

OFFICIAL

BRIEF FOR ASSOCIATE SECRETARY: DEFENCE EVENTS OF SIGNIFICANCE AND IMPORTANCE 2024

Group: **GOVERNANCE**

Reference: s47E(d)

Due Date: **31 January 2024**

Recommendation

That you:

- (a) **Agree** the proposed 2024 Defence Events of Significance and Importance and the relevant lead Group or Service (Attachment 1); and
- (b) **Agree** to use themed lighting at Russell Offices in support of select Events of Significance and Importance, as outlined in Attachment 1.
- (c) s22

Background

- 1. Each year, Defence acknowledges a range of Events of Significance and Importance at the enterprise level. These include events categorised as national commemorations, or in support of culture, workforce and families. ✓
- 2. There has been little variation in the agreed list of Events of Significance and Importance in recent years. In response to this, and as foreshadowed with your office, we have sought to streamline the process for the events of significance and importance for 2024. ✓
- 3. In 2023, Security and Estate Group (SEG), in consultation with Ministerial and Executive Coordination and Communication Division (MECC), successfully introduced themed lighting at Russell Offices for select Events of Significance and Importance. SEG will fund the cost of lighting for approved Tier 1 activities, in accordance with the attached table. ✓

Key Issues

- 4. The proposed 2024 Events of Significance and Importance is based on previous years' agreed events and has been confirmed with the Defence People Group, and MECC communication teams embedded in Groups and Services.
- 5. s22
- 6. MECC is cognisant of affording the appropriate balance in recognising various Defence culture priorities, the threshold of the events acknowledged at the enterprise level, and the associated resourcing impost.
- 7. Last year MECC introduced a tiered communication approach for Events of Significance and Importance, which we propose to continue in 2024.
 - (a) Tier 1 includes high-profile external events supported with detailed communication plans.

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- 8. Groups and Services, as well as individual line areas, are welcome to acknowledge other days of importance as appropriate and in line with the Secretary and Chief of the Defence Force Joint Directive 10/2021 ‘Defence Participation in Events of Significance and Importance’.
- 9. Leaders across the enterprise are encouraged to actively acknowledge these important occasions as part of their responsibilities in building Defence culture and ensuring a consistent narrative to internal and external audiences.

Consultation

Acting Assistant Secretary People and Culture Development, DPG
Communication directors in Strategic Communication Branch, MECC

s22		(a) AGREED / NOT AGREED	
		(b) AGREED / NOT AGREED	
		s22	
		s22	
John Reid PSM Deputy Secretary Governance Tel: s47E(d) M: s22 19 January 2024		Matt Vandonopoulos PSM Associate Secretary 24 January 2024	
Branch/Section Head	Emma Funnell	W: s47E(d)	Mob: s22
Action Officer	s47E(d)	W:	Mob:

Attachments/Enclosures:

- 1. 2024 Proposed Events of Significance and Importance.
- 2. s22

Proposed 2024 Defence Events of Significance and Importance

	Event	Date	National Policy or Framework	Themed lighting (Russell Offices)	Lead
s22					
Culture					
Tier 1	Sydney Gay and Lesbian Mardi Gras	2 March	Australian Defence Force members marched in the Sydney Gay and Lesbian Mardi Gras from 1996-2012 in an unofficial capacity. In 2013, Defence officially allowed Australian Defence Force members to march in uniform, a practice that still continues annually. Australian Public Service employees are also able to march. The Australian Border Force and Australian Federal Police also march.	Yes, Rainbow Flag	Defence People Group
	s22				

From: 47E(d)
To: s47F
Cc: 47E(d) [Diversity Policy and Programs](#)
Subject: 230908:1225 - [47E(d)] - s47F FOR CLEARANCE NLT COB TUE 12 SEP - Mardi Gras Application
Date: Friday, 8 September 2023 12:25:25 PM
Attachments: [image001.jpg](#)
[image002.jpg](#)
[image003.jpg](#)
[image004.png](#)
[image005.jpg](#)
[image006.jpg](#)
[image007.png](#)
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Hi s47F

Definitely happy to support in any way we can with the meeting with MG next week – I've blocked my calendar from 1430 -1700.

s22



Kind regards

47E(d)
Assistant Director
Culture People and Development
Defence People Group | Department of Defence

T 47E(d) M: s22

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From: s47F
Sent: Friday, 8 September 2023 11:52 AM
To: 47E(d)
Cc: 47E(d) [Diversity Policy and Programs](#)
47E(d)
Subject: RE: FOR CLEARANCE NLT COB TUE 12 SEP - Mardi Gras Application [SEC=OFFICIAL]

OFFICIAL

Good Morning,

s47C



Cheers s47F



s47F

s22



M: s22



Navy Diversity and Inclusion

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s47F



[Diversity and Inclusiveness ally Navy Diversity and Inclusiveness.](#)



I acknowledge the Traditional Custodians of Country throughout Australia and pay my respects to their Elders both past and present. I would also like to pay my respects to the Aboriginal and Torres Strait Islander people who have contributed to the Defence of Australia in times of peace and war.

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From: 47E(d)
Sent: Friday, 8 September 2023 11:39 AM
To: s47F
Cc: 47E(d) Diversity Policy and Programs
47E(d)
Subject: FW: FOR CLEARANCE NLT COB TUE 12 SEP - Mardi Gras Application [SEC=OFFICIAL]

OFFICIAL

Hi s47F

I have just submitted the Defence application to Sally for review and clearance – 47E(d) and I are buzzing with excitement!

We had a look at the application online which mentioned if we didn't have at least two supporting docs attached we would not be considered. We have quickly whipped up a couple of extra documents based on last year's outcomes to visually display the contingents.

I wanted to provide to you for awareness and your wise advice. ☺

Kind regards

47E(d)
Assistant Director
Culture People and Development
Defence People Group | Department of Defence

T: 47E(d) M: s22

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From: 47E(d) **On Behalf Of** Diversity Policy and Programs
Sent: Friday, 8 September 2023 11:35 AM
To: DPG-PPC-CPD.Tasking <47E(d)>; Bulkeley, Sally MRS
47E(d) >
Cc: 47E(d) 47E(d)
Subject: FOR CLEARANCE NLT COB TUE 12 SEP - Mardi Gras Application [SEC=OFFICIAL]

OFFICIAL

Hi team

Please find attached our proposed application for Mardi Gras 2024 for Sally's clearance by **COB TUE**

12 SEP. The Application portal closes 1700 THU 14 SEP.

Attached for awareness is the Parade Application guidelines and terms and conditions.

Attached for consideration and clearance is;

- Mardi Gras Application 2024
- Supporting Doc 1 – Creative Concept
- Supporting Doc 2 – Parade Formation
- Supporting Doc 3 – Visual Examples

The application has been consulted with DEFGLIS, the Services D&I teams and DPG Communications team.

Please let myself of 47E(d) know if you have any questions.

Kind regards

47E(d)

Assistant Director
Culture People and Development
Defence People Group | Department of Defence

T: 47E(d) M: s22

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IMPORTANT: This email remains the property of the Department of Defence. Unauthorised communication and dealing with the information in the email may be a serious criminal offence. If you have received this email in error, you are requested to contact the sender and delete the email immediately.

Question/Section	Defence Response
Parade History Details	<p>The Australian Defence Force (ADF) has a proud history of participating in Mardi Gras since 1996. Formal participation began in 2008, and from 2013, ADF personnel have been marching in uniform in the parade. Since 2020, ADF personnel have been marching alongside their Department of Defence's public service colleagues.</p>
Entry Title	Defence
Group or Organisation Description	<p>This entry includes the Australian Defence Force (ADF) - Navy, Air Force, and Army - and Australian Public Service (APS) employees.</p> <p>Defence is committed to building a diverse and inclusive workforce to support our people, to defend Australia and its national interests in order to advance Australia's security and prosperity.</p> <p>Defence capability relies on the ability to attract and retain the best possible talent regardless of background. Defence is focused on building capability through inclusion, and being an employer of choice for the LGBTQIA+ community.</p> <p>Defence Values and Behaviours strengthen organisational alignment and reinforce the notion of <i>One Defence</i>: we are stronger and more capable when we train, work, learn, lead and grow as a team.</p>
Creative Concept	<p>In recent years, the Australian Government has provided clear direction to Defence that it is essential to grow our workforce capability into the future. In 2022, Defence held the first People Symposium with the inclusive theme of "<i>Harnessing the best of Australia's talent, together.</i>" At this symposium, the Minister for Defence Personnel and Minister for Veterans' Affairs, Matt Keogh stated that "our greatest capability in defence is our people," a statement that echoed through our organisation. In 2023, Minister Keogh joined us in celebrating World Pride and further cemented Defence's inclusive practices during the ADF Careers Launch, by commenting "Defence is diverse, it is inclusive, and it is actively looking to better reflect the community we serve."</p> <p>It is these events that set in motion our theme of 'Our Future'. The future force is an inclusive force that the diverse Australian Community can see themselves reflected in. Our interpretation of the 'Our Future' theme is 'Our Future, Your Future, Together'.</p> <p>Defence will continue traditional participation in Mardi Gras, reflecting Defence's solidarity in supporting the Australian community through times of war and of peace. This entry represents elements of the ADF and the APS, and the many cultures therein, to reflect what we want our future to look like at Defence - a workforce that reflects the communities that we serve.</p> <p>ADF personnel will parade in service uniform, and APS staff will wear corporate t-shirts and dark pants. The t-shirts will display messages that align with Defence's diversity and inclusion policies and the parade theme of 'Future', for example, "building capability through inclusion." The contingent will be led by a military marching performance, demonstrating Defence's commitment to the security of Australia, also reflected in responses to national disasters. The strong deliberate military marching performance represents strength and reflects the proud history of the ADF and decades of service by members of the LGBTQIA+ community.</p> <p>For the creative concept, Defence will use flags, a symbol clearly identified with the military. Flags paraded will include the Australian National Flag and the First Nations flags, identifying the country and the people we serve and protect, and</p>

	<p>acknowledging the Traditional Custodians of our land and our coastline. The large rainbow pride flag to be paraded represents the internal (Defence) and external LGBTQIA+ communities. The rainbow flag will be printed in camouflage colours, which highlight the service of LGBTQIA+ members both past and present.</p> <p>Music to accompany the march will feature pieces played by the Australian Defence Force Academy (ADFA) Pipe Band, which will play a central role in telling Defence's story.</p> <p>All elements of Defence LGBTQIA+ communities and Allies will be represented in the marching contingent:</p> <ul style="list-style-type: none"> - youth and the future leaders of Defence (ADFA), - the three services of the Navy, Army, and Air Force, - our enabling Australian Public Service community, and - representatives of First Nations and differing cultures. <p>Defence comes together to support the Australian community, across the nation, during times of need, and we march towards a future where diversity and inclusion is at the forefront of all we do.</p> <p>A diverse workforce is a strong workforce, and we will build our Defence capability through inclusion.</p>
Relevance to LGBTQIA+ communities	<p>The Sydney Mardi Gras Parade is an opportunity for Defence to demonstrate its on-going commitment to diversity and inclusion, to publicly promote our values and demonstrate that we are continuing to grow a workforce that reflects the Australian community that we serve. We are proud to showcase the inclusion of the LGBTQIA+ community in Defence. We are proud of their contributions to Defence and our commitment to marching in Mardi Gras continues. Young LGBTQIA+ community members will be able to see their role models march in the parade, and aspire to potential careers in the ADF.</p>
Relevance to 2024 SGMLG Festival Themes <i>Our Future</i>	<p><i>Marching into our future</i></p> <p><i>Marching – 'to walk in a military manner with a regular measured tread.'</i></p> <p>Marching in Defence culture, represents unification, solidity, discipline, confidence and leadership. To march in Mardi Gras represents the same ideals. We are marching into a future where all members of the community see themselves reflected and represented. We are marching into a future where Defence capability is underpinned by the recognition that ultimate strength lies in diversity and inclusion. We are marching into a future where all Defence people can bring their whole selves to work, and are supported to contribute to the Defence mission to their fullest capacity.</p> <p>Defence's future means growing our workforce. Our future workforce is one that is diverse and inclusive and attracts talent from all communities. Our Future, Your Future, Together.</p>
Messaging for Marketing copy (100 words to be used by media reaching in to Mardi Gras)	<ul style="list-style-type: none"> • Defence demonstrates its ongoing support to the Australian community at times of crisis. • Marching with pride in our diverse country and peoples, drawing on our traditions and historical involvement in the parade. • Celebrating diversity and First Nation's culture, amplifying our messages through music and marching.
Formation	<p>A single Parade Commander, the most senior serving member of the ADF contingent, will be flanked by the ceremonial Australian National and First Nations' Flags.</p>

	<p>This group will be followed by members of Navy, Army and Air Force, wearing their respective uniforms. The service members will march in a mixed formation as a representation of a united <i>One Defence</i>.</p> <p>Immediately behind the ADF contingent, will be the Australian Defence Force Academy (ADFA) aboard one flatbed truck.</p> <p>Following this section, there will be a group of APS participants. APS participants will be wearing t-Shirts illustrating messages that align with Defence's diversity and inclusion policies, for example "building capability through inclusion" and the parade theme of 'Our Future.'</p> <p>The DEFGIS entry - family members, allies, and ex-serving members of Defence will march behind the Defence contingent and will submit their own separate application.</p>
Music	A selection of tracks to be run through along the parade, arranged and played live by the ADFA Pipe Band.
Flatbed trucks	A truck to support the ADFA Pipe Band.
Delivery plan and resources	All resources will be brought to a Defence staging site nearby Moore Park and the contingent will arrive by bus to the parade starting point.
Safety guidelines Vehicles	Defence is committed to ensuring the health and safety of its people, and compliance with any guidance and restrictions. We will develop a comprehensive Risk Management Plan to ensure the safety of our participants.

