Inclusion for Grievance Officers is a session specifically for people responsible for managing, or supporting employees through, a grievance complaint process. This is an interactive session where questions are encouraged, and discussions are held in a respectful and safe environment.

By the end of the session participants will:

- Understand the business case for LGBTQ inclusion and explain why it is important in a workplace context

pridein
diversity

pridein
sport

prideinhealth
+wellbeing

 **PRIDE**
TRAINING

FACILITATED TRAINING SESSIONS



PRIDE
INCLUSION
PROGRAMS

- Understand some of the lived experiences and unique challenges for LGBTQ people and the impact to the workplace
- Understand the prevalence of bullying and harassment, and the impact of stigma on reporting rates
- Understand the diversity of, and differences between sex characteristics, gender identity, gender expression and sexual orientation
- Learn some actions individuals can take to create a more inclusive workplace culture
- OPTIONAL Discuss some workplace specific scenarios and how to appropriately manage them

LGBTQ INCLUSION FOR PEOPLE MANAGERS (90 mins)

LGBTQ Inclusion for People Managers is a session specifically for people responsible for managing teams. This is an interactive session where questions are encouraged, and discussions are held in a respectful and safe environment.

By the end of the session participants will:

- Understand the business case for LGBTQ inclusion and explain why it is important in a workplace context
- Understand some of the lived experiences and unique challenges for LGBTQ people and the impact to the workplace
- Understand the diversity of, and differences between sex characteristics, gender identity, gender expression and sexual orientation
- Understand the importance of visible and active allies, particularly within leadership positions
- Understand some inclusive leadership behaviours

PERSONAL PRONOUNS (30 mins)

Personal Pronouns is a short session that could be used to support a Day of Significance, the launch of a Pronouns initiative, or just to upskill employees in this specific area. This is an interactive session where questions are encouraged, and discussions are held in a respectful and safe environment.

By the end of the session participants will:

- Understand what personal pronouns are, and the different types of pronouns
- Understand why organisations may focus on pronouns and other inclusive language to support trans and gender diverse people
- How to use different pronouns to support an inclusive culture
- How to correct yourself and others if a mistake is made

pridein
diversity

pridein
sport

prideinhealth
+wellbeing

acon PRIDE
TRAINING

FOUNDATIONS OF LGBTQ INCLUSION

A new eLearning module to support LGBTQ inclusion in your workplace!



Inclusion education is a critical part of creating cultural change within organisations.

With this in mind, Pride in Diversity has created the 'Foundations of LGBTQ Inclusion' eLearn module. This module seeks to provide employees with easily consumable content that provides a 'foundation' knowledge level of LGBTQ awareness and inclusion.

Key learning outcomes:

- Insight into common LGBTQ terminology
- Guidance on understanding why LGBTQ inclusion is important
- Video content that provides examples of everyday challenges LGBTQ people face
- Key actions you can undertake to drive LGBTQ inclusion within your workplace

This module is free of charge to Pride in Diversity members, and may be used for the duration of their membership.

It can be accessed by employees of Pride in Diversity member organisations, via the member portal:

www.prideinclusionprograms.com.au/member-home/foundations-of-lgbtq-inclusion-elearn-module/

This module is also available as a SCORM zip file. If you wish to host the learning module on your own intranet, please complete the request form:

www.prideinclusionprograms.com.au/foundations-of-lgbtq-inclusion-scorm-request/

Please note, we are unable to provide any support in adding this to your LMS; please contact your local IT support for any assistance required.

For more information, speak to your Pride in Diversity Relationship Manager or email: info@prideindiversity.com.au



Pride Training is one of ACON's Pride Inclusion Programs. Pride Training is here to help your organisation build capacity, knowledge, and confidence in supporting employees from sexuality and gender diverse communities (LGBTQ people), through a range of training options.

Inclusion education is a critical part of creating cultural change within organisations

Inclusion Training Plan

Leading practice recommends that organisations should have an inclusion training plan which:

- identifies key audiences who should receive LGBTQ inclusion training
- identifies specific content based on role
- addresses how to increase uptake among employees

eLearning should be considered as a component of an organisation's inclusion training plan. eLearning can reach more employees than facilitated training sessions, and can be accessed at any time. It can be designed with a mix of multimedia and interactive content to suit multiple learning styles. Users can self-pace their learning, and organisations can manage and track participation.

How can Pride Training help your organisation?

1. 'Off- the-shelf' training options

Pride Training has a suite of 'off-the-shelf' eLearning modules that may be purchased by organisations. An organisation can license the content, and add it to their Learning Management System (LMS), to give them the ability to allocate training to individuals, measure participation, etc. There is a discount available for any Pride Inclusion Program member (PiD, PiS, PiH+W). Alternatively, an organisation may purchase individual 'seats' and employees can access via Pride Training's LMS (completion reports can be provided here). eLearning topics include:

- LGBTQ Introduction
- Trans-Affirming Workplaces
- Trans-Affirming Workplaces (for P&C/Management)
- Asking Questions on Gender and Sexuality
- Trans Vitality: Trans-Affirming Practice

2. Customised versions

Pride Training can customise any of their existing modules, to reflect the branding of the organisation, and can add organisation-specific elements such as video introductions, details of the organisation's ERG.

3. Bespoke development

Pride Training's team of instructional designers and content developers can assist an organisation to create bespoke training content to suit its needs.

To find out more, discuss your organisation's needs, or request a quotation, contact pridetraining@acon.org.au or visit www.pridetraining.org.au