



Ref. 79/2224

Hon David Speirs MP
Leader of the Opposition | Member for Black
Parliament House
North Terrace
ADELAIDE SA 5000

ABN 76 149 388 126

Level 4
81-95 Waymouth Street
Adelaide SA 5001

GPO Box 1047
Adelaide SA 5001

Tel +61 8 8204 2051
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www.greenindustries.sa.gov.au

Dear Mr Speirs

I refer to your application (receipt number 210471) to Green Industries SA (GISA) pursuant to the *Freedom of Information Act 1991* (the FOI Act) on 11 July 2022 requesting access to:

All documents (including but not limited to hard copy or electronic briefings, minutes, reports, emails, letters, meeting agendas, diary entries, event attendance records and any other correspondence) including 'pronoun' or 'pronouns' from 21 March 2022 to 7 July 2022 (inclusive).

I am providing this determination as GISA's Accredited Freedom of Information Officer.

Following a search of documents held by GISA, I have located four documents within the scope of your request. These are listed in the attached schedule.

I have considered the documents under the provisions of the FOI Act and determined to release these documents in full. Please find copies enclosed with this determination.

In accordance with the FOI Act and *Freedom of Information (Fees and Charges) Regulations 2018* in relation to applications from Members of Parliament, no amount is payable for the costs associated with this determination.

Pursuant to the FOI Act, if you are dissatisfied with this determination you have a right to apply for an internal review. An application for internal review must be made in accordance with section 29(2) of the FOI Act.

Should you have any queries in relation to this determination, please contact me on telephone (08) 8204 2586 or email josh.wheeler@sa.gov.au.

Yours sincerely

A handwritten signature in black ink, appearing to be 'Josh Wheeler'.

Josh Wheeler
Accredited Freedom of Information Officer
GREEN INDUSTRIES SA

26 August 2022

Documents Schedule

No.	Document	Determination
1	Email to GISA staff dated 31 March 2022 regarding International Trans Day of Visibility	Full access
2	Emails between GISA staff dated 9 May 2022 regarding purchase of materials regarding the International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT)	Full access
3	Email invoice from Minus18 dated 10 May 2022 regarding IDAHOBIT materials	Full access
4	Email from Minus18 dated 11 May 2022 regarding order of IDAHOBIT materials	Full access

Wheeler, Josh (GISA)

From: Gersbach, Bernadette (GISA)
Sent: Thursday, 31 March 2022 10:45 AM
To: DL:GISA
Subject: International Trans Day of Visibility (ITDoV) [SEC=OFFICIAL]

OFFICIAL

Dear All,

Today is [International Trans Day of Visibility](#) (ITDoV) - a day of pride and celebration for transgender and gender diverse people, their achievements, and community. The theme for each year is to #Beseen, to recognise our trans and gender diverse peers and to highlight their achievements.

Transgender and gender diverse people are those whose gender is different to the gender that was assigned to them at birth.

According to [Headspace](#), transgender and gender diverse people experience a number of risk factors which affect their mental health and wellbeing, including family rejection, social isolation, living in a rural or regional community, and transphobia.

In honour of ITDoV, transgender and gender diverse staff at DHS were invited to share their story to raise awareness of discrimination and challenges they face and to celebrate their experiences and achievements. (Please note, these were shared with me through the LGBTIQA+ Public Sector Allies Network, and I have sought their permission before sharing below)

Both Mariam and Stevie have stepped forward to share their lived experiences with us which we are truly grateful and thankful for.

Mariam - Business Support Officer

Hello, my name is Mariam. I am a 23-year-old Italian Iranian transgender woman. I started working at the DHS as a Business Support Officer this year. I entered the state public workforce at the start of last year, through the parliamentary Clerical Processing traineeship.

I transitioned right after high school. This was the first opportunity in my life to finally live authentically as myself, however this caused me many difficulties in finding meaningful employment. I would be required to come out to prospective employers just to verify I had previous experience doing anything, and I had very few referees who would vouch for me. It was like I had to start life all over again.

