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From:

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Sent:

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To:

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Subject:

IDAHOBIT Communication Plan 2021.pdf

Attachments:

IDAHOBIT Communication Plan 2021.pdf



Defence People Group Communication Plan

International Day Against Homophobia, Biphobia,
Interphobia and Transphobia (IDAHOBIT) 17 May 2021



Document date: 27 April 21

Cleared by: David Nockels, First Assistant Secretary, People Services

Prepared by: Diversity and Inclusion Directorate

1. Introduction

This communication plan sets out the proposed communication activities for International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT), which is celebrated annually on 17 May.

IDAHOBIT is a Defence 'Event of Importance', as determined by the Enterprise Business Committee. Included in the communications plan is a Self-Host Pack for units and teams across Defence to promote their ongoing support for IDAHOBIT and Lesbian, Gay, Bisexual, Trans, Intersex (LGBTI) inclusion.

2. Background

[IDAHOBIT](#) acknowledges challenges faced by people from LGBTI backgrounds and raises awareness of the work still needed to combat discrimination. The date, 17 May, commemorates the World Health Organization's decision to declassify homosexuality as a mental disorder.

IDAHOBIT is a day to raise awareness of violence and discrimination against LGBTI communities worldwide, and to stand with LGBTI colleagues, friends, and family.

In Australia IDAHOBIT is led by Minus18, an Australian charity which has the mission of 'improving lives of LGBTQIA+ youth by empowering them, connecting them with alike others and helping them to understand themselves'.

The [Diversity and Inclusion Directorate](#) within DPG will raise awareness of IDAHOBIT through multiple channels including the provision of communications and a *Self-Host Pack* which includes suggestions for how Defence personnel can acknowledge IDAHOBIT in a COVID-19 safe way.

3. Communication objectives

The communication objectives are to:

- Educate Defence personnel on this Event of Importance;
- Promote acceptance and inclusion of LGBTI personnel;
- Promote that Defence is proud of its evolving culture and recognises the benefits of a diverse and inclusive workforce, including LGBTI personnel;
- Demonstrate Defence's commitment to building a diverse workforce with a respectful and inclusive culture where all personnel and members are valued, supported and empowered to contribute, develop and succeed in delivering the Defence mission; and
- Recognise the achievements made within Defence as part of implementing Pathway to Change: Evolving Defence Culture 2017-2022, and its cultural reform priorities including Building Capability through Inclusion.

4. Target audiences

The target audiences are:

- All Defence personnel; and
- LGBTI identifying personnel and allies.

5. Key stakeholders

The key stakeholders are:

- D&I Directorate, Defence People Group (DPG);
- Secretary of Defence and Chief of Defence Force;
- Defence Senior Leadership Group;
- Defence LGBTI personnel;
- Defence LGBTI Champions;
- Services' D&I teams; and
- Media and Communications Teams (Groups and Services).

6. Key messages

The key messages are:

- IDAHOBIT is celebrated annually on 17 May.
- IDAHOBIT acknowledges challenges faced by people from LGBTI backgrounds and raises awareness of violence and discrimination against LGBTI communities worldwide, and to stand with LGBTI colleagues, friends, and family.
- Support for IDAHOBIT can be demonstrated by wearing rainbow colours.
- Defence is a diverse and inclusive organisation that actively supports its people regardless of their background, gender, ability, ethnicity, age or sexual orientation.
- Defence's cultural reform strategy Pathway to Change 2017-2022 identifies 'Capability through Inclusion' as one of Defence's six cultural reform priorities.

7. Sensitivities and risks

The sensitivities and risks are outlined in the Table 1 below.

Sensitivities/Risk	Mitigation
COVID-19 Restrictions	Due to COVID-19 restrictions staff are encouraged to acknowledge and support the day by wearing rainbow colours, hosting virtual/face-to-face morning teas (including appropriate social distancing) and continuing to support LGBTI colleagues through fostering inclusivity in the workplace.

8. Communication channels

The communication channels include, but are not limited to:

- DEFGRAM and DRN Spotlight;
- Defence HR Connect publication;
- Defence LGBTI Champions to send an all staff email; and
- Defence intranet site.

8. Stakeholder roles and responsibilities

DPG's Diversity and Inclusion Directorate is responsible for:

- Developing all communication material;
- Liaison with stakeholders to determine messaging requirements and appropriate communication channels;
- Publishing communication material in consultation with DPG Communications;
- Actioning feedback from stakeholders; and
- Disseminating formal advice (through Minutes and Directives) as required.

Defence People Group Communication team is responsible for:

- Providing communication advice and guidance;
- Reviewing and editing all communication material;
- Coordinating approval of communication material through FAS PPC and DEPSEC DP (as required); and
- Distributing communication material, as per the communication implementation schedule.

Groups and Services are responsible for:

- Circulating the Self-Host Pack for work areas to host their own IDAHOBIT activities; and
- Delivering key messages across their internal communication channels.

LGBTI Champions are responsible for:

- Issuing an all staff email on the day of importance to raise awareness; and
- Increasing awareness and the promotion of IDAHOBIT across Defence.

9. Budget

Nil costs are associated with the implementation of this communication plan. Funding for IDAHOBIT activities will be the responsibility of each of work area/s.

