



City of Perth

LGBTQIA+ PLAN



ACKNOWLEDGMENT OF COUNTRY

We acknowledge the Whadjuk Nyoongar people, Traditional Owners of the lands and waters where the City of Perth is today and pay our respects to Elders past and present. Nyoongar peoples are the original inhabitants and Traditional Owners of the South West of Western Australia. While Nyoongar is identified as a single language there are variations in both pronunciation and spelling – Noongar, Nyungar, Nyoongar, Nyoongah, Nyungah, Nyugah, Yungar and Noonga. The City of Perth uses 'Nyoongar' which is reflected throughout this document except when specifically referring to an external organisation that utilises alternative spelling.

ALTERNATIVE FORMATS

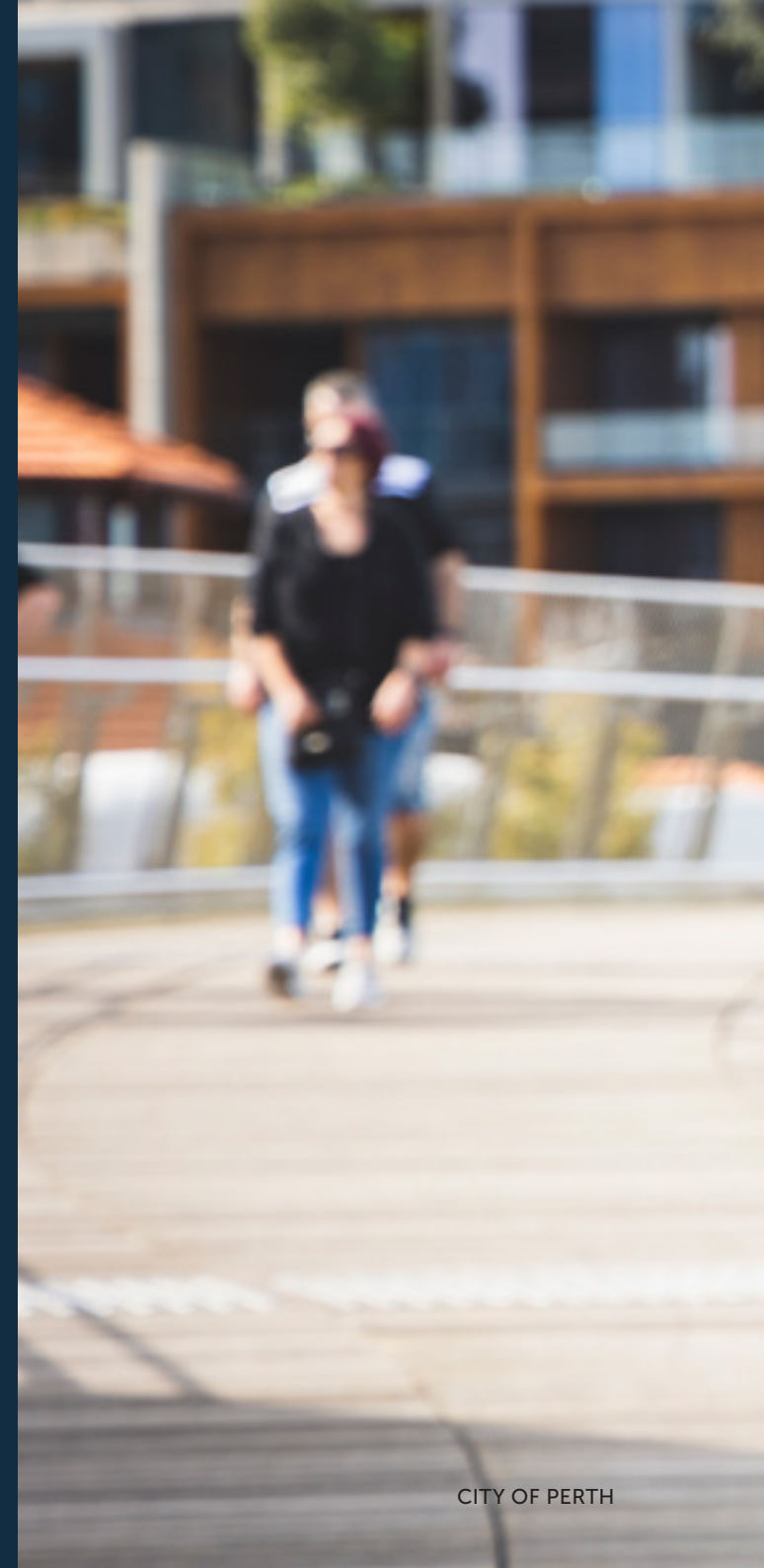
An electronic version of the City of Perth's LGBTQIA+ Plan 2021-24 is available from www.perth.wa.gov.au. This document can be provided in alternate formats and languages upon request.

