



THE UNIVERSITY OF
MELBOURNE

PRIDE IN ACTION NETWORK

Report and Action Plan 2019–2020



Table of Contents

Foreword from our Executive Sponsor	1
Introduction	2
A brief history	3
2019 and 2020 at a glance	4
2019: establishing the Network	5
<i>Events and awareness</i>	5
<i>Communications and resources</i>	6
<i>Policy and Infrastructure</i>	6
<i>Awareness and ally training for staff</i>	7
<i>Setting up the network and the committee</i>	7
<i>Survey results</i>	8
The 2020 Pride in Action Network Charter and Action Plan	10
Pride in Action Network Charter	11
Students	12
Staff	14
Events	16
Policy and Infrastructure	18
Overarching goals	20
Concluding remarks from the Co-Chairs	22
2019–2020 PIAN Committee members	23
2019–2020 Allies	24
Special thanks to	25

Acknowledgement of Country

We acknowledge the traditional owners of the lands on which University of Melbourne campuses have been built. We acknowledge the Pride in Action Network Committee meets on the lands of the Wurundjeri people and peoples of the Kulin nation, and we pay our respects to the Elders past, present and emerging. We acknowledge all Indigenous and Torres Strait Islander staff, students and alum of the University of Melbourne. We recognise no treaty has ever been made in Australia. This always was and always will be Aboriginal Land.

Foreword from our Executive Sponsor

In 2019 a major event took place when the University of Melbourne's Pride in Action Network was launched. This was a momentous and significant event in the history of advocacy, promotion and visibility of LGBTIQ+ community within the University.

It signifies a major advance in further extending the activities and actions being undertaken to promote the community. Further, heightening awareness within the University on LGBTIQ+ matters is a major undertaking that has been greatly successful throughout its first two-year term. This initial first step has already transformed the University landscape – as the activities in this report demonstrate. With over 3,000 members, the Pride in Action Network has delivered many landmark achievements.

As we move forward, the Pride in Action Network will continue to be the major force of change in promoting LGBTIQ+ inclusive programs and activities in all University policies. We look forward to welcoming new committee members and progressing our aim of ensuring the University is recognised for its best practice in the promotion and recognition of the LGBTIQ+ community, now and into the future.

— *Professor Joy Damousi*



Introduction

This report and action plan provides a summary of what the Pride in Action Network and Committee achieved in its first two-year term, including an outline of our guiding strategy, future aims and planned actions. This document intends to provide accountability and transparency to our members, as well as provide guidance for future Committee members.

We will begin with the background behind the Network's formation, provide a 2019 report, our guiding strategic action plan, developed early in 2020, and our 2020 report. The action plan provides a framework for the Committee to report on at the conclusion of each year.

This plan, together with our Terms of Reference, will also help to onboard and advise future Committee members, and establish a framework of aims and suggested actions the Network can continue to pursue in 2021 and into the future.



A brief history

Before the formation of the Pride in Action Network at the University of Melbourne, extensive consultations were undertaken with both staff and students, in person and online.

Throughout these consultations, the Network's top three key objectives, of 101 put forward, were:

1. Training and education of staff and students;
2. Policy and reporting; and
3. Research, advocacy and cultural change.

These were broken down further into long- and short-term accomplishments:

- Short-term (1–2 years)
 - Awareness programs and events
 - Peer support and a support network
 - Promote allies and the ally network

- Long-term (3–5 years)
 - University becoming an LGBTQIA+ leader
 - Community awareness
 - Keeping the network up to date and evolving.

97.65 per cent of those consulted (778) agreed with the following purpose of the proposed network:

“Openly support out LGBTQIA+ staff and students in all aspects of the University workplace and learning inclusion thus contributing to a safe, equitable and respectful environment in which all staff and students can bring their whole selves to campus.”

After the consultations were formed, the Pride in Action Network was established and officially launched in 2019 at the Midsumma Pride March by the Vice Chancellor Professor Duncan Maskell, Senator Janet Rice and the late Dr Penny Whetton.





2019 and 2020 at a glance



3500+

total members
of the Network



1100+

staff attended
Awareness Briefings



16

Committee
members



\$35,000

annual budget



9

major events



27

newsletters
delivered



2019: establishing the Network

When the Pride in Action Network was established in 2019 we had 350 members, and as the year went by our membership base grew. By December 2019, our membership base totaled at 2987 individuals from throughout the University, with 32 per cent students and 68 per cent staff members.

Our Committee stood at 14 members: volunteers from around the University with representation from both staff and students, and from organisations as diverse as Melbourne University Sport, and the Graduate Student Association (GSA).

Using our budget of \$35,000, we set about planning and implementing initiatives, projects and ideas that would help address our short-term goals.

Events and awareness

Events served as our main avenue of engaging and raising awareness in an overt way, particularly with students. All our events were highly successful and were key to increasing our membership base and therefore, increasing awareness of the Network and our work.

We started the year with the **Midsumma Pride March**, an important public event that brought hundreds of staff and students to represent the University of Melbourne and show allyship with the wider Victorian LGBTIQ+ community. Registrations were approximately 500 and, although the summer heat was very severe on the day, roughly 300 people attended.

We planned and hosted a very successful **Wear it Purple Day** carnival on South Lawn. The great weather as well as the support of our Committee and volunteers raised the profile of the Network with both staff and students. At this event, we publicly launched our brochure titled, **How to be a good LGBTIQ+ Ally**, which is available both in print and digital forms.





Alongside Wear it Purple Day, we designed other events throughout the year that would engage with the University in different ways. For the **International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT)** the Network hosted a panel with a diverse array of experts to help extend knowledge. For **National Coming Out Day**, we increased our engagement with our satellite campuses by sending them resource and care packages. For **Transgender Day of Visibility**, we engaged our communities with art and a digital campaign to raise visibility.

In addition to these key events, the Network also had a presence at other gatherings. Our Co-Chairs presented at the University of Melbourne Professional Staff Conference about the Network and the challenges we face. We also had a presence at R U OK day.

Throughout this, we supported faculties and other staff and student organisations with their own events and gatherings, providing advice and resources to foster independent awareness raising.

Communications and resources

Communications and resources were another key pillar to our foundation. They form a more discrete and accessible way for our members and others in the community to engage with us.