Department of Defence proposal for participation in Mardi Gras 2024

The Australian Defence Force (ADF) has a proud history of participating in Mardi Gras since 1996. Formal participation began in 2008, and from 2013, ADF personnel have been marching in uniform in the parade. Since 2020, ADF personnel have been marching alongside their Department of Defence's public service colleagues.

The Sydney Mardi Gras Parade is an opportunity for Defence to demonstrate its on-going commitment to diversity and inclusion, to publicly promote our values and demonstrate that we are continuing to grow a workforce that reflects the Australian community that we serve. We are proud to showcase the inclusion of the LGBTQIA+ community in Defence. We are proud of their contributions to Defence and our commitment to marching in Mardi Gras continues. Young LGBTQIA+ community members will be able to see their role models march in the parade, and aspire to potential careers in the ADF.

Creative Concept

In recent years, the Australian Government has provided clear direction to Defence that it is essential to grow our workforce capability into the future. In 2022, Defence held the first People Symposium with the inclusive theme of "Harnessing the best of Australia's talent, together." At this symposium, the Minister for Defence Personnel and Minister for Veterans' Affairs, Matt Keogh stated that "our greatest capability in defence is our people," a statement that echoed through our organisation. In 2023, Minister Keogh joined us in celebrating World Pride and further cemented Defence's inclusive practices during the ADF Careers Launch, by commenting "Defence is diverse, it is inclusive, and it is actively looking to better reflect the community we serve."

It is these events that set in motion our theme of 'Our Future'. The future force is an inclusive force that the diverse Australian Community can see themselves reflected in. Our interpretation of the 'Our Future' theme is 'Our Future, Your Future, Together'.

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ADF personnel will parade in service uniform, and APS staff will wear corporate t-shirts and dark pants. The t-shirts will display messages that align with Defence's diversity and inclusion policies and the parade theme of 'Future', for example, "building capability through inclusion." The contingent will be led by a military marching performance, demonstrating Defence's commitment to the security of Australia, also reflected in responses to national disasters. The strong deliberate military marching performance represents strength and reflects the proud history of the ADF and decades of service by members of the LGBTQIA+ community.

For the creative concept, Defence will use flags, a symbol clearly identified with the military. Flags paraded will include the Australian National Flag and the First Nations flags, identifying the country and the people we serve and protect, and acknowledging the Traditional Custodians of our land and our coastline. The large rainbow pride flag to be paraded represents the internal (Defence) and external LGBTQIA+ communities. The rainbow flag will be printed in camouflage colours, which highlight the service of LGBTQIA+ members both past and present.

Music to accompany the march will feature pieces played by the Australian Defence Force Academy (ADFA) Pipe Band, which will play a central role in telling Defence's story.

All elements of Defence LGBTQIA+ communities and Allies will be represented in the marching contingent:

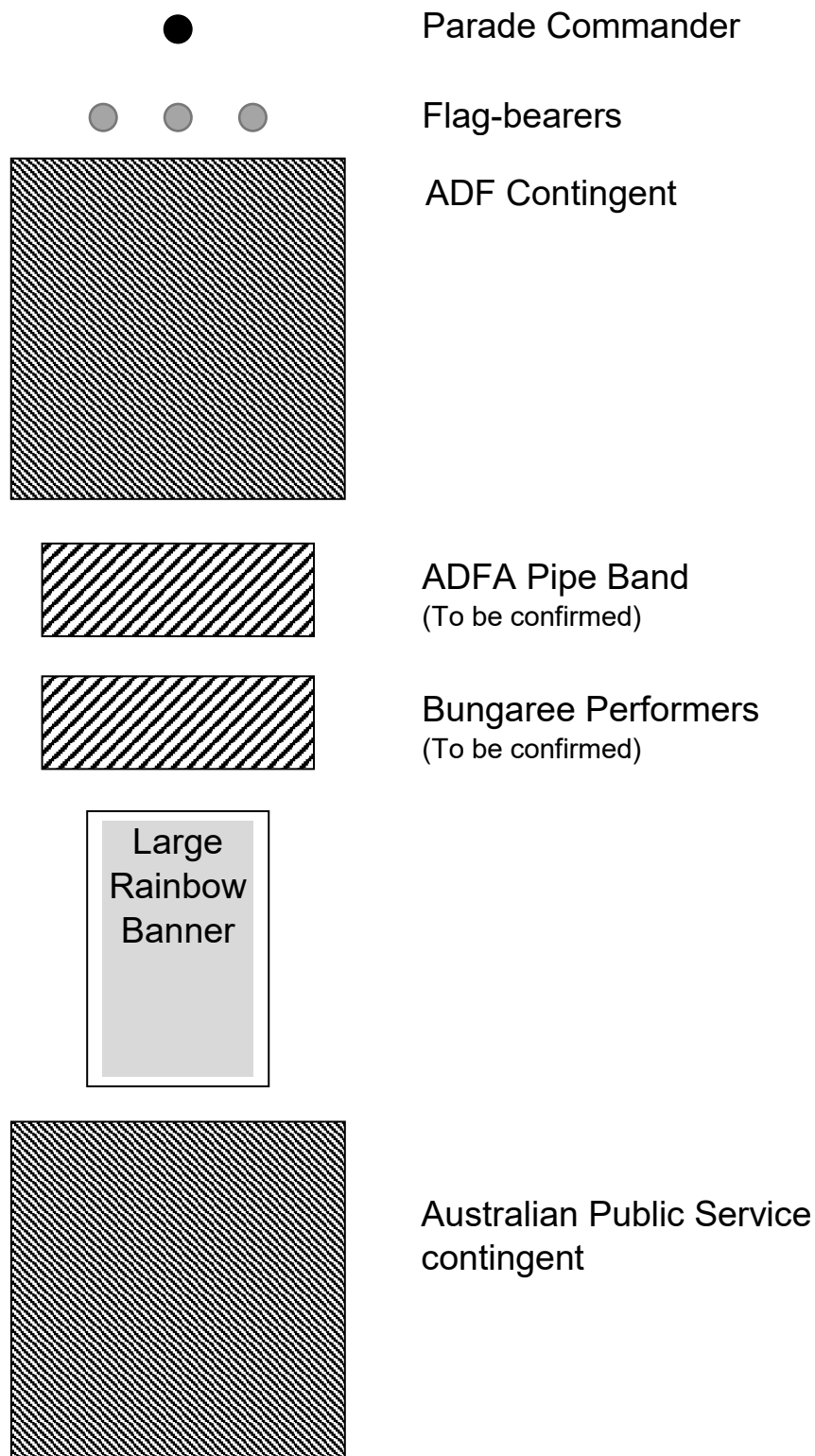
- youth and the future leaders of Defence (ADFA),
- the three services of the Navy, Army, and Air Force,
- our enabling Australian Public Service community, and
- representatives of First Nations and differing cultures.

Defence comes together to support the Australian community, across the nation, during times of need, and we march towards a future where diversity and inclusion is at the forefront of all we do.

A diverse workforce is a strong workforce, and we will build our Defence capability through inclusion.

Department of Defence proposal for participation in Mardi Gras 2024 - Formation

1. A single Parade Commander (most senior serving member of the ADF) will be flanked by the ceremonial Australian National and First Nations' Flags.
2. Members of Navy, Army and Air Force, wearing their respective uniforms. The service members will march in a mixed formation as a representation of a united One Defence.
3. Representatives of the ADFA Pipe Band.
4. A group of APS participants' will carry the large pride flag. APS participants will be wearing t-Shirts illustrating messages that align with Defence's diversity and inclusion policies, for example "building capability through inclusion" and the parade theme of 'Our Future.



Department of Defence proposal for participation in Mardi Gras 2024 – Visual examples

Figure 1: Officer in Command and Flag-bearers:



Figure 2: ADFA Pipe Band

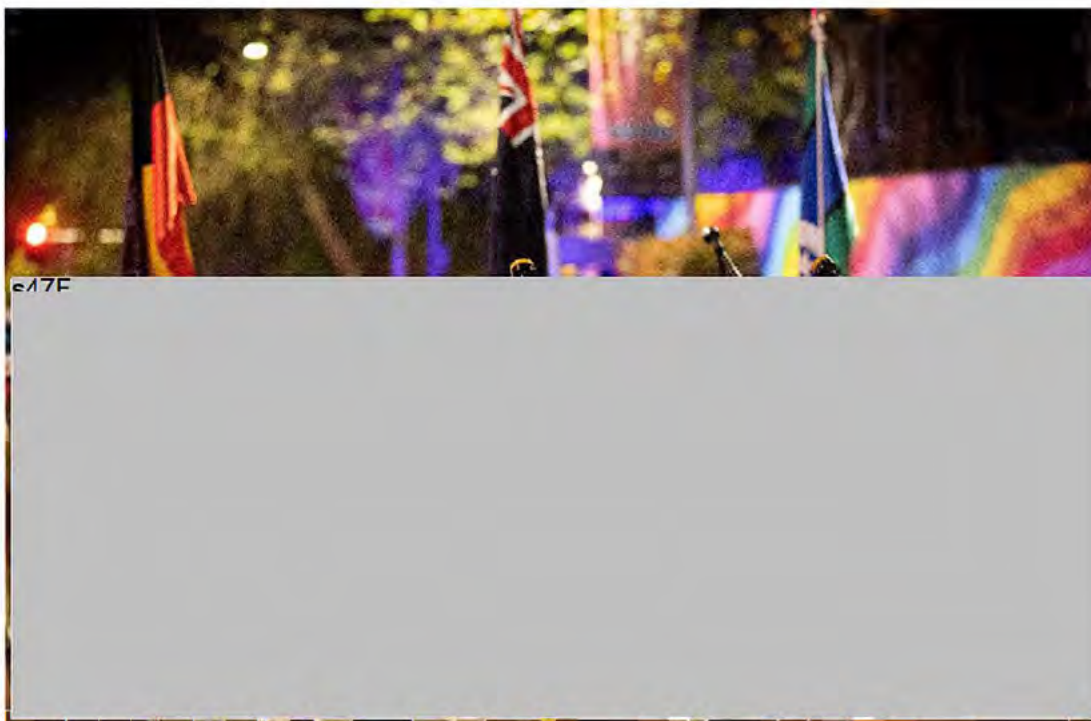


Figure 3: The service members will march in a mixed formation as a representation of a united One Defence