10. Evaluation

The success of this communication plan will be measured by:

- Site visits on the IDAHOBIT page via the Defence Diversity and Inclusion intranet site;
- Coordination of key messages and the number of local events hosted across Groups and Services;
- The Post Activity Report to capture lessons learnt across Groups, Services, media and communications teams; and
- The effective mitigation of identified risks.

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12. Clearance of Communication Plan

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SES Band 2	David Nockels	FAS People Policy and Culture, DPG	28 April 21
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Annexes:

- A. Communication Implementation Schedule
- B. Talking Points
- C. DEFGRAM
- D. DRN Spotlight
- E. HR Connect Article
- F. Defence Intranet Content
- G. Email from LGBTI Champions to all staff
- H. Self-Host Pack

ANNEX A

Communication Implementation Schedule

Date	Activity	Responsibility
1 April 21	Draft Communication Plan	Diversity and Inclusion Directorate.
28 April 21	Cleared Comms plan and <i>Self-Host Pack</i> (Annex H)	Diversity and Inclusion Directorate to work with DPG Comms
3 May 21	Publish DEFGRAM (Annex C), HR Connect (Annex E) and Intranet Content (Annex F)	Diversity and Inclusion Directorate to work with Defence Web and DPG Communications.
10 May 21	Publish DRN Spotlight Article (Annex D).	Diversity and Inclusion Directorate to work with DPG Communications.
17 May 21	Email from LGBTI Champions ^{s22} and ^{s22} to all Defence personnel (Annex G).	Diversity and Inclusion Directorate to work with LGBTI Champions and their EA's.

TALKING POINTS

IDAHOBIT 17 May

- The International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT) raises awareness of violence and discrimination perpetuated against Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) communities.
- *Pathway to Change: Evolving Defence Culture 2017-22* highlights Defence's commitment to building capability through inclusion.
- Defence is a diverse and inclusive organisation that actively supports its people regardless of their background, gender, ability, ethnicity, age or sexual orientation.
- Defence's ability to deliver on government's strategic objectives hinges on how our people choose to interact and conduct themselves, both individually and collectively.
- Defence is committed to fostering a safe environment where people are valued supported and empowered to succeed.
- IDAHOBIT is an opportunity to better understand discrimination and show support for our LGBTI colleagues.
- Defence personnel can enhance their understanding of the issues facing LGBTI personnel by undertaking the Campus SBS Inclusion module (00074655).

Definitions and Information

- **Homophobia:** Verbal homophobia is the most common form, including name calling, rumours and abusive words ('fag' or 'dyke') or phrases ('that's so gay'.)*
- **Biphobia:** Is abuse towards someone who is attracted to more than one gender, including when their identity is erased ('you're just going through a phase').*
- **Interphobia:** Intersex discrimination happens when a person is treated less favourably than another person in a similar situation because that person has physical, hormonal or genetic features that are neither wholly female nor wholly male; a combination of female and male; or neither female nor male.*
- **Transphobia:** Negative feelings or actions towards someone who's trans or gender diverse. Examples include transphobic language such as 'tr*nny,' or restrictions on the way people are allowed to express their gender.*

*Sourced from www.idahobit.org.au/index.php/get-active/the-stats

Department of Defence

DEFGRAM [000]/2021

Issue date: [Corporate Web Publishing to populate]

Expiry date: [Corporate Web Publishing to populate]

INTERNATIONAL DAY AGAINST HOMOPHOBIA, BIPHOBIA, INTERPHOBIA AND TRANSPHOBIA (IDAHOBIT), 17 MAY 2021

1. [Pathway to Change: Evolving Defence Culture 2017-2022](#) underlines Defence's commitment to building capability through inclusion.
2. On 17 May we acknowledge International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT). IDAHOBIT commemorates the World Health Organization's decision to remove homosexuality as a mental disorder from the International Classification of Diseases.
3. By recognising IDAHOBIT, Defence is demonstrating its support for our lesbian, gay, bisexual, transgender and intersex (LGBTI) colleagues, friends and family by standing against prejudice and discrimination, and demonstrating inclusion.
4. Defence's ability to deliver on government's strategic objectives hinges on how our people choose to interact and conduct themselves, both individually and collectively.
5. Defence ADF and APS employees are encouraged to acknowledge IDAHOBIT in a COVID-safe manner. Examples for activity include hosting morning teas, encouraging discussions regarding the importance of IDAHOBIT, raising awareness of LGBTI rights and wearing visible rainbow clothing or ally pins.
6. A Self-Host Pack is available on the [Diversity and Inclusion intranet site](#) to support Defence personnel acknowledge IDAHOBIT.

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Contact officer:

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DRN SPOTLIGHT

International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT)

Held annually on 17 May, [IDAHOBIT](#) is an opportunity to support our LGBTI colleagues, to learn about and stand against prejudice and discrimination, and to demonstrate inclusion.

A [Self-Host Pack](#) is available to encourage meaningful conversations to acknowledge and celebrate IDAHOBIT. Defence personnel are encouraged to host morning teas in a COVID-safe manner, and to display the IDAHOBIT rainbow or wear rainbow clothing.



Visit the [Diversity and Inclusion](#) intranet page for more information.

IDAHOBIT

MAY 17

HR CONNECT ARTICLE

International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT)

Monday 17 May marks the International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT). It commemorates the World Health Organisation's decision to remove homosexuality as a mental disorder from the International Classification of Diseases.

Recognising IDAHOBIT is one of the ways Defence demonstrates its commitment to building capability through inclusion, a key focus in both [Pathway to Change](#) and the [Defence Transformation Strategy](#).