One aspect of our communications is our newsletter. This monthly email is sent out to all our members as a way of informing people on the current climate of LGBTIQ+ Diversity and Inclusion at the University of Melbourne. It also raises opportunities for volunteering and acts as a promotional tool for other aspects of our Network. Additionally, it contains further resources such as articles and podcasts to continue learnings as allies, and avenues for LGBTIQ+ support.

Other digital communication and resources involve our digital signage. These dynamic images allow us as a Network to raise awareness not only in Parkville, but throughout the satellite campuses. The flexibility of the digital signage also allows us to promote and raise awareness of our events in a sustainable and engaging way.

You may have also seen our physical resources throughout the University. This further proves the Network's dedication to

accessibility and intersectionality as we raise awareness and engage our members. One of our key resources was the launch of the **How to be a good LGBTIQ+ Ally** brochure – our first educational tool for the University.

On top of that are our translated stickers. These were another educational tool aimed towards our international community. The stickers provided five statements about the LGBTIQ+ community and were translated into Mandarin, Hindi, Spanish and Vietnamese.

Policy and Infrastructure

In 2019, the Network established a direct link into Chancellery's Diversity and Inclusion Steering Committee. Our current executive sponsor, Professor Joy Damousi, holds a seat in this group and is able to bring the Network's decision making to a Chancellery level.

One of the key changes was the implementation of gender-neutral bathrooms throughout single-stall toilets at the University. Headed by the Student Union's 2019 Queer Office Bearer, Andie Moore, our Network was able to support this venture in creating a safe environment for all who deserve it.

The current committee Co-Chair (Staff) also sits on the Policy Working Group for Diversity and Inclusion, whose projects currently include a Gender Affirmation Policy; Diversity and Inclusion Style Guide; and Disability and Accessibility Policy. These policies will assist the University in overall culture change, ensuring that diversity and inclusion are key decision-making criteria for subsequent process and procedural principles.

Alongside these discussions is the submission of the Australian Workplace Equality Index (AWEI). The application will help the Network and the University identify any areas of improvement in relation to LGBTIQ+ Diversity and Inclusion.

The Network also has a seat in the Victorian Universities Ally Network, where representatives from Universities throughout Victoria meet to discuss and strengthen connections and support.

In 2020, this group collaborated on Wear It Purple Day events to bring together staff and students from across Victoria for discussions about LGBTIQ+ inclusion in higher education institutions.

Policy and Infrastructure is no doubt an area where the Network will continue to engage as we increase our internal organisational capacity and develop a clearer vision of the needs of our communities.

Awareness and ally training for staff

In June 2018, two-hour LGBTI+ Awareness Briefings were launched for staff at the University of Melbourne.

Staff members and allies Nerissa Byrne, Ray Castillo and Julie Eastman from Capability Development then became endorsed Pride in Diversity facilitators, and in January 2019 they took the lead facilitating LGBTI+ Awareness briefings across the University. As LGBTI+ facilitators, they undertake yearly reaccreditation activities to retain endorsement. As of December 2019, 26 sessions had been facilitated in a classroom setting across four campuses with 1105 attendees. These continue to be delivered in 2020 and have transitioned to an interactive webinar allowing greater inclusion to remote and off-campus employees.

In October 2019, endorsed staff member Nerissa Byrne facilitated a session at the Professional Staff Conference for 150 attendees, titled 'How can I be an Ally for my LGBTI+ Colleagues?'

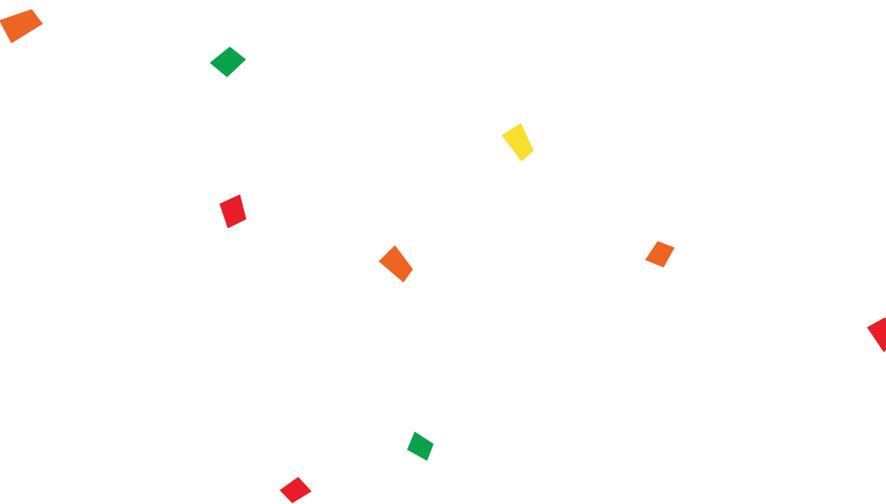
In January 2019, Ally Training sessions were launched for staff members who had already completed an Awareness Briefing and were interested in learning more and becoming a PiAN Ally. By the end of 2019, five sessions were delivered. One hundred and twenty two attendees completed the Ally Training, with a further five sessions to be offered throughout 2020.

Setting up the network and the committee

Our first year was full of growth, and considerable efforts were focused internally, initiating structure, roles, responsibilities and processes. We were able to design our governance structure and framework, as well as finalise our Terms of Reference so that we could support our future growth and sustainability.

All of these choices were made strategically in order to support the needs of our membership base. Through the use of our initial consultations, engagement with membership and Committee, and the Network survey, we deliberated on our Network charter. This charter will drive our growth and form a framework for future decision making.





Survey results

In late 2019, Pride in Action undertook its first research survey to better understand the expectations and experiences of our fast-growing member base. The survey was headed up by Dr Megan Sharp and granted ethics approval [Ethics ID 1954581.2]. The survey showed that the Network's aim had not changed since initial consultations were undertaken; however, we now have some more nuanced priorities, such as policy and procedure revision and increased engagement with staff and student training.

Importantly, the survey showed just how diverse the Network member base is. We are made up of staff and students from every faculty, across all divisions, and span each of our seven campuses. The majority of the student cohort who participated (61) were undergraduate students, with 13 international and 48 domestic. Staff represented 242 responses: 107 being casual or fixed-term employees, 69 academic and 173 professional.

