From:	Julie Inman Grant
Sent:	Tuesday, 28 March 2023 4:58 PM
To:	DL - eSafety Commissioner and Staff
Subject:	Cool, Beautiful, Strange & Scary: eSafety's First Nations Launch in Canberra [SEC=OFFICIAL]

OFFICIAL

Dear Colleagues:

Today is another significant day for eSafety – the result of months of hard work and dedication across our teams.

I am emailing you from Parliament House in Canberra where we have just launched our latest research, a suite of resources and an impressive new section of our website alongside Communications Minister Michelle Rowland, Joint Standing Committee on Aboriginal and Torres Strait Islander Affairs Member Dr Gordon Reid, and Deputy Chair of the Australian Government's First Nations Digital Inclusion Advisory Group Dr Lyndon Ogden-Porter.

The research, *Cool, beautiful, strange and scary: The online experiences of Aboriginal and Torres Strait Islander children and their parents and caregivers*, gives us important insights into how young First Nations people use the internet to connect with community and maintain contact with friends and family.
It shows that First Nations youth are **almost twice as likely** as young Australians overall to post original music or video online and **more than twice as likely** to post their own story or blog. But they are also **three times more likely** to experience hate speech and face a greater risk of exposure to a range of other harmful content.

The report comes as we launch a **comprehensive suite of resources** aimed at helping First Nations communities continue to thrive online. Prepared in partnership with First Nations organisations, the resources complement our complaints schemes, help empower communities to stay safe and active online and ensure their voices, music and stories continue to be heard.

Using visual and audio content in multiple languages, they focus on addressing the most prominent types of online harms affecting First Nations adults including online hate, image-based abuse and tech abuse in family violence situations.

We have also launched a new section of our website, bringing together new and existing eSafety advice and support for First Nations people in one place. The First Nations pages feature artwork by Amy Allerton to create a stunning and culturally safe online place. I encourage you all to visit and explore these new pages!

Today's launch at Parliament House, and the ongoing conversations around the Voice to Parliament, reinforce one of our core principles – that **everyone has the right to feel safe online**, particularly those who may be silenced or excluded by things like hate speech. In order for First Nations voices to be promoted online, we need to better protect their voices from abuse.

The work we are doing in this space is incredibly important, and this launch is just the beginning. We will continue our efforts to meaningfully grow our relationships with First Nations communities, learn from their experiences and expand our resources to best support them.

I want to extend my sincere thanks to everyone involved in this project, led by s 22 with s 22 from our EPI branch, and supported by our Digital Content and Publishing, Design, Technology, Research, Media & Communications and Marketing teams.

You can help highlight our First Nations resources by using the new virtual backgrounds available in Teams. You can learn more in our media release, and I encourage you to share these valuable resources with your own stakeholders making use of our First Nations toolkit.

As always, thank you all for your ongoing efforts, commitment, and dedication as we deliver positive outcomes for all Australians, and continue to innovate our ways of working at eSafety. The work we do is truly world class!

All the best,

Julie

PS Some photos of the launch below!

first nations launch.jpg

First nations launch 2.jpg

first nations launch.jpg

Julie Inman Grant
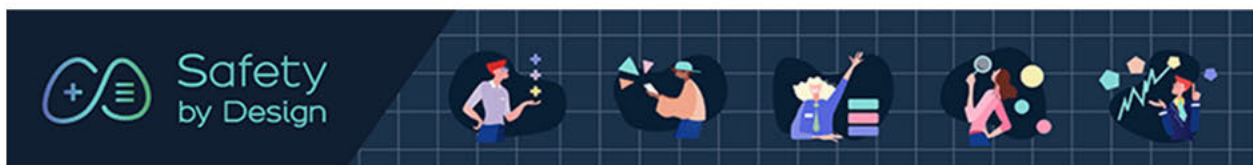Commissioner

s 22

esafety.gov.au

eSafety acknowledges the Traditional Custodians of country throughout Australia and their continuing connection to land, waters and community. We pay our respects to Aboriginal and Torres Strait Islander cultures, and to Elders past, present and emerging.

Julie Inman Grant
Commissioner

s 22

esafety.gov.au

eSafety acknowledges the Traditional Custodians of country throughout Australia and their continuing connection to land, waters and community. We pay our respects to Aboriginal and Torres Strait Islander cultures, and to Elders past, present and emerging.

From:	s 22
Sent:	Tuesday, 9 July 2024 10:49 AM
To:	DL - eSafety Commissioner and Staff
Subject:	NAIDOC Week 2024 - how you can get involved! [SEC=OFFICIAL]
Attachments:	NAIDOC Week 2024 guest speaker: Craig Quartermaine [SEC=OFFICIAL]; First Nations Teams background 1.png; First Nations Teams background 2.png; NAIDOC background.png

<div align="center">**OFFICIAL**</div>

Dear eSafety Colleagues,

This year, NAIDOC week is being celebrated from 7-14 July with the 2024 theme being *Keep the Fire Burning! Blak, Loud & Proud*. NAIDOC week provides a great opportunity for us to learn more about First Nations cultures and recognise the history, culture and achievements of First Nations people.

There are plenty of internal and external opportunities to get involved in during NAIDOC week.

Join the NAIDOC guest speaker event: Craig Quartermaine
Join our ACMA colleagues via MS Teams on Thursday 11 July from 2pm – 2.45pm to hear from the NAIDOC Week 2024 guest speaker, Craig Quartermaine. Craig is a comedian, writer and TV presenter with over 10 years' experience as a journalist covering Indigenous Affairs for NITV and the ABC. Craig has also travelled internationally with his comedy as well as performing at the Sydney and Melbourne International Comedy festivals. If you didn't receive a calendar invite for this event, see the attached invite.

Learn about our Reconciliation Action Plan
Last year, eSafety and ACMA launched our inaugural Reconciliation Action Plan (RAP). We all have a role to play in reconciliation – I encourage you to take the time this week to learn more about RAP and other initiatives and information related to First Nations people via the Hub. If you are interested in being involved in the RAP implementation for eSafety or on the RAP working group, please contact HRassist@acma.gov.au.

Continue your cultural capability journey
There are a range of cultural training opportunities to help build your cultural capability.
- First Nations Course - SBS Inclusion Program: Available on Learnhub. This course explores 8 themes central to the understanding of Aboriginal and Torres Strait Islander cultures.
- Cultural Capability Hub – APS Academy: A central repository of practical guidance and suggested resources to support Australian Public Service staff to uplift their Aboriginal and Torres Strait Islander cultural capability.
- Footprints – APS Academy: Footprints is a framework that supports APS employees to continually increase and enhance their cross-cultural knowledge and understanding. There are a range of learning activities including reading a book, completing a course, watching a movie or an on-country experience.

We are also organising some eSafety Acknowledgement of Country training in the coming weeks so keep an eye out for this event!

Check out our eSafety web resources
Last year, we launched our co-designed eSafety First Nations resources to help empower communities to stay safe and active online, and ensure mob's voices, music and stories continue to be heard. Since then, we've seen over 20,000 people explore these web resources and have reached thousands more through social media and presenting at different forums around the country. I encourage you to check out these resources, or for more information on eSafety's First Nations program of work, contact s 47E(d)

Add a NAIDOC or First Nations eSafety MS Teams background
Show your support by using the official NAIDOC Week 2024 background or one of our eSafety First Nations backgrounds in your Teams meetings. To upload the background: Save the attached pictures > open background and effects in Teams > select the image >click apply.

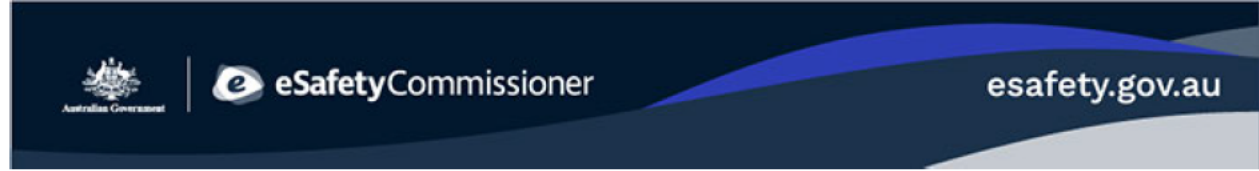**Explore 5 other ways to celebrate NAIDOC Week – courtesy of Evolve Communities**

I encourage you all to take the time to participate in the different events and learn more about First Nations culture and history across the week.

Cheers,
s 22

s 22

From:	s 22
Sent:	Tuesday, 7 March 2023 1:17 PM
To:	DL - eSafety Commissioner and Staff
Subject:	We're marking International Women's Day [SEC=UNOFFICIAL]

Hi everyone,

It's International Women's Day and we're preparing to mark the event with two presentations: firstly, our staff presentation by Mars Buttfield-Addison – a Computer Scientist and PhD Researcher from the University of Tasmania. This will be followed by Julie's appearance later today at the United Nations 67th Commission on the Status of Women in New York at a session titled: 'The Impact of Digitalization and Technology for the Empowerment of Women and Girls: Experiences of the Republic of Korea and Global Partners'.

The UN Women Australia theme chosen for 2023 echoes our remit: Cracking the Code: Innovation for a gender equal future – calling for digital innovation and technology for gender equality. Women and girls globally deserve to have equal and safe access to the internet to pursue their education and career ambitions. Currently, there are 250 million fewer women than men online. As we know, access to tech can make a huge difference to women's lives through education and career opportunities and enriching social communities.

While there is much to celebrate today, there is still much work to be done. To offer your support, and to learn more, I encourage you to attend today's in-house presentation, look for an update on Julie's presentation in this week's Yabber and check out eSafety Women's Social Media Self Defence workshops which provide women with skills and strategies for interacting online at work with impact, confidence and resilience.

All my best,

s

Harmony Week celebrates Australia's cultural diversity

This week is Harmony Week where we celebrate multiculturalism and acknowledge Australia's vibrant multicultural community — which includes the oldest continuous culture of our first Australians to the cultures of our newest arrivals from around the world.

Harmony Week is about inclusiveness, respect and belonging, regardless of cultural or linguistic background.

Did you know?

- Nearly half (49 per cent) of Australians were born overseas or have at least one parent who was.
- We identify with over 300 ancestries.
- Since 1945, more than 7.5 million people have migrated to Australia.
- 85 per cent of Australians agree multiculturalism has been good for Australia.
- Apart from English, the most common languages spoken in Australia are Mandarin, Arabic, Cantonese, Vietnamese, Italian, Greek, Tagalog/Filipino, Hindi, Spanish and Punjabi.
- And, more than 70 Indigenous languages are spoken in Australia!

The colour orange was chosen for Harmony Week as it represents social communication and meaningful conversations and relates to freedom of ideas and encouragement of mutual respect. Keen to show your support for cultural diversity and an inclusive Australia? Sport something orange!

For more, read these personal stories shared for Harmony Week and enjoy this joyous celebration of Australia courtesy of the ABC.

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Thanks to those who shared their cultural background and plates in Melbourne this week!
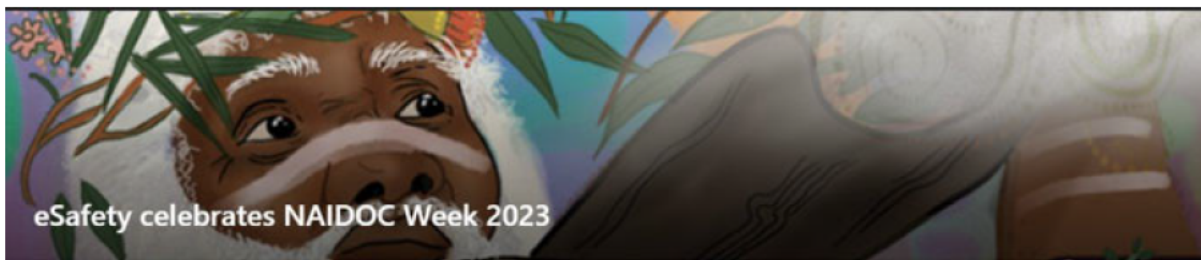
eSafety celebrates NAIDOC Week 2023

This NAIDOC Week (2 to 9 July 2023), we celebrate the rich cultural heritage and incredible contributions of Australia's First Nations people and communities.

This year's theme - **For Our Elders** - honours the wisdom, guidance, and cultural heritage of our First Nations Elders and how their knowledge and experience are the foundation upon which communities thrive. The theme recognises the indispensable role of First Nations Elders as cultural knowledge holders, trailblazers, nurturers, advocates, teachers, survivors, leaders, hard workers and loved ones.