By recognising IDAHOBIT, Defence is demonstrating its support for our lesbian, gay, bisexual, transgender and intersex (LGBTI) colleagues, friends and family by standing against prejudice and discrimination, and demonstrating inclusion.

Defence personnel are encouraged to show their support for IDAHOBIT in a COVID-safe manner. This could include hosting morning teas, encouraging discussions regarding the importance of IDAHOBIT and wearing visible rainbow clothing or ally pins.

Further information can be found in the Self Host Pack on the [Diversity and Inclusion intranet site](#) which includes resources available from the official [IDAHOBIT](#) website.

IDAHOBIT
MAY 17 

DEFENCE INTRANET CONTENT

Publication link: [Pages - Awareness Days and Events](#)

The International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT) is held annually on 17 May. IDAHOBIT is an opportunity to support our lesbian, gay, bisexual, transgender and intersex (LGBTI) colleagues, friends and family in standing against prejudice and discrimination and demonstrating inclusion.

On 17 May 1990, the World Health Organization declassified homosexuality as a 'mental disorder'. In 2004, this milestone was chosen as a day to raise awareness of violence and discrimination against LGBTI communities worldwide.

Acknowledging and celebrating IDAHOBIT is one of the ways Defence fosters an environment in which all staff are valued, supported and empowered to contribute, develop and succeed in delivering the Defence mission.

Our success and ability to deliver on government's strategic objectives hinges on how our people choose to interact and conduct themselves, both individually and collectively. Defence's commitment to building capability through inclusion is articulated in [Pathway to Change](#) and the [Defence Transformation Strategy](#).

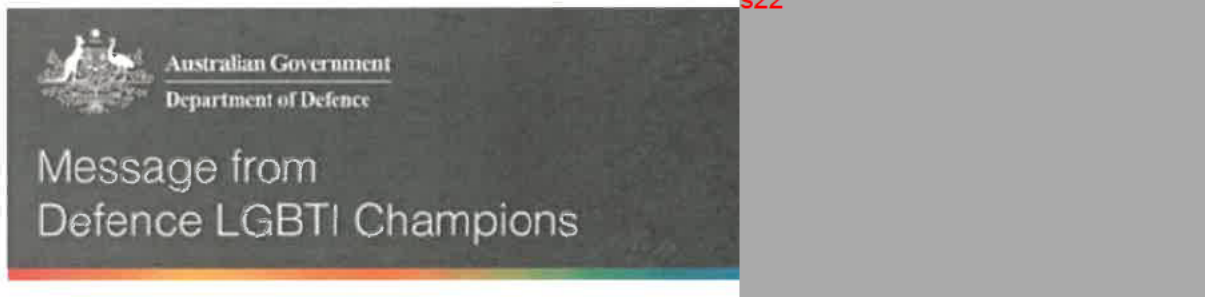
Defence personnel are encouraged to acknowledge IDAHOBIT in a COVID-safe manner. Examples of this may include hosting morning teas, having discussions regarding the importance of IDAHOBIT and wearing visible rainbow clothing or Ally pins.

More information and ideas can be found in the resource hyperlinks below.

Resources

- [Defence Self-Host Pack](#)
- [Official IDAHOBIT website](#)
- [Defence Mental Health Portal](#)
- [DPG Diversity and Inclusion](#)
- [Air Force Diversity and Inclusion](#)
- [Army Culture and Diversity](#)
- [Navy Diversity and Inclusion](#)
- [DEFGLIS](#) – Defence LGBTI Information Service
- [Pride in Diversity](#) – National non-for-profit employer support for LGBTI workplace inclusion

Draft Email from LGBTI Champion/s to Group Heads



International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT)

Colleagues,

Today we acknowledge the International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT).

IDAHOBIT was founded in 2004 in response to commemorating the World Health Organization's decision to declassify homosexuality as a 'mental disorder'.

Since then, IDAHOBIT has developed into an international movement focused on raising awareness of violence and discrimination against lesbian, gay, bisexual, transgender and intersex (LGBTI) communities.

Defence's focus on diversity and inclusion is reinforced through [Lead the Way: Defence Transformation Strategy](#) and our cultural reform strategy [Pathway to Change: Evolving Defence Culture 2017-2022](#).

As the Defence LGBTI Champions, we strongly encourage you and your staff to join in recognising IDAHOBIT. A [Self-Host Pack](#) is available to support Defence personnel acknowledge IDAHOBIT and show support for our LGBTI colleagues in Defence.

Today, and every day, we encourage you to stand with LGBTI colleagues, friends, and family and show your support.

More information and resources on IDAHOBIT and LGBTI inclusion are available on the DPN at [Diversity and Inclusion](#).

International Day Against Homophobia, Biphobia, Interphobia and Transphobia

17 May 2021 | *Self-Host Pack*

The purpose of this self-host pack is to assist Defence personnel in understanding and celebrating the International Day Against Homophobia, Interphobia and Transphobia (IDAHOBIT) on Monday 17 May 2021.

What is IDAHOBIT?

On 17 May 1990, the World Health Organization declassified homosexuality as a mental disorder. This milestone was chosen in 2004 as a day to raise awareness of violence and discrimination against LGBTI communities worldwide, and to stand with LGBTI colleagues, friends, and family.

Why does Defence acknowledge IDAHOBIT?