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TERMINOLOGY

This document uses the acronym LGBTQIA+, which refers to lesbian, gay, bisexual, transgender, queer, intersex and asexual, with the + symbol acknowledging the diversity of gender and sexuality not otherwise captured.

See page 48 for a full glossary of terms.

Sex is made up of a person's biological characteristics and is classified at birth based on external genitalia.

Gender is a term used to describe how a person expresses their masculine or feminine characteristics based on their internal and individual gender identity.

Sexuality is a term used to describe an individual's sexual, emotional and/or romantic attraction to another person.

PHOTOGRAPHER CREDIT

Most of the photography throughout this plan is credited to Shortie Zito Photography. Perth local and proud member of the LGBTQIA+ community, Shortie is passionate about capturing the beauty and uniqueness of the people in her city and surroundings.

KAYA WANJU FROM THE LGBTQIA+ ADVISORY GROUP

Equality and freedom from discrimination are fundamental human rights that belong to all people, regardless of sexual orientation, gender identity or intersex variation.

As the City of Perth's Advisory Group, we are 15 members of the Perth LGBTQIA+ community from a variety of backgrounds and cultures. We are proud to be the first group of our kind at this level of government in Western Australian history. Our role is to help ensure the City is playing its part as a safe and welcoming city that understands and celebrates the culture and history of LGBTQIA+ people.

Since the group was established in February 2021, we have worked closely with the City and are proud of the final plan being presented. The plan includes more than 34 actions for the City of Perth to implement to deliver on its commitment to LGBTQIA+ community members, organisations and businesses within the city.

We would like to acknowledge the entire Advisory Group and recognise all volunteers who have put their utmost into providing their views and input into the development of the plan.

We would also like to thank the City of Perth administration for helping guide the approach and development of this document.

While there are many areas for improvement across the City of Perth, we believe great changes can be made through this plan and look forward to continuing to work with the City to execute the actions.







KAYA WANJU FROM THE CEO

I am pleased to present the City of Perth's first LGBTQIA+ plan.

Through the development and consultation of this plan, we have heard hundreds of voices and many stories from which this plan has evolved.

Thank you to those in the community and within the City of Perth who participated in consultation and learning. We have heard you, and this plan reflects your feedback and aspirations for Perth.

Most importantly, thank you to the City of Perth's LGBTQIA+ Advisory Group – 15 members of the community who have volunteered hours of their time to help us on this journey. Their dedication has been instrumental in the development of this plan. Thank you also to the internal working group for their commitment and allyship in bringing this document to life.

This plan is ambitious, however it demonstrates our commitment to improving the experience of LGBTQIA+ people in the city. It includes foundational actions within the organisation that we must do with, and for, our people as well as actions for the community that see us in our role as a service provider, partner and facilitator. The City of Perth can also utilise its role as a Capital City to play an advocacy role for the issues that are important to the LGBTQIA+ community.

We look forward to sharing the progress made with, and for, the community through this plan over the next three years.

MICHELLE REYNOLDS
Chief Executive Officer

City of Perth
July 2021

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INTRODUCTION

All people have an equal right to live free from violence, discrimination and stigma. Despite making headway in the last 20 years, the LGBTQIA+ community in Australia still faces a level of discrimination that sees people unable to access the same rights and dignity afforded to the broader community.

As a marginalised group, the LGBTQIA+ community is frequently under-represented, including in government. With an estimated 3,400 residents and 22,000 daily visitors who identify as having a diverse sexual orientation, sex or gender identity, this community represents a significant part of the City of Perth fabric.

The City has an opportunity, both as a local government representing a diverse population and as a Capital City, to support the LGBTQIA+ community as well as actively advocate with and for them. We can play a role in furthering social justice, celebrating diversity and promoting inclusion.

The City of Perth's LGBTQIA+ Plan (the plan) represents an intentional and enthusiastic starting point in the journey towards improving the safety, visibility, social inclusion, health and wellbeing of the LGBTQIA+ community in the city.

Developed with input from the community across 523 engagements and in close collaboration with the City's LGBTQIA+ Advisory Group, this three-year plan includes actions in seven areas:

- Safety;
- Education;
- Homelessness;
- Healthcare;
- Organisational Capability;
- Welcoming and Accessible Services; and
- Visibility.

