

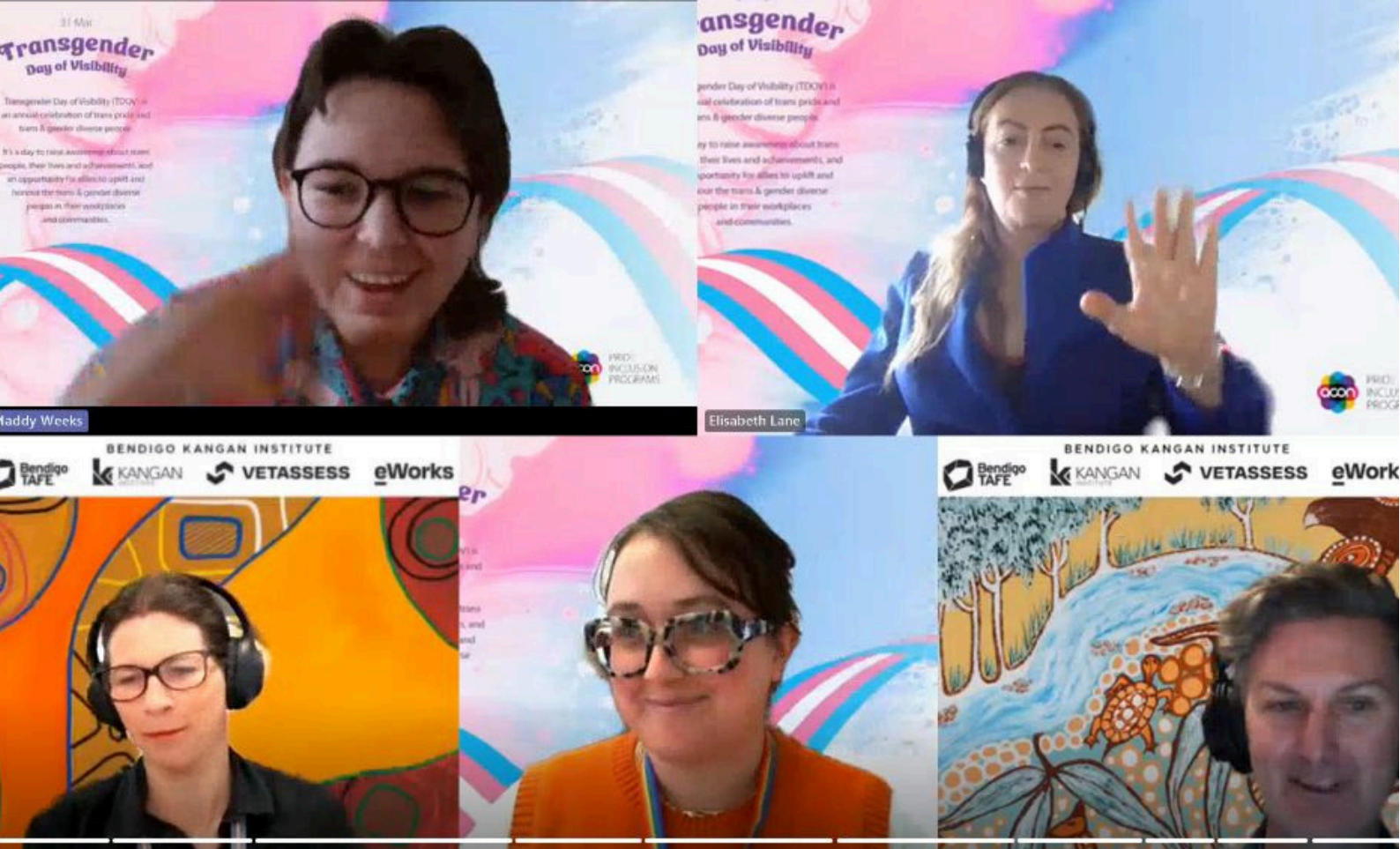
2025

PARTNERSHIP REPORT

*VICTORIAN TAFE ASSOCIATION
AND PRIDE IN DIVERSITY*

Acknowledgement of Country

We acknowledge all First Peoples of the land on which we live, work and play – and celebrate their enduring knowledge and connections to Country. We pay our respects to Elders past and present.