IDAHOBIT is one of Defence's 2021 Events of Importance, as endorsed by the Enterprise Business Committee.

Defence's commitment to building capability through inclusion is articulated in [Pathway to Change](#) and the [Defence Transformation Strategy](#).

Recognising and celebrating IDAHOBIT demonstrates Defence's commitment to diversity and inclusion by fostering an environment in which all Defence personnel are valued, supported and empowered to contribute, develop and succeed in delivering the Defence mission.

IDAHOBIT is an opportunity to engage in conversations, share experiences and share stories of how diversity and inclusion benefits the organisation and helps build Defence capability.

History in Defence

Defence acknowledges that our policies and practices have not always been inclusive. It has been over a quarter of a century since the cancellation of the Instruction on *Homosexual Behaviour in the Australian Defence Force* in 1992.

The removal of this policy has enabled LGBTI members to serve in the Australian Defence Force openly and, without fear of losing their career. This marked the beginning of a journey reflecting Defence's commitment to a fair, inclusive and equitable workplace.

Further historical context is available at [Annex A](#).

What can you do?

Defence personnel are encouraged to acknowledge IDAHOBIT in a way that suits their local context. Defence capability is built upon team cohesion and respect, and those teams are strongest when each member is respected for who they are and the individual capabilities they bring.

Table 1 below outlines suggestions for recognising IDAHOBIT in Defence. While Defence personnel has always been encouraged to come together during events, due to COVID-19 restrictions any organisations or networks planning events will need to reconsider these in accordance with the latest Government advice.

Talking points are provided at [Annex B](#), however, any Defence personnel planning to engage with media must adhere to the protocols set by Ministerial and Executive Coordination Communication (MECC) Division by contacting Defence Media on 02 6127 1999 or media@defence.gov.au prior to speaking to the media. All Defence personnel must also seek clearance from their chain of command or line manager prior to media engagement.

Table 1

Virtual and In-person	
Visit the official IDAHOBIT website	https://www.idahobit.org.au/
Communicate in your workplace	<ul style="list-style-type: none">• Let your workplace know about IDAHOBIT through emails, verbal communications and in-person discussions.• The communication could include some of the ideas below as conversation starters to help educate and encourage individuals to learn more.
Wear rainbow	<ul style="list-style-type: none">• Defence personnel are encouraged to join workplaces, schools and organisations worldwide in wearing rainbow clothing on 17 May 2021.• Rainbow pins, badges and other merchandise are available for purchase under appropriate circumstances.
Host an activity or team	<ul style="list-style-type: none">• Activities centred on IDAHOBIT will help raise awareness and inclusion in your workplace.

<p>exercise / start a conversation</p>	<ul style="list-style-type: none"> • These could include (but are not limited to): <ul style="list-style-type: none"> ○ morning teas; ○ panel discussions; and ○ team meeting agenda topics. • The talking points available at Annex B may assist in promoting Defence’s key messages. • As a team, you can review and discuss the information below on ‘inclusive language’. • Units or teams may like to watch the SBS LGBTI Inclusion Course (details below) and have a follow conversation to unpack particular themes in a group setting. • Note: All gatherings should be in line with COVID-19 protocols, including appropriate social distancing. <p><u>Conversation starters to facilitate positive and healthy discussions</u></p> <ul style="list-style-type: none"> • <i>How does our team ensure that LGBTI employees are welcomed, empowered and enabled to bring their whole self to work every day?</i> • <i>What would it mean for our team to become more inclusive and open to LGBTI colleagues?</i> • <i>What barriers do you think LGBTI colleagues might encounter in this team? (Jokes?; Fear of being treated differently?; Bullying?; Harassment?; Fear for personal safety?).</i> • <i>What issues do you think LGBTI colleagues might encounter in the workplace? What behaviour is/isn't acceptable?</i>
	<ul style="list-style-type: none"> • Campus Courses: <ul style="list-style-type: none"> ○ SBS Inclusion Course: LGBTI (00074655) ○ SBS Inclusion Course: Core Inclusion (00074652) ○ Unconscious Bias - Leadership Decisions (00045837) ○ Unconscious Bias - Selection Decisions (00045838) ○ Unconscious Bias Unit 1 - How We Think (00045834) ○ Unconscious Bias Unit 2 - A Closer Look (00045835)

	<ul style="list-style-type: none"> ○ Unconscious Bias Unit 3 – Mitigating Bias (00045836) ● Pride in Diversity: Access free online resources and modules by using the Defence log-in details. ● The Pride in Diversity Endorsed LGBTQ Trainer Program: This program will equip participants to deliver LGBTQ awareness training and is available to all Defence Employees. Please discuss with your supervisor. The program cost is \$2,470 + GST per person and are to be covered by the participant’s business area.
<p>Invite a staff member or leader to share their experience or stories</p>	<ul style="list-style-type: none"> ● Invite staff members or senior leaders within Defence to speak to their experiences or stories. ● Personal stories are a powerful way to drive cultural awareness and cultural change. ● The talking points available at Annex B may assist in promoting Defence’s key messages.
<p>Speak up</p>	<ul style="list-style-type: none"> ● If you feel safe to do so, challenge discriminatory language and behaviour used towards LGBTI people. ● Let the LGBTI people in your life know that you’re a friend and ally.
<p>Use inclusive language</p>	<ul style="list-style-type: none"> ● Inclusive language is fundamentally about respect. Inclusive language ensures we don’t leave people out of our conversations, or our work. This includes both when we are communicating directly with someone, and when describing someone who isn’t present. Inclusive language acknowledges the diversity of people we work and serve with. <p>LGBTI terminology is diverse and constantly evolving.</p> <p>Language used to describe different LGBTI people, and by different parts of LGBTI communities, changes over time and can differ across cultures and generations.</p> <p>There will also be differences in how people individually use or define particular terms.</p> <p>You may also encounter outdated or even offensive terms in medical, psychological or legal contexts. For example, since the World Health Organization (WHO) declassified being transgender as a ‘mental illness’ (June 2018). The term ‘gender</p>

dysphoria' has been replaced with 'gender incongruence' and has been placed under the broader platform of sexual health.