This plan contributes towards the City's strategic pillars:



LIVEABLE



SUSTAINABLE



PROSPEROUS

The City is committed, through this plan and the iterations that follow, to ongoing consultation, collaboration and action with and for the LGBTQIA+ community who visit, live and work in Perth.

CURRENT STATE

SIGNIFICANT MILESTONES IN THE FIGHT FOR LGBTQIA+ EQUALITY IN WA

1973

Australian Medical Association removes homosexuality from its list of illnesses and disorders.

1983

AIDS Council forms in WA following the first recorded Australian death from HIV/AIDS in Melbourne.

1984

Sex Discrimination Act 1984 passes which prohibits discrimination based on sex, marital or relationship status, sexual orientation, gender identity and intersex status, among other things.

1990

WA decriminalises consensual sex between two males.

1997

Giz Watson, first out lesbian parliamentarian elected to WA Legislative Council.

1998

Brian Grieg, first out LGBTQIA+ Federal Senator, representing Western Australia.

2002

Acts Amendment (Lesbian and Gay Law Reform) Act 2002 passes in WA.

2008

WA abolishes the gay panic defence.

2011

Federal Government passes passport legislation allowing for an 'x' gender option, and the ability for transgender people to select their gender without medical intervention.

2013

Federal Government legislates an amendment to the Sex Discrimination Act making it unlawful to discriminate against lesbian, gay, bisexual, transgender and intersex people. Religious schools and hospitals are exempt.

2017

Australia votes 'yes' to make same-sex marriage legal, with 61.6% in favour. 71.5% of the Perth Federal Electorate votes 'yes'.

2018

WA passes a bill expunging historical homosexual convictions. Premier Mark McGowan formally apologises to the LGBTQIA+ community for the anti-homosexuality laws of the past.



STAIR

KRIS

Draw Binary
Eric Penate

Vinyl Stickers - \$5	Pinback Buttons - \$5
Enamel Pins - \$5	Hand Flags - \$5
Prints - \$5	Headbands - \$5



LGBTQIA+ COMMUNITY

IN AUSTRALIA AND WESTERN AUSTRALIA

UP TO

11 IN **100** Australians

MAY HAVE A DIVERSE SEXUAL ORIENTATION ¹

1.7%

OF CHILDREN BORN IN AUSTRALIA ARE ESTIMATED TO BE INTERSEX ²

¹ Department of Health 2012

² Australian Human Rights Commission 2014

³ Health Networks, Western Australian Department of Health 2019

⁴ National LGBTI Health Alliance 2020

⁵ LGBTQ DV Awareness Foundation 2021

MENTAL HEALTH CHALLENGES

LGBTQIA+ people may experience homophobic and transphobic discrimination, harassment and abuse which results in poorer mental health outcomes compared to the general population.

6 IN 10

YOUNG LGBT PEOPLE EXPERIENCE VERBAL HOMOPHOBIC ABUSE ³

2 IN 10

YOUNG LGBT PEOPLE EXPERIENCE PHYSICAL HOMOPHOBIC ABUSE ³

YOUNG LGBTI PEOPLE ARE

5 times more likely

TO ATTEMPT SUICIDE THAN THE GENERAL POPULATION ⁴

74%

OF TRANS AND GENDER DIVERSE PEOPLE AGED 14 TO 25 HAVE BEEN DIAGNOSED WITH DEPRESSION IN THEIR LIFETIME ⁴

60%

OF LGBTQ PEOPLE HAVE EXPERIENCED DOMESTIC OR FAMILY VIOLENCE ⁵



IN THE CITY OF PERTH

3,400 residents

ARE ESTIMATED TO HAVE A DIVERSE SEXUAL ORIENTATION, SEX OR GENDER IDENTITY ¹²

22,000 daily visitors

ARE ESTIMATED TO HAVE A DIVERSE SEXUAL ORIENTATION, SEX OR GENDER IDENTITY ¹³

520 residents

ARE ESTIMATED TO BE INTERSEX ²⁴

¹ Department of Health 2012

² Australian Bureau of Statistics 2020

³ City of Perth WiFi sensors 2021

⁴ Australian Human Rights Commission 2014

STAKEHOLDER CONSULTATION WELLBEING INDICATORS

Through community and staff consultation, we've identified the following results which will be benchmarks to help evaluate the impact of this plan.