In terms of identity and belonging, 173 respondents to the survey indicated that they identified as part of the LGBTQIA+ community. This is in some ways an important number because it is the first time (to our knowledge) the University community has been asked about their identification within the LGBTQIA+ community, and so it challenges the notion that queer, trans and intersex people are a small population within tertiary institutions. In other ways, the number is not important at all because changing culture is not about how many people are being marginalised, but rather changing the systems which enable marginalisation to occur. Survey participants were clear in their responses that culture change is the foundation of LGBTQIA+ inclusion at the University.

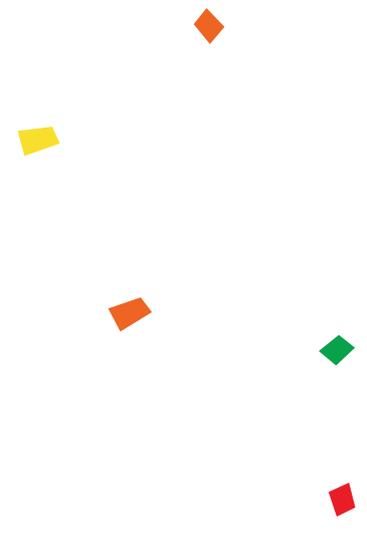
Of the 285 responses we received in our online survey, policy revision appeared as the most consistent priority for network members, 162 of whom rated 'Policy Review' within their top-three desirable priority areas.

Reflections were made by 149 members on training being a key medium for cultural change and accountability across the University. LGBTQIA+ training is currently offered only to those who are staff of the University, and as such we have set an ambitious goal of developing and rolling out an online LGBTQIA+ training module for students (see PiAN charter 'Students').

One hundred and nineteen members indicated that 'Awareness Raising' should be a key focus of the Pride in Action Network. Some qualitative examples of what this looks like for our University community are:

"Education of non-allies who think discrimination no longer exists or who do not understand some of the ways in which it is expressed. Practical & emotional support for those who have been impacted negatively on the basis of their gender identity/expression. A welcoming environment for all university-wide."

"Education & awareness – initiatives and activities aimed at changing culture and attitudes. Representation of the broad perspectives of LGBTQIA+ people (and advocacy) to university management, which can inform university policy (but university policy is not a strong instrument to combat bad behaviour and poor attitudes that affect the health, safety and wellbeing of the community). I believe it's up to university executives to implement infrastructure changes – PiAN can advocate for appropriate bathrooms. I also believe that by improving awareness among staff and students and working to develop a more inclusive culture, there will be greater recognition of 'inappropriate behaviour' that can then be dealt with in relevant policies (ie to eradicate discrimination, bullying & harassment)."



“Information on issues, campaigning for UoM policy and procedure changes, infrastructure changes, raising awareness on campuses of the issues facing the LGBTIQ+ community, advising on support services.”

“Referral points and/or advice for students or staff experiencing discrimination or other issues that have the potential to affect their experience or mental health. A network of supportive people to discuss LGBTIQ+ related matters with. Anonymous reporting function for discrimination. Constant campaigning and storytelling for an accepting and inclusive community environment.”

From the text-based answers we received, it is clear that practical allyship is the top priority of our Network member base. From these responses, we have identified a PiAN Charter that will guide the Network Committee in their decision making into 2020 and beyond.

The 2020 Pride in Action Network Charter and Action Plan

In 2020, we welcomed two members to the Committee sharing the new role of International Student Lead. We also welcomed two new Queer Office Bearers from the University of Melbourne Student Union (UMSU).

The year 2020 was not only full of unprecedented events at a global scale, but changes were also taking place within the University. The University released its new 2030 strategy alongside the new Student Life project.

As a Network and Committee we needed to continue to be flexible and dynamic while rising to the new opportunities, and challenges, presented to us. Let alone the personal and professional challenges none of us knew we would be experiencing, due to the coronavirus epidemic.

In the early part of 2020 we created a charter with strategic action items identifying our key goals for the year, to guide the trajectory of the Network and support the onboarding of the 2021 Committee members.

The Committee's response to the ongoing COVID-19 pandemic has been to develop timely and appropriate support resources for LGBTQIA+ people and their allies.

There have been new challenges for the PiAN and University community to remain connected in 2020; however, the Committee has been able to creatively continue to provide events, videos, communications and resources for the PiAN and wider University community across campuses in accessible online platforms.



Pride in Action Network Charter

Awareness, Education and Accountability

Students	Staff	Events	Policy and Infrastructure
Conduct International Student Research Project	Develop Staff Networking and Visibility Among Allies	Midsumma Pride March	Collaborate with Chancellery on Gender Affirmation Policy
Increase Engagement and Activities for Visible Allyship	Work with University Services to include PIAN in Onboarding Process	Transgender Day of Visibility	Raise awareness of Single Stall All Gender Bathroom Project "Stalls for All"
Develop and Deliver Student Portal Training	Continue Refining Training Content and engage 200 New Allies	IDAHOBIT	Embed LGBTIQ+ Specificity into UoM Diversity and Inclusion Strategy
Increase Awareness of PIAN and Develop a Renewable Membership Base	Increased Engagement with University Leadership through AWEI	Wear it Purple	Increase Engagement with non-Parkville Campus Outreach

Collaboration: Work with Inter-professional Teams across the University to empower Autonomous Allyship

Communication: Continue monthly newsletter with a focus on Awareness, Visibility, Education and Events

Leadership: Build skills of the Pride in Action Committee through active Leadership Training Opportunities

Students

The Pride in Action Network will develop, design and implement new initiatives, and build on existing ones, to engage our student body. This includes increased awareness and support to create a more inclusive and respectful experience for students.

1. Conduct an international student research project

The Network and the Committee will use the previous Network survey as a framework for a new research project that targets the University's 40,000+ international students. The survey aims to identify the specific needs of international students and what they expect of the Pride in Action Network.

Key aims:

- Obtain ethics clearance from the University for this research project
- Formalise questions and design of survey, as well as methods for monitoring, reporting, and review
- Conduct research and share key findings with the network
- Review current action plan and strategies to identify how results can help support and augment our current actions.