- **Avoid Assumptions**

Do not assume that everyone is heterosexual (straight), or that this is the norm. Avoid using language such as 'wife' or 'husband' that assumes all relationships are heterosexual. Words and phrases such as 'partner', 'parents', 'relationship', 'in a relationship' are examples of LGBTI-inclusive language.

Stories and examples

Nathan, Squadron Leader

'It's quite awkward when I turn up to a new unit, deployment or exercise and I get asked in a social setting, "so, do you have a girlfriend?". Whilst I'm comfortable to say I have a partner and his name is X, many people are not. It's also awkward for the person, and they say sorry. It's so much easier for everyone to just ask "do you have a partner?" .

- **Don't ask if you don't have to.**

Everyone has a right to privacy. We should only have to bring as much of our private selves to work as we feel safe to.

Allow yourself to be led by how someone talks about themselves, their family and their relationships.

Ask or be guided by them about who to share this information with.

Often LGBTI people from diverse cultures or faiths have different family or workplace traditions around disclosure or 'coming out'.

Do not assume every person who may be comfortable being 'out' in the workplace is 'out' in other settings – people have the right to disclose their sexuality or gender identity in their own time, and on their own terms.

- **Understand that gender, sex and sexuality are all separate concepts.**

Gender is part of how you understand who you are and how you interact with other people. Many people understand their gender as being female or male. Some people understand their

gender as a combination of these, or neither. Gender can be expressed in different ways, such as through behaviour or physical appearance.

Sex refers to a person's biological sex characteristics. Historically, sex has been understood as either female or male. However, we now know that some people are born with natural variations to sex characteristics.

Sexuality or sexual orientation describes a person's romantic and/or sexual attraction to others.

A person's gender does not necessarily mean they have particular sex characteristics or a particular sexuality, or vice versa.

- **Understand the importance of using the correct Pronoun**

Gendered pronouns specifically reference someone's **gender**: he/him/his, she/her/hers, or they/them/theirs are words that an individual would like others to use when talking to, or about, them. The most commonly used pronouns are "he, him, his" and "she, her, hers." People who are transgender or gender nonconforming may choose to use pronouns that do not conform to binary male/female gender categorizations, such as "they, them, and theirs."

- **Sexuality: What terms are commonly used?**

A **lesbian** woman is romantically and/or sexually attracted to other women.

A **gay** person is romantically and/or sexually attracted to people of the same sex and/or gender as themselves. This term is often used to describe men who are attracted to other men, but some women and gender diverse people may describe themselves as gay.

A **bisexual** person is romantically and/or sexually attracted to people of their own gender and other genders. The term 'bi+' is also sometimes used to describe the multiplicity of bisexualities. The term multi-gender attraction may also be used for those who experience attraction to more than one gender over a lifetime, regardless of self-identity or labels.

An **asexual** person does not experience sexual attraction, but may experience romantic attraction towards others.

A **pansexual** person is romantically and/or sexually attracted to people of all genders, binary or non-binary.

A **heterosexual** or 'straight' person is someone who is attracted to people of the opposite gender to themselves.

An **ally** is a person who considers themselves a friend and active supporter of the LGBTI community.

- **Gender**

A **trans** (short for transgender) **person** is someone whose gender does not exclusively align with the one they were assigned at birth.

Trans can be used as an umbrella term, but not everyone uses it to describe themselves. For example, a man who was assigned female at birth might refer to himself as 'a trans man', 'a man with a trans history' or just 'a man'. It's important to use the terms someone uses to describe themselves.

Gender diverse generally refers to a range of genders expressed in different ways. There are many terms used by gender diverse people to describe themselves. Language in this space is dynamic, particularly among young people, who are more likely to describe themselves as non-binary.^[1]

Gender incongruence – is the preferred sexual health classification of transgender and gender diverse people by the World Health Organisation (WHO). WHO describes gender incongruence as 'characterised by a marked and persistent incongruence between an individual's experienced gender and the assigned sex'. It replaces the stigmatising term 'gender dysphoria' which was used previously.

A **person who is non-binary** is someone whose gender is not exclusively female or male; while a person who is agender has no gender.

A **cis** (pronounced 'sis', short for cisgender) person is someone whose gender aligns with the sex they were assigned at birth – someone who isn't trans or gender diverse.