54%

OF COMMUNITY RESPONDENTS BELIEVE PERTH IS AN ACCEPTING ENVIRONMENT FOR LGBTQIA+ PEOPLE

41%

OF COMMUNITY RESPONDENTS HAVE EXPERIENCED DISCRIMINATION OR HARASSMENT BECAUSE OF THEIR ACTUAL OR PERCEIVED LGBTQIA+ DIVERSITY (LAST 12 MONTHS)

49%

OF COMMUNITY RESPONDENTS HAVE FEARED FOR THEIR SAFETY BECAUSE OF THEIR ACTUAL OR PERCEIVED LGBTQIA+ DIVERSITY

73%

OF COMMUNITY RESPONDENTS BELIEVE DISCRIMINATION OR HARASSMENT IS LIKELY

67%

OF STAFF RESPONDENTS BELIEVE THE CITY OF PERTH ORGANISATION IS ACCEPTING FOR LGBTQIA+ PEOPLE

61%

OF STAFF RESPONDENTS BELIEVE THE CITY OF PERTH IS A SAFE ORGANISATION FOR LGBTQIA+ PEOPLE

46%

OF COMMUNITY RESPONDENTS ARE 'UNCERTAIN' IF THE CITY OF PERTH IS A SAFE PLACE FOR LGBTQIA+ PEOPLE

23%

OF STAFF RESPONDENTS BELIEVE DISCRIMINATION OR HARASSMENT BASED ON LGBTQIA+ DIVERSITY IS LIKELY WITHIN THE CITY OF PERTH ORGANISATION

STRATEGIC CONTEXT

EQUITY, DIVERSITY AND INCLUSION FRAMEWORK

In July 2021, the City of Perth developed an Equity, Diversity and Inclusion Framework. The framework provides an overarching set of principles to guide all aspects of the organisation to ensure social justice is at the core of everything we do. The framework is underpinned by existing and future plans, including this LGBTQIA+ plan.

The LGBTQIA+ Plan actively delivers on the five principles of the framework. The existence of this plan addresses barriers to equitable participation (4) and actively embraces and celebrates the diversity of the LGBTQIA+ community (1). It was developed following community consultation (2) that will continue throughout its implementation. Through this consultation, the community identified additional principles specific to this plan (pg 25) and intersectionality (3) and leadership (5) were considered of such high importance they are also captured there.

EQUITY, DIVERSITY AND INCLUSION FRAMEWORK

PRINCIPLE 1

Actively embrace & celebrate diversity



PRINCIPLE 2

Engage in meaningful community consultation



PRINCIPLE 3

Address intersectionality



PRINCIPLE 4

Foster fair & equitable participation



PRINCIPLE 5

Model strong leadership & representation



Access & Inclusion Plan

Reconciliation Action Plan

LGBTQIA+ Plan

Equal Employment Opportunity Management Plan



WHERE ARE WE NOW?

The City of Perth has a rich history as the home of events and venues that celebrate LGBTQIA+ social life including most notably:

- Pride WA's Pride Parade
- Perth Festival
- Fringe Festival
- Connections
- The Court

The City has been a supporter of Pride Parade since 1999, more recently also lighting up Council House in rainbow colours and flying the Pride flag in recognition of Pride Month.

In addition, the City of Perth Library has a collection of LGBTQIA+ labelled books throughout the facility and curates displays to celebrate Pride Month.

The City of Perth is on a journey of acknowledging, supporting and addressing the rights of the LGBTQIA+ community and it is through this plan that significant progress will be made.

STAKEHOLDER ENGAGEMENT SUMMARY

Between March and April 2021, the City conducted community consultation to benchmark experiences of LGBTQIA+ people in Perth and gather data to identify its role in acknowledging, supporting and addressing the rights of the LGBTQIA+ community. To learn more, refer to the Stakeholder Engagement Outcomes Report available on the City of Perth website.

ENGAGEMENTS UNDERTAKEN

3	LGBTQIA+ Advisory Group meetings
2	Community and organisation workshops
1	Internal working group workshop
1	Community questionnaire
1	Staff questionnaire

WHO WAS ENGAGED

15	LGBTQIA+ Advisory Group members
30	Community and organisation members
16	Internal working group members
359	Community questionnaire respondents
103	Staff questionnaire respondents
523	Total engagements



GOVERNANCE

INTERNATIONAL HUMAN RIGHTS

Failure to uphold the human rights of LGBTQIA+ people and protect them against abuses such as violence and discriminatory laws and practices, constitute serious violations of international human rights law and have a far-reaching impact on society.¹

It's important to recognise the role the actions in this plan play in the global plight of humanity, including how they relate to the United Nation's 17 Sustainability Development Goals.