Achievements in 2020:

The move to remote teaching and learning in 2020 has presented many challenges, including many international students returning to their home countries, including one of our own International Student Leads, Long, returning to Vietnam.

From late 2020 through 2021, the PiANC plans to conduct further research for the international student cohort. The purpose of this research is to inform more nuanced strategies for international student engagement and prioritisation of culturally and linguistically diverse resources.

The PiANC International Student Engagement Leads will be embedding this research into their postgraduate scholarship, with Dr Megan Sharp acting as a supervisor and mentor in order to develop their skills as researchers and practitioners.

2. Increase engagement and opportunities for visible allyship

In line with our goals of engagement and awareness, the Committee will engage with orientation events in order to broaden our interactions with students who are beginning their journey at the University of Melbourne. The Network's presence aims to provide support, belonging and opportunities for allyship. The Network will also create laptop stickers as a visible sign of allyship for students, which can be created in greater numbers and used more widely than the rainbow lanyards.

Key aims:

- Create and print student ally laptop stickers and distribute to student allies
- Create volunteering opportunities for students to support the Network and its core events
- Support students to create art and raise awareness around key LGBTIQ+ issues and campaigns
- Distribute clear communications about Midsumma Pride March to increase student attendance.

Achievements in 2020:

Due to the nature of 2020, increasing engagement and opportunities for visible allyship has been challenging.

Early in the year we developed Pride in Action laptop stickers, as an alternative to the more staff-focused rainbow lanyards. As yet, we have been unable to distribute the stickers, but we are poised for a return to campus in 2021.



3. Develop and deliver student training portal

To complement our current staff training, Committee and Network members will develop and implement online student-focused training. This further supports our ability to provide education and awareness of LGBTIQ+ diversity and inclusion at the University of Melbourne.

Key aims:

- Consultation and collaboration with students on best practice, ideal user experience and content design
- Testing of student training portal and delivery of initial Student Ally training provision
- Development of a framework for the Committee to manage ongoing evaluation and updates.

Achievements in 2020:

The PiANC was awarded a Student Services and Amenities Fee (SSAF) Grant in 2020 to create an online LGBTIQ+ student ally training module. Ally training has been requested at many different times by different student members of the Network and is highly anticipated. Importantly, the process is student-led and LGBTIQ+ students are benefitting from the SSAF grant.

A first draft of the training content was developed and reviewed by the Committee, and (in late 2020) the PiANC is in the process of running student focus groups to seek input on the draft content. Feedback on the revised draft training content will again be sought from students following design implementation, as well as advice from external LGBTIQ+ community organisations. The online module will be created in collaboration with Learning Environments, and through consultation with University of Melbourne Student Union (UMSU), Graduate Student Association (GSA), Counselling and Psychological Services (CAPS), and Safer Communities.

4. Increase awareness of PIAN and develop a renewable membership base

Instead of building up a student engagement strategy from the ground up, learning from those with the most experience would help strengthen and support all of our actions, regardless of where the organisation is placed within the University.

Key aims:

- Collaborate with existing student organisations and set up initial outreach and strategies that are translatable and transferable across different Network committees and student organisations
- Communicate and collaborate with pre-existing University teams and organisations that are involved with orientation planning to establish orientation activities and involvement.

Achievements in 2020:

New channels to communicate with students were established through Stop 1 and the online student portal, and we saw a large student base participate in the 2020 Midsumma Pride March.

Maintaining communication was extremely important through 2020, and our newsletter and website continued to provide information for our students. Our International Student Leads generously shared their experiences post-lockdown and messages of support, and a page of support services and resources for LGBTIQ+ communities during the pandemic was regularly updated.

The PiANC participated in the online Open Days in 2020, creating a website with personal stories of committee members of the 'Queer and First-Year' experience.

Despite the challenges faced, the student membership base increased to 34% in 2020.

Queer Collaborations Conference

The Pride in Action Network assisted several University of Melbourne students organising the Queer Collaborations Student Conference, which ran in early July 2020. Over 170 queer students from across Australia registered to attend a variety of workshops on topics ranging from "The Coloniser Roots of Homophobia and Transphobia" to "Attraction in its Many Forms", as well as several social events such as a games night and speakers panels featuring guests sourced through the Pride in Action Network.

For the first time in its history, the conference was held through online video calls, but this didn't stop students from sharing their ideas and educating one another on their diverse experiences related to their queer identities. To make up for the loss of the in-person experience in 2020, delegates elected the University of Melbourne to host the conference again in 2021, and a refreshed student committee has just started setting up timelines to hold a great event next year.

Staff

The Pride in Action network will actively contribute to and build a stronger culture that promotes inclusivity for staff and the LGBTIQ+ community. This is built upon training in inclusive practices. Staff will also have strategies to engage in development opportunities within the University.

1. Develop staff networking and visibility among allies

The Network Committee will develop and maintain a network for staff that aims to build stronger relationships within the University environment, and increase visibility of the Network and University LGBTIQ+ members among allies and the broader staff community.

Key aims:

- Identify the current needs and capacity of staff members using localised and focused engagement
- Consult individual faculties to support autonomous networking events
- Recruit and brief campus coordinators for the satellite campuses.

Achievements in 2020:

This year we worked directly with Faculties to deliver two of our major campaigns – Transgender Day of Visibility and IDAHOBIT (see details in the Events section).

By working with Faculties, we were able to engage new staff audiences outside of our membership base of allies, increasing the visibility of awareness the Network, and understanding of importance of allyship.

Ongoing, we hope to provide more consultative support to schools and faculties to host their own events, to champion members of LGBTIQ+ communities within their areas and develop a large base of interviews and content across all disciplines at the University.

Until remote working began in March 2020, the PIANC continued to distribute rainbow lanyards for staff and students across all campuses, to promote inclusion and visibility for our LGBTIQ+ staff and students. We have distributed a range of materials including posters, laptop stickers in multiple languages, pronoun pins, fliers, shoelaces, scarves and fans that feature prominently in our events and day-to-day operations, and are used by members to visibly show their support while on campus and in their offices.

2. Work with University Services to include the Network in the onboarding process

In order to increase engagement and awareness, clearer communication channels will be developed with relevant teams in order to design templates and formats for various staff onboarding processes throughout the University of Melbourne.

