



LGBTIQ+ ACTION PLAN 2020–24

The Australian Criminal Intelligence Commission acknowledges the traditional owners and custodians of country throughout Australia and acknowledges their continuing connection to land, sea and community. We pay our respects to the people, the cultures and the elders past, present and emerging.

The Australian Criminal Intelligence Commission (ACIC) is committed to supporting our staff. We seek the best talent and aim to reflect the diversity of the Australian community that we serve.

We deliver comprehensive diversity plans and programs that support the diverse needs, identities and communities of our staff. Our key focus groups include:

- Aboriginal and Torres Strait Islander
- Culturally and linguistically diverse
- LGBTIQ+**
- People with disability
- Gender equality
- Intergenerational

SUPPORTING OUR LGBTIQ+ STAFF

We support workplace equality and recognise the diversity of Lesbian, Gay, Bisexual, Trans and Gender Diverse, Intersex, Queer or Questioning (LGBTIQ+) communities, identities and rainbow families. We recognise and support those that identify outside of the binary or who self-identify outside of the above (+).

OUR COMMITMENTS

1. Provide a supportive workplace culture
2. Promote inclusive leadership
3. Foster respect and awareness for diversity in the workplace

OUR APPROACH

We support our staff and the diverse needs of our workforce throughout their career at the ACIC.



	OUR ACTIONS	LEAD WORK AREA	DELIVERY
ATTRACT	1 Develop an ACIC pride graphic.	Workforce Planning and Programs Internal Communication LGBTIQ+ Working Group	December 2020
	2 Review external recruitment platforms such as Grad Connection to profile LGBTIQ+ working group or staff.	Recruitment Internal Communication	June 2021
	3 Promote internal events that support LGBTIQ+ equality through external social media channels.	Internal Communication	March 2021
RECRUIT	4 Ensure all staff on recruitment panels complete the Unconscious Bias eLearning training.	Recruitment	May 2021
	5 Review ACIC corporate promotional images and ensure representation of LGBTIQ+ staff or diverse gender identities and/or expressions.	Recruitment Internal Communication	June 2022
RETAIN	6 Review procedures and guidelines to support staff who identify as gender diverse, trans, intersex or non-binary to record their gender and titles in HR Management System SAP.	Pay and Conditions Recruitment Workforce Planning and Programs	September 2021
	7 Develop a Gender Affirmation policy in consultation with trans and gender diverse peak organisations.	Workforce Planning and Programs Internal Policy	June 2023
	8 Promote and celebrate days of significance such as Wear it Purple Day and Trans Awareness Week.	Workforce Planning and Programs Internal Communication All offices	Annually
	9 Review the ACIC Writing Style Guide in line with the new Australian Government Style Manual and include additions on inclusive language and terminology such as gender neutral titles and diverse gender identities.	Workforce Planning and Programs Internal Communication	November 2021
SUPPORT	10 Promote the LGBTIQ+ Working Group to all staff and new starters.	Workforce Planning and Programs	Ongoing
	11 Develop intranet Trans Hub with resources to support staff and managers.	Workforce Planning and Programs LGBTIQ+ Working Group Internal Communication	March 2021
	12 Develop digital and work station products for staff and allies featuring the ACIC pride graphic.	Workforce Planning and Programs Internal Communication	January 2021
	13 Maintain membership with Pride in Diversity and invite staff to access resources and opportunities.	Workforce Planning and Programs	Annually
EDUCATE	14 Maintain a role for senior executive LGBTIQ+ Champions.	Diversity Inclusion Sub-Committee (DISC)	Ongoing
	15 Develop an eLearning module on LGBTIQ+ awareness including the role of allies, rainbow families and support for parents of LGBTIQ+ youth.	Workforce Planning and Programs Learning and Development	June 2022
	16 Include information on the Attorney General's Recognition of Sex and Gender Guidelines on intranet.	Workforce Planning and Programs Internal Communication	May 2021
	17 Ensure LGBTIQ+ awareness principles are included in Harassment Contact Officer training and other supporting information for staff accessing services.	Work Health and Safety	August 2021
	18 Consider participation in the Australian Workplace Equality Index (AWEI) and seek endorsement.	Workforce Planning and Programs IT Security	Annually—February
	19 Develop tip sheets and resources for staff and managers on how to work respectfully with trans and gender diverse staff.	Workforce Planning and Programs LGBTIQ+ Working Group	March 2021