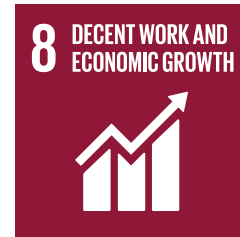
End poverty in all its forms everywhere. [Target 1.2]



Ensure healthy lives and promote well-being for all at all ages. [Target 3.3, 3.7]



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. [Target 4.5, 4.a]



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. [Target 8.8]



Reduce inequality within and among countries. [Target 10.2, 10.3, 10.4]



Make cities and human settlements inclusive, safe, resilient and sustainable. [Target 11.1, 11.7]



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels. [Target 16.1, 16.6, 16.7]

¹ United Nations Human Rights Office of the High Commissioner 2015



RELEVANT LEGISLATION

- Australian Human Rights Commission Act 1986 (Cth)
- Sex Discrimination Act 1984 (Cth)
- Equal Opportunity Act 1984
- Acts Amendment (Lesbian and Gay Law Reform) Act 2002 (WA)

INTERNAL LGBTQIA+ WORKING GROUP

The Internal LGBTQIA+ Working Group consists of 20 City of Perth staff members across the organisation. The Group's purpose is to assist with the development and implementation of the plan, to champion the project and to set an example as LGBTQIA+ allies.

LGBTQIA+ ADVISORY GROUP

The City of Perth's LGBTQIA+ Advisory Group, which was formed in February 2021, includes 15 members representing a broad-cross section of the LGBTQIA+ community and bringing intersectional expertise from the perspectives of older people, youth, homelessness, Aboriginal and Torres Strait Islander people, culturally and linguistically diverse and disability sectors.

The group have been instrumental in representing the community and guiding the City in the development of this plan.

Avery Wright
Braden Hill
Caro Duca
Clint Woolly
Curtis Ward
David Goncalves
Hunter Gurevich (proxy Emery Wishart)
Kate Buckle
Katherine Sherrie
Kedy Kristal
Paul-Alain (van Lieshout) Hunt
Perth Inner City Youth Service (PICYS) represented by
Dani Wright Toussaint and Andrew Hall (shared seat)
Sarah Feldman
Steve Wellard
William Knox





OUR ROLE

The City of Perth Act 2016 defines the responsibility the City has in representing the broader Perth area and the State of Western Australia on both a national and international level.

Through this plan, we undertake multiple roles:



FACILITATOR

We facilitate others to deliver services and programs to the community.



SERVICE PROVIDER

We play a lead role in delivering services and programs directly to the community.



PARTNER

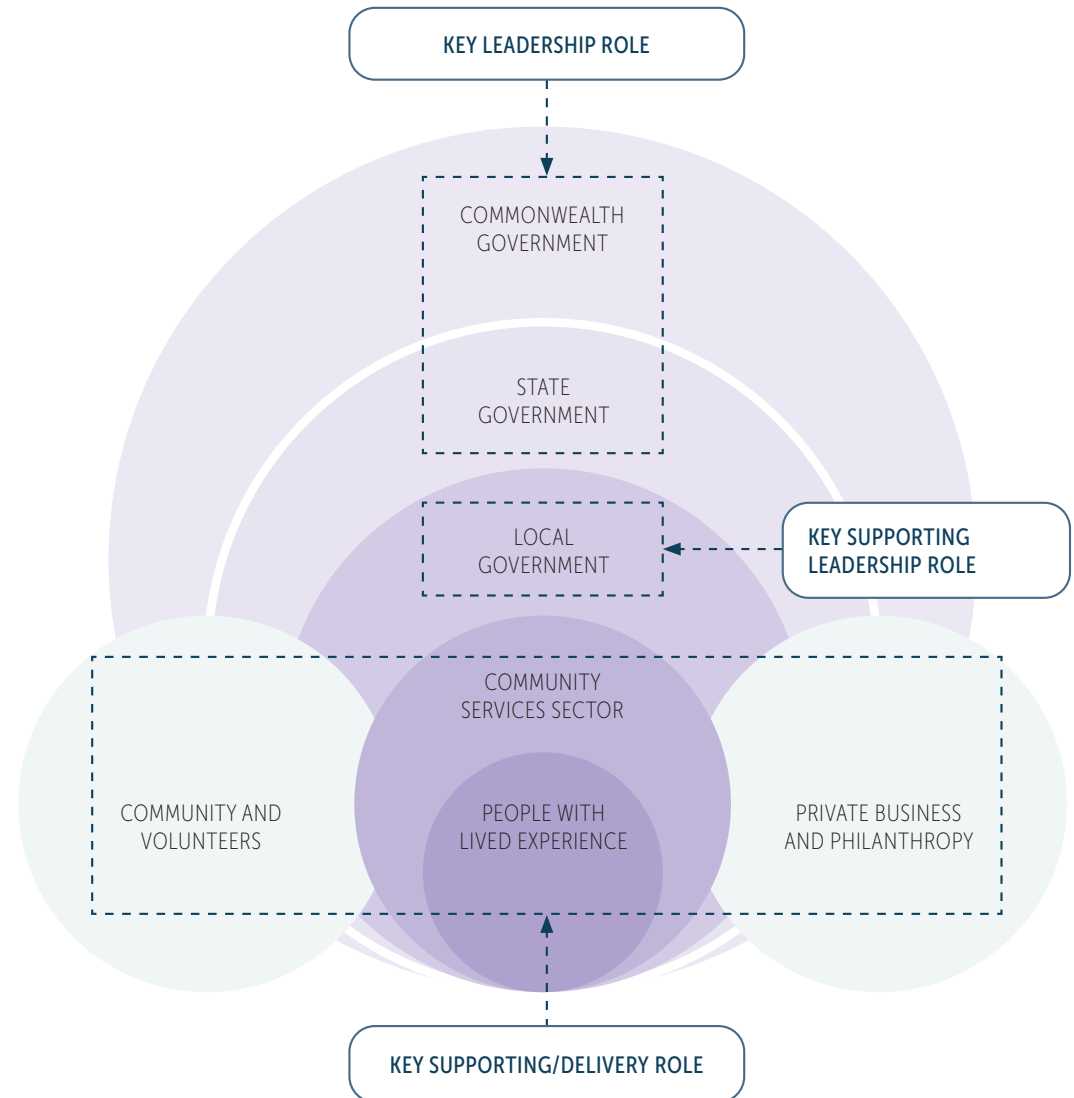
We build partnerships with others to assist in the delivery of services and programs to the community.