From leaving high school I drifted from unsubstantial casual job to job until I was unemployed for two years. I had difficulty being selected for the traineeship positions because I was unable to provide experience due to the gap on my resume. To get experience, I offered my services for free to many organisations, until a children's charity gave me the opportunity to prove myself capable. After a few months in their service, I was selected for the traineeship.

I want to share my story for this Transgender Day of Visibility because these are challenges faced by many transgender people that can easily go unnoticed. To live authentically, we can put ourselves at risk of having a harder time in finding employment or even losing existing employment as well as support from friends and family.

I hope while working in the DHS and the public sector, we can make workplaces more accessible to transgender and gender diverse people who may not have been given a fair go.

Stevie - Ministerial Liaison Officer

My name is Stevie. I am a trans woman working with DHS. Up until earlier this month I was working at the office of the Minister as Senior Ministerial Liaison Officer, until the recent election. It was during this four-year period that I commenced my transition and came out socially and publicly in October 2021.

My team and the department were nothing less than super supportive and accepting of my gender change and I feel blessed to be in such an inclusive workplace. I have just commenced in a new role with Disability Services as Principal Adviser to the Director, and look forward to continuing to contribute to meet the needs of our clients, the Department and the broader South Australian community.

I am happily married with two teenage children, an 18-year-old daughter and a 15-year-old son. They certainly keep us on our toes as kids normally do. I am also right into physical exercise: running, walking, mountain bike riding and working out, and – as a long-time local muso – love all types of music.

This is my first Trans Day of Visibility (TDOV) as a visible out-and-proud trans woman. There is no doubt that this has been the toughest and scariest journey I have embarked on in my life so far, but it has also been the most satisfying, and I am happier living as my authentic self than I ever was before. I feel more than ever that I have so many special people around me that love and support me for who I am, regardless of what gender I identify as.

Trans and gender diverse people long to be seen the way we see ourselves, the way we identify as individuals. We are just like anybody else in the community. We have lives and interests, fears and passions, that go beyond simply being trans or gender diverse. I am so proud to be able to share my authentic self with the world this TDOV!

What can I do?

There are a number of ways to show your support and create more inclusive spaces for transgender and gender diverse people in our workplace.

- Pronouns

Pronouns are highly important for transgender and gender diverse people, as it greatly helps to affirm their gender. By displaying your pronouns in your email signature, it demonstrates your support for the LGBTIQ+ community and helps to normalise the practice of displaying and asking other people what their pronouns are.

There are various pronouns which people use. You will commonly see she/her, he/him, or they/them, however there are other pronouns which people use as well.

For more information on what each pronoun means and their significance, please have a look at [My Pronouns](#).

- **Inclusive Language and Terminology**

Historically, derogatory language has been used to refer to trans and gender diverse people to describe their identities.

The usage of inclusive language and terminology conveys our departmental value of respect and creates safer spaces for trans and gender diverse people to bring their fullest selves to work, without fear of discrimination.

Please have a look at a [language guide](#) created by ACON on how you can use more inclusive language when talking to trans and gender diverse people.

- **Being an Ally for LGBTIQ+ Inclusion**

The South Australian public sector prides itself on being an inclusive employer, where everyone is welcome to be who they are, regardless of their sexual orientation or gender identity.

The Office for the Commissioner for Public Sector Employment (OCPSE) has recently created a page full of valuable resources on how to be an ally for the LGBTIQ+ community, including what the acronym means, staying up to date with current news and events, and how to support employees who are transitioning gender in the workplace.

You can find out more at the page here: [Supporting LGBTIQ+ in the SA Public Sector](#)

- **Be Involved**

As you know, GISA has begun a process of training and awareness through [Rainbow Health Victoria](#), looking into a [Rainbow Tick accreditation](#). Anyone is welcome to join in this process – please let me know if you would like to be involved.