To celebrate the week eSafety's Culture Club and our First Nations Program Managers s 22   organised a virtual event on Tuesday 4 July. We were joined by guest speakers **Savannah Fynn**, a youth representative from the Metropolitan Local Aboriginal Land Council in Sydney, and **Amy Allerton**, a Gumbaynggirr, Bundjalung and Gamilaroi artist who is well known at eSafety as the creator of our 'Strong People, Safe Spaces' First Nations artwork.

As staff joined the meeting, we acknowledged the lands we were calling from, with people on Country far and wide including Wurundjeri, Cammeraygal, Ngunnawal, Gadigal, Darkinjung, Wangal and more!

Savannah delivered a beautiful Welcome to Country and tribute to Traditional Owners of the land, and then went on to explain the importance of NAIDOC Week to acknowledge and celebrate the history, culture and achievements of First Nations people.

Savannah also spoke on how this year's theme highlights the importance of the continuing connection to land and culture which is passed down through generations.

'Elders play a crucial part in our community as cultural knowledge holders. We gain strength from their knowledge and wisdom,' she said.

The artwork ready to be hung in Canberra and Sydney.

In what could be considered the highlight of the event, s   acknowledged the important role Amy and her artwork have played at eSafety, unveiling large physical printed copies of the artwork to be hung at each of eSafety's office locations.

s 22   also thanked Amy for her stunning artwork and shared that it has had an impact internationally, being noticed by stakeholders all around the world.

'One of the most significant aspects of this artwork was that anybody, any Australian would look at it, and see themselves in it. It represents all of us, and through this artwork I feel really proud that you are representing this important story.' - s 22 s 22

National Reconciliation Week 2023

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 contribute to reconciliation.

Reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians.

The week is held from 27 May to June 3 each year – dates which commemorate two significant milestones in the reconciliation journey — the successful 1967 referendum, and the High Court Mabo decision.

At eSafety

In her latest blogpost, Commissioner Julie Inman Grant discussed the experiences of Australia's First Nations peoples online. She notes that the internet has both benefits and risks, and First Nations people know its paradoxical nature better than most.

Young First Nations people are embracing the internet and technology in ways that are incredibly rich in terms of culture and information. They're sharing original music, video, stories and blogs at much higher rates than average, and using the internet to find information about emotional and physical health. But our research also shows Indigenous youth experience online hate at a rate three times greater than the national average.

> 'We [eSafety] already knew First Nations people of all ages were far more likely to experience hate speech online. Recent examples in the media industry and sport are just the tip of the iceberg. We recorded a small but noticeable rise in complaints to eSafety in the first three months of 2023 and it's likely this will intensify as we approach the Voice referendum date.'

As we celebrate National Reconciliation Week ahead of the referendum, it's worth reflecting on ways we can accentuate the positives. Julie's blog post shares some of the positives based on eSafety research and also highlights our stunning First Nations artwork, designed to help eSafety share online safety information in a culturally safe way.

Aiming to extend eSafety's well-established partnership with the National Indigenous Australians Agency (NIAA) Julie recently met CEO Jody Broun. Working together we're sharing digital literacy and online safety resources and the training needed to help First Nations people thrive and stay safe online.

In addition, eSafety's s 22 and s 22 recently delivered training to NIAA employees around how to engage safely online, with plans to provide more sessions in the future.

Julie with NIAA CEO Jody Broun

What's on

If you're interested to learn more, our ACMA colleagues have published a National Reconciliation Week story which includes information on our inaugural Reconciliation Action Plan (RAP), currently with Reconciliation Australia for feedback.

The ACMA has also organised guest speaker **Kutcha Edwards**, a proud Mutti Mutti, Yorta Yorta and Nari Nari man, to share his story on Wednesday 31 May.

In addition, the National Reconciliation Week 2023 events pages list what's happening across Australia and how you can participate in your local area.

More information

While National Reconciliation Week is an excellent time to learn about our shared histories, cultures, and achievements, and to explore how each of us can contribute to achieving reconciliation in Australia, you can still take action through the year.

We all have a role to play and in doing so we collectively build relationships and communities that value Aboriginal and Torres Strait Islander peoples, histories, cultures and futures.

- Learn more about the history of National Reconciliation Week.
- Refer to our eSafety Insider story on APS guidance on the Voice referendum.

From: s 22

Sent: Friday, 2 August 2024 4:31 PM

To: s 22

Subject: New Diversity and Inclusion Strategy

New Diversity and Inclusion Strategy

s 22

eSafety and the ACMA's first Diversity and Inclusion Strategy has launched!

The new *Diversity and Inclusion Strategy 2024-26* aims to continue our diversity and inclusion journey – creating a culture that values and utilises the diverse backgrounds and experiences of our staff.
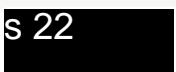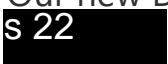
The Strategy will improve our capability to serve the public as our workforce mirrors the diversity and diverse needs of the Australian community. This alignment helps us to improve service delivery in our purpose to maximise the economic and social benefits of communications services and content.

At the ACMA and eSafety:

- ***Diversity*** means acknowledging and leveraging the unique backgrounds, identities, experiences, and perspectives of our employees.

- ***Inclusion*** means that we see these diverse voices as not just present, but integral to the organisational process, encouraging a workplace where everyone feels valued and can fully contribute.

Diversity and Inclusion Strategy 2024 - 26

MAY 2024

Our new Diversity and Inclusion Champions, eSafety's s 22 and ACMA's s 22 s 22 share a little more about the Strategy:

The Strategy is 'a clear demonstration of why we place such a high value on the uniqueness of our people. We all want to not only be proud of our work, but also proud of where we work too.'

s 22

'The quality of our advice and our decisions can only be improved by drawing on the wide range of experience, perspectives, and voices across the agency. Doing so in a way which demonstrates deep respect for, and value in the individuality of our people will make this an even better place to work where everyone can contribute to their maximum potential.'

s 22

The Strategy was the result of a recommendation from the 2022 Graduate Major Project which examined and assessed the ACMA and the eSafety's workplace culture in relation to diversity and inclusion and determined that a Strategy should be developed to improve diversity. The draft Strategy was developed in consultation with staff in 2023 and early 2024 to understand the initiatives staff see as a priority.

For more, please visit the Diversity and Inclusion page on The Hub.

Learn more with membership of the Diversity Council of Australia!

In further diversity and inclusion news, eSafety has renewed its membership of the Diversity Council Australia (DCA). DCA is Australia's only independent, not-for-profit peak body leading workplace diversity and inclusion (D&I). As a member of DCA, **all eSafety employees now also have free access** to DCA's many events and resources – covering 11 dimensions of D&I.

DCA's members-only resources help support our commitment to diversity, equity and inclusion including access to DCA Events, the D&I Calendar (downloadable to Outlook) and Member hub resources.

Just some of the events and webinars coming up this year include:

- In conversation with Sex Discrimination Commissioner Dr Anna Cody

- Taking an intersectional approach to gender equality
- Canberra Research Update: Inclusive AI in recruitment
- How a focus on workplace inclusion and flexibility can help protect against burnout.

Create your own log-in

To join you'll first need to create your own individual log-in using your work email address. Head to the DCA website registration page, then follow the prompts to verify and create your password. You should receive an email with a link to set your password (if you don't, check your spam or junk folder). Then you're ready to explore the members-only content!

If you have questions, please contact s 22 ██████. ***For access support, please contact DCA.***

Remember that you can also follow DCA on LinkedIn, Instagram, Facebook and Twitter to stay across the latest news, upcoming events, research and topics of interest.

From:	Internal comms <s 47E(d) >
Sent:	Friday, 22 September 2023 12:00 PM
To:	s 22
Subject:	Yabber - Special edition: Education activities in the spotlight

Hi s 22

This edition: In this special edition Yabber we look at recent education activities and training opportunities from our Education, Prevention and Inclusion branch.

Yabber is sporting a new look for the next few weeks, with special issues on topics of interest, in place of our usual mix of news. If you have content you'd like to share for future issues of Yabber, please send it to s 22 in Media & Corporate Communications.

I have content!

s 22

Building strong connections at Garma, Puliima and beyond

Our First Nations team members s 22 and s 22 , with the support of teams across all of eSafety, have been promoting our First Nations resources far and wide, with recent trips to Arnhem Land for Garma Festival and to Darwin for the Puliima Indigenous Language and Technology Conference.

Read our article to discover more about these important community trips and what else the team has been working on, including results of a recent paid social media campaign and our first Reconciliation Action Plan.

We are continuing to engage with stakeholders to help mob be deadly online, through EDMs and promoting our stakeholder toolkit, regular organic social media posts and ongoing meetings with government agencies and First Nations organisations. Thank you to everyone across eSafety who has played a role in the development, publication and awareness – raising activities of these important resources.

Hi s 22

Please note that due to the outage a small number of links in Yabber may not function correctly in the short term. Please retry the links on Monday if you need.

This edition: In this bumper edition eSafety teams up to protect kids, meets with Thailand's Electronic Transactions Development Agency, outlines the Unified Communications project, invites you to training and more.

Looking for further news and information? Visit the **eSafety Insider** for updates. Have content to share? We want it! Please send to internal comms.

I have content!

Celebrating NAIDOC Week 2023

Last week eSafety's Culture Club and our First Nations Program Managers organised a virtual event for NAIDOC Week.

Staff dialled in from Country far and wide – including Wurundjeri, Cammeraygal, Ngunnawal, Gadigal and more – to celebrate the rich cultural heritage and incredible contributions of Australia's First Nations people.

Guest speakers **Savannah Fynn** from the Metropolitan Local Aboriginal Land Council and First Nations artist **Amy Allerton** spoke meaningfully about the importance of NAIDOC Week and beyond.

This year's theme, For Our Elders, recognises the indispensable role of First Nations Elders as cultural knowledge holders, trailblazers, nurturers, advocates, teachers, survivors, leaders, hard workers and loved ones.

Read more on The Insider.
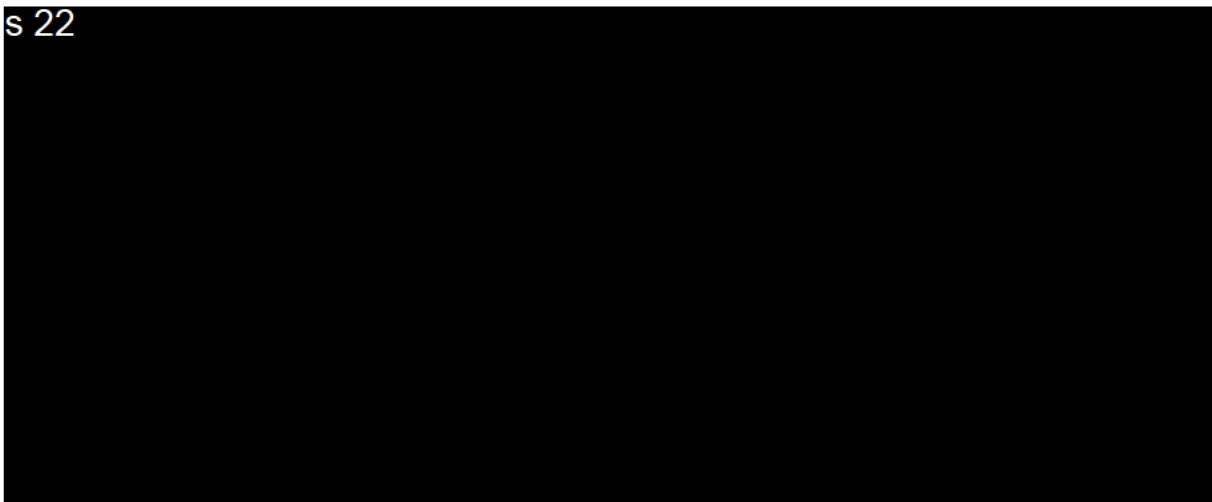
From: Internal comms <s 47E(d) >
Sent: Friday, 25 August 2023 1:30 PM
To: s 22
Subject: Yabber

Hi s 22

This edition: Read the Youth Council's first annual report and learn how you can engage with the group, we gather intel on new research to benefit families and share new job listings.

Looking for further news and information? Visit the **eSafety Insider** for updates. Have content to share? We want it! Please send to internal comms.

I have content!

Wear it Purple: top tips to be an ally

Today is **Wear It Purple day** which aims to foster supportive, safe, empowering and inclusive environments for young people. To mark the event, eSafety staff enjoyed the story of Minus18 representative, Nix, who shared their experience and offered some valuable advice about how to be an ally for LGBTIQA+ youth. This included three top tips:

1. **Use inclusive language** – Use gender neutral pronouns until you know someone's preferences, use term 'guests' at the start of a presentation rather

4

than specifying a gender, ask about someone's 'partner' rather than a assume a female/male relationship.

2. **Understand coming out –** Reflect the person's experience in how they come out – be enthusiastic if they are! Always assume confidentiality unless you're told otherwise.

