

Senate Standing Committee on Foreign Affairs, Defence and Trade

Additional Estimates – 28 February 2018

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: SSCFADT - AE - 28 Feb 18 - Q95 - LGBT - Anning

Question reference number: 95

Senator: Fraser Anning

Type of question: Written

Date set by the committee for the return of answer: 13 April 2018

Question:

1. Does the Defence Corporate Directory identify 'LGBT Allies'?
2. Is it appropriate that Defence is pressuring Defence members to identify as LGBT Allies?
3. What are the ramifications for those who are not LGBT Allies?

An FOI released in 2017 revealed that the following networks that have been established inside Defence to promote and consider LGBT and gender diversity policy issues:

- a. Defence Gender Advisory Equality Board
- b. Army Gender Diversity Executive Council
- c. Navy Diversity Reference Groups
- d. Defence Pride Network
- e. Defence Lesbian Gay Bisexual Transgender Intersex Employee Network
- f. Defence LGBTI Ambassador Network
- g. Single-service LGBI Strategic Advisors
- h. LGBT champions within the Senior Leadership Group

4. Are there any other LGBT or gender and sexuality boards, committees or councils operating within Defence?
5. Can Defence please provide a breakdown of the structure of each of these organisations and programs, including those filling positions on boards, councils, reference groups and key advisor or champion roles?
6. Can Defence please provide a cost for each of these organisations?
7. Can Defence please provide a breakdown of the number of meetings, engagements, and briefings etc. for each of these groups since 2015?

8. How much has Defence spent on the Army's LGBT pride pin?

9. How much has Defence spent on participation in the Sydney Gay and Lesbian Mardi Gras since 2013?

Answer:

1. No. The Defence corporate directory is currently used to identify a number of positions such as Justices of the Peace, first aid attendants, work, health and safety advisors, White Ribbon ambassadors and security officers. Defence is currently considering other identifiers that may be integrated into the corporate directory to provide visibility to staff so they can easily access and identify personnel who can provide targeted assistance.

The initiative to identify Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) allies within the Defence corporate directory was not formally authorised or approved and was launched prematurely. The identifiers within the corporate directory have since been removed.

2. The initiative was not formally approved or authorised, no personnel were required to identify as LGBTI allies.

The LGBTI Ally concept is used in a number of organisations across Australia to help create diverse, inclusive and supportive workplaces. LGBTI Allies are voluntary and receive training to support their role.

3. The initiative was not formally approved or authorised.

4. Outside the list provided, Defence does not have any other boards, committees, or councils that are specifically concerned with LGBTI, gender, and/or sexuality. Individual Groups and Services support cultural reform through varying diversity and inclusion structures within their organisations.

5. Defence Gender Advisory Equality Board (GEAB)

- The GEAB is a direction-setting and advisory body focused on gender equality priorities, not LGBTI matters.
- Members:
 - Secretary of Defence
 - Chief of the Defence Force
 - Vice Chief of the Defence Force
 - Chief of Navy
 - Chief of Army
 - Chief of Air Force
 - Deputy Secretary Defence People
 - Gender Advisor to the Chief of the Defence Force
 - Navy, Army, Air Force gender advisors or equivalent
 - Six members external to Defence.

Army Gender Diversity Executive Council

- The Army Gender Diversity Executive Council was established to provide advice to the Chief of Army on matters necessary to achieve Chief of Army's Cultural Reform initiatives through the "Good Soldiering" program.
- The aim of the Executive Council is to empower the Army at all levels to:
 - Broaden the culture, diversity and inclusion agenda within Army;
 - Ensure Army's culture and diversity strategies are monitored, evaluated and reported, to ensure that strategies remain relevant and appropriate; and
 - Provide strategic advice to enable decision making that will have deep and positive impact on Army's people, reputation and capability.
- The Executive Council is chaired by the Chief of Army and supported by members of the Chief of Army Senior Advisory Committee and invited members to ensure a diverse membership.

Navy Diversity Reference Groups

- The Navy Diversity and Inclusion Council is chaired by Deputy Chief of Navy. The Council provides strategic guidance to Director General Navy People and the Directorate of Diversity and Inclusion. As the peak decision making body on diversity and inclusion for Navy, it ensures alignment of effort with critical workforce issues; agreement on priorities; resourcing; and accountability and sponsorship. It acts to remove barriers to cultural reform and be a forum for innovation. The Council reports to Chief of Navy Senior Advisory Committee quarterly through the Deputy Chief of Navy as Head Navy People, Training and Reputation.
- The Director of Navy Leadership and Culture Development and internal/external subject matter experts at DCN's discretion. The Navy Diversity Reference Groups were established to support the Navy Diversity and Inclusion Council in its execution of the Navy Diversity and Inclusion Strategy.
- There are four Navy Diversity Reference Groups:
 - Women in Navy;
 - Aboriginal and Torres Strait Islander;
 - Intercultural; and
 - Diverse sexuality and gender.
- The Navy Diversity Reference Groups are small groups of respected and credible individuals who represent the issues and concerns of their identity group. Issues and concerns identified by Navy Diversity Reference Groups are communicated to Navy Director Diversity and Inclusion through a Defence Reference Group Chairperson, selected by Director General Navy People.

Defence Pride Network

- The Defence Pride Network is a voluntary, informal employee network with open membership. The aim of the Network is to support personnel to create and be part of a safe and inclusive workforce. It is facilitated by Defence People Group, Diversity Directorate, and currently does not have a formal structure.

Single-service LGBTI strategic advisors

- Navy's Diverse Sexuality and Gender Advisor provides advice to the Navy Diversity and Inclusion Council.

- The Chief of Air Force Gender Advisor portfolio was recently expanded to the Chief of Air Force Diversity and Gender Advisor to include broader diversity matters, including LGBTI.
- There is no strategic LGBTI advisor within Army. LGBTI matters fall within the responsibility of the Directorate of Workforce Strategy – Army (DWS-A) Culture and Diversity portfolio.

LGBTI champions within the Senior Leadership Group

- Defence has champions from the Senior Leadership Group for various cohorts within Defence, including, but not limited to, LGBTI champions, disability champions and gender champions. The current LGBTI champions are the Vice Chief of the Defence Force and the First Assistant Secretary People Services.

6. Excluding the Gender Equality Advisory Board, which is not related to LGBTI matters, all other organisations incur no direct costs as participation occurs within the course of a member's normal duties, similar to that of internal working groups.

7. The Gender Equality Advisory Board has met nine times since January 2015.

The Army Gender Diversity Executive Council has met annually since 2015.

The Navy Diversity Reference Groups have met on three occasions since their establishment in August 2016.

As the Defence Pride Network is currently re-establishing its governance and position structures no formal meetings have occurred during the time period.

Single Service LGBTI strategic advisors do not hold formal meetings but are called upon for advice at various times.

The Chief of Air Force Diversity and Gender Advisor meets with Chief of Air Force approximately five times per year during Chief of Air Force Advisory Committee meetings.

LGBTI champions within the Senior Leadership Group do not conduct regular meetings or briefings and fulfil their role on an ongoing basis within the course of their normal duties.

8. An initial run of Army Pride Pins was conducted in 2013 at the following cost:

1000 Army Pride Pins	\$2,839.10
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A subsequent run was conducted in 2015:

5000 Army Pride Pins	\$8,431.50
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Total:	\$11,270.60
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9. Total expenditure on Mardi Gras since 2013 is \$19,902.51. The cost covers transport, registration in the parade, parade related equipment and merchandise.