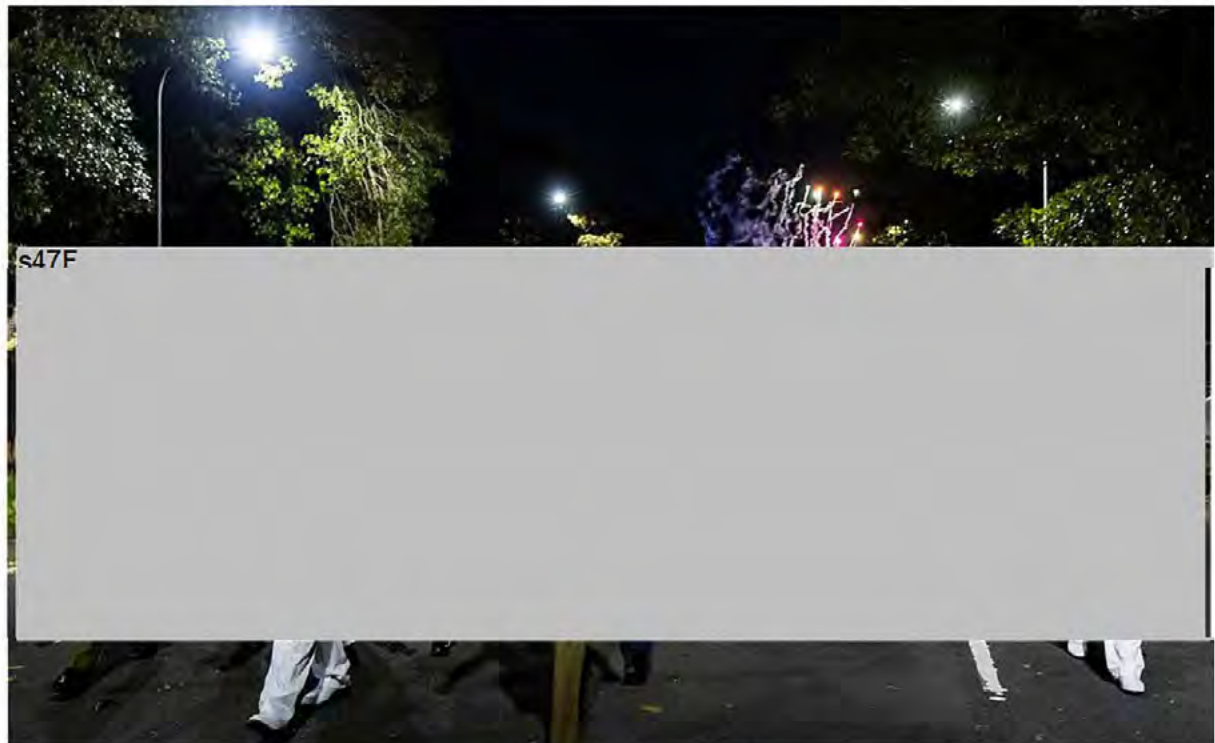


Figure 4: APS members wearing corporate t-shirts aligned to the theme. 2024 t-shirts to be developed and ordered once application acceptance is confirmed.

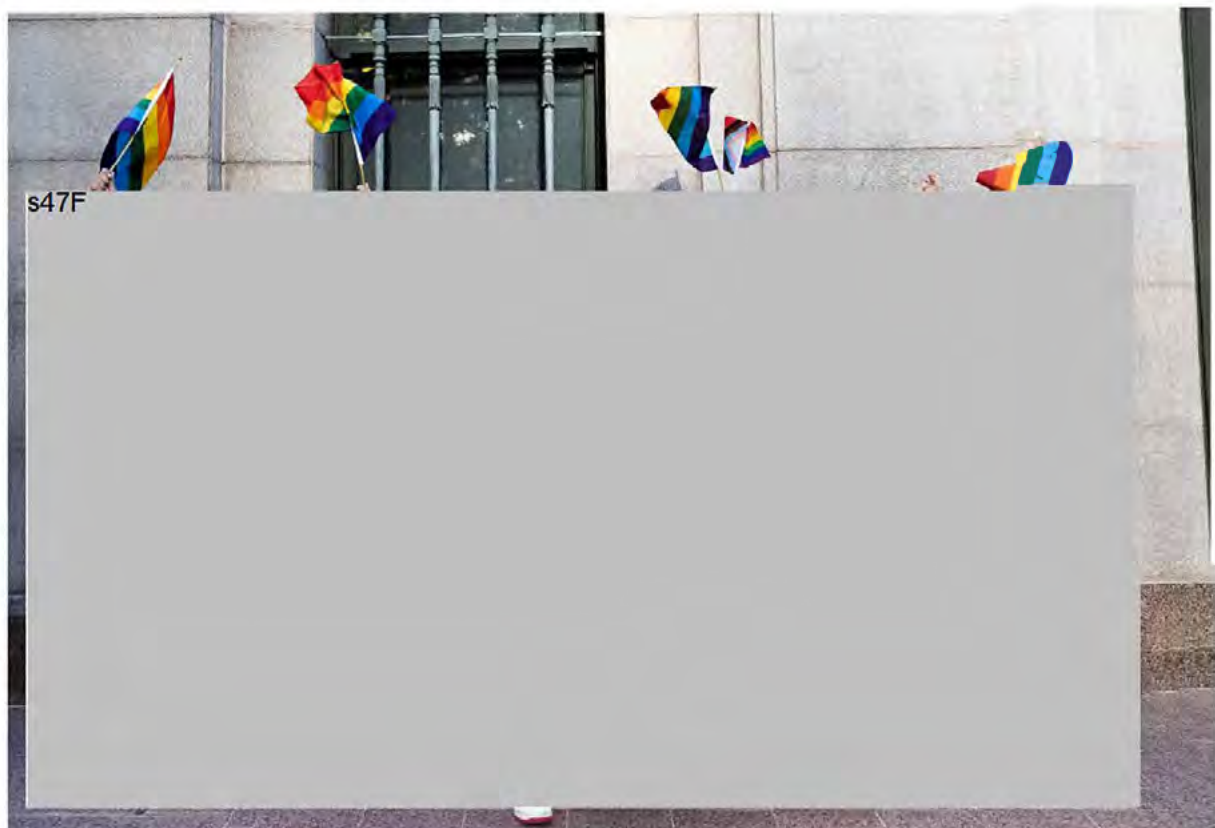
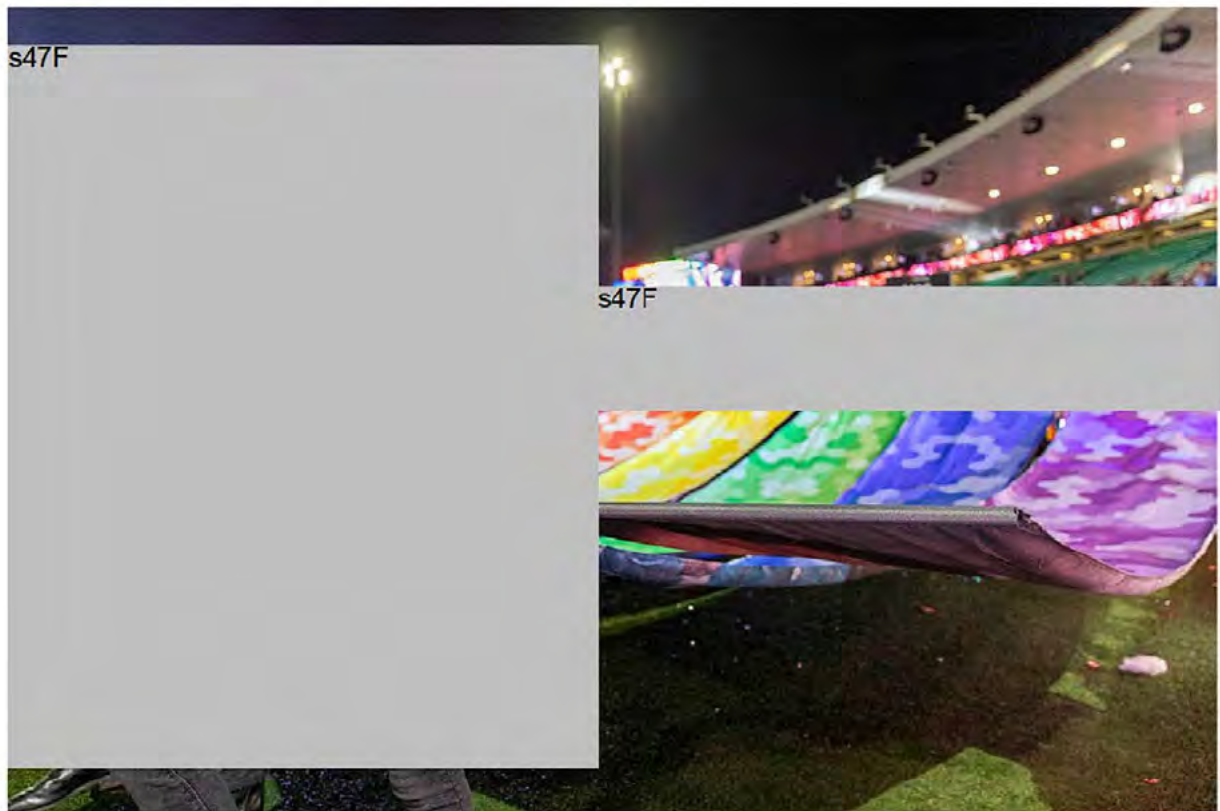


Figure 5: Rainbow flag/banners



From: [Parade](#)
To: [Diversity Policy and Programs](#)
Subject: 231010:1134 - [Parade]-[Diversity Policy and Programs] 2024 Sydney Mardi Gras Parade Application Notification
Date: Tuesday, 10 October 2023 11:36:14 AM

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Hi s47E(d)

We would like to thank you for your time and effort in submitting an application on behalf of **Department of Defence** to participate in the 2024 Sydney Gay and Lesbian Mardi Gras Parade.

We are pleased to confirm your application has been accepted into the 2024 Parade. **Congratulations!** Please note, in order to allow as many groups as possible to participate, the participant numbers or vehicles of some groups have been reduced from what was requested in their application. Please carefully read the details of your entry below and note any changes.

We're so excited to see your fantastic parade entries come to life and experience Sydney Mardi Gras 2024 with the following details:

ALLOCATED NUMBER OF PARTICIPANTS: 45

CATEGORY: Government Agency

VEHICLE: None

There are several tasks that you will need to complete in order to prepare for the 2024 Parade.

Please refer to the below for the task list, key dates and other important information to assist you in your planning. Please submit all forms by the deadline listed.

DUE 5PM AEST SUNDAY 3RD DECEMBER 2023 - PARADE ENTRY FEE PAYMENT:

A separate email will be sent to you within 1-2 business days with instructions to complete payment for your Parade entry fee via credit/debit card or EFT transfer. You can complete payment via the parade portal. Your place in the Parade is not confirmed until payment is received. If you do not receive this email within the next 24 hours, please contact us via email.

DUE 5PM AEST 8TH OF DECEMBER 2023 - FINAL MARKETING AND

CREATIVE CONCEPT FORM

Groups are required to confirm their final creative concept including vehicle length, if applicable, and any marketing information.

DUE 5PM AEST FRIDAY 19TH JANUARY 2024 - PARADE ENTRANT TECHNICAL FORM & FLOAT MARSHALL DETAILS:

Some entrant organisers who have special effects, technical equipment, pushables or comprehensive float designs will be required to provide documents, such as technical drawings, risk assessments, SWMS or MSDS, for further SGLMG review.

