



AUSTRALIAN
ENERGY
REGULATOR

ACCC and AER Pride plan

2022-24

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Australian Competition and Consumer Commission
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A message from ACCC and AER Pride Champions

The ACCC/AER Pride Network proudly represents ACCC/AER LGBTQIA+ employees and allies. Our objective is to promote diversity and inclusion at the ACCC/AER where people of all sexual orientations and gender identities can thrive.

Employee networking groups such as the Pride Network play an essential role in enhancing employee engagement and driving inclusive work practices, both of which are fundamental to our peoples' wellbeing and ongoing organisational success. Collaboration between people of different gender, sexual orientation, cultures and life experience drives a psychological safe and positive workplace culture.

We are privileged to champion and support our diverse workforce and are committed to deliver this Pride plan to meet our objectives.

What is LGBTQIA+?

Lesbian, Gay, Bisexual, Transgender, Queer (or Questioning), Intersex, Asexual and all other members of any affiliated allies of LGBTQIA.

What we do

The ACCC/AER network engage and empower our LGBTQIA+ employees and provide confidential support to anybody facing discrimination, bullying or harassment in the workplace.

We monitor and report on the ACCC/AER's LGBTQIA+ workplace diversity and inclusion performance against Australian Workplace Equality Index (AWEI) benchmarks and provide feedback and advice at the to ACCC and AER executive level about diversity and inclusion policies, initiatives and best practice.

We recognise the intersectionality of identities and we actively work with all of the ACCC's and AER's diversity groups to create an inclusive culture and workplace for all.

Pride priorities

Our aim is to foster and champion a workplace culture where all ACCC/AER employees feel confident, encouraged and supported in bringing their full self to work every day, wherever they are and however they identify.

We acknowledge that being LGBTQIA+ is a part of our identity which many of us, at various points in our lives, have felt the need to hide or ignore, especially in the workplace. We aim to create a psychological safe workplace where all employees feel comfortable to proudly identify.

Active allyship plays an essential role in creating and shaping our culture of active inclusion. The network welcomes, encourages and celebrates positive and empowering forms of allyship and solidarity across the entire agency.

This Pride plan outlines our commitments cover the next 2 years.

ACCC/AER Pride plan 2022-24

Priorities	Actions
Support LGBTQIA+ employees in the workplace	<ul style="list-style-type: none"> ■ Promote the ACCC/AER Network’s role as a confidential point of contact and support network for all LGBTQIA+ employees who are experiencing discrimination, bullying or harassment in the workplace. ■ Provide annual training to the Pride Network’s members about best practice.
Proudly represent LGBTQIA+ people across the agency	<ul style="list-style-type: none"> ■ Recognise LGBTQIA+ days of significance <ul style="list-style-type: none"> - hold 2-3 events a year, including at least one across all offices nationwide - publish at least 4 employee story articles a year to raise awareness and profile of our people - mark other days of significance through quarterly newsletters and other communications to Pride Network members. ■ Develop Pride Network branding for communications and events. ■ Make available and display Pride-themed items (flags, lanyards, pins, Pride Network logo, etc.) across all offices.
Engage with and empower our members and allies to actively foster LGBTQIA+ inclusion	<ul style="list-style-type: none"> ■ Participate in AWEI annually. ■ Action recommendations from AWEI and APS employee Census results as required. ■ Partner with Pride in Diversity. ■ Provide allyship training. ■ Hold extended discussion forums with Pride Network members and employees that undertake allyship training, to discuss learnings. ■ Promote e-learning modules with 100% executive completion rate by 2024. ■ Gain 100% attendance at 2 or more Pride in Diversity sessions, with 100% executive completion rate.
Provide input on ACCC/AER practices, policies and procedures to ensure they promote LGBTQIA+ inclusion	<ul style="list-style-type: none"> ■ Review recruitment practices, including candidate kits. ■ Review ACCC/AER policies and guidelines, including gender affirmation guidelines in line with best practice. ■ Report on network activity and participation at ACCC/AER Inclusive Workplace Committee. ■ Attend Pride-related external events (workshops, roundtables, conferences, etc).



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