PRIDE IN DEFENCE TIMELINE

2009

Defence Wide LGBTTQIA+ Support Network Established
Support group established within RNZAF. Founding members: WGCDR Stu Pearce, WGCDR George Magdalinos and SQNLDR Hemi Frires.

2010

NZDF Form DEFGLISNZ Charter
Defence Gay and Lesbian Information Service (DEFGLISNZ) formed aimed at improving LGBTTQIA+ support services provided by NZDF.

2011

RNZAF Host LGBTTIQ+ Forum
Forum provided a basis upon which a peer support network for LGBTTQIA+ could be built and was aimed to identify and understand challenges and opportunities related to LGBTTQIA+ personnel in the RNZAF.

NZDF represented at OutServe Las Vegas Nevada
Attended by USA, and delegates from Canadian and Australian Armed Forces.

2012

OverWatch Established
LGBTTQIA+ support network formally established)superseding DEFGLISNZ). OverWatch.

2013

NZDF Launch 'it gets better video'
'It gets better, is a non profit organisation with a mission to uplift and empower LGBTTIQIA+ around the globe.

NZDF Participate in Pride Fesitvals
From 2013, NZDF have participated in festivals across Aotearoa.

OverWatch Attend NATO Working Group
Delegates from NZ, USA, UK and Europe discuss equity and diversity in peace and conflict settings.

Equal Employment Opportunities Trust Diversity Awards
NZDF awarded Supreme Award.

OverWatch Host 'Pride in Defence' Conference
Aimed at reinforcing NZDF as a progressive global military.

2014

RNZAF Host LGBTTIQ+ Forum
Forum provided a basis upon which a peer support network for LGBTTQIA+ could be built and was aimed to identify and understand challenges and opportunities related to LGBTTQIA+personnel.

NZDF represented at OutServe Las Vegas Nevada
Attended by USA, and delegates from Canadian and Australian Armed Forces.

2017

NZDF Join Cross Agency Rainbow Network
Network to advocate for and celebrate LGBTTQIA+ communities' diversity within the public sector.

NZDF Publish Transitioning Guidelines
Guidelines to support transitioning NZDF employees and Commanders/Managers.

2019

NZDF Celebrates Pride25
Acknowledging those who served in silence. (prior to 1995 LGBTTQIA+ were legally discriminated against)

NZDF Awarded Rainbow Tick
Accredited Rainbow Tick in 2019. (till 2022 where NZDF partnered with Pride Pledge)

Introduction of SQNLDR Peter Rule Award
Annual award established recognising those making a positive difference in supporting an inclusive culture.

First NZDF Transgender Hui Held
Hui aimed to understand the lived experiece of transgender personnel and to provide input towards refresh of transitioning guidelines.

2020

NZDF Develop LGBTTQIA+ Inclusion Plan 2020 - 2025
Strategic document to support NZDF to meet needs of the LGBTTQIA+ community.

NZDF Winner at Rainbow Excellence Awards
Chief of Defence Force Air Marshal Kevin Short awarded Executive Leadership award, recognising ownership and accountability.

"Force for Change" Article Published
Stuff.co.nz publishes Force for Change, a landmark feature highlighting the experiences of transgender personnel in the NZDF. The piece brings national attention to inclusive military service and the role of networks like OverWatch in supporting gender-affirming transitions.

2021

NZ Wins at Rainbow Excellence Awards
NZDF awarded impact award and non commercial sector award.

Pronoun use NZDF wide
NZDF adopts the use of, and promotes and encourages pronoun use across the organisation.

OverWatch Refresh
Hui and committee refresh, including the introduction of regional reps.

NZDF Re-accreddited Rainbow Tick
(untill 2022, where NZDF partnered with Pride Pledge)

2022

Pride Pledge Partnership
In 2022, the NZDF partnered with Pride Pledge to further its support for rainbow communities, providing additional resources, training, and policy consultation.

2023

NZDF Supreme Award Winner at Rainbow Excellence Awards
In 2023, the NZDF received both the All-Accor Progress Award and the Supreme Award at the Rainbow Excellence Awards, acknowledging its continuous progress in rainbow inclusion efforts.

2024

Participation in Auckland Rainbow Parade
After a hiatus due to COVID-19, the NZDF resumed its participation in the Auckland Rainbow Parade on February 17, 2024. This involvement demonstrating the NZDF's visible support for the rainbow community and its commitment to a diverse and inclusive NZDF.

2025

Update to Rainbow Inclusion Inclusion Plan 2025 - 2030
As part of its ongoing commitment to diversity and inclusion, the NZDF to updates Rainbow Inclusion Strategy in This update aims to build upon existing initiatives and further support LGBTTQIA+personnel within the organisation.

TE OPE KĀTUA O AOTEAROA
DEFENCE FORCE