Please refer to the Restricted Items info sheet [here](#)

5PM, SUNDAY 11TH FEBRUARY 2024 - PARADE ENTRANTS DRIVER DETAILS AND VEHICLE REGISTRATION NUMBER PROVIDED TO SGLMG:

Entrant organisers must provide the confirmed

- Driver first and last names
- Driver license number, including state of issue and expiry date
- Driver mobile phone number
- Vehicle registration number

The above is required in order for safety checks to be conducted prior to Parade Day. You will then need to collect your vehicle accreditation pass from the SGLMG Offices between the **21st - 23rd of February 2024**

5PM, FRIDAY 23RD FEBRUARY 2024 - INDIVIDUAL PARTICIPANT REGISTRATION

Instructions and website link to registering your individual participants will be provided in early/mid-January. To assist us with safety protocols and to issue a pass/ticket for entry into the Parade Marshalling Area, you must provide us with the following details for all individual participants in your Entry Group:

- **Full Name**
- **Email:** A pass/ticket will be issued directly to the individual participant in the week prior to Parade so please ensure that this is accurate for each individual as duplicates may not be delivered.
- **Mobile Number**
- **ZIP/Post Code**
- **Confirm that they have agreed to the 2024 Parade Entrant Terms and Conditions**

For any minors or people with disability who do not have an email address or mobile phone number, you must provide the contact details of their legal guardian/carer.

SUNDAY 4TH FEBRUARY 2024 - PARADE ENTRANTS BRIEFING:

The Parade Entrants Briefing must be attended by one key representative from your Group.

Ideally this is yourself, as the primary organiser, or one of your Float Marshalls. The Entrants Briefing will provide an overview of parade day logistics. You will also collect your Entrant Pack which includes:

- Parade Marshalling Area - Arrival time, entry gate and Section
- Parade position and estimated start time
- Maps
- Float Marshall accreditation
- Vehicle and driver accreditation pass

The Briefing will be held at:

Venue: University of Sydney Business School - ABS Lecture Theatre B2010

Time: 12pm-2pm

12:00pm arrival – Registration and Entrant Pack collection

12:30pm – Briefing presentation starts

2:00pm – Briefing presentation ends

You will be sent an email in early January with a registration form to provide contact details of the person attending the Briefing.

PARADE ENTRANT TERMS AND CONDITIONS

Please ensure that you and your participants (and any of your suppliers) have read, understood, and accepted the attached [2024 Parade Entrant Terms and Conditions](#)

MARDI GRAS PARADE COMMUNITY GRANT APPLICATIONS

Mardi Gras Parade Community Grants are designed to support entries that make a significant and meaningful contribution to the LGBTQI+ community by providing funding to individuals, community groups and not-for-profit organisations.

Details and dates for grant applications will be announced shortly.

COMMUNITY ACCESS TO MARDI GRAS WORKSHOP

We are happy to confirm that the Community Workshop will be available for the 2024 Parade. Further details on this will be sent out in December.

We also encourage you to join our [Sydney Mardi Gras Parade Community Facebook group](#) as a way to connect with other parade groups and share information.

Once again **congratulations** and we look forward to seeing you in the 2024 Parade!

Happy Mardi Gras!

Regards,

s47G | W: mardigras.org.au

Sydney Gay and Lesbian Mardi Gras acknowledges that our events take place on Aboriginal land. We acknowledge the Gadigal, Cammeraygal, Bidjigal, Darug and Dharawal people who are the Traditional Custodians of the Sydney Basin. We pay our Respects to their Elders past and present. Always was Always will be Aboriginal Land.

From: s47E(d)
To:
Subject: FW: Signed Version of EC24-004881 - Defence Participation in Sydney Gay and Lesbian Mardi Gras [SEC=OFFICIAL]
Date: Thursday, 10 October 2024 2:46:21 PM
Attachments: [image001.png](#)
[image002.jpg](#)

OFFICIAL

Hi s47E(d)

Can you please file this as our approval authority for the application.

s47E(d)

Assistant Director
Diversity and Inclusion Directorate
Defence People Group | Department of Defence

Ph: s47E(d) | s22

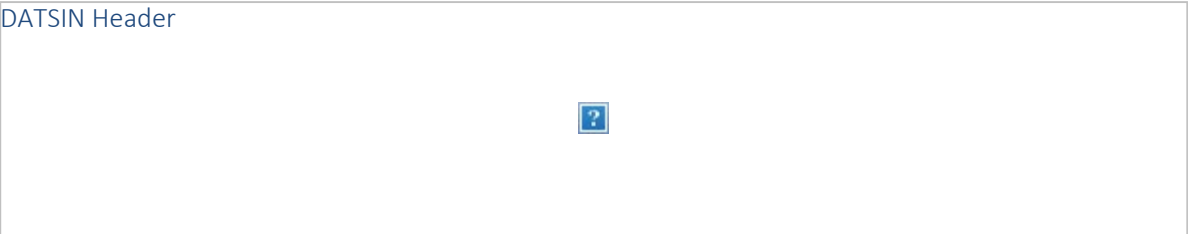
s47E(d) | Gaza Ridge Barracks | 4227 Anzac Parade | South Bandiana VIC 3694

s22



I acknowledge the Traditional Custodians of Country throughout Australia, recognise their continuing connection to traditional lands and waters and pay my respects to their Elders both past and present.

I also pay respect to the Aboriginal and Torres Strait Islander men and women who have contributed to the defence of Australia in times of peace and war.



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From: s47E(d) **On Behalf Of** DEPSEC DP Office
Sent: Thursday, 10 October 2024 8:49 AM
To: s47E(d)
s47E(d)
Cc: DEPSEC DP Office s47E(d)
s47E(d)
Subject: RE: Signed Version of EC24-004881 - Defence Participation in Sydney Gay and Lesbian Mardi Gras [SEC=OFFICIAL]

OFFICIAL

Thanks s47E(d) and apologies for the delay in responding.

I think I may have made a mistake in uploading the signed copy to PDMS but please take the processing instructions as DEPSEC having signed the brief, for you to progress to CPERS and VCDF.

Let me know if there is anything else you need from me.

Cheers

s47E(d)

s47E(d)

Deputy Chief of Staff
Deputy Secretary, Defence People Group
Department of Defence

Russell Offices | Canberra ACT 2600

P: s47E(d)

E:

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From: s47E(d)

Sent: Thursday, 10 October 2024 8:37 AM

To: s47E(d)

s47E(d)

Cc: DEPSEC DP Office s47E(d)

s47E(d)

Subject: RE: Signed Version of EC24-004881 - Defence Participation in Sydney Gay and Lesbian Mardi Gras [SEC=OFFICIAL]

OFFICIAL

Hi s47E(d)

I hope you're well, I'm following up s47E(d) email below. We are seeking the signed version of EC24-004881 in PDMS please. I will need the signed version so I can forward to VCDF and CPERS.

Please let me know if you need anything further.

Kind regards.

s47E(d)

Assistant Director
Diversity and Inclusion Directorate

Defence People Group | Department of Defence

Ph: s47E(d) | s22

s47E(d) | Gaza Ridge Barracks | 4227 Anzac Parade | South Bandiana VIC 3694

s22



I acknowledge the Traditional Custodians of Country throughout Australia, recognise their continuing connection to traditional lands and waters and pay my respects to their Elders both past and present.

I also pay respect to the Aboriginal and Torres Strait Islander men and women who have contributed to the defence of Australia in times of peace and war.

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From: s47E(d)

Sent: Tuesday, 8 October 2024 12:20 PM

To: s47E(d)

Cc: DEPSEC DP Office s47E(d) [@defence.gov.au](mailto:s47E(d)@defence.gov.au); s47E(d)

s47E(d)

Subject: FW: EC24-004881 [SEC=OFFICIAL]

OFFICIAL

Hi s47E(d)

FYI below, when you get a chance can you please upload the signed version of EC24-004881 to PDMS.

Cheers

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From: s47E(d)

Sent: Tuesday, 8 October 2024 12:16 PM

To: s47E(d)

Subject: RE: EC24-004881 [SEC=OFFICIAL]

OFFICIAL

Thanks so much s47E(d)

I still can't get into PDMS but s47E(d) checked for me and there's still no signed (both Leisa and Justine) version published.

If you have any luck with DEPSEC DP's Office please let me know, otherwise I may just have to use the history as evidence.

s47E(d)

Assistant Director
Diversity and Inclusion Directorate
Defence People Group | Department of Defence

Ph: s47E(d) | s22

s47E(d) | Gaza Ridge Barracks | 4227 Anzac Parade | South Bandiana VIC 3694

s22



I acknowledge the Traditional Custodians of Country throughout Australia, recognise their continuing connection to traditional lands and waters and pay my respects to their Elders both past and present.

I also pay respect to the Aboriginal and Torres Strait Islander men and women who have contributed to the defence of Australia in times of peace and war.

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From: s47E(d)

Sent: Tuesday, 8 October 2024 10:33 AM

To: s47E(d)

Subject: EC24-004881 [SEC=OFFICIAL]


OFFICIAL

Hi s47E(d)

Here is the processing history for the EC

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	<p>DECISION BRIEF FOR DEPSEC DP</p> <p>2025 Sydney Gay and Lesbian Mardi Gras - Defence Application</p>	
Branch: People and Culture Branch	Reference: EC24-004881	
For Information: VCDF, CPERS,	Due Date: 11 Sept 2024 URGENT	

References:

- A. Sydney Gay & Lesbian Mardi Gras, [2025 Festival - Sydney Gay and Lesbian Mardi Gras](#)

Purpose

1. The purpose of this brief is to seek your approval of Defence's application to participate in the 2025 Sydney Gay and Lesbian Mardi Gras Parade (the Parade).

Recommendations

2. That you:
- a. **Approve** the application for Defence to participate in the 2025 Sydney Gay and Lesbian Mardi Gras Parade (Enclosure 1).

Key points

3. The 2025 Sydney Gay and Lesbian Mardi Gras Festival will occur during 14 February – 2 March 2025, with the parade occurring on 1 March 2025.
4. The 2025 theme is '*Free to Be*'. The 2025 theme is a celebration of the strides toward true LGBTQIA+ equality while also acting as a global reminder that the fight is far from over, and that the LGBTQIA+ community members are not truly free until they are all free to be.

<p>Leisa Craig First Assistant Secretary Workforce, People & Strategy</p> <p>September 24</p>	<p>a. Approved / Please discuss</p> <p>Justine Greig Deputy Secretary Defence People</p> <p>September 24</p>
Contact Officer: s47E(d)	Tel: s47E(d)
Clearance Officer: Rebecca Wootten	Tel: s47E(d)

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2

5. Gil Beckwith, CEO of Sydney Gay and Lesbian Mardi Gras said:

“Our theme is about making a statement to embrace and rejoice in our unique individuality as well as our collective identity. It is about the bravery to rise for each other in the darkest of times and protect the progress we’ve made, using it as a springboard toward the progress we deserve.”

6. The 2025 theme ‘Free to Be’ is a celebration of the bravery it takes to be oneself, both within Defence and in society at large. It calls on all Defence personnel to continue being brave – whether by living authentically, supporting their peers, or leading the way in creating a more inclusive team.

7. The Defence interpretation of the ‘Free to Be’ theme is: ‘Free to Serve with Pride, Free to Be an Ally’.

8. Defence will continue traditional participation in the Parade, reflecting Defence’s solidarity in supporting our LGBTQIA+ members and the Australian community. This application represents both the ADF and APS participation in the Parade, and to reflect what we want our future to look like - a workforce that is diverse and inclusive.

9. The Parade is an opportunity for Defence to demonstrate its ongoing commitment to diversity and inclusion, to publicly promote our values and demonstrate that we are continuing to grow a workforce that reflects the Australian community that we serve. We are proud to showcase the inclusion of the LGBTQIA+ community in Defence. We are proud of their contributions to Defence and our commitment to marching in the Parade continues. Young LGBTQIA+ community members will be able to see their role models march in the parade, and aspire to potential careers in Defence.

10. Defence LGBTI Information Service (DEFGLIS) has also submitted an application on behalf of their members to enter the Parade, on acceptance of their application they will follow the Defence contingent in the Parade.

Background

11. Since 2013, ADF personnel have been marching in uniform in the Parade. Since 2019, ADF personnel have been marching alongside their APS colleagues.

12. On 2 March 2024, the Assistant Minister for Defence joined the Defence contingent of 45 ADF and APS personnel at the 2024 Parade, marching in partnership with the DEFGLIS contingent of 45 participants.

13. The theme for 2024 was ‘Our Future’. Defence’s contingent reflected the theme through polo shirts for the APS and Ministerial participants which reflected “Our Future, your future, Together.”