3. **Be visible** – Days like Wear it Purple are a great way to be seen. You can also wear rainbow lanyards, attend presentations and information sessions to learn more, and always wear purple on Wear It Purple Day!

Together we can write a new story for LGBTIQA+ youth.

From:	internal Comms < s 47E(d) >
Sent:	Friday, 1 March 2024 2:24 PM
To:	s 22
Subject:	Yabber

eSAFETY YABBER

Hi s 22

This edition: We celebrate eSafety award winners and prize winners from the Blue Pacific, check out outline courses, events, jobs and more!

Looking for further news and information? Visit the **eSafety Insider**. Have content to share? We want it! Please send to internal comms.

I have content!

Event reminder: International Women's Day

Remember to join Culture Club as we mark International Women's Day (IWD) **next Monday, 4 March from 2 - 3 pm** with a presentation by Chandni Gupta.

Chandni is Deputy CEO and Digital Policy Director at the Consumer Policy Research Centre. Chandni has more than 15 years consumer policy experience previously working at the Australian Competition and Consumer Commission, the OECD and the United Nations. Her work focuses on protecting consumers in the digital world.

Join us to learn more and mark IWD
2024!

From:	Internal comms <s 47E(d) >
Sent:	Friday, 24 May 2024 3:55 PM
To:	s 22
Subject:	Yabber

eSAFETY YABBER

Hi s 22

This edition: Be Connected reaches 2 million Australian learners, our Minister visits and we share at the International Regulatory Conference.

Looking for more? Visit the **eSafety Insider**. Have content to share? We want it! Please send to internal comms.

I have content!

s 22

New strategy for Diversity and Inclusion

ACMA and eSafety's new *Diversity and Inclusion Strategy 2024-26 has been published* – aiming to continue our diversity and inclusion journey and create a culture that values and utilises the diverse backgrounds and experiences of our staff.

The Strategy will improve our capability to serve the public as our workforce mirrors the diversity and diverse needs of the Australian community. This alignment helps us to improve service delivery in our purpose to maximise the economic and social benefits of communications services and content. According to eSafety's Diversity and Inclusion Champion, s 22 (EPI), the strategy is 'a clear demonstration of why we place such high value on the uniqueness of our people'.

Learn more on the Insider.

Free membership: join the Diversity Council of Australia

eSafety staff now have free access to events and resources from the Diversity Council Australia (DCA) under eSafety's renewed membership.

DCA is Australia's only independent, not-for-profit peak body leading workplace diversity and inclusion (D&I). DCA's members-only resources help support our commitment to diversity, equity and inclusion including access to DCA Events, the D&I Calendar and Member hub resources.

 Head to the Insider for more details including how to register.

Questions? Please contact s 22

From:	s 22
Sent:	Tuesday, 14 May 2024 2:27 PM
To:	s 47E(d)
Cc:	s 22
Subject:	eSafety membership of the Diversity Council of Australia [SEC=OFFICIAL]

OFFICIAL

Hi

On behalf of EPI and eSafety, I renewed our membership of DCA as it had lapsed last year. Members of Gender and Tech had been accessing the free webinars and other events that come with memberships and found them very worthwhile.

The below information is what s 22 will be sending out to EPI members but we thought Yabber would be a good way to promote the benefits of accessing the DCA resources to the rest of eSafety. I picked out some events that might interest EPI Members but there is a wide range of resources that might have broader appeal within eSafety.

eSafety has renewed its membership of the Diversity Council Australia (DCA). DCA is Australia's only independent, not-for-profit peak body leading workplace diversity and inclusion (D&I). As a member of DCA, all our employees now have free access to DCA's many events and resources – covering 11 dimensions of D&I.

DCA's member-only resources help support our organisation's commitment to diversity, equity and inclusion. All our employees can access the DCA Events, D&I Calendar (downloadable to your Outlook) and Member hub resources. Some of the events and webinars coming up this year include:

- In conversation with Sex Discrimination Commissioner Dr Anna Cody
- Taking an intersectional approach to gender equality
- Canberra Research Update: Inclusive AI in recruitment
- How a focus on workplace inclusion and flexibility can help protect against burnout

Create your own log-in: First, you'll need to create your own individual log-in using your work email address - visit the DCA website registration page, then follow the prompts to verify and create your password. You should then receive an email with a link to set your password (if you don't, please check your spam, or junk folder). Then you're ready to explore the member-only content!

If you have questions, please get in touch with s 22 or if you need help organising access, contact DCA at memberservices@dca.org.au.

You can also follow DCA on LinkedIn, Instagram, Facebook and Twitter to stay across the latest in D&I news, upcoming events, research and topics of interest.

Happy to discuss.

1

Regards

s 22

eSafety acknowledges the Traditional Custodians of country throughout Australia and their continuing connection to land, water, culture and community. We pay our respects to Elders past, present and emerging.
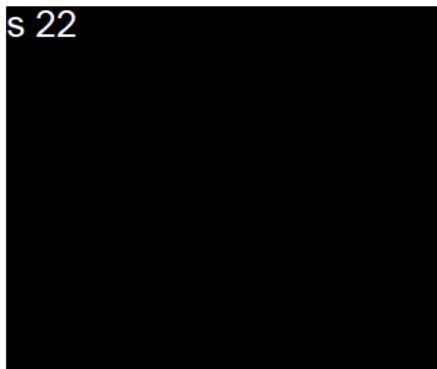
From: s 22
Sent: Thursday, 2 February 2023 8:41 AM
To: DL - eSafety Managers
Cc: s 22
Subject: FW: Diversity and inclusion training for Investigations Branch [SEC=OFFICIAL]

Hi All

The Investigations Branch has arranged Diversity and Inclusion Training for our investigators, and it is likely we will have a few spare spots to offer to people outside of the branch. We view the 3 components as fitting closely together, so recommend attending all 3 (though feel free to flag if you only want to/ can attend 1 session, and we'll see what we can do). If you or any of your staff would be interested in attending, please let Betty know, as she is coordinating attendance, and she will send the invitation once she has confirmed numbers and knows there is space.

First in, best dressed!

s 22

🌐 esafety.gov.au

connect. reflect. protect.
Safer Internet Day is coming! 7 February 2023

eSafety acknowledges the Traditional Custodians of country throughout Australia and their continuing connection to land, waters and community. We pay our respects to Aboriginal and Torres Strait Islander cultures, and to Elders past, present and emerging.

From: s 22
Sent: Monday, 23 January 2023 11:10 AM
To: DL - eSafety Investigations Branch <s 47E(d)>
Subject: Diversity and inclusion training for Investigations Branch [SEC=OFFICIAL]

Hi All,

We have arranged some Diversity and Inclusion Training with the Diversity Council Australia for the Investigations Branch, which is **compulsory** for investigators working in public-facing roles (barring any pre-approved leave already granted for these dates and other non-negotiable commitments). As there is a maximum headcount of 30 for this training, investigators in these teams (i.e. from the IBA, CB and ACA teams) will be prioritised for this training – however we welcome applications from others across the branch to attend, if there is space. Invitations will be sent out shortly.

Further information about these Workshops can be found here: [Knowledge Programs | Diversity Council Australia (dca.org.au)](#)

We have booked two dates for the workshops, **8 February** and **16 February 2023** and the training will be delivered **on site** in the Sydney office. Further details about the workshops are listed below:

Diversity & Inclusion 101 – Wednesday 8 February 10am – 11:30am
Understanding workplace diversity and inclusion

Unconscious Bias – Wednesday 8 February 1pm – 2:30pm
Understanding unconscious bias and how to counter it

Words at Work - Thursday 16 February 10am-11:30am
Building inclusion through the power of language

We recognise some teams are very busy, but as this training will help ensure we're doing all we can to provide a safe and inclusive space for all members of our community, we hope you can invest the necessary time to increase your understanding in this area.
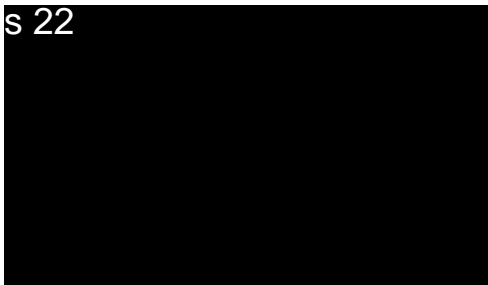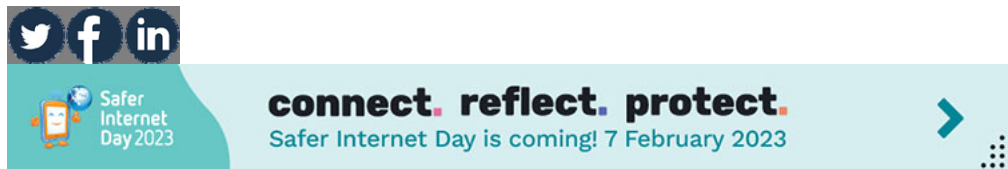
s 22

🌐[esafety.gov.au](#)

eSafety acknowledges the Traditional Custodians of country throughout Australia and their continuing connection to land, waters and community. We pay our respects to Aboriginal and Torres Strait Islander cultures, and to Elders past, present and emerging.

From:	s 22
Sent:	Tuesday, 4 July 2023 2:00 PM
To:	s 22
Cc:	s 22
Subject:	Trans-affirming training 24 July [SEC=OFFICIAL]
Attachments:	Pride Training - eSafety proposal.pdf; Trainer Intro - Hannah (1).png

OFFICIAL

Hi everyone

We have arranged for a trans-affirming training session for relevant eSafety staff on **Monday 24 July from 11.00 am to 1.00 pm**. The session will be delivered by Pride Training for up to 50 staff in the Sydney office (in-person).

The attached training proposal has information about the session, and identifies our specific objective as being to *"Increase (our) awareness of trans and gender diverse people and communities, and apply inclusive strategies to curb online harassment".*

With up to 50 places available, and to maximise the reach and benefit of this training, I would encourage all relevant teams to consider having a representative attend and sharing key insights with colleagues. Those areas for whom the training is particularly relevant may want to send more than one person. I have set up a list to 📄 register interest here and will forward the calendar invite once confirmed. (s 22 – I have already added Julie, s 22 as per previous corro).

Please let me know if you need any more information about this opportunity.
s

s 22

esafety.gov.au

Diversity and Inclusion Strategy 2024 - 26

MAY 2024

Contents

Chair's Foreword

As Chair of the Australian Communications and Media Authority (ACMA), it is my great pleasure to introduce the 2024-26 Diversity and Inclusion Strategy (the Strategy) for the ACMA and the Office of the eSafety Commissioner.

We are a medium sized agency, with our people living and working in different locations around Australia. We regulate communications and media services within Australia, contributing to maximising the economic and social benefits of communications infrastructure, services, and content for all Australians. Our workforce also supports the eSafety Commissioner, who is dedicated to helping safeguard all Australians from online harms and to promoting safer, more positive online experiences. The diversity of the work that we do, which is aimed at supporting the whole Australian community, can be best achieved by ensuring that our own workforce reflects the diversity of the community. This ensures that we bring a range of perspectives, knowledge and skills to the innovative development and delivery of our work and the discharge of our regulatory responsibilities.

The values we share as a workforce – being Purposeful, Curious and Questioning, and Collaborative – reflect that we want to work together to recognise, value and foster the diversity of our workforce, making best use of our people. We have built this Strategy around these values. Similarly, we all want to feel included, valued and respected at work, knowing that our individual skills, attributes, and identities can be used to make a difference to the people and communities who benefit from our work.

We recognise that improving diversity and inclusion in the workplace is an ongoing journey. Every day I see ACMA and eSafety employees bringing their best contributions to work and valuing the input of the unique individuals they work with. This Strategy brings together our existing diversity and inclusion initiatives and workforce culture, as well as stretching us to go further in creating a more diverse, inclusive, and accessible workplace.

As their major project, our 2022 graduate cohort considered our approach to diversity and inclusion, and they made recommendations about how we continue to grow an inclusive workforce culture that values diversity. The research of the graduate cohort has been fundamental to the development of this Strategy. My thanks go that group for their insights. I am delighted that the work of our graduates has contributed to a key strategy for our agency, which will benefit our stakeholders and our workforce in the years to come.

I encourage all of you to read this Strategy with a view to considering what it means for you; asking how you can bring your unique skills and perspectives to the agency, and how you can best value the unique culture, skills and perspectives of those around you.

Nerida O'Loughlin PSM
Chair

ACMA Diversity Champion Statement

I am excited to be the ACMA's inaugural Diversity Champion in support of the ACMA Diversity and Inclusion Strategy 2024-26. I am committed to the ACMA's culture being one that is inclusive, safe and non-judgemental – a culture where everyone is supported to contribute to their fullest potential. The Diversity and Inclusion Strategy brings together a range of existing initiatives along with some new ones and sets the direction for us all to truly embed a culture of inclusion and making the ACMA a great place to work.