	<p>Transition or affirmation refers to the process where a trans or gender diverse person takes steps to socially and/or physically feel more aligned with their gender. There is a wide range of ways this process differs between people. Some people may change how they interact with others, and others may change their appearance or seek medical assistance to better express their gender.</p> <ul style="list-style-type: none"> • Relationships and Families <p>There are many kinds of relationships within LGBTI communities. Some people may live together or separately. Some people may choose to recognise their relationships formally through marriage. Relationships can involve people of the same gender or different genders.</p> <p>There are also many kinds of families. There are complexities in diverse family forms. This can include single parents, foster parents, blended families, shared parenting and a range of carers. It's best to ask someone how they describe their family arrangement and use their terms.</p>
<p>Reach out for mental health support and resources</p>	<ul style="list-style-type: none"> • A specialist LGBTI Helpline is available at Defence's provider, Converge International. • Reach out to the Defence Mental Health portal for support and resources available to ADF and APS personnel.
<p>Reach out for diversity & inclusion related resources and assistance</p>	<ul style="list-style-type: none"> • Reach out to your diversity and inclusion teams (in the Services and Groups) if you have any enquires or want to know more. Further information can be found on Defence's LGBTI intranet page. • The Diversity and Inclusion teams have a range of information and online guides that can assist you.

Resources and Contacts

Mental Health & Wellbeing

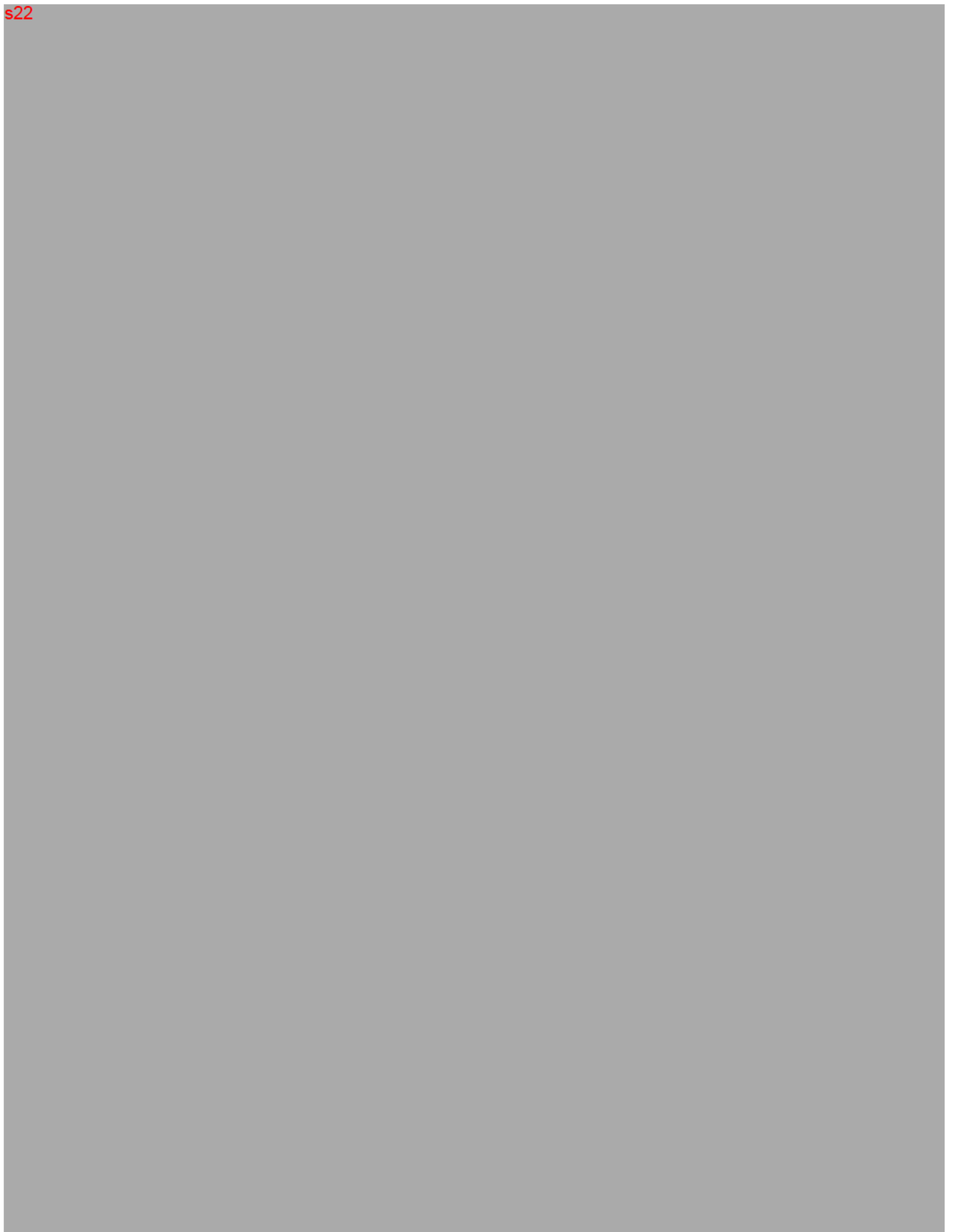
- The [Defence Mental Health Portal](#) provide resources and support to ADF and APS personnel. The Employee Assistance Program (EAP) is also available to family members.

Diversity and Inclusion in Defence

- The [Diversity and Inclusion Directorate](#) within Defence People Group provides policy guidance and advice regarding diversity and inclusion.
- The [Navy Diverse Sex, Sexuality and Gender](#) intranet page provides a number of guidelines specific to managers and members including the Navy's guidelines to Supporting Transgender and Transitioning Personnel.
- The [Army Diverse Sex, Sexuality and Gender](#) intranet page provides awareness and information relevant to Army personnel.
- The [Air Force Diverse Sex, Sexuality and Gender](#) intranet page provides further awareness and guidance specific to Air Force.