Key aims:

- Identify relevant teams to communicate with to understand needs and capacities
- Consult individual teams on appropriate, sustainable, and effective onboarding formats.

Achievements in 2020:

In collaboration with HR Capability Development, discussions were initiated to include LGBTIQ+ resources and training in 'ready to work packs', which now include links to LGBTI+ awareness and ally training. Future updates are set to include direct links to the Pride in Action Network.

The Pride in Action Network Committee also worked with the Capability Development team to provide feedback on the development of University-wide training modules, to include more diverse representation in the avatars developed for the training modules. Committee members also reviewed compliance training to ensure scenarios and language used was representative of diverse gender identities and expressions.

The Pride in Action Network Committee provide resources ('How to be a good Ally' pamphlets, 'Join Pride in Action' postcards and important event promotional flyers) to be distributed to new employees when they attend Orientation/Onboarding sessions, facilitated monthly by Capability Development.

3. Continue refining training content and engage new allies

Our Committee will continue to develop and refine training for staff and students who attend them. This will be done to provide more dynamic and contemporary information to those attending, and to increase the interactive nature of the content.

Key aims:

- Consultation and communication with current trainers and organisers of the training to understand areas of improvement
- Engage with those who have taken training to better understand areas of improvement
- Design and test new and updated training formats and content.

Achievements in 2020:

In collaboration with HR Capability Development and Pride in Diversity, the PiANC have continued to refine, implement and evaluate two key training programs for UoM staff in 2020: LGBTIQ+ Awareness Briefings and Pride in Action Ally Training.

The briefings and trainings are delivered by the HR Capability Development Team with PiANC members in attendance to contribute to this knowledge and connection by updating training participants with institutional strategies, current project work and sharing lived experiences.

Both of these programs continued to be developed and facilitated in 2020 as interactive webinars, enabling greater participation for employees working remotely and at other campuses. To October 2020, there are 200 people who have completed an Awareness Briefing and 72 people have completed Ally Training. The aim of the Pride in Action Ally Training is to empower a community of active allies to support LGBTIQ+ people in the University and beyond.

Over 2020 Dr Megan Sharp also worked across the University to deliver LGBTIQ+ Awareness sessions to cohorts including postgraduate students, professional staff and clinicians. The evidence-based sessions are delivered through a lens of lived experience, which research has shown to be the most effective forms of teaching LGBTIQ+ inclusion. Five of the one-to-two hour 'awareness and skill building' seminars were delivered to over 300 participants. Megan is regularly asked to present these sessions, which are supported by the PiANC and embedded within each organisational unit's development framework.

4. Increased engagement with University leadership through the Australian Work Equality Index (AWEI)

The Network has worked to produce an AWEI application. We will be actively engaging and communicating with University leadership to enable an application for AWEI in 2021, and to continue developing current policies and practices at the University of Melbourne.

Key aims:

- Receive the University AWEI scoring and grading report, ascertain areas of improvement and identify relevant parties to collaborate with
- Set up relationships with these relevant teams and organisations to better understand their capabilities and current situation
- Engage University leadership in these conversations to understand how to better build on each other's strengths.

Achievements in 2020:

As part of the University's broader commitments to diversity and inclusion, the PiANC successfully petitioned the University to submit an application for the Australian Workplace Equality Index (AWEI).

The PiANC has established representation on a newly developed AWEI Working Group, chaired by Professor Joy Damousi and attended by Chris Bunting (Staff Representative) and Dr Megan Sharp (Staff Co-Chair). The working group also includes members of the Diversity and Inclusion Steering Committee, Melbourne University Sport and Strategy and Culture. This group will help the PiANC and the University identify any areas of improvement in relation to LGBTIQ+ Diversity and Inclusion as well as to benchmark our current standards as equity employers in the tertiary sector. A submission will be put forward in 2021.



Events

Our events will continue to be a priority and centrepiece in engaging everyone in our community. Events aim to actively promote a culture that is visibly inclusive to everyone in the University of Melbourne. We will build on previous learnings from running events and turn those learnings into a report that will create sustainability between Committees and Committee members.

We will also create better reporting, monitoring, and evaluation tools for our events to ensure sustainable, proactive improvements that respond to the needs of the community in a respectful way. We will continue to host these four events as the cornerstones of our events framework:

- 1. Midsumma Pride March**
- 2. Transgender Day of Visibility**
- 3. International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT)**
- 4. Wear it Purple Day**

It is noted that while the Network did run a small awareness campaign on Coming Out Day in 2019, this event will not be a core part of the Network's events calendar going forward. Coming Out Day is a very USA-centric event that can tend to emphasise Western individualism and language, and we do not want to place undue pressure on our LGBTIQ+ staff and students who may not relate to the language of 'coming out', may not want to or may be in situations where it is unsafe to do so. We also want to uphold the emphasis on allyship that our four key events support.

In addition to these core events, we will be exploring different events at the University to also increase our engagement and awareness raising. We will also look for opportunities to collaborate across the University and assist other teams to create sustainable, inclusive and supportive events.



Achievements in 2020:

The Pride in Action Network Committee coordinated performers and hundreds of staff and students to represent the University of Melbourne at the 2020 Midsumma Pride March, led by senior University leadership. The march was an important public event for the University to demonstrate a strong visible commitment to supporting and promoting the LGBTQIA+ communities, as well as opportunities for the 400+ LGBTQIA+ members and allies who attended to connect with each other and celebrate their pride.

Throughout 2020, the Committee have coordinated many University-wide events and digital promotion campaigns for important dates in the LGBTQIA+ calendar to help raise awareness and facilitate social connection, which have included:

- Collaborating with the Diversity and Inclusion Project Team to cover the Parkville campus in rainbow flags for Midsumma in February

- An art and digital campaign as well as a panel discussion in collaboration with the Faculty of Medicine, Dentistry and Health Sciences for Transgender Day of Visibility (TDOV) in April (123 attendees)
- A panel discussion in collaboration with the Faculty of Architecture, Building and Planning for International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT) in May (95 attendees)
- A week of online activities and panel discussions in collaboration with the Victorian Universities Allies Network for Wear It Purple in August
- An online presence and resources for Open Day in August and September

The Committee increasingly collaborated with the social media team to promote these important events, which has resulted in greater reach and engagement across the University, with over 176,000 views of a post for Wear it Purple Day.