14. The Sydney Gay and Lesbian Mardi Gras has been recognised as a Defence Event of Significance since July 2021 and will continue to be recognised as a Tier 1 Event of Significance in 2025.

Way ahead

15. On acceptance of the application, Defence and DEFGLIS will work in partnership to deliver the success of this event. Next steps include:

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- a. seek consultation and approval with Senior Command Dress and Ceremonial Warrant Officers for ADF personnel to wear working dress uniform;
- b. design the corporate t-shirt for APS personnel to wear;
- c. design the Defence banner to represent the Defence interpretation of the theme;
- d. confirmation of participants (including Defence Senior Leaders and Ministerial representation);
- e. communication plan; and
- f. administrative instruction.

Consultation

16. The following people were consulted on this brief:
- a. SEG, FAS Estate Transformation, Rowena Bain (LGBTQIA+ Champion);
 - b. ADFHQ, Head Force Design, MAJGEN Anthony Rawlins (LGBTQIA+ Champion);
 - c. Personnel Branch Air Force, s47E(d) ;
 - d. Navy, Deputy Director Navy Diversity and Inclusion, s47E(d) s47E(d) ;
 - e. Army Headquarters, Directorate of People culture, SO1 Culture and Diversity, s47E(d) ;
 - f. DEFGLIS President, s47F ;
 - g. DEFGLIS Vice President, s47F ;
 - h. MECC, Communication Officer, s47E(d) ; and
 - i. ADFA, Bandmaster, s47E(d) ;

Enclosure:

1. 2025 Sydney Gay and Lesbian Mardi Gras Parade – Defence Application

Annexes:

- A. Annex A to Defence Application – Creative Concept
- B. Annex B to Defence Application – Parade Formation
- C. Annex C to Defence Application – Visual Examples

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2025 Sydney Gay and Lesbian Mardi Gras – Defence Application

Organisation Details

Group/Organisation Type (choice)

- Government Agency

Group/Organisation Purpose (choice)

- Other

LGBTQIA or Non-LGBTQIA Status

- Non-LGBTQIA+ (i.e. our organisation has LGBTQIA+ representation but our primary function serves the wider communities)

Group/Organisation Description

- This entry includes the Australian Defence Force (ADF) - Navy, Air Force, and Army - and Australian Public Service (APS) employees.
- Defence is committed to building a diverse and inclusive workforce to support our people, to defend Australia and its national interests in order to advance Australia's security and prosperity.
- Defence capability relies on the ability to attract and retain the best possible talent regardless of background. Defence is focused on building capability through inclusion, and being an employer of choice for the LGBTQIA+ community.
- Defence Values and Behaviours strengthen organisational alignment and reinforce the notion of an integrated Defence: we are stronger and more capable when we train, work, learn, lead and grow as a team.

Locality (Group) (choice)

- Interstate

Parade History

- Yes, previous entrant

Parade History Years

- 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024

Parade History Details

- From 2013, ADF personnel have been marching in uniform in the parade. Since 2019, ADF personnel have been marching alongside their Department of Defence's public service colleagues.

Parade Entry - Creative Details

Entry Title

- Department of Defence

Creative Concept

- See Annex A

Relevance to 2025 Festival Theme

- See Annex A

Relevance to LGBTQIA+ communities

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- The Sydney Mardi Gras Parade is an opportunity for Defence to demonstrate its on-going commitment to diversity and inclusion, to publicly promote our values and demonstrate that we are continuing to grow a workforce that reflects the Australian community that we serve. We are proud to showcase the inclusion of the LGBTQIA+ community in Defence. We are proud of their contributions to Defence and our commitment to marching in Mardi Gras continues. Young LGBTQIA+ community members will be able to see their role models march in the parade, and aspire to potential careers in the ADF.

Entry Components (select)

- Costumes/Outfits
- Marching Group
- Props (banner, etc.)
- Pipe Band

Messaging/Signage

- N/A

Messaging for Marketing Copy (100 words)

- We recognise our people and culture are fundamental to achieving the Defence Mission.
- Defence continues the proud tradition of marching in a demonstration of its ongoing commitment to diversity and inclusion, to publicly promote our values and demonstrate that we are continuing to grow a workforce that reflects the Australian community that we serve.
- Our organisation demonstrates their bravery not just in service to their country but also in standing up for equality.

We celebrate an Australia where you are **Free to Serve with Pride, Free to Be an Ally.**

Costumes/Outfits

- ADF personnel will parade in uniform, and APS staff will wear corporate t-shirts and dark pants. The t-shirts will display messages that align with Defence's diversity and inclusion policies and the parade theme of 'Free To Be'.

Choreography/Formation

- A single Parade Commander, the most senior serving member of the ADF contingent, will be flanked by the ceremonial Australian National and First Nations' Flags.
- This group will be followed by members of Navy, Army and Air Force, wearing their respective uniforms. The service members will march in a mixed formation as a representation of a united One Defence.
- Immediately behind the ADF contingent, will be the Australian Defence Force Academy (ADFA) Pipe Band.
- Following this section, there will be a group of APS participants. APS participants will be wearing t-Shirts illustrating messages that align with Defence's diversity and inclusion policies, and the parade theme of 'Free to Be.'
- The DEFGLIS entry - family members, allies, and ex-serving members of Defence will march behind the Defence contingent and will submit their own separate application.

Music Type (select)

- Live performance (instrumental band)

Music Details

- A selection of tracks to be run through along the parade, arranged and played live by the ADFA Pipe Band.

Props**OFFICIAL**

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- Defence will use flags, a symbol clearly identified with the military. Flags paraded will include the Australian National Flag and the First Nations flags, identifying the country and the people we serve and protect, and acknowledging the Traditional Custodians of our land and our coastline.
- A large banner to be paraded represents the internal (Defence) and external LGBTQIA+ communities.
-

Pushables

- N/A

Special Effects

- N/A

Technical Production

- N/A

Delivery Plan and Resources

- All resources will be brought to a Defence staging site nearby Moore Park and the contingent will arrive by bus to the parade starting point.

Supporting Documents (upload) (2-5 files)

- Attachment A – Creative Concept
- Attachment B – Parade Formation
- Attachment C – Visual Examples

Parade Entry – Vehicle Details**Vehicle Type (Application)**

- None

Vehicle Registration and Driver Details

- N/A

Parade Entry – Participant Details**Pax Requested**

- 45

Participant Types

- None of the above

Locality (Participants)

- Interstate (Australia)

Parade Entry Fee

- Government Organisation

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Annex A to Defence Application**2025 Sydney Gay and Lesbian Mardi Gras – Defence Application**

Since 2013, ADF personnel have been marching in uniform in the Mardi Gras parade. Since 2020, ADF personnel have been marching alongside their Defence Australian public service colleagues.

The Sydney Mardi Gras Parade is an opportunity for Defence to demonstrate its ongoing commitment to diversity and inclusion, to publicly promote our values and demonstrate that we are continuing to grow a workforce that reflects the Australian community that we serve. We are proud to showcase the inclusion of the LGBTQIA+ community in Defence. We are proud of their contributions to Defence and our commitment to marching in Mardi Gras parade continues. Young LGBTQIA+ community members will be able to see their role models march in the parade, and aspire to potential careers in the ADF.

Creative Concept

The Australian Government has provided clear direction to Defence that it is essential to grow our workforce capability into the future.

People are Defence's most important asset. Defence must recruit, retain and grow the highly specialised and skilled workforce required to meet Defence's capability needs and achieve the objectives of defending Australia and its national interests. Defence must also continue to evolve its culture to underpin the significant reform required to deliver the National Defence Strategy (NDS).

As outlined within Chapter five of the NDS, creating diverse and inclusive teams aligns with Defence's focused on recruitment, retention and skilling initiatives to grow the workforce and make Defence an employer of choice. Ensuring that the Defence workforce continues to become more representative of the wider society, and achieve a generational uplift in capabilities there must be diverse teams across a wider range of Defence's workforce segments. This involves greater representation of gender, those from culturally and linguistically diverse backgrounds First Nations people, and people with a range of experiences to strengthen collaboration, problem solving and decision making.

The decision by LGBTQIA+ individuals to serve openly requires immense bravery. At a time when societal attitudes are still evolving, these ADF members and APS personnel choose to stand firm in their identities, often facing significant challenges. This echoes the 'Free to Be' theme, which celebrates the courage to be oneself despite adversity.

Defence's decision to officially participate in the Sydney Mardi Gras Parade, commencing from 2013, was also a brave step. It marked a bold departure from past policies and publically aligned the military with the values of diversity and inclusion. By marching in uniform, ADF members demonstrated their bravery not just in service to their country but in standing up for equality.

The 2025 Mardi Gras theme 'Free to Be' is a celebration of the bravery it takes to be oneself, both within the ADF and in society at large. It calls on all members of the ADF and APS to continue being brave – whether by living authentically, supporting their peers, or leading the way in creating a more inclusive military.

Our interpretation of the 'Free to Be' theme is: **'Free to Serve with Pride, Free to Be an Ally'**

Defence will continue traditional participation in the Mardi Gras parade, reflecting Defence's solidarity in supporting the Australian community through times of war and of peace. This entry represents elements of the ADF and the APS, and the many cultures therein, to reflect what we want our future to look like at Defence - a workforce that reflects the communities that we serve.

ADF personnel will parade in uniform, and APS staff will wear corporate t-shirts and dark pants. The t-shirts will display messages that align with our interpretation of the parade theme of 'Free to Be'. The contingent will be led by a military marching contingent.

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For the creative concept, Defence will use flags, a symbol clearly identified with the military. Flags paraded will include the Australian National Flag and the First Nations flags, identifying the country and the people we serve and protect, and acknowledging the Traditional Custodians of our land and our coastline. A large banner will be paraded to represent the service of ADF and APS LGBTQIA+ members both past and present.

Music to accompany the march will feature pieces played by the Australian Defence Force Academy (ADFA) Pipe Band, which will play a central role in telling Defence's story.

All elements of Defence LGBTQIA+ communities and Allies will be represented in the marching contingent:

- youth and the future leaders of Defence (ADFA),
- ADF members from Army, Navy and Air Force,
- our Australian Public Service employees, and
- representatives of First Nations and differing cultures.

Defence comes together to support the Australian community, particularly during times of need, and continuing to acknowledge our past as we march towards a future where diversity and inclusion is at the forefront of all we do.

A diverse workforce is a strong workforce, and we will build our Defence capability through inclusion.

Relevance to 2025 Theme

The 'Free to Be' theme emphasises the importance of bravery in supporting others. For Defence, this means continuing to foster an environment where all members can be their true selves without fear. It requires the courage to confront any lingering prejudices and to champion policies that ensure every individual is respected and valued.