External Resources

- [DEFGLIS – Defence LGBTI Information Service](#) is a non-partisan volunteer charity that supports LGBTI serving members, ex-service members and veterans of the Australian Defence Force and their families.
- [IDAHOBIT Australia](#) provide further information and materials including downloadable posters.
- [Pride in Diversity](#) is a national not-for-profit employer support organisation for LGBTI workplace inclusion specialising in HR, organisational change and workplace diversity.



TALKING POINTS

IDAHOBIT 17 May

- The International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT) raises awareness of violence and discrimination perpetuated against Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) communities.
- *Pathway to Change: Evolving Defence Culture 2017-22* highlights Defence's commitment to building capability through inclusion.
- Defence is a diverse and inclusive organisation that actively supports its people regardless of their background, gender, ability, ethnicity, age or sexual orientation.
- Defence's ability to deliver on government's strategic objectives hinges on how our people choose to interact and conduct themselves, both individually and collectively.
- Defence is committed to fostering a safe environment where people are valued supported and empowered to succeed.
- IDAHOBIT is an opportunity to better understand discrimination and show support for our LGBTI colleagues.
- Defence personnel can enhance their understanding of the issues facing LGBTI personnel by undertaking the Campus SBS Inclusion module (00074655).

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- **Homophobia:** Verbal homophobia is the most common form, including name calling, rumours and abusive words ('fag' or 'dyke') or phrases ('that's so gay').*
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- **Interphobia:** Intersex discrimination happens when a person is treated less favourably than another person in a similar situation because that person has physical, hormonal or genetic features that are neither wholly female nor wholly male; a combination of female and male; or neither female nor male.*
- **Transphobia:** Negative feelings or actions towards someone who's trans or gender diverse. Examples include transphobic language such as 'tr*nny,' or restrictions on the way people are allowed to express their gender.*

*Sourced from www.idahobit.org.au/index.php/get-active/the-stats

s22

From: Media
Sent: Friday, 21 May 2021 4:27 PM
s22
Subject: FOR NOTING - DEFGRAM statement [SEC=OFFICIAL]
Attachments: Media Enquiry - DEFGRAM and IDAHOBIT reporting.docx

OFFICIAL

s22

Please see below proposed Departmental statement regarding the DEFGRAM 221/2021 released this morning.

s22

s22

//

The following statement can be attributed to a Department of Defence spokesperson:

Defence must at all times be focused on its mission: to defend Australia and its national interests in order to advance Australia's security and prosperity.

The future success of Defence and ultimately Australia's national security is linked to a vast range of factors, including the ability to attract and retain the best possible talent. Defence's workforce comprises of teams from diverse backgrounds committed to delivering the capability to meet Australia's defence and security needs.

Combat and organisational capability are delivered through Defence's well-developed training and education programs, exercises and operational experience, with respectful behaviours, underpinned by Defence values.

//

Kind regards,

s22

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s22

Sent: Friday, 21 May 2021 1:44 PM
To: Media <media@defence.gov.au>

s22

Subject: DEFGRAM

⚠ EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe. **⚠**

Dear MediaOps,

I write seeking to confirm the authenticity of a DEFGRAM issued today by the Secretary and CDF.

Questions:

Can Defence confirm that personnel have been reminded that “Defence represents the people of Australia and must at all times be focused on our primary mission to protect Australia’s national security interests. We must be putting effort into matters that distract from this”.

Can Defence confirm events where personnel are “encouraged to wear particular clothes in celebration” are now “not required and should cease”?

I would appreciate confirmation this DEFGRAM is accurate by 4pm today if possible, as I am filing this evening.

s22

s22

From: Media
Sent: Friday, 21 May 2021 4:34 PM

s22

Subject: FOR INFO: directive [SEC=OFFICIAL]

OFFICIAL

s22

s22

We have a statement with you for noting and will hold this one until we receive further direction from you.

Kind regards,

s22

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s22

Sent: Friday, 21 May 2021 4:26 PM
To: Media <media@defence.gov.au>
Subject: directive

⚠ EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe. **⚠**

Hi there,

I'm writing an article on an email the department sent to staff today ordering them not to dress up in particular clothes for celebration:

“Defence represents the people of Australia and must at all times be focused on our primary mission to protect Australia's national security interests. We must not be putting effort into matters that distract from this.

“To meet these important aims, changing language protocols and those events such as morning teas where personnel are encouraged to wear particular clothes in celebration (as referred via 183/2021) are not required and should cease.

“We have made it clear to all Service Chiefs and Group Heads that combat and organisational capability is to be delivered through our well-developed training and education programs, exercises and operational experience, with respectful behaviours, underpinned by Defence values.”

I have a few questions. Deadline is 6pm today.

- Why has this direction been made?
- Does it relate to a recent IDAHOBIT event?

cheers

s22



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s22

From:

s22

Sent:

Thursday, 20 May 2021 11:36 AM

s22

Subject:

Re: FOR INFO - Daily Telegraph questions [SEC=OFFICIAL]

Yep!

Sent from my iPhone

s22

OFFICIAL

I think we should definitely let Chester handle this one.