I am delighted that the ACMA is moving into the next stage of our diversity and inclusion journey and looking forward to working with colleagues to deliver on what the strategy promises. I encourage everyone to get involved and take some action to contribute to an ACMA that is both diverse and inclusive.

s 22

eSafety Diversity Champion Statement

I am pleased to be the eSafety Commissioner's first diversity and inclusion champion. It's an ethos I have lived every day of my professional life. Diversity fuels creativity, fosters empathy, and drives excellence. It enables us to better serve all Australians by making sure the voices within our agency reflect those of the broader community.

Diversity on its own is not enough – inclusion is key. It makes sure we don't just appreciate this diversity, but we also leverage it to benefit everyone. This is why we place such a high value on the uniqueness of our people. We want to not only be proud of our work, but also proud of *where* we work too.

Together, we can create an agency that truly reflects the richness of our nation and delivers exceptional service for all.

s 22

Introduction

The purpose of the ACMA is to contribute to maximising the economic and social benefits of communications infrastructure, content, and services for Australia. The purpose of the eSafety Commissioner is to help safeguard all Australians from online harms and to promote safer, more positive online experiences. To achieve these purposes, it is important that our workforce reflects the diversity of the Australian community. We want a diverse workforce to genuinely have opportunities to contribute to and grow within our agency. We are committed to growing and nurturing a workplace culture where employees feel valued, respected and can safely contribute fully; bringing their unique and best selves to work.

This Strategy sets out the goals and actions we have established to build on our commitment to being a diverse and inclusive workforce. We recognise and celebrate the progress we have made and look forward to our further work together to create an inclusive workplace and build our capability. The Strategy aims to build a strong foundation of diversity and inclusion within the ACMA and eSafety by encouraging employees to think widely about diversity and inclusion. The Strategy supports achievement of the ACMA's and eSafety's objectives as outlined in both our corporate plans[1]. The _ACMA Enterprise Agreement 2024-2027_ also details our commitment to diversity and highlights that our diversity increases our innovation, learning and productivity. This Strategy sits alongside our Reconciliation Action Plan, which contains specific actions in relation to First Nations people in our workforce and which are not duplicated in this Strategy.

Our Strategy also supports our contribution to broader diversity initiatives of the Australian Public Service (APS) – specifically the _Aboriginal and Torres Strait Islander Workforce Strategy 2020-24_, the _APS Disability Employment Strategy 2020-2025_, the _Australian Public Service Gender Equality Strategy 2021-26_ and will include the _APS Culturally and Linguistically Diverse Employment Strategy_ when this is released. We recognise that these groups often face barriers to participation in the workforce and that as an APS agency we have a unique opportunity to contribute to removing these barriers.

Diversity and Inclusion at the ACMA and eSafety

We recognise that diversity includes background, identity, life experience and point of view. We are proud of the diversity that exists in our workforce and the many ways our people bring their unique skills, experiences and identities to improve and achieve what we do. We undertake a range of initiatives, both locally within teams and across our agency, to ensure that we value diversity and ensure inclusion. Importantly, this Strategy documents our existing initiatives, identifies opportunities for us to improve further in our diversity and inclusion journey and provides for us to measure our progress and reflect over time.

The Diversity and Inclusion Champions are the General Manager, Consumer Division ACMA, Cathy Rainsford, and the Executive Manager, Education, Prevention, and Inclusion Branch eSafety, Paul Clarke, and they are responsible for:

- supporting and monitoring progress of the actions identified in this Strategy, and
- raising diversity and inclusion matters with senior leaders and employees to work towards embedding a strong diversity and inclusion culture.

The Strategy aims to build on the strong foundation that the ACMA and eSafety have developed to continue our diversity and inclusion journey. As a workforce we value the diversity of each other, and we recognise and celebrate diversity awareness days of significance. A dedicated diversity budget enables the program to deliver a variety of activities such as guest speakers, morning tea events, capability development opportunities and provide information and resources to build awareness.

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[1] ACMA Corporate Plan 2023-24 and eSafety Commissioner Corporate Plan 2023-24

As an agency we participate in recruitment initiatives to engage employees through the School Leavers Program, Indigenous Australia Graduate Development Program (IAGDP) and the Indigenous Apprenticeship Program (IAP) and the Government Graduate Program.

We have online training available for all employees to encourage us all to embrace diversity and promote a safe and respectful workplace.

Diversity and Inclusion at the ACMA and eSafety

ACMA and eSafety profile 31 March 2024

55% male — SES employees — 45% female

44% male — 1% X — Agency employees — 55% female

18 YOUNGEST | 43 AVERAGE AGE | 73 OLDEST

6 — Average Length of Service
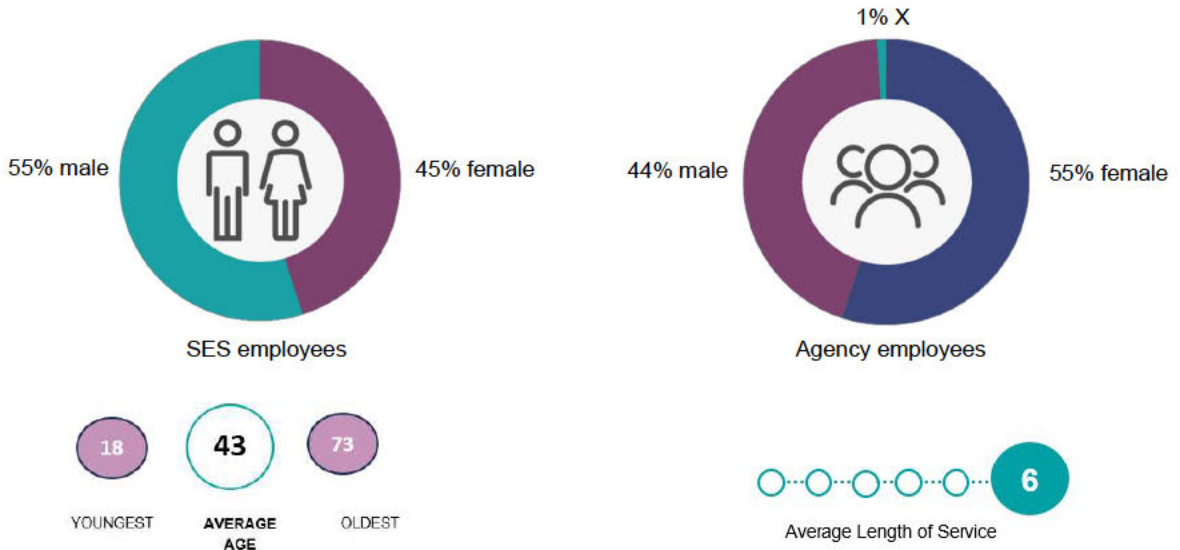
2023 APS CENSUS SNAPSHOT

Indigenous Australian Employees
1% | 3.3%

Employees with disability
10% | 5%

Employees identify as LGBTQIA+
10% | 9%

Born Overseas
20% | 24%

Speak another language other than English at home
18 | 22

ACMA/eSafety Census data
APS data (APSEDII)

71% of the ACMA and eSafety employees feel that the agency actively promotes an inclusive workplace culture.

79% of all APS employees feel that their agency actively promotes an inclusive workplace culture.

Our Strategy

Our Strategy outlines a range of initiatives to ensure we achieve diversity and inclusion in our workforce. These initiatives are built around the ACMA values (*We are purposeful, We are curious and questioning, We are collaborative)*, creating vital consistency between how we go about achieving our objectives as an agency, and how we seek to improve our diversity and inclusion.

Note that our Reconciliation Action Plan includes further actions that implement our reconciliation strategies and initiatives.

More detail on our values is included in our 2023-24 Corporate Plan. Additionally, values relating to the work of the eSafety Commissioner are included in the 2023-24 eSafety Corporate Plan.

As part of our Strategy, we will establish a Diversity and Inclusion Strategy Working Group to monitor the progress of our Strategy and to be a point of consultation for those responsible for implementing each action.

We are purposeful

We want to deliberately take action to enhance the diversity and inclusion of our workforce. We want to ensure that discrimination, exclusion and bias has no place in our workplace.

We commit to:

- building a diverse and inclusive workforce through the application of inclusion strategies and initiatives
- developing workplace policies and practices which promote workplace diversity and are inclusive of personal differences, different perspectives and the lived experiences of our employees
- establishing a diverse workforce through the implementation of recruitment and retention strategies to attract, recruit and retain a diverse group of employees; and
- promoting positive workplace behaviours that value individual differences and do not tolerate discrimination, exclusion or bias in any form.

We are purposeful

Our commitment to delivering tangible and significant benefits to all Australians provides direction and drives our work. We are committed to maintaining and enhancing our expertise and contribution to the work of the APS. We are outcomes-focused and strive for high performance. We are timely, measured and transparent. We engage with and manage risk and adapt quickly to changing expectations and priorities by being agile and flexible. We contribute to a positive and professional workplace that encourages us to do our best work. We appreciate and support each other and take time to recognise, communicate and celebrate our accomplishments.

Supporting these commitments, we plan to undertake the following specific actions throughout 2024, 2025 and 2026:

Action	Responsible	By when
Continue to engage at least two employees through the School Leaver Program.	Manager, HR Operations	February 2025 and 2026

Action	Responsible	By when
Continue to engage at least one employee through the Indigenous Australian Government Development Program or the Indigenous Apprenticeship Program.	Manager, HR Operations	February 2025 and 2026
Continue to engage at least five employees through the Australian Government Graduate Program.	Manager, HR Operations	February 2025 and 2026
Maintain an annual program, endorsed by EMC (for the ACMA program) and the Senior Executive Board (for the eSafety program), to recognise and celebrate diversity awareness days of significance. This program may include activities such as guest speakers, morning teas, awareness information and capability development.	Manager, HR Strategy and Internal Communications (ACMA) Manager, Business Operations (eSafety)	February 2025 and 2026
Establish a Diversity and Inclusion Strategy Working Group to monitor progress of the Strategy and be a point of consultation for those responsible for implementing the actions detailed in this Strategy.	Manager HR Strategy and Internal Communications	May 2024
Report quarterly to the Diversity and Inclusion Strategy working group on the progress of actions in this Strategy and provide a copy of the report to EMC.	Manager, HR Strategy and Internal Communications	Quarterly
Consult with the Culture and Values Network and the Wellbeing team to include diversity topics in the Facts and Snacks and the Living Well programs.	Manager HR Strategy and Internal Communications	March each year
Include our Reconciliation Action Plan artwork in our recruitment material.	Manager HR Operations	May 2024
Ensure this Strategy, and corresponding diversity and inclusion information and initiatives are communicated through upcoming revisions to the induction program and processes.	Manager HR Strategy	May 2024
Ensure a dedicated budget continues to be provided for diversity and inclusion initiatives (primarily celebration of days of significance).	General Manager, CRD eSafety General Manager, Technology and Strategy	June each year
Include responsibilities for diversity and inclusion in each round of SES and all staff with supervisory responsibilities performance development plans (to be included in templates).	Manager HR Strategy and Internal Communications, EMC	June 2024

Action	Responsible	By when
Update mentoring information on intranets to specifically include an option for mentoring to provide support to an individual in relation to diversity or inclusion issues, or to assist a manager in supporting diversity or inclusion issues.	Manager, HR Strategy and Internal Communications	June 2024
Review internal and external brand guidelines and visual materials across the eSafety and ACMA websites to ensure diversity and inclusion is considered in the application of language, imagery and photography,	Manager, Media and External Communications eSafety General Manager, Technology and Strategy	June 2024
Undertake a self-assessment against the *APS Disability Employment Strategy 2020-2025*	Manager HR Strategy and Internal Communications	August 2024
Review recruitment practices and internal guidance material to ensure it includes detail on diversity, discrimination and how to utilise affirmative measures.	Manager HR Operations	September 2024
Undertake a self-assessment against the *Australian Public Service Gender Equality Strategy 2021-26*	Manager HR Strategy and Internal Communications	November 2024
Review recruitment promotional information (including the ACMA and eSafety websites and recruitment system) to ensure our commitment to diversity and inclusion is communicated, and the availability of accessibility measures and reasonable adjustments is identified.	Manager, HR Operations	December 2024
Undertake a scoping exercise to explore how positions for disability employment can be identified and supported, including seeking advice from employment providers. The exercise should provide clear outcomes on next steps to be delivered.	Manager HR Strategy and Internal Communications	December 2024
Provide at least two sessions per year through the HR101 initiative of selection panel training that includes addressing issues such as unconscious bias, race and racial discrimination and ageism (the value of experience).	Manager HR Operations, Manager HR Strategy and Internal Communications	December each year
Undertake a self-assessment against the *APS Culturally and Linguistically Diverse Employment Strategy* (when released)	Manager HR Strategy and Internal Communications	April 2025
Review all human resources policies and procedures with a view to ensure they are inclusive and do not create barriers.	Manager, HR Operations	June 2025

We are curious and questioning

We want to value the individual differences between each of us and use these to drive innovative design and delivery of services and the discharge of our responsibilities in a way that reflects the needs of a diverse Australian population. We want to continually grow in our understanding of diversity so that we can understand, value and support each other.