Policy and Infrastructure

The Network will collaborate and engage with University organisations to create, develop and implement policies and infrastructure that will support and foster respectful, open experiences and environments for LGBTIQ+ staff and students at the University of Melbourne. Our **Terms of Reference** reflect the Committee's dedication to ensuring a diverse representation of views, experiences and opinions are present at the decision-making level.

1. Collaborate with University leadership on gender affirmation policy

In collaboration and engagement with University leadership, the Network and Committee will assist in the design, draft, and test policies and practices for gender affirmation for both University students and staff. At present, the Co-Chair (Staff) is an advisor to the University's Diversity and Inclusion Policy Working Group who meet regularly to coordinate to plan, draft and refine changes to University of Melbourne policy.

Key aims:

- Review current policies and procedures to identify gaps and areas for improvement regarding clauses, terminology and clarity
- Allocate resources for liaising and advising leadership on best-practice LGBTIQ+ policy
- Obtain endorsement for this suite of policy revisions from relevant stakeholders
- Explore avenues of implementing and evaluating the efficacy gender affirmation policy for continuous improvement.

Achievements in 2020:

The 2020 PiANC Co-Chair (Staff) secured a position on the Policy Working Group for Diversity and Inclusion, which manages projects including a Gender Affirmation Policy, Diversity and Inclusion Style Guide and Disability, Inclusion and Accessibility Policy.

2. Raise awareness of single-stall, all-gender bathroom project 'Stalls for All'

Through further collaboration with pre-existing partners, the Committee will continue awareness raising for UMSU's Stalls for All project.

Key aims:

- Work with the Chief Operating Officer Portfolio, Facilities Management and Chancellery to map the locations of all-gender bathrooms across the seven campuses
- Communicate with current project leads on the Stall for All progress and understand how the Network can contribute to raising awareness.

Achievements in 2020:

The Committee championed the Stalls for All project which was developed in consultation with student groups and the trans and gender diverse community at the University. The project was headed by the former University of Melbourne Student Union's Queer Office Bearer and sitting Committee Student Representative, Andie Moore.

Stalls for All achieved action with the implementation of 559 gender-neutral bathrooms throughout existing single stall toilets across the seven University campuses. The Committee supported Andie in their work and facilitated collaboration with University Executive to drive social change on campus. The Project was executed in early 2020 with the support of Dr Julie Wells, Vice President of Strategy and Culture.

3. Embed LGBTIQ+ specificity into University Diversity and Inclusion Strategy

The Network will engage in discussions with the Diversity and Inclusion Steering Committee, Faculty Associate Deans Diversity and Inclusion, and Chancellery Project Lead Diversity and Inclusion on embedding an LGBTIQ+ focus within the University Diversity and Inclusion strategy.

Key aims:

- Consult with the Chancellery Project Lead – Diversity and Inclusion to ensure future University value and mission statements align with principles of equity, inclusion and affirmation for marginalised cohorts
- Provide robust feedback on the current Advancing Melbourne Strategy with a focus on LGBTIQ+ inclusion, mental health and intersectional priorities
- Submit a true reflection of the University's place within the broader higher education landscape in terms of LGBTIQ+ inclusion by submitting our first Australian Workplace Equality Index.

Achievements in 2020:

Alongside the working groups on which Pride in Action Network has a representative, the committee has actively collaborated with the Diversity and Inclusion Project Team to better integrate LGBTIQ+ allyship into University strategy and practice. Some examples of our shared success have been ongoing consultation about formalising our branding in communications, incorporating the option of pronouns on University name-tags and reporting to the Diversity and Inclusion Steering Committee with network aims, barriers and successes.

As policy is a key criteria for the network, we will continue to assist the University on overall culture change, ensuring that diversity and inclusion are key decision-making criteria for subsequent process and procedural principles. The working group developed a project mapping exercise which identifies policies that need to be revised under the new University Policy Style Guide.

4. Increase engagement with non-Parkville campus outreach

The Network has had engagement with non-Parkville campuses and will be continuing to understand the needs and capacities of our satellite campuses in order to create diverse and inclusive experiences for all staff and students of the University of Melbourne.

Key aims:

- Engage and communicate with relevant campus organisations and individuals on exploring ways to increase engagement and outreach
- Recruit, train and onboard campus representatives who will sit on the Committee as decision makers.

Achievements in 2020:

Networks have been established with campus representatives at each of the University's non-Parkville locations, to assist in the distribution of hard-copy materials such as posters and flyers, as well as digital signage at campuses with digital displays.

One clear benefit of remote learning and online events due to the pandemic was that equitable access by location was provided for online events and ally training. Because of this, options for online events and training should be continued past a return-to-campus date.

Overarching goals

In addition to our aims regarding students, staff, events, policy and infrastructure, we look to focus on actions that strengthen collaboration, communication and leadership. This is key to the Network's activities continuing to grow beyond the individual capabilities of the Committee members, by supporting and empowering allies across the University. Many staff members regularly reach out to the Committee, eager to collaborate in delivery of events and resources. Our communications provide a steady stream of new resources, research and opportunities for our Network members to help them demonstrate allyship.

The Committee aims to provide leadership opportunities for LGBTIQ+ staff and students, providing internal and external opportunities for them to grow as leaders as they support the aims of the Network.

The construction of the Co-Chair positions deliberately creates an internal leadership training opportunity, with the staff Co-Chair able to provide mentoring and scaffolding to increase the leadership capability of the student Co-Chair.

Finally, key to all the functions of the Committee are the aims of awareness, education and accountability. The Town Hall events at the end of each year, the keeping of minutes and the creation of reports all help the Committee to be accountable to the Network. Awareness and education in the wider University community is key to building inclusion for LGBTIQ+ students and staff. The ally training, monthly newsletter and annual events will continue to be highly beneficial not just for members of the Network but for everyone at the University.



Achievements in 2020:

LEADERSHIP

Staff Excellence Award

In 2020, the staff members of the PiANC were jointly awarded a University of Melbourne Staff Excellence Award for Excellence in the Strategic Priority of Social Inclusion, in recognition of our progress and achievements since being established in 2019.