Thank you

Bernie

Bernadette Gersbach (She/Her) | Executive Officer

Green Industries SA

P: +61 8204 1553 | **M:** 0420 840 069

E: bernadette.gersbach@sa.gov.au | **W:** greenindustries.sa.gov.au

Level 4/ 81-95 Waymouth St, Adelaide SA 5000



Government of South Australia

Green Industries SA

Green Industries SA acknowledges the traditional owners of the land, offering our respect to their elders past, present and emerging.

Wheeler, Josh (GISA)

From: Overton, Ian (GISA)
Sent: Monday, 9 May 2022 5:02 PM
To: Gersbach, Bernadette (GISA)
Subject: RE: Approval for purchase of IDAHOBIT Supporting Materials [SEC=OFFICIAL]

OFFICIAL

Let's wait then as we have enough for our Morning Tea.

Kind regards,
Ian

Prof Ian Overton (He/Him) | Chief Executive
Green Industries SA
M: 0412 182 448

From: Gersbach, Bernadette (GISA) <Bernadette.Gersbach@sa.gov.au>
Sent: Monday, 9 May 2022 5:00 PM
To: Overton, Ian (GISA) <Ian.Overton@sa.gov.au>
Subject: RE: Approval for purchase of IDAHOBIT Supporting Materials [SEC=OFFICIAL]

OFFICIAL

Yes, although the white is currently sold out – they have green, purple or orange available. I can wait for the white to be re-stocked if you would prefer?

Thanks

Bernie

Bernadette Gersbach (She/Her) | Executive Officer
Green Industries SA
P: +61 8204 1553 | **M:** 0420 840 069
E: bernadette.gersbach@sa.gov.au | **W:** greenindustries.sa.gov.au
Level 4/ 81-95 Waymouth St, Adelaide SA 5000



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From: Overton, Ian (GISA) <Ian.Overton@sa.gov.au>
Sent: Monday, 9 May, 2022 4:58 PM
To: Gersbach, Bernadette (GISA) <Bernadette.Gersbach@sa.gov.au>
Subject: RE: Approval for purchase of IDAHOBIT Supporting Materials [SEC=OFFICIAL]

OFFICIAL

Hi Bernie,

I approve thank you. Could you please also get two window decals (white) that we could use on banners or elsewhere are events we hold.

Thanks so much for organising this!

Kind regards,
Ian

Prof Ian Overton (He/Him) | Chief Executive
Green Industries SA
M: 0412 182 448

From: Gersbach, Bernadette (GISA) <Bernadette.Gersbach@sa.gov.au>
Sent: Monday, 9 May 2022 4:07 PM
To: Overton, Ian (GISA) <ian.overton@sa.gov.au>
Subject: Approval for purchase of IDAHOBIT Supporting Materials [SEC=OFFICIAL]

OFFICIAL

Hi Ian,

As GISA will be hosting a morning tea to celebrate IDAHOBIT on Tuesday 17 March, I would like your approval to purchase the following for information sharing and education for our staff:

1 x pack of 10 LGBTIQ+ Inclusion Education Booklet
1 x pack of 10 Getting Started with Pronouns Booklet
1 x pack of 2 double-sided IDAHOBIT Posters
1 x pack of 20 LGBTIQ+ Toothpick flags
1 x Large You Are Proudly Welcome Here Window Decal (Green)
30 x LGBTIQ+ Progress Pride Flag Enamel Pin

Total: \$276.00

I will separately purchase document holders to keep these on display in the kitchen for ongoing display.

Thank you

Bernie

Bernadette Gersbach (She/Her) | Executive Officer
Green Industries SA
P: +61 8204 1553 | **M:** 0420 840 069
E: bernadette.gersbach@sa.gov.au | **W:** greenindustries.sa.gov.au
Level 4/ 81-95 Waymouth St, Adelaide SA 5000



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Green Industries SA

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Wheeler, Josh (GISA)

From: Minus18 <no-reply@shopifyemail.com>
Sent: Tuesday, 10 May 2022 12:32 PM
To: Gersbach, Bernadette (GISA)
Subject: Order Minus18-11077 confirmed



ORDER MINUS18-11077

Thank you for your purchase!