Page 44 outlines the positions the community have identified as priorities and addresses the City's role of:



ADVOCATE

We advocate on behalf of the community to influence the delivery of services and programs to meet the needs of the community.



GUIDING PRINCIPLES

RECOGNISING INTERSECTIONALITY

Intersectionality recognises that people with layered identities can experience compounding discrimination. The experiences of LGBTQIA+ people who are also BIPOC (Black, Indigenous and People of Colour), living with a disability, seniors or youth can be markedly different to that of the general LGBTQIA+ population and of course the wider population.

The actions in this plan need to address intersections in the LGBTQIA+ experience and speak to other plans designed to foster equity, such as the Access and Inclusion Plan and the Reconciliation Action Plan.

CREATING SAFE SPACES

Celebration and visibility are valuable to the LGBTQIA+ community however, they have indicated that there are important systemic improvements that also need to happen to make Perth a safer place for them. This plan focuses on increasing safety through action.

DELIVERING THROUGH CO-DESIGN

The community would like to see LGBTQIA+ organisations be supported to a greater degree and see the role and responsibility of the City of Perth in assisting with capacity building and facilitating growth and development in these organisations.

CAPITAL CITY LEADERSHIP

The City of Perth, as a Capital City, can demonstrate strong leadership to encourage other local governments to act so that the positive steps the City is taking are demonstrated across the broader metropolitan area. The community is seeking increased collaboration between local and state government, with the City of Perth leading best practice and providing strong advocacy in the appropriate areas.

1

ACTION AREA: SAFETY

These actions work to ensure LGBTQIA+ people, and the wider community, feel safe living, visiting, studying and working in the City of Perth. We strive for physical and mental safety both in the public realm and online. A feeling of safety is crucial to allowing people to be themselves, fostering belonging and creating an environment where people can thrive.



ACTION



EXPECTED TIMEFRAME

21/22 22/23 23/24



SUCCESS MEASURE



RELATED ACTION AREAS

ACTION		EXPECTED TIMEFRAME			SUCCESS MEASURE	RELATED ACTION AREAS
		21/22	22/23	23/24		
1	Train security and law enforcement to be allies to the LGBTQIA+ community, ensuring they're visibly identifiable.					
1.1	City of Perth Safe City Officers and Rangers to complete trans awareness training to gain a greater understanding of the safety concerns of transgender and gender diverse people.	X	X	X	100% completion of trans awareness training by Safe City Officers and Rangers.	Education Visibility
1.2	City of Perth Safe City Officers and Rangers to be visibly marked as allies, where appropriate, following ally and trans awareness training.		X	X	Safe City Officers and Rangers visibly marked as allies following training.	
2	Increase the number of public all gender bathrooms in the City of Perth.					
2.1	Investigate opportunities to provide all gender bathrooms and change facilities in City of Perth owned and operated venues.		X	X	All gender bathrooms included in planned upgrades.	Welcoming and Accessible Services
2.2	Include the provision of all gender bathrooms and change facilities when updating the Public Toilet Plan.		X	X	Public Toilet Plan reviewed and updated.	

