



## News of the week

### IDAHOBIT 2025: Stand for inclusion, every day

5/15/2025

Every year on May 17, people around the world mark International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT). This day is dedicated to raising awareness of the discrimination still faced by LGBTQIA+ people and standing up for the right of every individual to live and work free from fear, shame or exclusion.

[IDAHOBIT](#) is more than a day of recognition – it's a call to action. It's a moment to reflect on the real experiences of LGBTQIA+ communities, celebrate progress and recommit ourselves to creating a workplace where everyone feels safe, respected and empowered to be their full selves.

### What is IDAHOBIT?

Established in 2004, IDAHOBIT commemorates 17 May 1990, the day the [World Health Organization](#) (WHO) removed homosexuality as a mental disorder from the [WHO Classification of Diseases List](#). Since then, it has grown into a powerful global movement, observed in more than 130 countries. The day brings attention to the ongoing challenges LGBTQIA+ individuals face, while also celebrating visibility, pride and the power of inclusion.

It shines a light on the importance of dismantling discrimination – not just in law and policy, but in everyday interactions, in the workplace and in our communities.

### Our commitment

At the ACMA and eSafety, we believe that diversity is our strength – and inclusion is our responsibility. This IDAHOBIT, we reaffirm our commitment to:

- creating a space where all staff feel valued, heard and safe
- providing tools and learning opportunities to help our staff and teams be better allies and advocates
- uplifting LGBTQIA+ voices and stories that reflect the richness of our community
- supporting inclusive policies that reflect our values.

### **How to get involved in IDAHOBIT?**

Everyone has a role in creating a more inclusive workplace. Here's how you can get involved:

#### **Upload the official IDAHOBIT MS Teams background**

Show your support by using the below background from Microsoft in your Teams and Webex meetings.

To upload the background in MS Teams:

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

To upload the background in Webex:

- Save the below picture > join a Webex call or meeting > click video options (small arrow next to stop/start video) > click 'add' and select image > image will automatically apply.



#### **LGBTQIA+ Allyship in Today's World online event**

[Watch the webinar recording of LGBTQIA+ Allyship in Today's World.](#) Anti-LGBTQIA+ discrimination is rising, but you can make a difference. This webinar shares practical, real-life

ways to stand with your LGBTQIA+ colleagues and community. In this session you will hear lived experiences, get practical tips and learn what meaningful allyship looks like.

### **Go rainbow**

Show your support for LGBTQIA+ rights by wearing a rainbow pin. You can also contribute to charity by purchasing a pin from:

- [Minus18 Shop](#): Offers a variety of rainbow pins, with proceeds going towards their programs and events.
- [The Equality Project](#): Offers rainbow pins and other items, with proceeds helping to fund their advocacy and educational programs.
- [ACMA diversity lanyards](#): Staff can choose a lanyard that shows visible support for our diversity, inclusion and reconciliation initiatives. The Progress Pride flag lanyard shows allyship with the LGBTQIA+ community with the design based on the iconic rainbow pride flag and incorporates LGBTQIA+ people of colour and the trans community.

We will also be putting up posters around the offices to show our support.

### **Host a morning or afternoon tea!**

Get together with your colleagues to arrange a rainbow-themed morning or afternoon tea in support of IDAHOBIT this week or next.

Send photos of your event to [REDACTED] and we will share your event on The Hub.

### **Support LGBTQIA+ charities**

Consider donating to or volunteering with LGBTQIA+ charities and organisations. Your support can make a significant impact on the lives of individuals in the community. See some below:

- [Minus18](#): A youth-driven organisation focused on improving the health and wellbeing of LGBTQIA+ youth through events, resources and advocacy.
- [Pride Foundation Australia](#): Provides funding for projects that address systemic disadvantages faced by LGBTQIA+ communities, including support for refugees, Indigenous people and those living with disabilities.
- [LGBTIQ+ Health Australia](#): The national peak health organisation for LGBTQIA+ individuals, offering health-related programs, services and research.

### **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 understanding 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.

### **Listen to the IPAA Work with Purpose Podcast**

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

Discussed in this episode:

- Barriers the LGBTQIA+ community face 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.

### **Employee Assistance Program (EAP) specialist service**

Our [EAP provider Converge](#) 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 [REDACTED].

### **Join the ACMA and eSafety Diversity and Inclusion working group**

Our [Diversity and Inclusion Strategy 2024-26](#) sets out the goals and actions we have established to build on our commitment to being a diverse and inclusive workforce. The Strategy underpins a workplace culture where staff feel valued, respected and can safely contribute fully, bringing their unique and best selves to work.

A Diversity and Inclusion Working Group has been established to discuss and advocate for inclusion initiatives within the agency, including awareness days. Please contact [REDACTED] if you would like to become a member.

If you are interested in forming an LGBTQIA+ Network or another, more focussed diversity network, please contact [REDACTED]. We can help you get set up and connect you with other interested colleagues.

Our participation with IDAHOBIT initiatives has been organised as part of our [Diversity and Inclusion Strategy](#).