The PiANC is discussing how best to spend the money associated with this Award to further the strategic priorities of the PiAN in 2021.

Better Together Conference 2020

Supporting four members of the Committee to attend the 2020 Better Together National LGBTIQ Conference provided an excellent external leadership training opportunity and allowed members to bring back knowledge to improve the intersectional inclusivity of communications, operations and events.

Advocacy for LGBTIQ+ people of faith

PIANC made a submission to the Attorney General on the draft exposure Religious Discrimination Bills (2019) in January 2020 requesting amendment to protect the rights of LGBTIQ+ people of faith and those without faith from discrimination by faith communities.

COMMUNICATIONS

Pride in Action Stories

Pride in Action Stories is a video project started during the COVID-19 pandemic, to provide staff and students with opportunities to get to know Network members through interviews. Each interview is with either a staff member or a student about their experiences in or work with the LGBTIQ+ community, including academic research, service provision, community projects, or navigating student life as a queer person. The videos have attracted over 300 views (as at October 2020).

Newsletter and website

The PiANC developed and provides regular communications and resources to help support and engage the 3500+ members and foster opportunities for social connection both internal and external to the University.

The monthly newsletter provides updates about intersectional LGBTIQ+ diversity and inclusion at the University, PiAN activities and events with opportunities to get involved, as well as key issues and resources for the LGBTIQ+ communities and allies.

Newsletters in 2020 focused around specific issues including Black Lives Matter and LGBTIQ+ and Faith, engaging members of the intersectional communities we represent to provide personal accounts and achievable actions.

The high readership rates of our engaged membership base highlights the value placed by our members on these regular opportunities to learn and actively participate. Our newsletters are also regularly forwarded on to large teams by University leadership members, again highlighting their value.

Our website has upward of 3000 visits per month and is a hub of information on the latest event or campaign, navigating COVID-19 for queer communities, resources including 'How to be a good ally', and access to past newsletters.

COLLABORATION

Over 2019 and 2020, we have worked with across the institution to foster collaborative networks and build community spirit. Some key collaborations have been undertaken with the Diversity and Inclusion Project Team and University Communications and Marketing on the university's rainbow campus dressing, the Faculty of Arts Queering the Curriculum Launch, the Victorian Universities Ally Committee and the Professional Staff Conference organising committee.

Concluding remarks from the Co-Chairs

The tremendous uptake of membership by staff and students shows just how greatly the University community values its new Pride in Action Network. In one sense, we are catching up with other universities across the country that have long-standing LGBTIQ+ ally networks, policies and processes. At the same time, we are innovating by having both staff and students belong to the same University-wide network, sharing leadership with a Committee Co-Chair position for both a staff member and a current student, and creating new resources that are unique to us at the University of Melbourne.

The Committee has achieved a great deal in a short space of time. Of particular note is the formation of the Committee position for International Student Lead, a critical role that enables the Committee and Network to be able to address the intersectional needs of our LGBTIQ+ international students and further support allyship across our whole university community.

The year 2020 has brought unexpected challenges with the COVID-19 pandemic, but our established networks and proven ability to deliver widely accessible and greatly appreciated digital events, communications and resources for all our campuses enabled us to continue driving important change at the University.

As a Committee, we will continue to find ways to raise awareness and provide education, to create opportunities for all staff and students to demonstrate visible LGBTIQ+ allyship, and to support our incredible Network members in all the ways that they demonstrate pride in action. In doing all of this, we seek to provide support and foster inclusion for the LGBTIQ+ community across the University of Melbourne and in our wider communities.

We look forward to welcoming new committee members with fresh ideas in 2021, and engaging, collaborating and taking action with future iterations of the Pride in Action Network Committee.

— Caitlyn Pryse and Dr Megan Sharp, Co-Chairs



2019–2020 PIAN Committee members

Professor Joy Damousi, Executive Sponsor (2019-)

Dr Megan Sharp, Staff Co-Chair (2019-2020)

Oscar Gao, Co-Chair student (2019)

Caitlyn Pryse, Co-Chair Student (2020-)

Tom Wright, Secretary (2019-2020)

Pablo Franco, Treasurer (2019-2020)

Riley Childs, Treasurer (2020-)

Leonie Slavin, Events Lead (2019-2020)

Zoe Stephenson, Communications and Marketing Lead (2019-2020)

Lynley Eavis, Communications and Marketing Officer (2019-2020)

Chris Bunting, Staff Representative (2019-2020)

Michelle McNamara, Staff Representative (2019-2020)

Lauren Taylor, GSA Representative (2019-2020)

Raphael Canty, UMSU Representative (2019)

Andie Moore, UMSU Representative (2019)

Ciara O'Sullivan, UMSU Representative (2020-)

A'bidah Zaid, UMSU Representative (2020-)

Jack Ganbaatar, International Student Engagement Lead (2020)

Long Nguyen, International Student Engagement Lead (2020)

