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Treasurer

Level 8
State Administration Centre
200 Victoria Square
Adelaide SA 5000
GPO Box 2264
Adelaide SA 5001
DX 56203 Victoria Square
Tel 08 8226 1866
treasurer.dtf@sa.gov.au

Ms Kelly Vincent
Policy and Project Officer
South Australian Rainbow Advocacy Alliance Inc.
64C Woodville Road
WOODVILLE SOUTH SA 5011

info@saraa.org.au

Kelly
Dear Ms Vincent

Thank you for your letter received in this office on 26 October 2021 regarding LGBTIQ+ inclusion in the South Australian Public Sector (SAPS). The South Australian Government shares the South Australian Rainbow Advocacy Alliance's (SARAA) ambition to increase the inclusion and wellbeing of lesbian, gay, bisexual, transgender, intersex, queer and asexual (LGBTIQ+) South Australians.

I note that your letter was also addressed to Ms Erma Ranieri, Commissioner for Public Sector Employment. I am advised that the Office of the Commissioner for Public Sector Employment (OCPSE) is working with the Department of Human Services (DHS) to enhance LGBTIQ+ inclusion within the SAPS.

The work underway to improve LGBTIQ+ inclusion outcomes aligns with the [South Australian Public Sector Diversity and Inclusion Strategy 2019-21](#), which focuses action to support diversity streams in public sector workplaces, including the LGBTIQ+ community.

In November 2021, OCPSE will publish LGBTIQ+ inclusion content on the OCPSE website. The content has been developed in consultation with a LGBTIQ+ working group as a sub-committee of the SAPS Disability, Diversity and Inclusion Community of Practice. The content will be promoted to the SAPS.

I am pleased to provide an update based on advice from the OCPSE on some of the actions recommended in the SARAA LGBTIQ+ Community Advisory Group Report.

Publicly publish all SAPS agency Diversity & Inclusion (D&I) strategies and plans

The SAPS D&I Plan requires agencies to develop a D&I strategy. Agency specific D&I strategies/plans are developed for internal implementation, and there is no requirement to publish D&I strategies/plans outside of the agency.

The strategies/plans are designed to foster a culture of support and value difference through tangible actions and outcomes. Agencies with less than 100 employees were not required to develop a plan, in many cases these smaller agencies fall under the scope of larger agency's D&I plans.

Take action to address LGBTIQ+ workplace discrimination following reports of discrimination on the basis of sex, sexual orientation or gender identity in the results of the I WORK FOR SA – 2021 Your Voice Survey

The OCPSE is currently developing a sector wide action plan in response to the 'I Work for SA' 2021 Your Voice Survey. The action plan will focus on inclusive leadership, wellbeing, and recruitment for the SAPS. Agencies are responsible for actioning their survey results specific to their organisation.

Make the 'LGBTIQ Inclusive Communities Benefit Everyone' training mandatory for all public sector employees

The 'LGBTIQ Inclusive Communities Benefit Everyone' training is provided to employees in several public sector agencies and has received positive feedback as an awareness raising tool. The training is currently being reviewed by the Department of Premier and Cabinet (DPC) based on feedback from the LGBTIQ+ working group. An updated version will be promoted and made available to all public sector employees through the OCPSE website in 2022. A link to the existing training will be included on OCPSE's LGBTIQ+ inclusion website content.

Mandate the implementation of the DHS Data Collection and Gender Guideline across government, including in customer service and internal employee data systems

The DHS Data Collection and Gender Guideline has been promoted through the SAPS Disability, Diversity & Inclusion Community of Practice. Agencies will be encouraged to adopt the guideline.

Furthermore, OCPSE are continually looking at enhancements to workforce data collection across the workforce, including LGBTIQ+.

Promote celebration on LGBTIQ+ days of significance across the public sector

OCPSE promotes the celebration of days of significance and recently highlighted bi-sexuality visibility on LinkedIn. OCPSE will continue to share days of significance for the LGBTIQ+ community through its LGBTIQ+ inclusion website resources which will be provided this year.

Promote adding pronouns as a standard for all email signatures across the public sector

I am advised that OCPSE will share a resource to enhance employees' understanding of the significance of pronouns, including how to use pronouns in signature blocks, in its LGBTIQA+ inclusion website resources.

Develop a workplace gender affirmation policy that provides guidance for public sector leaders supporting employees transitioning in the workplace

OCPSE has shared DPC's Gender Affirmation and Transition in the Workplace Procedure through the Disability, Diversity and Inclusion Community of Practice and will consider how guidance can be adopted more widely across the SAPS.

As the State's largest employer, a diverse and inclusive workforce is essential to ensure the SAPS reflects the community it serves. The SAPS will continue to work towards enhancing LGBTIQA+ inclusion with the aim of being an employer of choice.

Thank you for your efforts to act on behalf of the LGBTIQA+ community. The SAPS will remain committed to enhancing workplace inclusion for the LGBTIQA+ community and will continue to work with the DHS on this important initiative.

Yours sincerely



Hon Rob Lucas MLC
Treasurer

1 December 2021

cc: The Hon Kyam Maher MLC
Shadow Minister for the Public Sector
maher.office@parliament.sa.gov.au