We commit to:

- recognising and embracing the skills and experiences of others, and

- learning from the different skills, knowledge and lived experiences of each other, and using this to improve what we do.

We are curious and questioning

We look around us and into the future to explore new ways of addressing ongoing challenges and maximising opportunities. We look deeply into issues from the various perspectives of our stakeholders to develop new understandings. We ask astute questions and interrogate the implications of matters relevant to our work. We gather and analyse data from multiple sources. We value critical thinking and analysis to support rigorous and innovative approaches to our work. We value and invest in learning and opportunities for professional development. We seek out information and learn from international research and the experiences of other jurisdictions.

Supporting these commitments, we plan to undertake the following specific actions throughout 2024, 2025 and 2026:

Action	Responsible	By when
Promote diversity learning programs (through the agency's online learning provider) as part of diversity days of significance campaigns.	Manager, HR Strategy and Internal Communications	For each day of significance
Promote the availability of the SBS Inclusion program eLearning courses.	Manager HR Strategy and Internal Communications	May 2024
Ensure at least one edition each year of Learning Bite focuses on developing diversity and inclusion capability.	Manager HR Strategy and Internal Communications	December each year
Require all SES officers and Managers & Supervisors to complete at least one module within the SBS Inclusion Program each year.	Manager HR Strategy and Internal Communications	December each year

Action	Responsible	By when
Create a dedicated Hub page for diversity and inclusion to make information available in a single location and provide an opportunity for employees to provide feedback, share and access learning and direct questions.	Manager HR Strategy and Internal Communications	December 2024
Deliver compulsory diversity and inclusion training for staff in public facing roles	HR Manager eSafety	December 2024

We are collaborative

We want to use our differences to work better together. We want to contribute to the broader initiatives of the APS to improve diversity and inclusion. We want to provide opportunities for employees to form networks around diversity identities where they choose to do so and provide opportunities for all employees to share their skills and knowledge in relation to diversity.

We commit to:

- making each other feel valued and comfortable to contribute our own skills and experiences
- actively seeking input from those that have different skills, perspectives and lived experiences to ourselves; and
- ensuring that we use knowledge and experience outside our agency to enhance our approach to diversity and inclusion.

We are collaborative

We collaborate within the ACMA, with the Department, other regulators and relevant agencies, as well as across all levels of government. We engage proactively and creatively with industry and the community, demonstrating a clear understanding of their issues and challenges. In doing so, as with all our work, we maintain the highest levels of integrity. We articulate and promote the work of the ACMA to maximise awareness of what we do. We seek out and value diverse perspectives and ideas. We are respectful and share knowledge generously.

Supporting these commitments, we plan to undertake the following specific actions throughout 2024, 2025 and 2026:

Action	Responsible	By when
Establish a working group to oversee the completion of actions from this Strategy and inform the development of the next Strategy.	Executive Manager, HRC Branch	May 2024
Expand initiatives to conduct exit interviews and surveys, to allow any workplace improvements relating to diversity to be collected from employees leaving the agency.	Manager HR Strategy and Internal Communications	June 2024

Action	Responsible	By when
Implement stay interviews to understand what employees like and to ensure workplace improvements can be made prior to employees leaving the agency.	Manager HR Strategy and Internal Communications	June 2024
Seek interest from employees to establish diversity networks. Provide information to employees about the availability of these networks (where formed).	Manager HR Strategy and Internal Communications	September 2024

What can I do?

As employees of the APS, we are guided by the Australian Public Service (APS) Values and Code of Conduct. These values underpin the work of the agency and this strategy to ensure our workplace behaviours and actions promote workplace diversity and are inclusive of personal differences, different perspectives, and the lived experience of our colleagues.

All employees

have a critical role in proactively improving diversity and inclusion with the ACMA and eSafety to grow a workplace culture where employees feel valued, respected and can safely contribute fully; bringing their unique and best selves to work. Participating in learning and development opportunities and events will assist to build understanding and capability relating to diversity and inclusion.

All managers

will lead by example by demonstrating inclusive behaviours and cultivating an inclusive environment where staff can share ideas and speak up when they have differing views. Managers will have regular meaningful discussions with their staff on how they can contribute to improving diversity and inclusion in the agency. All managers and supervisors will complete one of the SBS Inclusion modules annually with responsibilities relating to diversity and inclusion to be included in Managers Performance and Development Plans.

All senior leaders

will exemplify inclusive behaviours and hold leaders and peers to account. They will champion the principles and benefits of diversity and inclusion and visibly commit to embedding these in practice to create a safe and inclusive environment for all staff. All SES will complete one of the SBS Inclusion modules annually with responsibilities relating to D&I to be included in SES Performance and Development Plans.

Review

Recognising that this is our first Strategy, we understand that many of the actions are designed at uplifting our organisational capability in relation to diversity and inclusion; creating a foundation for further, longer-term actions.

Reflecting this, we will review the Strategy by the end of 2025 to replace it with a new Strategy for 2026 and beyond.

To inform this, and to ensure the above actions contribute positively to diversity and inclusion at the ACMA and eSafety, any feedback on this Strategy or our diversity and inclusion initiatives can be provided to s 47E(d) .

Corporate services news

Consultation: Diversity and Inclusion Strategy

11/27/2023

We are pleased to share the draft of our inaugural Diversity and Inclusion Strategy for your feedback. We want to hear from you by COB Friday 22 December.

Background

The 2022 Graduate Major Project examined and assessed the ACMA and eSafety's current workplace culture in relation to diversity and inclusion. The project included extensive consultation with staff and a recommendation to develop a diversity and inclusion strategy to address the findings and improve diversity within the agency.

It is important that our workforce reflects the diversity of the Australian community that we serve. We want a diverse workforce to genuinely have opportunity to contribute to and grow within our agency. We are committed to growing and nurturing a workplace culture where

employees feel valued, respected and can safely contribute fully; bringing their unique and best selves to work.

What does the strategy cover?

The [draft ACMA Diversity and Inclusion Strategy 2024-26](#) sets out goals and actions to build on our commitment to being a diverse and inclusive workforce and includes:

- existing diversity and inclusion initiatives in place at the ACMA and eSafety
- additional actions to further the inclusive culture at the ACMA and eSafety.

We want your feedback

To guide your feedback, we would like to hear from you about:

- any initiatives you see as a priority
- any additional initiatives you would like to see included in the strategy
- any amendments to the draft strategy.

See the [draft ACMA Diversity and Inclusion Strategy 2024-26](#).

Feedback can be provided anonymously or identified, via the [Consultation](#) page on The Hub.

The consultation period is open until **COB Friday 22 December**.

Next steps

All feedback will be considered and incorporated where possible and we look forward to officially launching our new strategy in the new year to support a diverse and inclusive workplace.

If you missed it, you can watch the presentation by our 2022 grads on [Actively growing an inclusive culture in the ACMA and eSafety](#) or read the [project report](#).

s 22

Our new Diversity and Inclusion Strategy

5/10/2024

We are proud to announce the launch of our first ever Diversity and Inclusion Strategy. Learn about the Strategy and hear from our new Diversity and Inclusion Champions, s 22 and s 22 .

Main image: s 22

What is the purpose of the Strategy?

Our new *Diversity and Inclusion Strategy 2024-26* (the Strategy) aims to build on the strong foundation that the ACMA and eSafety have developed to continue our diversity and inclusion journey. We want to create a culture that values and utilises the diverse backgrounds and experiences of our staff.

Importantly, the Strategy will improve our capability to serve the public as our workforce mirrors the diversity and diverse needs of the

Australian community. This alignment helps us to improve service delivery in our purpose to maximise the economic and social benefits of communications services and content.

What does diversity and inclusion mean at the ACMA and eSafety?

Diversity at the ACMA and eSafety means acknowledging and leveraging the unique backgrounds, identities, experiences and perspectives of our employees.

Inclusion means that we see these diverse voices as not just present, but integral to the organisational process, encouraging a workplace where everyone feels valued and can fully contribute.

s 22 says: *'The Strategy is a clear demonstration of why we place such a high value on the uniqueness of our people. We all want to not only be proud of our work, but also proud of where we work too.'*

s 22 adds: *'The quality of our advice and our decisions can only be improved by drawing on the wide range of experience, perspectives and voices across the agency. Doing so in a way which demonstrates deep respect for, and value in, the individuality of our people will make this an even better place to work where everyone can contribute to their maximum potential.'*

How did the Strategy come about?

The 2022 Graduate Major Project examined and assessed the ACMA and the eSafety's workplace culture in relation to diversity and inclusion, and determined that a Strategy should be developed to improve diversity.

The draft Strategy was developed in consultation with staff throughout 2023 and early 2024 to understand the initiatives staff see as a priority.

Staff feedback was an important component of developing the Strategy to ensure it is meaningful to each of us and to understand how we will bring it to life together across many areas of our work, and how we work. You can read a summary of the feedback received and the action proposed. The Strategy has been updated to include the actions that recommended a change to the Strategy.

What opportunities are there to be involved?

Everyone at the ACMA and the eSafety will have various opportunities to engage with diversity and inclusion initiatives, including:

- Getting involved in diversity and inclusion activities, training and celebrating days of significance - contact s 47E(d) if you would like to be involved! We would love your ideas and support.
- Supporting our entry level recruitment programs, the School Leavers Program and the Indigenous Australian Graduate Development Program (IAGDP), by engaging with and supporting staff members in these programs.
- Complete the SBS Inclusion program in Learnhub to increase your understanding of diversity.

Stay tuned for more ways you can be involved!

See the Our Diversity and Inclusion Strategy page on The Hub.
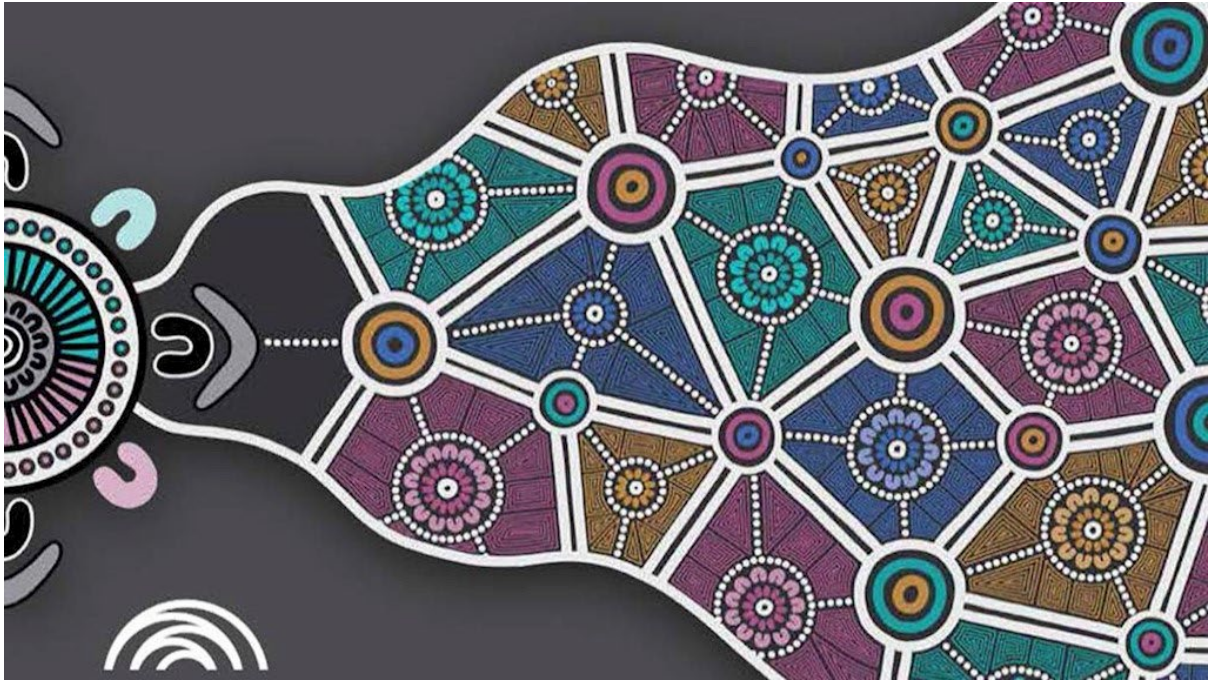
Corporate services news

Our Reconciliation Action Plan

8/29/2023

The Chair joined staff to launch our inaugural ACMA Reconciliation Action Plan (RAP) on Tuesday 29 August. Our RAP outlines the actions we will take as an organisation to contribute to reconciliation in Australia.