**ACTION AREA: SAFETY
CONTINUED**



ACTION



EXPECTED TIMEFRAME
21/22 22/23 23/24



SUCCESS MEASURE



RELATED ACTION AREAS

2.3	Investigate opportunities to encourage inclusion of all gender bathrooms in developments through the new Local Planning Scheme No. 3.		X		Local planning policies and schemes reviewed and updated.	Welcoming and Accessible Services
3	Understand and act on incidents of discrimination and harassment within City of Perth boundary to make the City a safer place for LGBTQIA+ people.					
3.1	Review and update the complaints process and employee education to provide clear internal direction (and potentially investigation and resolution procedures) for the City to follow if someone experiences LGBTQIA+ related discrimination, harassment and/or assault in the City of Perth.	X			Complaints process reviewed and updated. Customer Experience staff trained in process.	
3.2	Provide and promote information to support the community in reporting LGBTQIA+ related discrimination, harassment and/or assault, including information on reporting to the City of Perth, Human Rights Commission, Equal Opportunity Commission of WA or Police where appropriate – as well as information on surrounding support services.	X	X	X	Information available online and promoted in public realm.	
3.3	Commence investigating and undertaking capacity building with the businesses/organisations identified to the City through the process developed in Action 3.1.		X	X	Complaints are directed to the appropriate third-party agency or dealt with internally as appropriate.	Welcoming and Accessible Services

2

ACTION AREA: EDUCATION

These actions provide formal and informal education to various groups in the community through the sharing of information digitally and physically.



ACTION

EXPECTED TIMEFRAME

21/22 22/23 23/24

SUCCESS MEASURE

RELATED ACTION AREAS

ACTION	21/22	22/23	23/24	SUCCESS MEASURE	RELATED ACTION AREAS
4					
Provide LGBTQIA+ educational resources for the community to help the public understand how they can be allies, and assist the LGBTQIA+ community with accessing services.					
4.1		X	X	Capacity building initiatives delivered, as determined.	Welcoming and Accessible Services
4.2	X	X	X	Printed resource developed and distributed.	
4.3		X	X	Multilingual resource/s developed based on community need.	Welcoming and Accessible Services
4.4		X	X	Delivery of session/s and training to community.	
5					
Develop a Communications Plan to support the implementation of the LGBTQIA+ Plan, raising awareness of the needs of the LGBTQIA+ community by sharing details of the initiatives the City is undertaking.	X	X	X	Communications Plan developed and delivered.	Visibility

3

ACTION AREA: HOMELESSNESS

'Homelessness' is defined as anyone with unstable housing including primary, secondary and tertiary homelessness. These actions recognise at-risk groups including youth, seniors and trans and gender diverse people and acknowledge the underlying drivers of LGBTQIA+ homelessness such as parental support and intimate partner and family violence.



ACTION



EXPECTED TIMEFRAME

21/22	22/23	23/24
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SUCCESS MEASURE



RELATED ACTION AREAS

6	Incorporate existing research on lived experiences and engagement with LGBTQIA+ people experiencing homelessness into any future City of Perth plans responding to community needs related to homelessness including the implementation of the Rough Sleeper Plan.	X	X	X	Lived experiences and engagement with LGBTQIA+ people incorporated into homelessness plans and implementation.	
7	Investigate and advocate to mobile homeless healthcare services to ensure LGBTQIA+ and sexual healthcare education and services are incorporated into existing services.	X			Conversation had with healthcare services.	Healthcare

4

ACTION AREA: HEALTHCARE

These actions address mental health, sexual health (including STIs, HIV, fertility and family planning services) and social wellbeing and connectedness. They also acknowledge the unique needs of trans and gender diverse people and intersex people.



ACTION



EXPECTED TIMEFRAME

21/22	22/23	23/24
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SUCCESS MEASURE



RELATED ACTION AREAS

8	Promote Community Wellbeing Grants to LGBTQIA+ community groups and service providers to assist them with delivering inclusive, welcoming and targeted LGBTQIA+ lifestyle programming, community support groups and check in services.	X	X	X	Community Wellbeing Grants promoted to LGBTQIA+ community groups.	Welcoming and Accessible Services
9	Consider how to support sexual health providers in delivering sexual health services in the city as part of the Public Health and Wellbeing Plan.		X	X	Meetings held with sexual health providers.	Homelessness
10	City of Perth Safe City Officers and Rangers to complete suicide prevention, mental health and substance abuse awareness training that includes an LGBTQIA+ focus.		X	X	100% completion of training by Safe City officers and Rangers.	Safety



5

ACTION AREA: ORGANISATIONAL CAPABILITY

These actions establish inclusive and supportive policies and governance, spearheaded by strong leadership at all levels.