From the CEO

Victoria's TAFEs are powerful institutions to improve diversity and inclusion for people historically pushed to the margins of our community and economy. Across our campuses, public TAFEs are taking real steps to create work and learning environments where every Victorian has access to life-changing vocational education, meaningful career pathways, and the opportunity for a better life.

Our partnership with Pride in Diversity has provided vital tools for TAFE leaders and staff to recognise our shared humanity and create spaces that enable dignity and respect. I have been proud to see the strong engagement in this essential training and the genuine dedication shown across the Network. Joining my colleagues in executive leadership to reaffirm our commitment to LGBTQ+ inclusion and allyship has also been a personal highlight of this year.

I look forward to continuing this work in 2026, alongside our valued members, the VTA team, and our partners at Pride in Diversity, as we strengthen our support for LGBTQ+ communities and build an even more inclusive TAFE sector for all.

Alex White
Chief Executive Officer,
Victorian TAFE Association

Executive Summary

In October 2024, the Victorian TAFE Association (VTA) secured a 12-month strategic partnership with Pride in Diversity on behalf of our Members to advance LGBTQ+ awareness and inclusion across the TAFE sector.

This initiative was designed to foster safer, more inclusive environments for both employees and students, aligning with sector-wide commitments to equity and diversity.

Through this partnership, the VTA has been able to deliver a series of targeted training sessions via Microsoft Teams to TAFE employees across Victoria (and in some cases TAFE students), focusing on increasing LGBTQ+ awareness, inclusive practices, and active allyship.

Across the nine training sessions delivered there were over 950 attendees. The results of surveys completed by attendees post-session reveal an overall uplift in LGBTQ+ awareness, with the majority of participants expressing satisfaction with the training.

In addition to these training sessions, the VTA also facilitated a CEO forum with TAFE CEOs and Dual Sector University TAFE leaders, to progress these matters at the highest levels.

This collaboration marks a significant step forward in embedding inclusive practices across the Network and supports the Victorian TAFE Network's aim to build respectful, supportive, and equitable places of work and learning.

As we renew our partnership with Pride in Diversity for 2026, this report reflects on our progress to date. It provides an opportunity to review the strengths and challenges of the 2025 training program and explore opportunities for continued growth in the year ahead.

Training overview

In 2025, the VTA partnered with Pride in Diversity to deliver nine LGBTQ+ training sessions via Microsoft Teams to the Victorian TAFE Network. These sessions supported staff across all departments and seniority levels, including professional and teaching staff, managers, and executives, with some events also offered to students.

Post-session surveys and attendance data indicate strong engagement and positive feedback as well as identifying opportunities for growth in 2026.

LGBTQ+ training delivered in 2025:



"You Can't Ask That" Panel Event

In recognition of Trans Day of Visibility (TDOV)



LGBTQ+ Awareness Training

In recognition of International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT) and Wear it Purple Day



Empowering Allies Training

In recognition of Wear it Purple Day.



HR and Safety Professionals Training



Education Leaders and People Managers Training



Personal Pronouns Training

In recognition of International Pronouns Day



CEO Forum



Trans and Gender Diverse Awareness Training

In recognition of Transgender Day of Remembrance

What about the "I"? In LGBTQIA+

You will see that the scope of this training does not include the "I" in LGBTQIA+, which is intersex. Pride in Diversity is proud to affirm the [Darlington Statement](#) which supports the intersex-led movement. As Pride in Diversity is not an intersex-led organisation, they defer to organisations including [InterAction](#) rather than seek to speak on behalf of them. We encourage intersex people, their families, allies and clinicians to contact InterAction for direct peer support, training, education and policy advice.