Hi Bernadette, thank you for supporting LGBTQIA+ youth at Minus18! We're getting your order ready to be shipped.

Tax Invoice

Your tax invoice is below. Save this email as a PDF to retain a record for tax purposes.

[View your order](#)

or [visit Minus18](#)

Tax Invoice



LGBTQIA+ "Progress Pride" Flag Enamel Pin × 30

~~\$300.00~~

\$240.00

SPEND \$200, GET 20% OFF! (-\$60.00)



Large You Are Proudly Welcome Here Window Decals × 1

~~\$9.00~~

\$7.20

Green

SPEND \$200, GET 20% OFF! (-\$1.80)



Pack of 10 LGBTQIA+ Inclusion Education Booklet × 1

~~\$8.00~~

\$6.40

SPEND \$200, GET 20% OFF! (-\$1.60)



Pack of 10 Getting Started With Pronouns Booklets × 1

~~\$8.00~~

\$6.40

SPEND \$200, GET 20% OFF! (-\$1.60)



Pack of 2 Double-Sided IDAHOBIT Posters × 1

~~\$10.00~~

\$8.00

SPEND \$200, GET 20% OFF! (-\$2.00)



LGBTQIA+ Toothpick Flags: Pack of 20 × 1

~~\$10.00~~

\$8.00

Purple Rainbow

SPEND \$200, GET 20% OFF! (-\$2.00)

Subtotal **\$276.00**

Shipping **\$0.00**

GST **\$25.09**

Total (inc. GST) **\$276.00 AUD**

You saved \$69.00

Customer information

Shipping address

Bernadette Gersbach

Green Industries SA

GPO Box 1047

ADELAIDE SA 5001

Australia

Billing address

Bernadette Gersbach

Green Industries SA

GPO Box 1047

ADELAIDE SA 5001

Australia

Shipping method

Payment method

Payment method — **\$276.00**

IDAHOBIT Special: Free Express

Shipping over \$75

Minus18 Foundation Ltd
Level 1, 79-81 Fitzroy St
St Kilda, VIC 3182
ABN: 60 829 316 980

If you have any questions, reply to this email or contact us at
orders@shop.minus18.org.au

Wheeler, Josh (GISA)

From: Minus18 <no-reply@shopifyemail.com>
Sent: Wednesday, 11 May 2022 5:57 PM
To: Gersbach, Bernadette (GISA)
Subject: Your rainbow goodies are on the way! Minus18 order Minus18-11077



ORDER MINUS18-11077

Your order is on the way

Your order is on the way. Track your shipment to see the delivery status.

[View your order](#)

or [Visit our store](#)

Australia Post tracking number: [34JFF5006575](#)

Items in this shipment



LGBTQIA+ "Progress Pride" Flag Enamel Pin × 30

SPEND \$200, GET 20% OFF! (-\$60.00)



Large You Are Proudly Welcome Here Window Decals × 1

Green
 SPEND \$200, GET 20% OFF! (-\$1.80)



Pack of 10 LGBTQIA+ Inclusion Education Booklet × 1

SPEND \$200, GET 20% OFF! (-\$1.60)



Pack of 10 Getting Started With Pronouns Booklets × 1

SPEND \$200, GET 20% OFF! (-\$1.60)



Pack of 2 Double-Sided IDAHOBIT Posters × 1

 SPEND \$200, GET 20% OFF! (-\$2.00)



LGBTQIA+ Toothpick Flags: Pack of 20 × 1

Purple Rainbow

 SPEND \$200, GET 20% OFF! (-\$2.00)

If you have any questions, reply to this email or contact us at
orders@shop.minus18.org.au