Our Reconciliation Action Plan is an important step in our agency's reconciliation journey. It provides a formal blueprint of how we will take tangible action as an organisation to improve circumstances for First Nations people.

The plan was created in consultation with Reconciliation Australia(RA), in collaboration with our RAP Working Group.

What's in our RAP?

Our RAP is targeted at RA's 'Innovate' level, meaning it recognises what we have already set up and achieved to contribute towards reconciliation,

while also setting an ambitious agenda for us to mature and lay the foundations for more to come.

We have committed to 14 action items, consisting of 93 different deliverables that will touch on all parts of our organisation.

These have been grouped into 4 domains: Relationships, Respect, Opportunities and Governance.

All of the action items and deliverables are listed in detail in the RAP. All staff are encouraged to read through, consider the connections to your work or areas of interest, and consider ways you might be able to contribute to our organisation's reconciliation efforts.

What's next?

Now that the RAP has been formally endorsed by Reconciliation Australia and published, we turn towards implementation. This will be the focus until mid-2025.

The RAP Working Group will be leading the implementation. If you'd like to be part of the Working Group you can contact them through s 47E(d) . Alternatively, you can express your interest in contributing towards initiatives in the RAP by speaking to a Working Group member or contacting s 47E(d) .

New Reconciliation email signatures

A new Reconciliation email signature block template is now available for all staff. The signature block features our RAP artwork 'Connected and United' created by Amy Allerton from Indigico.

You can access the email signature block template from [ACMA templates](#)on The Hub.

In case you missed it...
A recording of the Reconciliation Action Plan launch event is available at [Past presentations and events](#) on The Hub. The Chair was joined at the launch by artist Amy Allerton, who speak about the 'Connected and United' artwork she created for our RAP.

Australian Government | **acma**

Australian
Communications
and Media Authority

2023 ACMA Awareness campaign schedule

Raising awareness and providing support to a selection of global, national and agency initiatives

To assist with scheduling events and guest speakers, see the **Internal events calendar** for a full view of ACMA internal activities and events throughout the year, including branch, divisional and all-staff meetings, Facts & Snacks, ACMA Exchange and Fireside chats.

When	Campaign	Activity	Owner (Section/Branch)
January			
	–	>	
February			
8	Safer Internet Day	> Intranet article	eSafety

s 22

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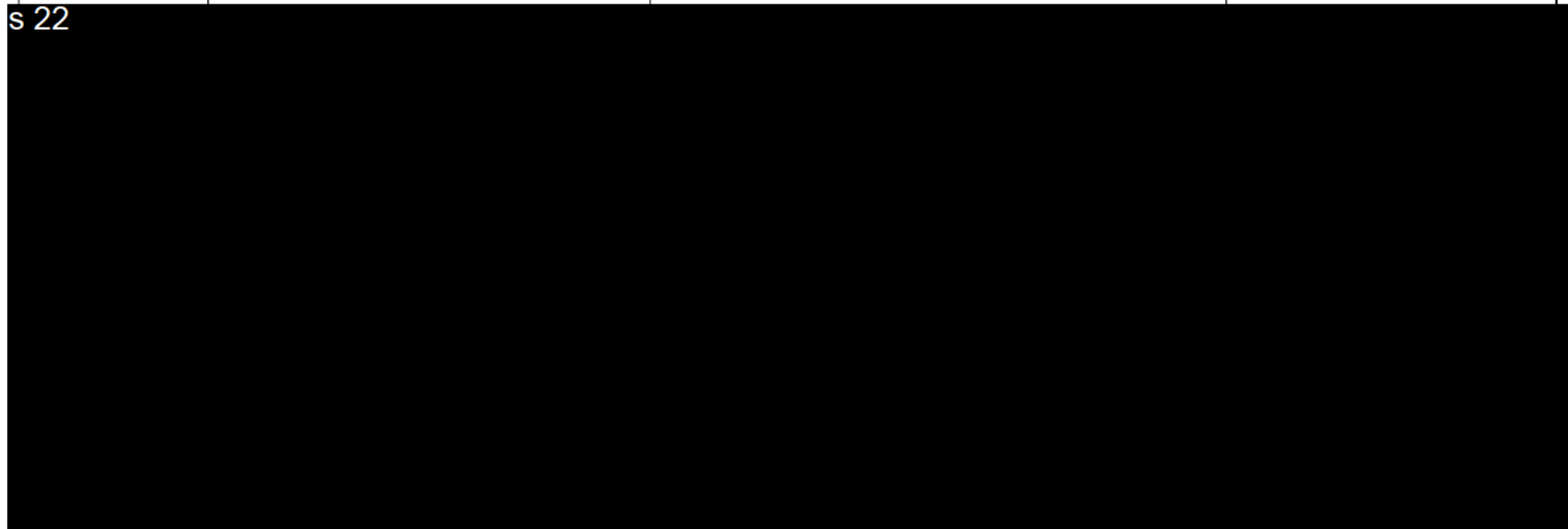
#EmbraceEquity: International Women's Day 2023

3/03/2023

This year's International Women's Day highlights the importance of equity and how it can help us achieve equality and a truly inclusive workplace. Find out why we should #EmbraceEquity.

Wednesday 8 March is [International Women's Day](#), a global day celebrating the social, economic, cultural and political achievements of women.

2023 theme: #EmbraceEquity

International Women's Day this year marks a call to action for accelerating women's equality. The theme **#EmbraceEquity** says that through the process of creating equity, we can reach equality.

What's the difference between 'equity' and 'equality'?

The words equity and equality are often used interchangeably. But despite their similarities, equity and equality are inherently different concepts.

- **Equality** means each individual or group of people are provided exactly the same resources and opportunities.
- **Equity** recognises each person has different circumstances and allocates the correct resources and opportunities needed for them to reach the same outcome. Equity is about everyone having the opportunity and the right tools to be successful.

Here's a visual definition of equality versus equity:

Image source: [Robert Wood Johnson Foundation](#)

It acknowledges that everyone isn't the same and may require different things in order to achieve their goal. Adapting services, policies and processes to take into account these differences is a way of creating equity.

What does equity and equality look like in the Australian Public Service (APS)?

The [2021-22 State of the Service Report](#) showed the APS continues to lead the way in some aspects of gender equality, with female representation at 60.4%, a gender balance at most senior leadership levels, and the gender pay gap continuing to decline. Despite this

progress, there is still room for improvement.

We asked some of our senior leaders what IWD means to them and how they seek to #EmbraceEquity and contribute to increasing gender equality within the ACMA and the broader APS.

s 22

'To me this theme is talking about moving beyond equality to equity, which as we know is a very different concept. The 'embrace' word is interesting, it doesn't just mean appreciating and understanding that women come from a different starting point, a different background or different circumstances. It's actually a shift to appreciate that different needs need to be addressed by either applying different resources to assist women or different opportunities being found. What is interesting about it is that the root of equity is diversity and inclusion. I think as a society we have a long way to go to understand the difference between equity and equality and where that leads. Diversity and inclusion is important in policy making and in our workplaces.'

s 22

'International Women's Day is an opportunity to reflect on and learn about the amazing contribution that women both in Australia and around the world make to the people and communities around them, while also continuing the conversation about what can be done to achieve a state where gender is no longer a contributor to inequity.'

s 22

'International Women's Day is an important opportunity to celebrate how far we have come on gender equality, while also recognising how much there is still left to go. IWD has particular significance to me this year as my wife returns to work following the birth of our second child. I want my children to grow up seeing both of their parents leading full and happy lives, as full and equal participants in all aspects of society.'

s 22

'We can all support gender equality and diversity through day-to-day practices, including:

- explicitly valuing diverse experiences
- recognising that authentic leadership can take a range of different forms, and

- being as inclusive as possible in the way we do our work. For example, scheduling and chairing meetings in an inclusive way, supporting honest conversations about how to make flexible work a win-win for employees and managers, and being creative in our recruitment activities.'

MS Teams background

You can show your support and celebrate at every meeting by using one of the International Women's Day MS Teams backgrounds. These will be available from Monday 6 March.

To set it up as your background, go to MS Teams, hover your mouse on the screen of a video call, select the three dots (…) and then 'Apply background effects' and choose the background you wish to add from the default options. If you can't see them, you may need to go to your system tray at the bottom right-hand corner of your screen, right-click on the MS Teams app icon and select 'Quit', then reopen the app.

Main image, clockwise from top left:

s 22

News of the week

National Reconciliation Week 2023

5/26/2023

This year we are all challenged to 'Be a voice for generations' using our power, our words and our actions to create a better, more just Australia for everyone. Join us in celebrating National Reconciliation Week 2023.

The theme of this year's [National Reconciliation Week](#) encourages all Australians to be a voice for reconciliation in tangible ways in our everyday lives – where we live, work and socialise. We take a look at the different ways we can be a voice for reconciliation.

In our workplace

As part of [our reconciliation journey](#), we are developing our inaugural Reconciliation Action Plan (RAP). The RAP will identify clear actions and realistic targets to gain a deeper understanding of our sphere of influence and establish the best approach to advance reconciliation within the ACMA.

Following [staff consultation earlier this year](#), the draft RAP is currently with Reconciliation Australia. We will share with you the finalised RAP very soon.

Guest speaker: Kutcha Edwards

This year we are celebrating National Reconciliation Week by inviting Kutcha Edwards to share his story with us on Wednesday 31 May. Kutcha is a proud Mutti Mutti, Yorta Yorta and Nari Nari man, who is a strong advocate for Aboriginal people and dedicated to the continuum of his traditional Songline. He has been combining songwriting and activism since 1991 and is a now multi award winning singer–songwriter. His most recent album '[Circling Time](#)' has garnered critical acclaim.

Kutcha will join us in the Melbourne Authority Room, and you can listen to his story and ask questions from the Authority Room in each office location or via [Microsoft Teams](#).

Significant dates around National Reconciliation Week

- [National Sorry Day](#) precedes National Reconciliation Week on **Friday 26 May** – a day to remember and acknowledge the mistreatment of Aboriginal and Torres Strait islander people who were forcibly removed from their families and communities, known as the Stolen Generation. This day reminds us that historical injustice remains an ongoing source of intergenerational trauma for Aboriginal and Torres Strait Islander families, communities and peoples.

National Reconciliation Week runs from 27 May to 3 June, marking 2 significant events in the journey of reconciliation:

- **Saturday 27 May,** the first day of National Reconciliation Week, marks the anniversary of the [1967 referendum](), where Australians voted overwhelmingly to count Aboriginal and Torres Strait Islander peoples in the national census and allowed the Commonwealth Parliament to make laws for Aboriginal and Torres Strait Islander peoples, rather than individual states.
- **Saturday 3 June**, the final day of National Reconciliation Week, marks [Mabo Day]() – the anniversary of the [High Court's historic judgment in the 1992 Mabo case](). [Eddie Mabo]() is celebrated for helping to overturn 'terra nullius' (land belonging to no-one) in a 10-year campaign through the courts.

To find out more about National Reconciliation Week 2023, watch the [Be a Voice for Generations]() video from Reconciliation Australia.

You can also take a look at the many [National Reconciliation Week 2023 events]() taking place around Australia to see how you can participate in your local area and socially.

DIVERSITY AND INCLUSION NAIDOC WEEK 2023 EVENT BRIEF

FOR OUR ELDERS

2–9 JULY 2023

OVERVIEW

NAIDOC Week is a time to celebrate the histories, cultures and achievements of Aboriginal and Torres Strait Islander people. It's held each year during the first week of July and is an important annual event where everyone is invited to acknowledge and celebrate these significant dates and to foster a culture of Inclusion at the ACMA which in turn leads to:

- Increase in recruitment and retention of those from diverse backgrounds, creating a larger and stronger talent pool
- Greater innovation and creativity (rather than having 'one voice')
- Improved culture, leading to stronger engagement
- Challenge harmful social cultures and norms
- Celebrate and promote the value of diversity and inclusion in our workplace and community.

TARGET AUDIENCE

All ACMA and eSafety staff.

BENEFITS OF THIS AWARENESS WEEK

- Awareness, inclusion and celebration of Aboriginal and Torres Strait Islander culture through food, music, storytelling and art.
- Becoming more inclusive can increase office morale and employee engagement.
- Building a culture of inclusion creates an environment where employees can be themselves and feel connected and safe. Creating this environment for employees means they bring their best to work, which leads to strong business outcomes.