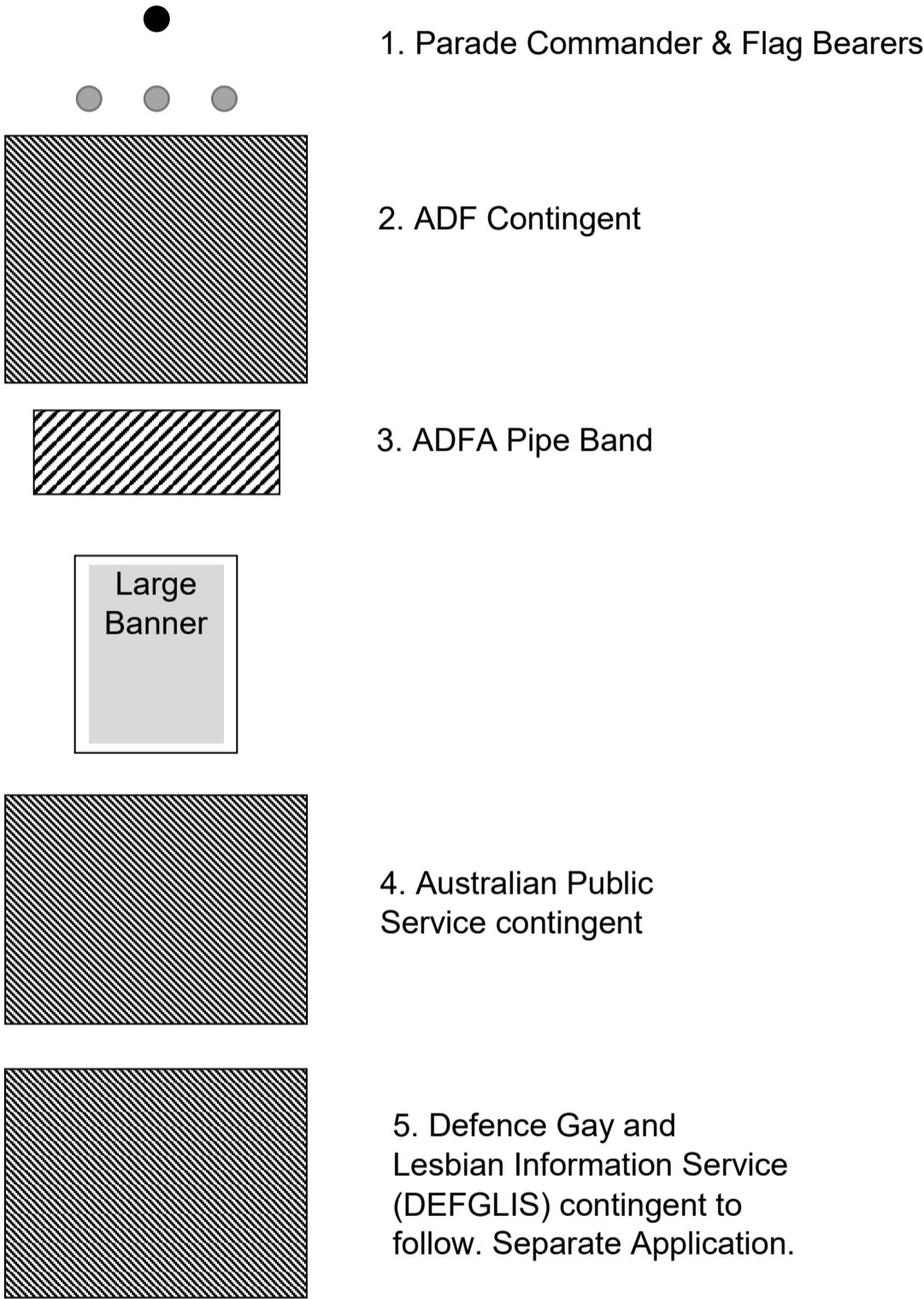
Defence's ongoing participation in the Mardi Gras parade under the 'Free to Be' theme can inspire bravery in others. It serves as a powerful message to all service members, showing that they are encouraged to embrace their identities fully. This aligns with the broader mission of Defence to be a force that not only defends the nation but also upholds the values of courage, respect, and integrity.

By embodying the 'Free to Be' theme, Defence not only supports its LGBTQIA+ members but also sets an example of bravery on a global stage. Defence's participation in the Mardi Gras parade underscores Australia's commitment to diversity in its military forces, and shows that true strength in a modern military comes from diversity and inclusion.

Annex B to Defence Application

2025 Sydney Gay and Lesbian Mardi Gras – Defence Application – Formation

- 1. A single Parade Commander (most senior serving member of the ADF) will be flanked by the ceremonial Australian National and First Nations’ Flags.
- 2. Members of Navy, Army and Air Force, wearing their respective uniforms. The service members will march in a mixed formation as a representation of a united One Defence.
- 3. Representatives of the ADFA Pipe Band.
- 4. A group of APS participants’ will carry the large banner. APS participants will be wearing t-Shirts illustrating messages that align with Defence’s diversity and inclusion policies, and the parade theme of ‘Free to Be’.



Annex C to Defence Application

2025 Sydney Gay and Lesbian Mardi Gras – Defence Application

Visual Examples

Figure 1: Royal Australian Air Force officer s47E(d) celebrates Mardi Gras at Hyde Park, Sydney.



Figure 2: A member of the Australian Defence Force Academy Pipes and Drums during the 2024 Gay and Lesbian Mardi Gras Parade on Oxford Street, Sydney.

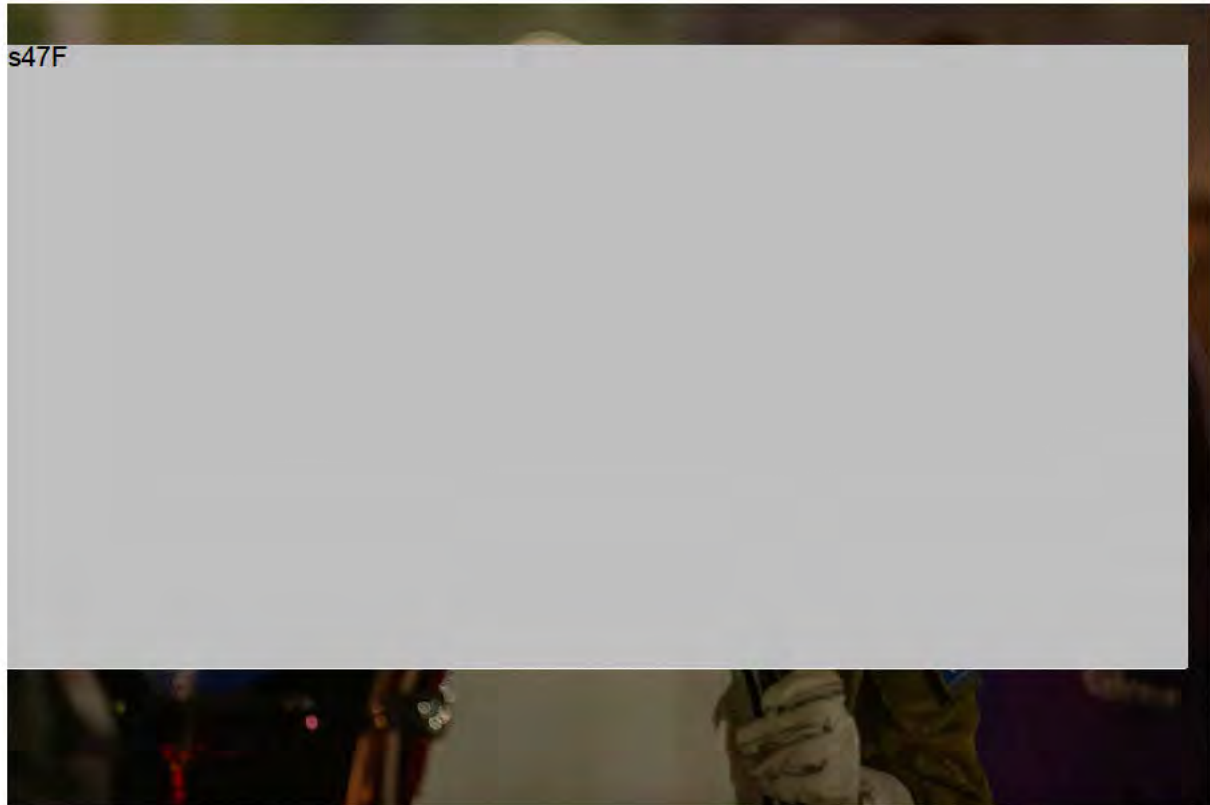


Figure 3: Australian Army officer s47E(d) waves to the crowd during the 2024 Sydney Gay and Lesbian Mardi Gras on Oxford Street, Sydney.

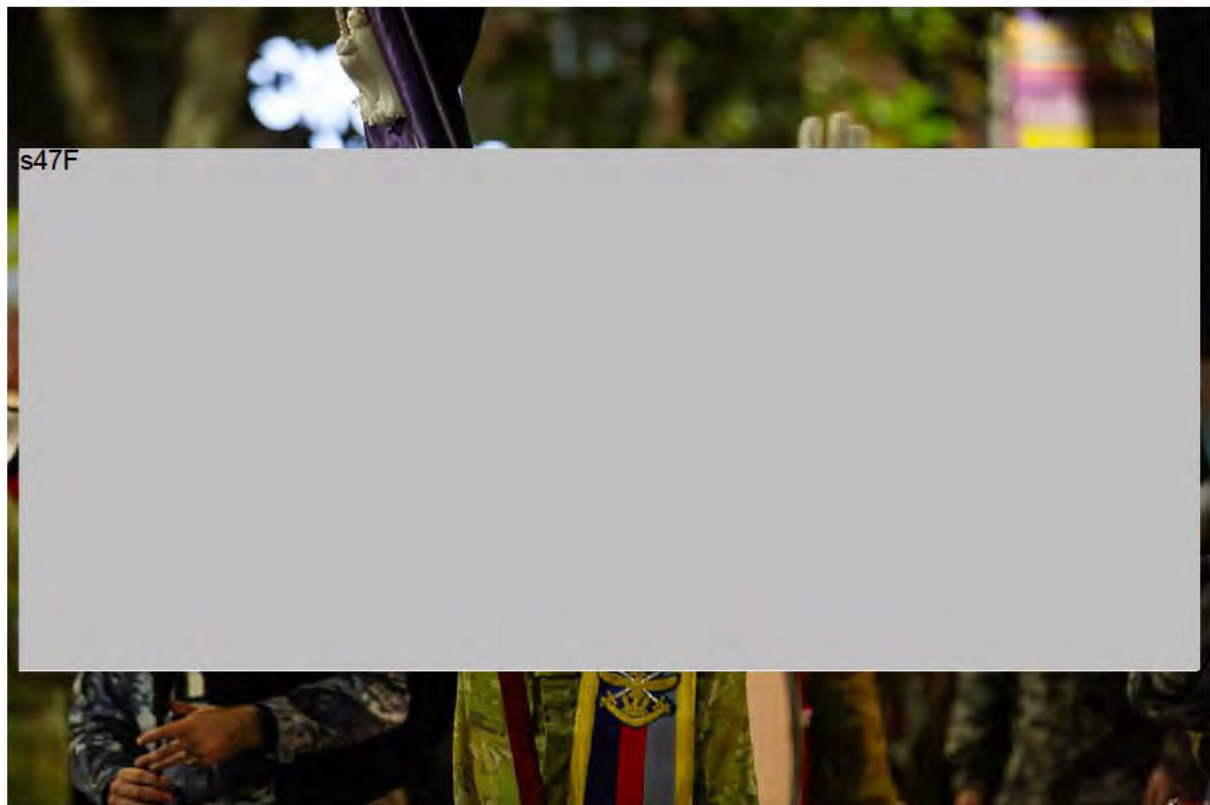


Figure 4: The Australian Defence Force and Defence Civilian contingent prior to the 2024 Gay and Lesbian Mardi Gras Parade in Hyde Park, Sydney.