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From: Media <media@defence.gov.au>

Sent: Thursday, 20 May 2021 11:20 AM

s22

Subject: FOR INFO - s22 questions [SEC=OFFICIAL]

OFFICIAL

s22

We have received this enquiry from s22 seeking clarity around IDAHOBIT Day - International Day Against Homophobia, Biphobia, Intersexism and Transphobia, which occurred on Monday May 17.

The line area is actioning this now and we recommend clearance through Minister Chester's office.

I note the journalist mentions a Defence People Group communications plan, a very specific reference. Potentially, the journalist is privy to the comms plan, or at least aspects of it, which is official information.

Please let us know if you have any questions.

Kind Regards,

s22



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s22




Sent: Thursday, 20 May 2021 8:32 AM

To: Media <media@defence.gov.au>

Subject: s22 questions

⚠ EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe. **⚠**

Good morning,

Please find below questions for a story running in tomorrow's  Deadline for a response is 4pm. Thank you.

A Defence People Group Communication Plan prepared for IDAHOBIT Day has made a series of recommendations to personnel including to ask "what is your preferred pronoun?" Why is this necessary?

Apart from the communications sent out, what else was done to mark this day? (eg did any of the suggested morning teas and wearing of rainbow colours actually happen?)

What other days does the ADF mark? (eg Christmas, Ramadan etc)

How many people / what percentage of the ADF does IDAHOBIT day apply to?

Is there a concern that by being so inclusive of the minority you are in danger of excluding the majority?

Please feel free to make any other points you feel are relevant.

Best wishes

s22



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s22

s22

Sent: Friday, 21 May 2021 10:28 AM

s22

Subject: Articles and images [SEC=OFFICIAL]
Attachments: FW: CONTENT PUBLISHED: Allied effort to create inclusive workplace - Defence News [SEC=OFFICIAL]

OFFICIAL

s22

Please find attached an article that had been published on our Defence News site relating to IDAHOBIT day.

Also, any imagery associated with the day is available on the Defence Image Gallery at <https://images.defence.gov.au/IDAHOBIT>

Regards,

s22

IMPORTANT: This email remains the property of the Department of Defence. Unauthorised communication and dealing with the information in the email may be a serious criminal offence. If you have received this email in error, you are requested to contact the sender and delete the email immediately.

s22

From: Media
Sent: Friday, 21 May 2021 11:54 AM

s22

Subject: FOR INFO - Media enquiry: DEFGRAM 221/2021 [SEC=OFFICIAL]

OFFICIAL

s22

We have received the below enquiry from s22 regarding the DEFGRAM 221/2021 released this morning and IDAHOBIT events

We will compile these enquiries as they come in and hold until we work out an approach for responding.

Kind regards,

s22

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s22

Sent: Friday, 21 May 2021 11:45 AM
To: Media <media@defence.gov.au>
Subject: Media enquiry: DEFGRAM 221/2021

⚠ EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe. **⚠**

Hi there,

Could you please respond to these questions today? They relate to DEFGRAM 221/2021.

- Which proposed language changes posed a potential distraction for ADF personnel and Defence Department APS staff from their national security mission?
- Similarly, which "particular clothes" of celebration posed a potential distraction?
- The DEFGRAM was issued following the celebration of IDAHOBIT (International Day Against Homophobia, Biphobia, Intersexism and Transphobia) in some Defence workplaces. Do the CDF or Secretary have any concerns with the way this day was celebrated?

Finally, just in case you cannot respond to all of the above questions, can you please precisely why you cannot?

Many thanks. Any questions I'm on

s22

s22

s22

From: Media
Sent: Friday, 21 May 2021 4:27 PM

s22

Subject: FOR NOTING - DEFGRAM statement [SEC=OFFICIAL]
Attachments: Media Enquiry - DEFGRAM and IDAHOBIT reporting.docx

OFFICIAL

s22

Please see below proposed Departmental statement regarding the DEFGRAM 221/2021 released this morning.

We have received enquiries from

s22

Please let us know if you are comfortable with us using this as a blanket statement for the 2 current enquires and future enquiries.

//

The following statement can be attributed to a Department of Defence spokesperson:

Defence must at all times be focused on its mission: to defend Australia and its national interests in order to advance Australia's security and prosperity.

The future success of Defence and ultimately Australia's national security is linked to a vast range of factors, including the ability to attract and retain the best possible talent. Defence's workforce comprises of teams from diverse backgrounds committed to delivering the capability to meet Australia's defence and security needs.

Combat and organisational capability are delivered through Defence's well-developed training and education programs, exercises and operational experience, with respectful behaviours, underpinned by Defence values.

//

Kind regards,

s22

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s22



From: s22
Sent: Friday, 21 May 2021 4:06 PM
To: s22
Subject: Media request: Defence memo to staff

Hi there, please pass this on to a media adviser. I'm a journalist reporting on this story for ABC Canberra.

Today, the CDF of the ADF and the Secretary of the Defence Department warned staff that proposed language changes and different clothes worn to celebrate days such as IDAHOBIT can distract them from defending the nation.

Radio host Ray Hadley said the Defence Minister told him the following:

“No they did not, Ray. But they will be issue fresh advice today. I saw the story last night and spoke with the secretary shortly thereafter.”

My questions:

1. Can you confirm whether the Defence Minister requested the Defence leaders to retract their earlier advice to staff about IDAHOBIT?
2. If so, which particular language changes and clothing does he believe are a distraction from national security?

Many thanks,

s22

