



News of the week

Wear it Purple Day 2024

8/22/2024

On Friday 30 August, 'Wear It Purple Day' will unite LGBTQIA+ youth and allies to shine a light on the schools, community organisations, universities and workplaces that are coming together to create a more inclusive future for all Australians.

By wearing purple, Australians demonstrate to rainbow young people that they are celebrated and respected, acknowledging all have the right to be proud of who they are and who they are becoming.

Originally founded by students in response to global stories of teenagers taking their own lives due to bullying and harassment, Wear it Purple Day (WIPD) has become an international movement of love and support.

2024 Theme: Your Passion, Your Pride

The theme for 2024 is 'Your Passion, Your Pride'(pictured above), featuring artwork by Nicky Tsekouras, winner of Wear It Purple's Youth Action Council Design Competition; to create a campaign message and artwork in celebration of LGBTQIA+ people openly and visibly achieving their dreams in sport, art, science and more!

Inclusive language

Inclusive language is language that is respectful and promotes the acceptance and value of all people. It is language which is free from words, phrases or tones that demean, insult,

exclude, stereotype, infantilise or trivialise people on the basis of their membership of a certain group or because of a particular attribute.

Pronouns and misgendering

Wear it Purple have provided some important information below about how you can use inclusive language to support our LGBTQIA+ colleagues. Read the [Pronouns and misgendering guide](#) for more information.

What are pronouns?

Pronouns are words used to refer to a person rather than using their name. Some pronouns are gendered like she/her or he/him and some are gender neutral, like they/them.

You cannot tell what pronouns people use by looking at them.

Using the right pronouns is important because it affirms the way that person sees themselves. Some people, including those who identify as trans and gender diverse may ask others to change the pronouns used to refer to them to affirm their gender.



Pronouns: Closer Look

SHE/HER pronounced as <i>she</i> a pronoun often used by female identifying people, sometimes also used by non-binary people	HE/HIM pronounced as <i>he</i> a pronoun often used by male identifying people, sometimes also used by non-binary people	THEY/THEM pronounced as <i>they</i> Most common gender neutral pronoun, often used by non-binary or transgender people
XE/XEM pronounced as <i>zee</i> a popular gender neutral pronoun commonly used by non-binary or trans people	ZE/HIR pronounced as <i>zee/heer</i> a popular gender neutral pronoun, often used by non-binary or trans-gender people	EY/EM pronounced as <i>aye/eh</i> a common gender neutral pronoun, often used by non-binary people
HIR/HIR pronounced as <i>here</i> A common gender neutral pronoun, often used by non-binary people.	FAE/FAER pronounced as <i>fay</i> a less common gender neutral pronoun, sometimes used by non-binary people	HU/HU pronounced as <i>hyoom/hoom</i> a less common gender neutral pronoun, sometimes used by non-binary people

Please note that this is not an exclusive list of all pronouns or combinations. Pronouns can be varied and are intersectional, for example, He/They, She/They, She/They/He.

What is misgendering?

Misgendering means using language to refer to someone that does not match that person's gender. Misgendering can happen by genuine mistake, particularly if the person has only recently affirmed their gender.

Misgendering can sometimes happen on purpose. A person might demonstrate a lack of respect by purposefully misusing pronouns or the trans or gender diverse person's birth name (the name given to them at birth that does not match their affirmed gender) rather than their preferred name.

How can you use inclusive language to support LGBTQIA+ colleagues?

1. If someone discloses to you that they're from one of the LGBTQIA+ communities, respectfully ask what terms they use to describe themselves, then use those terms.
2. Don't question or make assumptions about someone's gender, sexuality or relationship. Accept and respect how people define their gender and sexuality.
3. Use language that acknowledges that we have diverse relationships and families. This can mean using words like 'partner' or 'parents', particularly when describing groups of people.
4. You can easily include everyone and every gender by saying things like 'Welcome, everyone' or 'Good morning, folks'. These broader terms can also be useful when sending emails to large groups.

How to get involved in WIPD 2024

Here are some ideas to organise with your colleagues for the week commencing Monday 26 August.

Wear purple

Don a purple t-shirt, scarf, dress, headband or any other purple attire you have to the office or while working from home.

Host a purple morning or afternoon tea

Get together with your colleagues to arrange a morning or afternoon tea in support of WIPD. Dress in purple, decorate in purple and bake purple!

Send photos of your event to [REDACTED] by 12:30pm on Friday 30 August and we will share your event on The Hub.

Complete the SBS Inclusion Program Learnhub module

The [SBS Inclusion Program - LGBTQIA+ Course](#) available in Learnhub has been developed in collaboration with ACON Pride in Diversity, the national not-for profit employer support program for LGBTQIA+ workplace inclusion.

Participants will gain a solid understating of the barriers to inclusion for people from the LGBTQIA+ community and the benefits they bring to an organisation. You will learn about the diversity impact of language; the importance of allies and what organisations are doing to be more inclusive of LGBTQIA+ people.

Do some mindful colouring

Shades of purple, rainbow colours, trans ally colours, anything goes! Get creative with the [Wear It Purple Colouring Sheet](#).

Hard copies of the colouring sheets and textas will be available in each kitchen area.

Upload the official WIPD 2024 MS Teams background

Show your support by using the official WIPD 2024 background in your Teams meetings.

To upload the background:

- Save the below picture > open background and effects in Teams > select the image >click apply.



Listen to the IPAA Work with Purpose Podcast

[IPPA Podcast - LGBTQIA+ pride in the public sector](#)

Discussed in this episode:

- Barriers the LGBTQIA+ community faces in the workplace.
- The role of mentoring for young people to improve their confidence.
- The intersectionality approach to achieve equity.
- Methods the public service can adopt to support the LGBTQIA+ community.

Other resources

Youth resources

- [Minus 18 - Champions for LGBTQIA+ Youth](#)
- [A Gender Agenda – supporting intersex, trans and gender diverse people, their friends, families and allies.](#)
- [Minus18 - Video: Why are there so many Queer identities \(4:26\)](#)

Read stories from our young people about their coming out journeys:

- [Minus18 - Coming Out: Adrian's Story](#)
- [Reachout - A teenager's story about coming out](#)

Employee Assistance Program (EAP)

Our EAP provider Converge International, offers employees and their families a specific LGBTQIA+ hotline number. You can talk with consultants with lived experience providing support across issues specific to the community.

If you need help or would like to talk to someone about a particular LGBTQIA+ issue, please call 1300 687 327.

Our participation in the Wear it Purple Day initiative has been organised as part of our [Diversity and Inclusion Strategy](#).