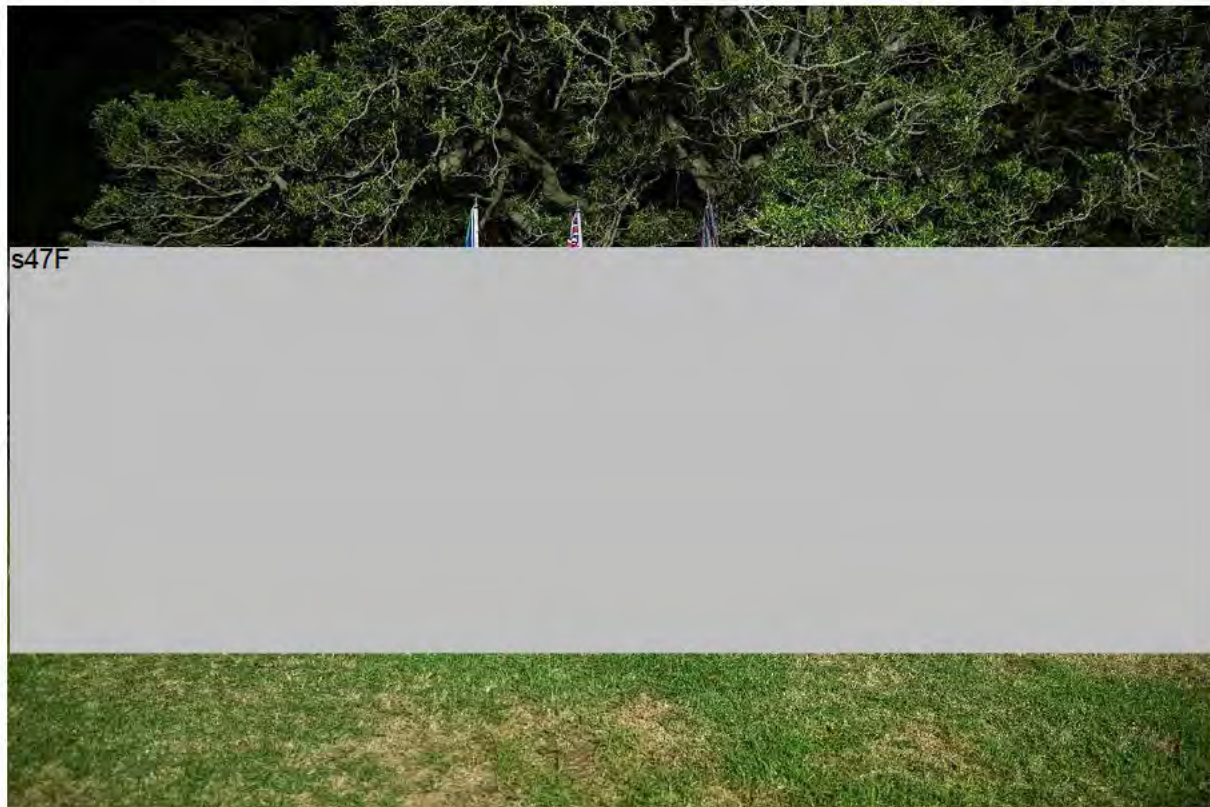
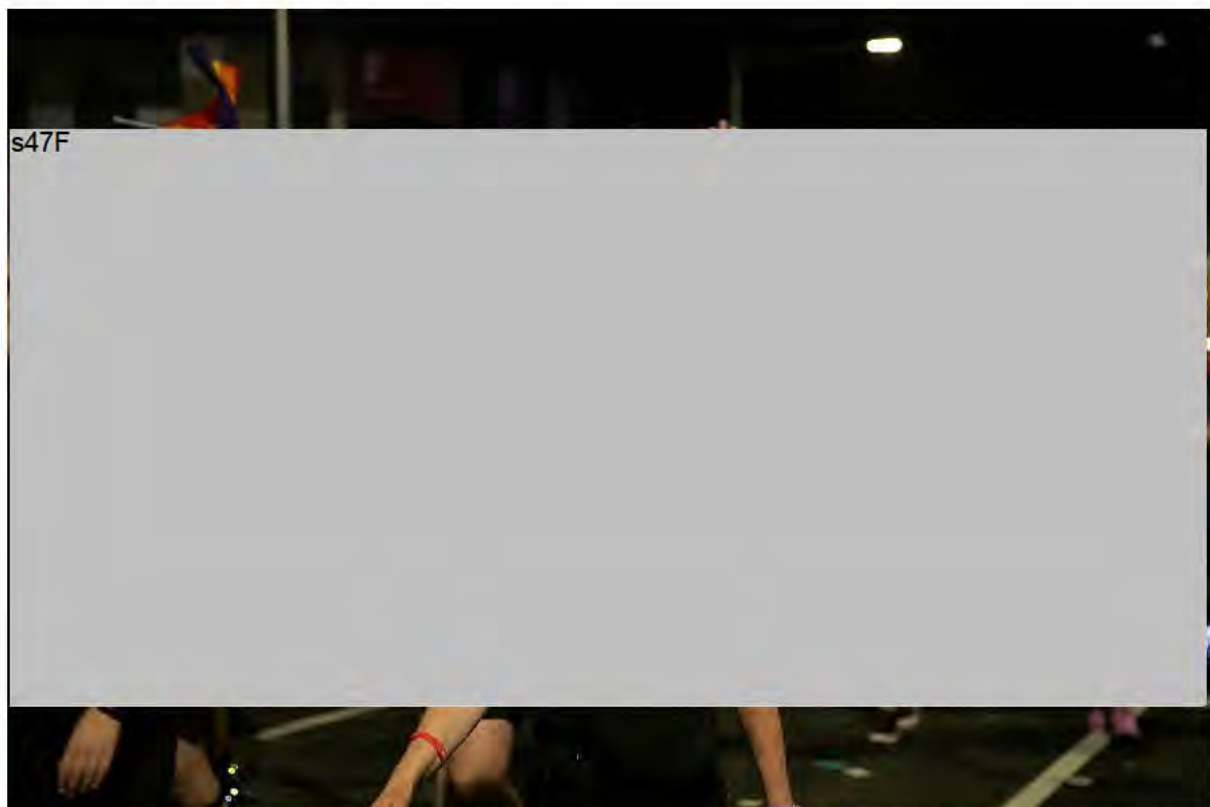


Figure 5: Australian Defence Force and Defence Civilian participants take part in the 2024 Sydney Gay and Lesbian Mardi Gras Parade on Oxford Street, Sydney.



From: s47E(d) on behalf of [Mardi Gras](#)
To: [Army Culture](#); [Navy Diversity](#); [PERSBR - AF-DOBC-D&I](#); s47F
Cc: s47E(d)
Subject: s47E(d)
Date: 240912:1353 - [Mardi Gras]-[Army Culture] 2025 Sydney Gay & Lesbian Mardi Gras - Application Submitted!
Thursday, 12 September 2024 1:53:03 PM

OFFICIAL

Good afternoon all,

Our application for the 2025 Mardi Gras has officially been submitted! We will be notified if our application is successful by the 10th October 2024. In the meantime, I'll be in touch soon with details of our next working group meeting to discuss next steps.

Please reach out to me if you have any questions.

Kind regards,

s47E(d)
Diversity and Inclusion Officer – LGBTQIA+

Directorate of Diversity & Inclusion
People and Culture Branch | Workforce and People Strategy
Defence People Group | Department of Defence

s47E(d) | 33 Brindabella Business Park | PO Box 7927 | Canberra BC | ACT 2610
P: s47E(d) | E: s47E(d)

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From: s47E(d) on behalf of [Mardi Gras](#)
To: s47G
Cc: s47E(d)
Subject: 240926:1507 - [Mardi Gras]-s47G 2025 Mardi Gras - Department of Defence Application
Date: Thursday, 26 September 2024 3:07:13 PM

OFFICIAL

Good afternoon Mardi Gras team,

By way of introduction, my name is s47E(d) and I joined Defence's Diversity and Inclusion team earlier this year as the LGBTQIA+ lead, s47E(d)
s47E(d)

s22

In addition, as I am new to this role and the Mardi Gras Parade process from application to attendance, I would like to kindly request if we could organise a Teams meeting with you as an initial meet-and-greet, and briefly discuss the Mardi Gras Parade, application, and next steps.

Your advice and assistance is greatly appreciated.

Thank you.

Kind regards,

s47E(d)
Diversity and Inclusion Officer – LGBTQIA+

Directorate of Diversity & Inclusion
Defence People Group
Department of Defence

P: s47E(d) | E: s47E(d)

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From: [Parade](#)
To: [Mardi Gras](#)
Subject: 241010:1632 - [Parade]-[Mardi Gras] 2025 Sydney Mardi Gras Parade Application Notification
Date: Thursday, 10 October 2024 4:32:43 PM

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Hi s47E(d)

We would like to thank you for your time and effort in submitting an application on behalf of Department of Defence to participate in the 2025 Sydney Gay and Lesbian Mardi Gras Parade.

Each year we continue to receive a growing record number of applications all seeking to be part of our Parade. The number of groups applying far exceeds the available capacity of the Parade, making it a highly competitive process.

Each application is assessed against the selection criteria by our Curatorial Committee, including creative concept and connection to community. LGBTQIA+ community groups with strong creative concepts and the ability to deliver their concept are given high priority.

Unfortunately, on this occasion your application was unsuccessful.

We would like to thank you very much again for taking the time to apply for a place in the Mardi Gras Parade. We appreciate the valuable work being done by so many groups and organisations on inclusivity, diversity and support of LGBTQIA+ people and communities.

We encourage you to apply next year to take part in the 2025 Mardi Gras Parade, and join our [Sydney Mardi Gras Parade Community Facebook group](#) as a way to connect with other parade groups looking for people to take part in their float for 2025 to be part of.

There are so many ways to still be a part of our Festival and Parade. Volunteers are an essential part of our team and a great way to be right in the heart of the action, and we're looking for volunteers for a variety of roles. You can find out more and [Register to volunteer with Sydney Gay and Lesbian Mardi Gras via VolunteerLocal](#).

Thank you for your interest in Mardi Gras. We hope to see you at the Festival!

Happy Mardi Gras!

Regards,

Parade Team

Sydney Gay and Lesbian Mardi Gras

Office Hours: 10am - 6pm

s47G Darlinghurst NSW 2010, Australia

p: s47G

s47G

| W: mardigras.org.au

Sydney Gay and Lesbian Mardi Gras acknowledges that our events take place on Aboriginal land. We acknowledge the Gadigal, Cammeraygal, Bidjigal, Darug and Dharawal people who are the Traditional Custodians of the Sydney Basin. We pay our Respects to their Elders past and present. Always was Always will be Aboriginal Land.

From: [Rawlins, Anthony MAJGEN](#)
To: s47F [Bain, Rowena MS](#); [Craig, Leisa MRS](#)
Cc: s47E(d) s47F
Subject: 241016:1124 - [Rawlins, Anthony MAJGEN] s47F feedback Mardi Gras 2025
Date: Wednesday, 16 October 2024 11:24:22 AM
Attachments: [image001.png](#)
[image002.png](#)

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s47F

Great – what’s the best way to tee it up? s22

s22 so if we could tee it up earlier that would be great from my perspective...

Regards,

AJR

Anthony (Tony) Rawlins

Major General

Head Force Design

s47E(d)

s22

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From: s47F
Sent: Wednesday, 16 October 2024 10:46 AM
To: Rawlins, Anthony MAJGEN <s47E(d)>; Bain, Rowena MS
s47E(d); Craig, Leisa MRS s47E(d)
Cc: s47E(d)
s47E(d)
s47F
Subject: RE: feedback Mardi Gras 2025 [SEC=OFFICIAL]

OFFICIAL

Sir,

I believe that it would benefit both parties should you choose to emphasise the significance of the ADF’s attendance.

I feel they would be open to meeting/teams to have a further conversation. The community would certainly benefit from the knowledge that all efforts were made to secure our participation.

Then of course we will show case the ADF in and alongside DEFGLIS, however we can.

Respectfully

s47F

s22

M: s22

Navy Diversity and Inclusion



Diversity and Inclusiveness ally [Navy Diversity and Inclusiveness](#)



I acknowledge the Traditional Custodians of Country throughout Australia and pay my respects to their Elders both past and present. I would also like to pay my respects to the Aboriginal and Torres Strait Islander people who have contributed to the Defence of Australia in times of peace and war.

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From: Rawlins, Anthony MAJGEN <s47E(d)>

Sent: Wednesday, 16 October 2024 9:57 AM

To: Bain, Rowena MS <s47E(d)>; Craig, Leisa MRS <s47E(d)>; s47F

s47F

Cc: s47E(d)

s47E(d)

s47F

Subject: RE: feedback Mardi Gras 2025 [SEC=OFFICIAL]

OFFICIAL

s47F

Is it possible for me to write a letter or have a meeting with s47F on this issue?

I think they need a little more context on this, and need to look a bit beyond the 'artistic licence expressing connection to community' lens that is predominating. I can understand why this

applies to the vast majority of other groups participating, but it is much more than this for Defence. It is a much bigger issue than just being able to bring colour, light and sound on the day for us.

We can respect their decision, but I really do think is we can frame this better for them then they might reconsider...I'm hopeful, especially if we have a good relationship and we can not get them defensive about the decision...just to rethink.

Regards,

AJR

Anthony (Tony) Rawlins

Major General

Head Force Design

s47E(d)

s22

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From: Bain, Rowena MS <s47E(d)>
Sent: Tuesday, 15 October 2024 2:25 PM
To: Rawlins, Anthony MAJGEN <s47E(d)>; Craig, Leisa MRS <s47E(d)>; s47F
s47F
Cc: s47E(d)
s47E(d)
s47F
Subject: RE: feedback Mardi Gras 2025 [SEC=OFFICIAL]

OFFICIAL

Thank you s47F for following up with the Mardi Gras committee, it is useful to know the context behind the decision, although I know our people will still be disappointed.