VENUE

- Office and virtual (MS Teams) events to enable all staff to participate.

DATE

- Monday 3 July – Friday 7 July

AWARENESS ACTIVITIES OVERVIEW

A variety of inclusive interactive experiences will not only raise awareness of the NAIDOC week but will also celebrate Aboriginal and Torres Strait Islander culture with all ACMA and eSafety staff. The following activities are recommended:

- A catered morning tea in each office including indigenous food options.
- Share a 'Celebration series' including a Spotify playlist, podcasts, recipes, books and movies.
- Host an art workshop in each location, facilitated by Fiona and streamed via MS Teams to each office (maximum 10 participants per location to register via LearnHub).
- Remind staff about the Aboriginal and Torres Strait Islander SBS Inclusion module (part of a larger inclusion package).
- Utilise awareness posters around the office (free download from the NAIDOC week website).
- Offer a Teams background for NAIDOC Week (free download from the NAIDOC week website).

Diversity and Inclusion NAIDOC Week 2023
Event Brief - overview

CELEBRATING NAIDOC WEEK
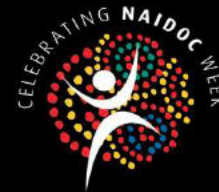
2–9 JULY 2023

TIMELINE AND LOGISTICS

NAIDOC Week runs from Sunday 2 July – Sunday 9 July 2023, staff will have their senses immersed in Aboriginal and Torres Strait Islander culture through food, music, art and stories. Building connection and understanding with hands on activities is the best way of learning culture.

16 JUNE
Approvals and purchase

26 JUNE
Distribution of materials

29 JUNE
Promotion and awareness

30 JUNE
Hub Article

3 JULY
Promotion and awareness

4 JULY
Official NAIDOC celebrations

3 – 7 July
Official NAIDOC celebration

Approvals
Approval and confirmation of event plans.

Confirm Catering
Quotes have been provided for each location.

Communications
Finalise communications plan for the day.

Art Activity
Organise art supplies through Office Works and provide to the locations.

Arrange posters for the SYD and MEL offices. Liaise with reception to put up posters in each location.

Provide the Teams background to IT for inclusion.

Commence communications
To all ACMA staff notifying of upcoming celebrations. Communication via article on the Hub, inclusion in Corporate update etc.

Posters and materials
Marketing/awareness materials to be placed around the office.

Logistics
Determine final logistics of each event, ensuring contact people are aware of the details.

Hub Article
Launch NAIDOC week with a Hub article, including information about NAIDOC week and details of each event and celebration.

Launch the Indigenous Playlist
To increase awareness of Indigenous artists.

Notifications
Remind staff of the morning tea event.

MS Teams
Organise for a Departmental-wide MS Teams channel where podcasts, books, recipes, movies etc can be shared for all to read and listen.

NAIDOC Week morning tea
Staff celebrate NAIDOC week with a morning tea, with aspects of traditional food and flavours.

Art workshops
Staff are encouraged to register through Learnhub to participate in an instructor led Indigenous art workshop in each office facilitated by Fiona Lockwood.

Day	Topic	Post	Responsibility
Wednesday 28 June	Introduction	Welcome to the 2023 NAIDOC Week MS Teams channel! We are so pleased you could join us. Please pop back in on Monday to participate in our NAIDOC week celebrations. We will be sharing creative works by Aboriginal and Torres Strait Islander people, including books, podcasts, tv and films, and music. We encourage you to have a look at the link below for any events that are occurring within your local area. Local NAIDOC Week events | NAIDOC *WARNING: Aboriginal and Torres Strait Islander employees are warned that some of the content shared in this forum contains images and voices of deceased persons.*	s 22
Monday 3 July (Morning)	Spotify playlist	Good morning everyone, Happy NAIDOC Week! To start our celebrations off, our team have specially curated a playlist to soundtrack your week, including various Aboriginal and Torres Strait Islander artists. We have included a mix of genres to try and accommodate everyone's musical palette. To find the playlist using your personal device please follow the instructions in the PDF below: Find our NAIDOC Week playlist on Spotify.pdf Alternatively, you can use the link below to paste into your search engine. **Spotify playlist:** https://open.spotify.com/playlist/1tofoqUmRPqA2kcJu7vgp5?si=SVWBkc-GR3mQgv2V78gzFA Let us know what you think! Do you have any Aboriginal and/or Torres Strait Islander artists that you like listening to that we haven't included?	s 22

Monday 3 July (Afternoon)	Morning tea	Good afternoon everyone, Just a reminder for those of you working in the office tomorrow, the NAIDOC Week morning tea will commence at 10:30am. • Canberra – Richard Butler Room • Sydney – Social Networking Room • Melbourne – West Gippsland Room So, bring your cuppa and come and enjoy our Indigenous inspired morning tea!	s 22
Tuesday 4 July (Morning)	Books	*WARNING: Aboriginal and Torres Strait Islander employees are warned that some of the content shared in this forum contains images and voices of deceased persons.* Good morning everyone, Today we are sharing a list of books written by Aboriginal and Torres Strait Islander writers. The list is below and the PDF document includes a synopsis for each of the books. • Dark Emu: Bryce Pascoe • Barbed Wire and Cherry Blossoms: Anita Heiss • Mullumbimby: Melissa Lucashenko • Tell Me Why: The Story of My Life and My Music • Sand Talk: Tyson Yunkaporta NAIDOC Week Celebration Series - Books.pdf Have you read any of these books before? Is there a book that looks particularly intriguing to you? Do you have a favourite book written by an Aboriginal or Torres Strait Island writer that we haven't included?	s 22

| Tuesday 4 July (Afternoon) | Morning tea and Art workshop | We hope you all enjoyed morning tea!

What was everyone's favourite?! In Canberra we got to sample Strawberry Gum cupcakes which were delicious! I know in Melbourne there was 'ebur' emu in a blanket did anyone get to try those? They sound interesting!

For those in Canberra who registered to attend the NAIDOC Art Workshop, this session is about to commence.

Looking forward to seeing what you create.

Sydney, It's your turn tomorrow! | |

Wednesday 5 July (Morning)	Podcasts	*WARNING: Aboriginal and Torres Strait Islander employees are warned that some of the content shared in this forum contains images and voices of deceased persons.*	s 22
		Good morning everyone,	
		Today we are sharing a list of podcasts with you. We have included podcasts for the whole family!	
		They are all hosted and/or produced by Aboriginal and Torres Strait Islander people. In the PDF document we have included where you can listen to these podcasts.	
		• Voices of Power: AIATSIS and Winston Churchill Trust • Yarning Up: Caroline Kell • Blacademia: Amy Thunig • Take It Blak: Jack Latimore and Rae Johnston • Little Yarns: ABC with Rudi Bremer	
		NAIDOC Week Celebration Series - Podcasts.pdf	
		Have you listened to any of these podcasts before? Do you have a favourite podcast hosted or produced by an Aboriginal and/or Torres Strait Island person or people?	

Wednesday 5 July (Afternoon)	Aboriginal Art Workshops	Here is a photo of our Indigenous Australian Government Development Program (IAGDP) trainee and contemporary Aboriginal artist, Fiona Lockwood facilitating our Aboriginal Art Workshop. For more information about Fiona, please see our recent spotlight article. Well done to the participants for creating their own artwork. Would anyone who participated in the workshop like to post a photo of what they created? Melbourne participants, Fiona looks forward to working with you tomorrow.	s 22
Thursday 6 July (Morning)	Recipes	Good morning everyone, Do you like cooking? If not, do you like eating yummy food? Well this one if for you! We're reaching out to the foodies of the organisation today by sharing some bush tucker inspired recipes that include Australian native ingredients. **Wattleseed and thyme damper** Crunchy little wattleseeds have a flavour somewhere between coffee and chocolate, and when combined with the earthy aroma of fresh thyme in this damper, you'll be transported straight to the Australian outback. https://www.sbs.com.au/food/recipes/wattleseed-and-thyme-damper **Finger Lime and Lemon Syrup Cake** Finger Lime is a native citrus prized for its unique caviar-like pulp and attractive colour, which can vary between yellow, green, pale pink and crimson. Finger Lime trees were traditionally found in the sub-tropical rainforests of Northern NSW and Queensland, part of the Bundjalung language nation. Finger Lime and Lemon Syrup Cake Recipe.pdf **One-pan lemon myrtle chicken and rice** Lemon myrtle is Australia's answer to lemon zest, lemongrass or even a lemon-scented bay leaf.	s 22

| | | https://www.taste.com.au/recipes/one-pan-lemon-myrtle-chicken-rice-recipe/flkuexiq?r=recipes/nativeaustralianfood&c=bpkahh9m/Native%20australian%20food

Grilled cucumber and lemon myrtle soda

Mountain Pepper Berries are characterised by their polygodial content, which is responsible for their strong peppery taste. Eaten fresh, the flavour is sweet, fruity and pungent, with an intense peppery bite, that builds and lingers on the back palate.

https://www.gourmettraveller.com.au/recipes/chefs-recipes/grilled-cucumber-and-lemon-myrtle-soda-8395

Roast pumpkin, sweet potato, and macadamia dip

Macadamia is a genus of four species of trees in the flowering plant family Proteaceae. They are indigenous to Australia, native to northeastern New South Wales and central and southeastern Queensland specifically.

Roast Pumpkin, Sweet Potato and Macadamia Dip Recipe.pdf

If you give any of these recipes a go, we'd love if you shared pictures of them, or even brought them in to the office to share with your colleagues!

Did any else not know that macadamias were native to Australia? No, just me? | |
| **Thursday 6 July (Afternoon)** | Art workshop | Sydney! How was your NAIDOC art workshop yesterday? Did you learn anything you would like to share? Would anyone like to share a picture of the piece they created?

Melbourne participants are up this afternoon. We can't wait to see what you have created. | s 22 |

Friday 7 July (Morning)	TV/Films	*WARNING: Aboriginal and Torres Strait Islander employees are warned that some of the content shared in this forum contains images and voices of deceased persons.* Good morning everyone, Today is the last day of your NAIDOC week celebrations and we have something for you to enjoy over the week! We have included a list of TV shows and films that are produced by or have Aboriginal and/or Torres Strait Islander people in them. The PDF document includes a synopsis for each of the TV shows/films and where you can stream them. • In my Blood it Runs • Jasper Jones • Black Comedy • Sweet Country • Firestarter: The Story of Bangarra NAIDOC Week Celebration Series - Films.pdf Have you watched any of these before? Do any of them scream "Watch me!" to you? We'd also love to hear if you have any favourite Aboriginal and/or Torres Strait Islander movies or TV shows that you like to watch?	s 22
Friday 7 July (Afternoon)	Art workshop	How did Melbourne participants go in the NAIDOC Art Workshops yesterday? Any pics?!	s 22
Friday 7 July (Before you leave for the day)	Wrap-up	We would like to thank everyone for their involvement in our NAIDOC week celebrations this week. We will be sharing a document on Monday that includes all the creatives works we have shared throughout the week so you can revisit them at your own pace. We encourage you to have a look at the link below to find any local events occurring over the weekend. NAIDOC week runs until 9 July. Local NAIDOC Week events | NAIDOC	s 22

Monday 10 July	NAIDOC Week celebration series resource	Thank you again for participating in our NAIDOC week celebrations. Below is the document with all of the creative works we shared last week. This channel will now be closed for commenting. If you have any questions about anything we have shared or would like further information, please do not hesitate to contact the HR Strategy team at HRassist@acma.gov.au.	s 22

Diversity and Inclusion
Wear it Purple Event Brief

WEAR IT PURPLE

PROPOSAL OVERVIEW

Wear It Purple strives to foster supportive, safe, empowering and inclusive environments for LGBTQIA+ rainbow young people.

It is important to acknowledge and celebrate significant dates and events such as Wear it Purple day, to:

- Foster a culture of Inclusion at the ACMA which in turn leads to:
  - Increase in recruitment and retention of those from diverse backgrounds, creating a larger and stronger talent pool
  - Greater innovation and creativity (rather than having 'one voice')
  - Improved culture, leading to stronger engagement
- Challenge harmful social cultures and norms
- Celebrate and promote the value of diversity and inclusion in our workplace and community.
- Raise awareness about sexuality, sex and gender identity

TARGET AUDIENCE

All ACMA and eSafety employees.

BENEFITS OF THIS AWARENESS DAY

- Awareness, inclusion and celebration of diversity.
- Increase office morale, camaraderie and employee engagement, which in turn can affect your employees' happiness, productivity and longevity.
- Building a culture of inclusion creates an environment where employees can be themselves and feel connected and safe. Creating this environment for employees means they bring their best to work, which leads to strong business outcomes.