2019–2020 Allies

Abbey Treloar	Celia Scott	Jessie Kelly	Luke Holgate	Samantha Wake
Adrian Benedict Meyer	Chris Bunting	Jill Carter	Lynley Eavis	Samantha Wake
Alex Affleck	Chris Stueven	Jinny Jones	Lynne Pryor	Samuel Rowland
Alex Morris	Christine Dew	Joanna Watts	Maddy Sbeghen	Sandra McLaren
Ali Kabirian	Christine Dew	Jocelyn Richardson	Marc Cheong	Sarah Balis
Alice Reid	Clare Boek	Joe Berry	Maria Figueiredo	Sarah Hillard
Alice Tovey	Clare Harris	Johanne Trippas	Matt Atkins	Sarah Lucie Strauven
Alicia Campos Anderson	Dany Zemeitat	John Tang	Meakin Lord	Sarah Sandford
Alicia Campos Anderson	Denise Johnstone	John Tang	Megan Sharp	Sasha Malignaggi
Alicia Freeman	Dorjjantsan Ganbaatar	Jonathan O'Donnell	Meiling Tan	Shainie Holt
Alisha Fernando	Elysia Corallo	Jordanna Master	Melanie Schmidt	Sharon Simonetta
Amy Sharpe	Emily De Rango	Juan Pablo Franco Ulloa	Melissa Brady	Siobhan Vivian
Andie Moore	Emily Grey	Julia Holme	Melissa Brady	Solange Glasser
Andrea Hurt	Erin Elmes	Julia Kuehns	Melissa Stewart	Sophy Kosmidis
Andrew Siebel	Erin Pugh	Julie Eastman	Michael Monty	Steph Johnson
Angela Vargas Jimenez	Evie Stewart	Kaitlyn Height	Michelle Lee	Sue Cougan
Angela Flood	Fiona Bell	Kaori Kano	Michelle McNamara	Susan Slattery
Angela Grant	Freya James	Karl Brown	Michelle Rank	Tai Smith-Moir
Angela Vargas Jimenez	Gabrielle Harrison	Kate Eddy	Milly Phipps	Tanya Pejnovic
Anna Hurlimann	Gabrielle Harrison	Kate Howell	Myron Yovannidis	Tatiane de Sousa Santos
Annabel Livingstone	Gareth Payne	Kate Howell	Nadege Hamdad	Terrie Healy
Annie Howard	Gene Melzack	Kate Lee	Narida Yeatman-Morgan	Thi Nguyen
Annie Rodoni	Gorica Todorovic	Katey O'Brien	Nathan Dorey	Thomas Keep
Anshu Tara	Grace Thompson	Kathryn Russell	Neil O'Brien-Simpson	Tiff Wigg
Anushka Wijesooriya	Grace Thompson	Kathryn Taylor	Nerissa Byrne	Tiffany Lee
Arlan Ruslins	Hannah Coogan	Kathy Graham	Nicole Bratchford	Tin Pham Nguyen
Ashlea Wainwright	Hannah Wallace	Katie Nicol	Olivia Stocks	Tin Pham Nguyen
Ashleigh Salmon	Helen Crabb	Keti Bellis	Paris Mordecai	Tom Wright
Audrey Colbath	Helen McDonald	Kim Hartnett	Patricia Murray	Tonie Field
Audrey Colbath	Helen Osborne	Kim Kwan	Paul Fijn	Tracey Claire Mendum
Auryn Rotten	Holly Turton	Kristina Bennett	Peri Tyers	Trewin Nottle-Payne
Barbara Johnson	Iain Strachan	Kristina Bennett	Peter Carew	Trish Thorpe
Bayley Mifsud	Imogen Knight	Kristina Lainson	Phillip O'Neill	Vicki West
Ben Hess	Imogen Telfer	Lauren Kilby	Phuong Nguyen	Victoria McNally
Bianca Fileborn	Jacqueline Prestedge	Lauren Story	Phuong Nguyen	Whitney King
Bianca Durrant	Jacqui Olney	Leah Tseng	Rachael Brennan	Will Parker
Bianca Fileborn	Jacqui Parker	Lee Papworth	Rachel Kane	Xin-Fang Yu
Brenda Masters	James Phylard	Leonetta Leopardi	Ray Castillo	Yasi Saninejad
Brenda Masters	Jane Ploenges	Leonie Slavin	Rebecca Cameron	Yvette Montgomery
Bridget Metherall	Jean Popomilkov	Liani Baylis	Rebecca Quin	Yvette Montgomery
Bridgid Junot	Jenni Austin	Libby Maunder	Riley Childs	Zachary Power
Caitlin Bleeker	Jennifer Audsley	Lisa Caruana	Rohan Bowles	Zoe Stephenson
Caitlin Pfeiffer	Jennifer Henry	Lucy Bond	Rubina Bulot	
Caitlyn Pryse	Jess Delon	Lucy Keller	Ruby Mineur	
Carmel Ivancic	Jess Delon	Luka Ritter	Sam Elliffe	

Special thanks to

The incredible comms, marketing and social teams in External Relations for sharing rainbows and resources across campuses and online, including Jenni Austin, Katherine Smith, Yves Makhoul, Clem Wetherall, Paul Burston, Sam Burt, and a big thanks to John Bedovian for creating our designs.

Colleen Pearson, MDHS Deputy Chief Operating Officer & Director Finance for prioritising the creation of our website.

The student services team including Sebastian Cortes and Corey Thomas.

Everyone managing digital signage across campuses.

Photographer Lucy Foster for capturing us at our events and whose photography skills are on display in this report.

Christine Dew, Project Lead Diversity and Inclusion.

Alisha Fernando, former Associate Director Diversity and Inclusion.

Marilys Guillemin, Faculty of Medicine, Dentistry and Health Sciences (MDHS), Associate Dean (Learning and Teaching) for her continued support of the network, and connecting us with services and stakeholders.

Professor Shitij Kapur, Dean of MDHS and Professor Russell Gilbourne, Dean of the Faculty of Arts. both of whom have been supporting us from the start, proudly marching with us at Midsumma, promoting the Network to staff and students in the Faculty, and otherwise being a great ally for LGBTIQ+ staff and students looking to make change within the Faculty.

Past and Present Associate Deans (Diversity, Inclusion and Equity) across the University: Dr Andrew Siebel, Associate Professor Natalie Hannan, Associate Professor Anna Hurliman, Professor Lou Harms, Associate Professor Birgit Lang, Professor Elaine Wong and Professor Kat McFerran.

The rainbow lanyard representatives across campuses including Tracey Claire Mendum, Samantha Imberger, Tolmie Smith, Lachlan Slate, Trish Thorpe, Keryn Bolte, Ashleigh Salmon, Jo Darmanian, Union House Info Desk, Diane Miles Lim Ho, Lauren Spinelli, Leah Tseng and Aaron Hughes.

Betina Przybylak for assisting with values mapping and student training planning.

Scarlett So Hung-Son and the Midsumma Pride March Band for performing and marching with the Network at Midsumma Pride March 2020.

Tonié Field for actively contributing to so many of our events and riding their rainbow bike with pride.

All our event guests including Mark Nannup, Simona Castricum, Dr Hannah McCann, Dr Asiel Adan Sanchez and Scarlett So Hung Son.

Nerissa, Ray and Julie in Capability Development who have been delivering awareness briefings across the university and been incredible supporters of the network from the beginning.

We would like to thank all the friends of the network that have worked so hard to support the founding of PiAN and made its activities possible!



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