

Queensland public sector LGBTIQ+ employee network

Frequently asked questions

What is the Queensland public sector LGBTIQ+ employee network?

The Queensland public sector LGBTIQ+ employee network aims to connect and support LGBTIQ+ employees across public sector agencies, and help foster more inclusive workplaces. The network is part of a range of LGBTIQ+ inclusion initiatives supported by the [Inclusion Champions of Change](#), and aligns with the public sector's broader [inclusion and diversity commitment](#).

What are the network's aims?

The network has two key aims:

1. provide LGBTIQ+ public sector employees and allies with opportunities to connect, network, share information and support their peers across agencies
2. to build workplaces that are accepting, supportive and inclusive of LGBTIQ+ employees.

Do I need to identify as LGBTIQ+ to be part of the network?

No – the network is primarily designed for public sector employees who identify as LGBTIQ+. However, membership is also open to allies and non-LGBTIQ+ employees who want to support and advocate for LGBTIQ+ inclusion.

How can I join the network?

You can join the network in one of two ways:

1. Join the [network mailing list](#), which will keep you informed on all events
2. Join the [virtual network](#) on QG Yammer, our platform for discussion, sharing resources and networking. You can access QG Yammer by emailing join.qgyammer@qld.gov.au

How will the network operate?

The network will operate a mailing list to keep all members informed of upcoming events and initiatives. Networking and engagement events or learning opportunities for members will be held on a quarterly basis. Members are also encouraged to join the LGBTIQ+ yammer group on QG Yammer.

What are my responsibilities as a network member?

Network members don't have formal roles, but are expected to act as allies and advocates for LGBTIQ+ inclusion in their workplaces where they feel safe to do so. This might include:

- providing a safe and supportive environment for LGBTIQ+ employees in their workplace, and showing empathy and openness to their experiences
- raising awareness about the challenges faced by LGBTIQ+ people in the workplace, and fostering a respectful and inclusive workplace culture



- actively speaking out against homophobia, transphobia or discriminatory behaviour, and challenging heteronormative assumptions or practices within the workplace
- acting as a point of contact for questions from LGBTIQ+ or other employees, and being aware of resources and information that may assist others
- increasing their own understanding of issues faced by LGBTIQ+ people in the workplace
- respecting the privacy and maintaining the confidentiality of other network members, as not all LGBTIQ+ employees may wish to disclose or be 'out' to others.

I'm not out to my colleagues – how will the network protect my privacy?

It's important to acknowledge that not everyone is out, or comfortable disclosing their sexual orientation or gender identity at work. The network mailing list is private and your contact details will not be shared. The virtual network on QG Yammer is a closed group, meaning that only members can see who is in the group, and all new members must be approved by an administrator. Events will be advertised to network members only.

Who is responsible for running the network?

The LGBTIQ+ Steering Committee is responsible for coordinating the network, with support from the Public Service Commission and the Inclusion Champions of Change.

Where can I get more information?

For more information on the network, [LGBTIQ+ inclusion strategy](#) or how to get involved within individual agencies, visit the [LGBTIQ webpage](#) or contact the Workforce Strategy team on 3003 2848 or lgbtiq@psc.qld.gov.au