Impact snapshot

9

Training
sessions

1

CEO Forum

950+

Attendees

4.34

Average event rating
out of five

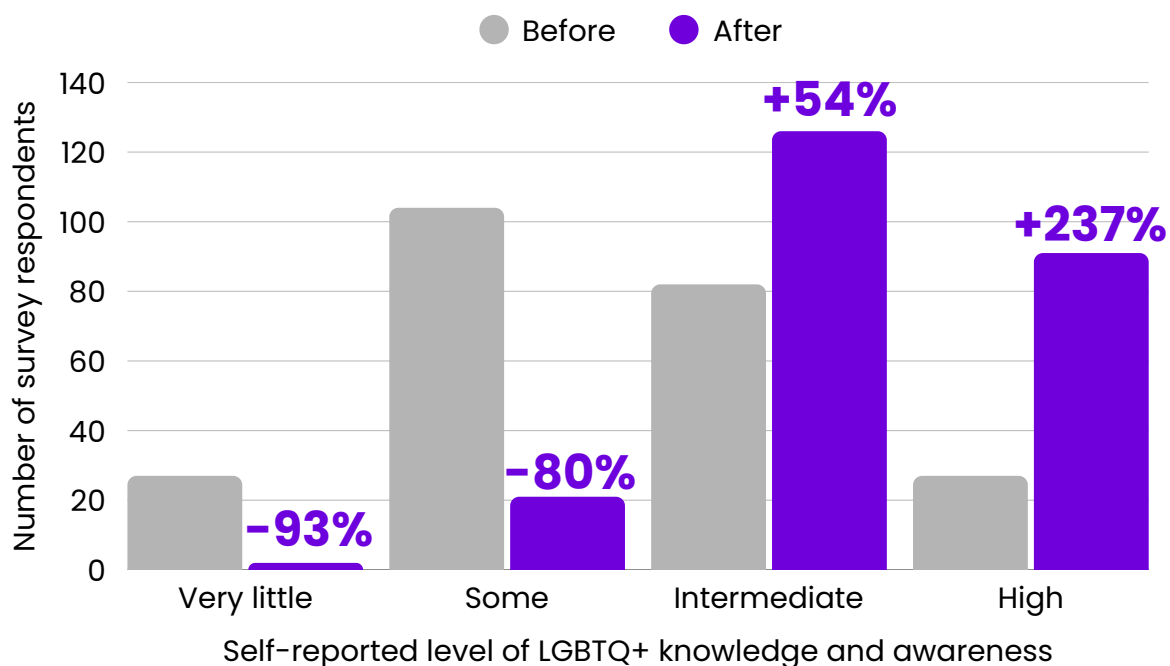
93.8%

Of attendees surveyed were 'very' or
'somewhat' likely to recommend to others

**All TAFE CEOs commit to marching in
their local pride march in 2026**

LGBTQ+ Awareness increases

Average level of LGBTQ+ knowledge and awareness before and after training (n=240)



TAFE Employee Testimonials

"This was one of the best panel discussions I have attended. The range of questions was spot-on, and the facilitator and the panelists nailed the balance of being informative, approachable, and succinct. **I came away with a greater appreciation for the personal challenges and great courage that it takes to live as a trans person.** Hearing how the panelists embrace and express their identities was inspiring."

"You Can't Ask That" Panel Event attendee

"I identify as part of the LGBTQ+ community and, **despite having trans family and friends, I still learnt more about the trans experience in the training.**"

LGBTQ+ Awareness Training attendee

"As someone coming from rural Victoria, there is less knowledge and acceptance of trans and gender diverse people. I believe sessions like these are very beneficial in educating people, helping to reduce the ignorance and misinformation that is very prevalent in more rural areas. Myself, and my colleague sat next to me, both learnt a lot about the experiences, good and bad, of trans people that we are not aware of due to that lack of information."

"You Can't Ask That" Panel Event attendee

"I wasn't comfortable talking about this topic as I was always worried I was going to use the incorrect terminology and offend someone. **The session has eased that fear.** Thank you."

HR and Safety Professionals Training attendee

"This training made me think about some of our processes, like enquiries and phone calls, and how we should make space for people to let us know their pronouns before we automatically assign traditional pronouns."

Personal Pronouns Training attendee

Strengths

Analysis of post-session surveys throughout the year highlighted a number of key strengths that we celebrate and aim to build upon in 2026.

Attendees valued the high quality of the presenter

Respondents found the presenter's lived experience and vulnerability in sharing personal anecdotes to be particularly impactful, adding valuable context to the content they were learning.

Supporting data and evidence was useful

The statistics and data supporting the business case for inclusion and busting common LGBTQ+ inclusion myths were noted as particularly useful.

The training fostered belonging & connection for attendees

In addition to increasing LGBTQ+ awareness and allyship, the training sessions also served as a safe, welcoming place of connection and belonging for LGBTQ+ employees and allies across the Network with many attendees sharing their own personal anecdotes and experiences in the Teams chat throughout the training sessions.