DATE

Friday 25th August 2023

AWARENESS ACTIVITIES OVERVIEW

Below are some proposed promotional ideas to help raise awareness of Wear it Purple day at The ACMA. The theme for 2023 is ' Write Your Story'. The following activities are recommended:

- **Encourage staff to wear purple** on Wear it Purple Day Friday, 25 August 2023.
- **Promotion of Wear it Purple Day** utilise awareness posters to be put up around each office (available for download from the Wear it Purple website), Offering an MS Teams background (available for free download on the website) and setting up merchandise at each reception area.
- **Encourage branches to host their own morning tea** and send in photos.
- **Launch a Hub article** including
  - the theme for 2023 with a link to the Wear it Purple website
  - A blurb to **encourage employees to write their own story** as the theme suggests with an opportunity for staff to have their story shared on the hub if they are comfortable in doing so.
  - Information about how to host your own branch morning tea
  - Information about merchandise.

1

Diversity and Inclusion
Wear it Purple Event Brief

WEAR IT PURPLE

Posters to be placed around the workplace week commencing 21 August 2023, to raise awareness for the Friday 25th August 2023.

7 AUGUST
Approvals and purchase prizes

14 AUGUST
Promotion & awareness

14 AUGUST
Promotion & awareness

21 AUGUST
Promotion & awareness

25 AUGUST
The official WIP celebrations

1 SEPTEMBER
Post-event evaluation

Approvals
Approval and confirmation of awareness day promotion.

Purchase merchandise pack purchased via WORKPLACE PACK — WEAR IT PURPLE. Merchandise and donation box will set up at each office reception desk.

Communications
Finalise communications plan

Commence communications

Notify all ACMA and eSafety staff via a hub article, leadership talks and the corporate update about the upcoming awareness day. Comms will include ways staff can get support WIP referencing merchandise and encouraging team morning teas.

Send merchandise to SYD and MEL offices

Send posters, stickers, wrist bands to other offices.

MS Teams background

Work with IT to organise a Wear it Purple day option as an MS Teams background.

Posters

Posters to placed around each office and merchandise to be set up at each office reception.

MS Teams background to be included as an option.

Option for branches to host their own morning teas

Branches encouraged to host their own morning teas to recognise WIP day and send their photos to HR assist to be posted on the hub.

Post-event evaluation

Hub article including

- any photos received from morning teas.
- any stories that we are given permission to share.

Diversity and Inclusion
Wear it Purple Event Brief

PROPOSAL

PREPARED BY

s 22

REVIEWED BY

s 22

APPROVED BY

s 22

2024 ACMA Awareness campaign schedule

Raising awareness and providing support to a selection of global, national and agency initiatives.

To assist with scheduling events and guest speakers, see the Internal events calendar for a full view of ACMA internal activities and events throughout the year, including branch and divisional meetings, Facts & Snacks, ACMA Exchange and Fireside chats.

When	Campaign	Activity	Owner (Section/Branch) & related strategy
January			
-	-	-	-
February			
Tuesday 6	**Safer Internet Day**	> Intranet article	eSafety

s 22
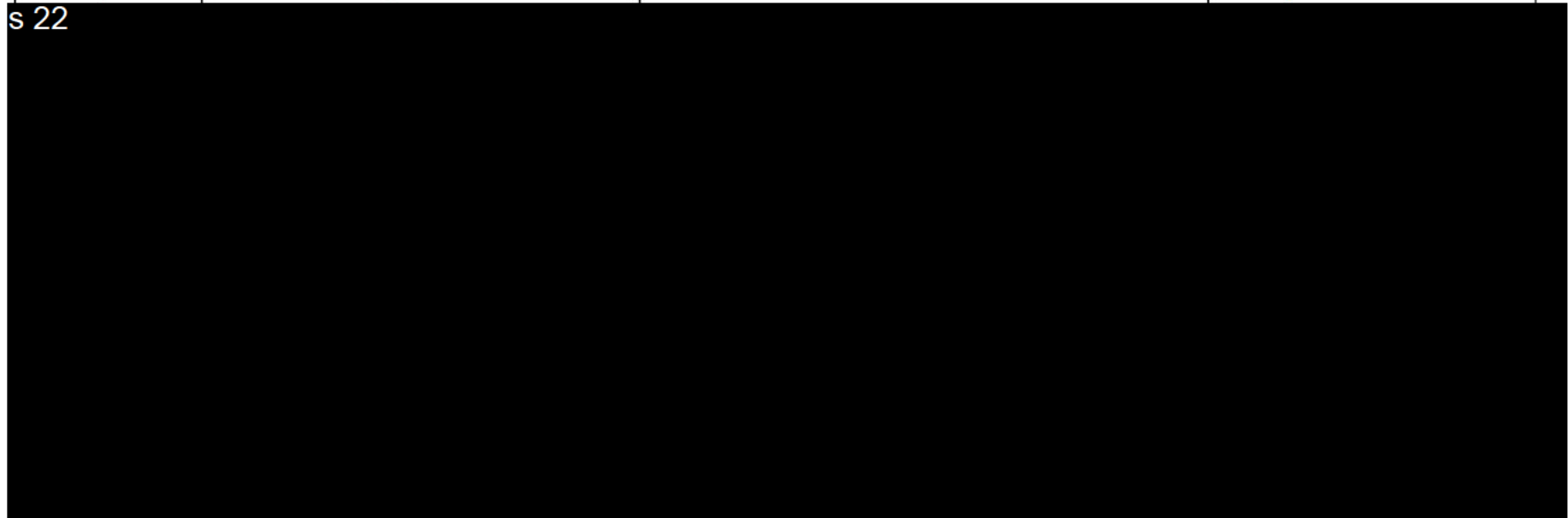
Diversity and Inclusion
International Women's Day
Event Brief

OVERVIEW

Women's economic empowerment is central to a gender equal world. When women are given equal opportunities to earn, learn and lead – entire communities thrive.

The theme for International Women's Day (IWD) 2024 is Count Her In: Invest in Women. Accelerate Progress.

It is important for organisations to acknowledge and celebrate IWD to:

- Foster a culture of Inclusion which in turn leads to:
    - increase in recruitment and retention of those from diverse backgrounds, creating a larger and stronger talent pool
    - greater innovation and creativity (rather than having 'one voice')
    - improved culture, leading to stronger engagement
- Challenge harmful social cultures and norms.
- Celebrate and promote the value of diversity and inclusion in our workplace and community.
- Raise awareness and address gender inequality.

TARGET AUDIENCE

All ACMA and eSafety employees.

Hybrid event, via MS Teams and in Person in Canberra.

DATE

1-8 March 2024

BENEFITS OF THIS AWARENESS DAY

- Acknowledge the valuable contribution that women make to the ACMA and eSafety.
- Reflect on progress, call for change and to celebrate the courage and determination of the women who changed history, and those who will advance gender equality into the future.
- Build on an inclusive culture that celebrates diversity and leads to strong business outcomes.

AWARENESS ACTIVITIES OVERVIEW

Below are some proposed promotional ideas to help acknowledge and celebrate IWD:

- **Host a guest speaker, Shalailah Medhora, journalist, Triple j's Hack program.** Shalailah will discuss what occurs when women get a seat at table, and the impact to workplaces and industries when they don't. The speech will focus on her experience in the media, politics and the corporate world followed by questions and answers.
- **Encourage staff to use IWD Teams backgrounds** between 1-8 March 2024.
- **Launch a Hub article** including:
    - The theme for IWD 2024 with a link to the UN Women Australia's website.
    - The history of IWD.
    - Promotion of the guest speaker event.
    - Information about other IWD events happening nationally.

Diversity and Inclusion
International Women's Day Event Brief

26 FEBRUARY
Approvals

27 FEBRUARY
Invite staff to event

1 MARCH
Publish intranet article

8 MARCH
IWD occurs

14 MARCH
Host speaker event

20 MARCH
Post-event evaluation

Approvals
Approval and confirmation of IWD activities and promotion.

Communications
Finalise communications plan

Send meeting invitation to guest speaker event

Invite all ACMA and eSafety staff to the speaker event via a meeting request. Provide details for attending in the Canberra, Sydney and Melbourne offices as well as a MS Teams link for employees to participate online.

Publish IWD article to intranet.

MS Teams background

Work with IT to organise a IWD option as an MS Teams background.

IWD

International Women's Day occurs. Employees can keep their Teams backgrounds for IWD.

Host guest speaker in Canberra office

Shalailah Medhora, journalist, Triple j's Hack program. Shalailah will talk about what happens when women get a seat at table, and how workplaces and industries suffer when they don't.

Post-event evaluation

Hub article including any photos received from speaker event.

Record lessons learned for next year.

2

Diversity and Inclusion
International Women's Day
Event Brief

PROPOSAL

PREPARED BY

██████████
██████████
████████████████████████

REVIEWED BY

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APPROVED BY

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NATIONAL RECONCILIATION WEEK 2024 EVENT BRIEF

EVENT OVERVIEW

National Reconciliation Week (NRW) is a time for all Australians to learn about the shared histories, cultures and achievements, and to explore how each of us can contribute to achieving reconciliation in Australia. The theme for 2024 is Now More Than Ever. It is a reminder to us that we need to continue to advocate for the rights of Aboriginal and Torres Strait Islander People.

In line with our Reconciliation Action Plan (RAP), a variety of inclusive activities have been recommended to promote and raise awareness of both National Sorry Day and National Reconciliation Week.

TARGET AUDIENCE
- All ACMA and eSafety employees

BENEFITS OF NRW AWARENESS WEEK
- Foster a culture of inclusion
- Create awareness of NRW including the significance of National Sorry Day
- Provide an opportunity for staff to take a time out from the office and immerse themselves in Aboriginal and Torres Strait Islander culture
- Deliver on key action items in our RAP
- Increase the potential to attract Jawun applications
- Reflect on our progress and strengthen our relationships with First Nations peoples and create opportunities for cultural understanding and meaningful engagement.

VENUE
- Office and virtual (MS Teams) events to enable all staff to participate
- Walks on Country will be held offsite in Canberra, Sydney and Melbourne

DATE
- National Sorry Day, Sunday, 26 May
- National Reconciliation Week, Monday, 27 May – Sunday 3 June

AWARENESS ACTIVITIES

The following activities are recommended:

- **National Reconciliation Week Hub article,** referencing National Sorry Day
- **2024 ACMA Excellence Awards Hub article** – RAP Working Group.
- **Walks on Country –** Canberra, Sydney and Melbourne.
- **Jawun Secondees panel** Senior Reconciliation Champion, Carole Rowe, will host a panel of our current Jawun Round 1 secondees who will share their experiences of the Jawun program.
- Promote NRW with **awareness posters** in each office location, available for free download from the NRW website.
- Offer a NRW **MS Teams background** and promote the RAP email signature block.
- NRW poster uploaded onto **computer lock screens** and **digital foyer screens.**
- Promote the **Cultural Capability Hub** available via APSLearn.
- Promote the **SBS inclusion Program – First Nations** eLearning module available in Learnhub.
- Encourage SES and RAP Working Group members to participate in an **external NRW event**

National Reconciliation Week 2024
Event brief - overview

NOW MORE THAN EVER

NATIONAL RECONCILIATION WEEK 2024   27 MAY – 3 JUNE   #NRW2024   RECONCILIATION.ORG.AU

TIMELINE AND LOGISTICS

13 May
Promote external NRW events

Promotion of external NRW events
Senior Reconciliation Champion to send an email to the SES and RAP Working Group members encouraging participation in external NRW events.

22 May
Distribution of materials

NRW posters for all office locations
Liaise with reception to put up posters in each location.

Provide the NRW MS Teams background to DTS to be uploaded.

Encourage the use of the RAP artwork MS Teams background.

NRW poster to be uploaded onto lock screens and computer backgrounds.

24 May
Promotion and Awareness

NRW Hub article
Focusing on NRW, the hub article will detail the significance of National Sorry day and available internal and external NRW events.

Posters and materials
Posters up around each office location, MS Teams background uploaded.

Logistics
Determine final logistics of each event, ensuring contact people are aware of the details.

27 May
Hub article

2024 ACMA Excellence Awards
The RAP Working Group will be featured in a hub article as the recipient of the Excellence in Inclusion award.

30 May
NRW All Staff event

Jawun Secondee Panel
Senior Reconciliation Champion, Carole Rowe, will host a panel of our current Round 1 Jawun secondees. In this event, secondees will share their experiences while participating in the Jawun program.

30 May onwards
NRW activity

Walk on Country
Walks will be held in Canberra, Sydney and Melbourne. Staff will register through Learnhub and go offsite to participate in their walk.

Walks on Country will occur from 30 May onwards, dates and times will vary across locations. Due to availability some dates are scheduled within the fortnight following NRW.