Tony/Leisa – as a next step, I think it would be worth a discussion with the people on this email trail to discuss further - ie engagement with the Mardi Gras committee (if any), messaging to our people, DEFLGIS contingent s47F has some early thoughts) etc.

Rowena Bain

T: s47E(d) | M: s22

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From: s47F
Sent: Tuesday, 15 October 2024 11:00 AM
To: Rawlins, Anthony MAJGEN <s47E(d)>; Bain, Rowena MS <s47E(d)>; s47E(d)
s47F
Cc: s47E(d)
Subject: feedback Mardi Gras 2025 [SEC=OFFICIAL]

OFFICIAL

Good Morning Sir and Champions,

I hope this email finds you well?

I wanted to advise you as soon as I have some further information regarding the decision on the ADF MG25 submission.

I spoke with the creative director and received feedback that I have attached below.

We have an excellent relationship with Mardi Gras and from the conversation and what we have been provided it was simply a decision that saw the balance of attendance go towards LGBTIQ+ organic and specific organisations. It is becoming increasingly common for MG to approve community participation over other applications, based on this criteria alone.

I was assured that part of the decision for DEFGLIS to have the 60 participants was to allow us to use our creative concept and provide a space for maximum attendance. Noting that our submission is on the celebration of family, s47E(c)

The Mardi Gras season and ultimately culminating in the parade is the largest LGBTIQ+ event of the calendar year. I see this as an opportunity to the ADF to look at developing a significant representation of LGBTIQ+ inclusion within our own remit. Identifying that we can empower a top tier event that the department can organically own.

Of course should you have any questions, either myself or s47F will be able to assist. Our mission is to always ensure that LGBTIQ+ personnel are supported, represented and advocated for. We value the support from you all in our endeavours.

Please see below the reply from Mardi Gras regarding request for feedback.

Hey s47F

Thank you for your request for further feedback and for taking the time to submit an application for the 2025 Mardi Gras Parade.

Each year we continue to see growing demand to take part in the Parade, resulting in a large amount of applications from across our LGBTQIA+ communities and supporters.

We assess each application based on the same selection criteria, including creative concept and connection to community. All groups who achieve a qualifying score are then assessed on their application's connection and commentary to and for our LGBTQIA+ communities.

This process of scoring and curation ensures that the Parade remains a platform for visibility, provides opportunities for thought leadership and public discourse on social justice issues while delivering a world-class event that engages, entertains and inspires.

Mardi Gras will always ensure that LGBTQIA+ Community groups are given priority access to the Parade. We wish we could have everyone join us on Parade night, but due to time and safety constraints it's just not possible.

Our Curatorial Committee provided this feedback:

- Your application did not achieve a qualifying score for consideration;
- You are not a LGBTQIA+ organisation, and consideration was given in favour of an LGBTQIA+ organisation;
- You are an organisation who has past Parade exposure, and consideration was given to allow the opportunity for a new or emerging LGBTQIA+ community application or an applicant who has not participated more recently;

We would like to thank you for the time and effort you have put forth in submitting your 2025 Parade application. We look forward to receiving application from you for future Parades. We appreciate the valuable work and community engagement done by you and so many other groups to help promote inclusivity, diversity and support for LGBTQIA+ people.

Please don't hesitate to engage with us prior to submitting your application next year.

s47F

Associate Parade Producer

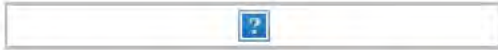
s47F

s22

s22

M.s22

Navy Diversity and Inclusion



Diversity and Inclusiveness ally [Navy Diversity and Inclusiveness](#)



I acknowledge the Traditional Custodians of Country throughout Australia and pay my respects to their Elders both past and present. I would also like to pay my respects to the Aboriginal and Torres Strait Islander people who have contributed to the Defence of Australia in times of peace and war.

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From: s47F <[redacted]@defglis.com.au>
Sent: Tuesday, 22 October 2024 8:19 AM
To: Rawlins, Anthony MAJGEN <s47E(d) [redacted]>; Bain, Rowena MS <s47E(d) [redacted]>
Subject: Fwd: Enquiry - ATTN s47F [SEC=OFFICIAL]

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Good Morning Tony and Rowena

Please see the latest reply from MG parade personnel.

I hope that you get to have a meeting with them, please be assured that DEFGLIS will support and assist wherever possible to ensure that our personnel are appropriately represented in the MG parade 2025.

Can you please share this with s47E(d) [redacted] I was speaking with her yesterday.

Kind Regards

s47F

----- Forwarded message -----

From: Parade s47G [redacted]
Date: Mon, Oct 21, 2024 at 3:15 PM
Subject: Re: Enquiry - ATTN s47F [SEC=OFFICIAL]
To: s47F [redacted]
Cc: s47F [redacted]; Rawlins, Anthony MAJGEN <s47E(d) [redacted]>, s47F [redacted] <[redacted]@defglis.com.au>
<s47F [redacted]@defglis.com.au>

Hey s47F

This has been escalated. Please bear with us and we will have a response for you shortly.

s47F

ate Parade Producer

s47F [redacted] - [learn about pronouns here](#)

Sydney Gay and Lesbian Mardi Gras

Office Hours: 10am – 6pm

A: PO Box 20309, World Square NSW 2002

P: s47G [redacted]

E: s47F [redacted] <[redacted]@mardigrasarts.org.au> | W: mardigras.org.au

*Sydney Gay and Lesbian Mardi Gras acknowledges that our events take place on Aboriginal land. We acknowledge the Gadigal, Cammeraygal, Bidjigal, Darug and Dharawal people who are the Traditional Custodians of the Sydney Basin.
We pay our Respects to their Elders past and present. Always was Always will be Aboriginal Land.*

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From: s47F
Date: Wednesday, 16 October 2024 at 11:39 am
To: Parade s47G
Cc: s47F Rawlins, Anthony
MAJGEN s47E(d) s47F @defglis.com.au
s47F @defglis.com.au
Subject: Enquiry - ATTN s47F [SEC=OFFICIAL]

OFFICIAL

Good Morning Parade Team,

I hope your day is going well?

Thank you kindly for your feedback, that I requested Monday 13th October regarding the Department of Defence submission.

As you know we value the relationship and connection that Defence and DEFGLIS have with the parade team and as an organisation that spends it's time in a constant planning cycle we can certainly sympathise and appreciate the time, effort and commitment an event like this takes.

I have copied in the Department of Defence LGBTIQA+ Champion, Tony Rawlins (he/him) as we have been discussing the outcome in length since it was released last week.

Tony has requested that we be in a position to have a meeting with s47F or another representative to discuss the impact and strategic significance on why the Mardi Gras Parade for the Department of Defence is so vital to the support and inclusion of our community.

I as the lead LGBTIQA+ defence representative; I support the opportunity that Tony is requesting and would be grateful if the team could facilitate either a face to face or teams meeting to hear from our champion. It would be remiss of our him to not take all measures appropriate to engage with the parade team on this matter; Tony is an exceptional leader and champion to the LGBTIQA+ personnel. I trust in his advocacy and request.

I have copied in s47F s22

Should you have any questions or would like anything clarified please do not hesitate in contacting us.

Respectfully and kind regards

s47F

s47F

s22

M:s22

Navy Diversity and Inclusion



Diversity and Inclusiveness ally [Navy Diversity and Inclusiveness](#).



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From: s47F
To: s47E(d)
Subject: 241031:1105 s47F [s47E(d)] Defence Submission for Entry in Mardi Gras 2025
Date: Thursday, 31 October 2024 11:17:27 AM
Attachments: [image002.gif](#)
[image003.png](#)
[image001.gif](#)

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Hi s47E(d)

Please see below email sent to Tony from our Head of Engagement, s47F

Thank you for following up.

s47F

Associate Parade Producer

s47F - [learn about pronouns here](#)



Sydney Gay and Lesbian Mardi Gras
Office Hours: 10am – 6pm
A: PO Box 20309, World Square NSW 2002
P: s47G
E: s47F [@mardigrasarts.org.au](mailto:s47F@mardigrasarts.org.au) | W: mardigras.org.au

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From: s47F <s47F@mardigrasarts.org.au>
Date: Friday, 25 October 2024 at 4:32 pm
To: s47E(d)
Cc: Parade s47G, s47F
s47F <s47F@mardigrasarts.org.au>
Subject: Defence Submission for Entry in Mardi Gras 2025 [SEC=OFFICIAL]

Hi Tony,

Thank you for your email regarding the Defence Force application for the Mardi Gras 2025 Parade, the Parade team have passed your details over to me.

I can understand and empathise with the points of consideration that you outlined in your email, however, unfortunately, we are operationally not able to change the status of your application. As you would be aware, every application we receive is subject to the same assessment via our independent Curatorial Committee, this year we were in the position of having to turn down 29 floats of which the Defence Force was one – we do not make these decisions lightly, they are made for health and safety reasons relating to the event and that is why there is an assessment process in place so that we can have a fair and equitable process for when we are oversubscribed by floats and participants.

The assessment criteria are not new, and the Defence Force has previously been accepted into Parade based on your application against the criteria, so I do not believe that the criteria permanently exclude the Defence Force, as you suggested. This year the applications were of an incredibly high calibre and unfortunately application did not meet the mark.

In the lead-up to the 2026 season, we would be more than happy to discuss how we can support you in entering an application that outlines and stresses the importance of the points that you raised in your email, which would then be taken into consideration in the assessment phase for 2026 with the Curatorial Committee.

I understand that this is a disappointing outcome, however, for us to maintain a fair process we must adhere to the process.

Thank you again for reaching out to us and thank you for your understanding.

Kind regards,

s47F

Head of Engagement

s47F

[Learn about pronouns](#)



Sydney Gay and Lesbian Mardi Gras

Office Hours: 10am - 6pm

A: s47G [redacted] Darlinghurst NSW 2010,
Australia

P: s47G [redacted]

M:

E: s47F [redacted] [@mardigrasarts.org.au](mailto:s47F@mardigrasarts.org.au) | W: mardigras.org.au

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From: Rawlins, Anthony MAJGEN s47E(d) @defence.gov.au>
Date: Thursday, 24 October 2024 at 10:53 am
To: s47F @mardigrasarts.org.au>
Subject: Defence Submission for Entry in Mardi Gras 2025 [SEC=OFFICIAL]

You don't often get email from s47E(d) [Learn why this is important](#)

OFFICIAL

Hi s47F,

I think s47F has provided something of an introduction in a previous email?

I am one of the two senior champions within Defence who advocate for/support and represent the interests of the LGBTIQA+ community within Defence. I am the uniformed champion, and my co-champion is Rowena Bain on the public service side. Together we work to further the wellbeing, interests and concerns of the community within Defence to make sure they are given a fair go and are able to bring their full selves to work within the Department of Defence.

We are aware that our entry for MG25 was unsuccessful, and are privy to the reasons outlined

by the organising committee. In terms of the criteria applied, this makes sense. Defence is not an LGBTI organisation, and the mechanism through which we participate on the uniformed side (marching in uniform) really doesn't hold a candle to the creativity that is applied with nearly every other entrant organisation. s47E(c)

s47E(c)

At the outset I want to reassure you that we fully understand the complexities and the really difficult decisions the committee must make in terms of moderating entries in what has become (rightfully) the signature event in Australia. It is fantastic that it has become the success it always deserved to be, and trying to determine who gets a guernsey must be incredibly difficult. I don't envy you the job!

s47E(c)

As I say, I am not writing this to instil or impose any sense of guilt. I fully understand the rationale that has been applied by the organising committee in difficult circumstances. In consideration of the review (the escalation) that you have referred to in your email to s47F, I would just ask that

these considerations are put forward as part of the decision making process.

We will obviously live by the final decision.

Many thanks for your time and willingness to consider this...it means a lot!

Regards,

Tony

Anthony (Tony) Rawlins

Major General

s47E(d)

s22

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