Targeted executive leadership training cemented CEO commitment

The targeted training for TAFE CEOs was a great success with strong engagement across the Network. This session cemented their commitment to LGBTQ+ inclusion and provided practical examples of how they can build upon existing LGBTQ+ initiatives at an Institute and Network level.



Lessons learnt

In addition to the strengths and successes identified, there were also a number of lessons learnt throughout the training program that we will build from in 2026.

Some attendees were challenged by the volume of content

A number of respondents to the feedback survey found the volume of content presented to be overwhelming, with some attributing this to the extensive use of specific or new terminology.

Some attendees were challenged by the pace of delivery

The pace of delivery was described by some respondents as rushed, however despite this the majority of survey respondents (85%) indicated the length of training was 'just right'.

There is appetite for more interactive sessions in future

Several respondents noted a lack of interactive elements and engagement during the sessions, which were delivered online via Microsoft Teams webinars. There was also a desire for more practical strategies and tools to promote inclusivity among colleagues and students, rather than a focus on theoretical knowledge or general information.

Scheduling needs to account for the teaching timetable

The VTA is aware that TAFE teaching staff may not have been able to frequently attend the training due to fixed class schedules and student commitments. Adjustments were made throughout the training program to ensure training aligned with typical lunch breaks as much as possible.

Revisit how to best engage manager-level staff

Two of the three lowest rated and attended training sessions in the 2025 program were targeted at education leaders and people managers. The VTA and Pride in Diversity will revisit how to best engage this cohort in 2026, drawing from the success of the broader training program.

Support TAFEs to promote the training program

The management of registration pages for this training was completed throughout the year and managed by the VTA, with each TAFE having their own approach to promotion within their Institute. Promotion internally within Institutes was identified as inconsistent, and the VTA will consider how to provide additional accompanying resources to TAFE Diversity and Inclusion leads to support this promotion across their internal communication channels.

Opportunities

Drawing on the successes and lessons learnt from this year's training, there are a number of opportunities for growth that can be considered as we look toward 2026.

Adapt content and delivery

- Consider reducing the volume of content delivered per session to mitigate information overload and ensure the Pride in Diversity presenter is not rushed.
- Introduce more opportunities for interaction and engagement where possible.
- Include more practical strategies and tools in the training sessions to empower TAFE employees in their workplace and/or classroom.
- Engage TAFE DEI leads to provide supporting resources to attendees post-session to reaffirm the key messages from the training.

Enhance promotion

- With the advance notice of the training program now we are in our second year, set up the registration pages for all 2026 training and distribute the registration links to TAFE DEI leads at the beginning of the year.
- Provide TAFE DEI leads with copy and creative to use for promotion across their internal communication channels.

Expand LGBTQ+ initiatives

- Gather expressions of interest from LGBTQ+ training attendees for a TAFE Pride Network.
- Harness the momentum of this year's training to garner support and participation for local Pride Marches.
- Expand targeted leadership training to the broader C-suite teams across the Network.

Thank You

Meaningful change is not possible without passion, determination, and collaboration. These qualities could not be more evident in the champions who have been pivotal in driving greater LGBTQ+ awareness and inclusion across the Victorian TAFE Network.

The Pride in Diversity team

We are deeply grateful to Pride in Diversity Senior Relationship Managers, Elisabeth Lane and Nita Mannering, whose vulnerability, authenticity, and expertise made the LGBTQ+ training across the Victorian TAFE Network truly impactful. Their willingness to share their lived experiences as members of the LGBTQ+ community was deeply meaningful, and fostered genuine connection, understanding, and awareness.

The TAFE Diversity, Equity and Inclusion leads

We also extend our thanks to the Diversity, Equity, and Inclusion staff across the Victorian TAFE Network. Their tireless efforts to champion this initiative, promote it within their Institutes, and advocate for awareness, inclusion, and allyship, have been instrumental in driving meaningful change.

The Victorian TAFE Network

And finally, to the over 950 attendees from across the Victorian TAFE Network who took time out of their day to join one of this year's LGBTQ+ training sessions – thank you. We have been inspired by the many personal stories and moments of learning and growth shared with us throughout this year's training sessions. We're proud of the progress we've made together and look forward to reaffirming our shared commitment to LGBTQ+ inclusion together in 2026.



Elisabeth Lane (she/her)



Nita Mannering (she/her)