ACTION



EXPECTED TIMEFRAME

21/22 22/23 23/24



SUCCESS MEASURE



RELATED ACTION AREAS

ACTION		EXPECTED TIMEFRAME			SUCCESS MEASURE	RELATED ACTION AREAS
		21/22	22/23	23/24		
11	Conduct regular engagement with LGBTQIA+ stakeholders and community to ensure the City of Perth continues to meet the expectations of the community.					
11.1	Continue to engage the LGBTQIA+ Advisory Group permanently to monitor the implementation of the LGBTQIA+ Plan and expand the scope to advise on more City projects, as appropriate.	X	X	X	Advisory Group made permanent, meeting quarterly at a minimum.	
11.2	Incorporate LGBTQIA+ engagement in the City's Stakeholder Engagement Framework to ensure LGBTQIA+ voices are represented in all City projects.	X			LGBTQIA+ engagement added to Stakeholder Engagement Framework.	
12	All City employees to complete mandatory LGBTQIA+ ally training.					
12.1	Frontline staff, Human Resources (HR), Managerial Leadership Team (MLT) and Executive Leadership Team (ELT) to complete mandatory LGBTQIA+ ally training workshop with a refresher every two years.	X	X	X	95% completion of training workshop by frontline staff, HR, MLT and ELT.	Education

**ACTION AREA: ORGANISATIONAL CAPABILITY
CONTINUED**



ACTION



EXPECTED TIMEFRAME
21/22 22/23 23/24



SUCCESS MEASURE



**RELATED
ACTION AREAS**

12.2	Develop a module on City Learn for new and existing employees which covers diversity and inclusion, LGBTQIA+ ally training and highlights the City's commitment to the LGBTQIA+ community through relevant policies and procedures to contribute to a safe working environment.	X	X		Module developed and incorporated into induction.	Education
12.3	All staff to complete mandatory online module as developed in Action 12.2, with a refresher every two years.	X	X	X	90% completion of online training by staff.	Education
12.4	All customer facing City volunteers to complete LGBTQIA+ ally training workshop.		X	X	95% completion of training workshop by customer facing City volunteers.	Education
13	All Elected Members, Committee Members and Candidates to complete mandatory LGBTQIA+ ally training.					
13.1	Current Elected Members and Committee Members to complete LGBTQIA+ ally training workshop.	X			100% completion of training workshop by current Elected Members and Committee Members.	Education

**ACTION AREA: ORGANISATIONAL CAPABILITY
CONTINUED**



ACTION



EXPECTED TIMEFRAME
21/22 22/23 23/24



SUCCESS MEASURE



**RELATED
ACTION AREAS**

13.2	New Elected Members and Committee Members to complete ally training workshop as part of induction which also highlights the City's commitment to the LGBTQIA+ community through relevant policies and procedures to contribute to a safe working environment.	X		X	100% completion of training workshop by new Elected Members and Committee Members.	Education
14	Update Elected Member, Committee Member and Candidate Code of Conduct when next reviewed to specifically reference zero tolerance of homophobia and transphobia and embed as enforceable provision of the Code.			X	Code of Conduct updated.	
15	Update Officer Code of Conduct to specifically reference zero tolerance of homophobia and transphobia, with clear course of action for breach of Code.	X			Code of Conduct updated.	
16	Increase LGBTQIA+ diversity within City of Perth workforce.					
16.1	Proactively encourage both internal and external applications from LGBTQIA+ people and promote the City of Perth as a safe place to work.		X	X	Recruitment information reviewed and updated.	
16.2	Appoint an LGBTQIA+ champion (and senior management sponsor), preferably with lived experience, at depot, Council House and community facilities.			X	LGBTQIA+ champions appointed and promoted to staff.	

**ACTION AREA: ORGANISATIONAL CAPABILITY
CONTINUED**



ACTION



EXPECTED TIMEFRAME
21/22 22/23 23/24



SUCCESS MEASURE



RELATED ACTION AREAS

17	Engage with a support, accreditation or ranking program for LGBTQIA+ workplace inclusion and achieve benchmark standard using local organisations for support.		X	X	Organisation submission made.	
18	Review and update policy and diversity practices for LGBTQIA+ inclusion.	X	X	X	All policies reviewed and updated as required.	Welcoming and Accessible Services
19	Review grievance policy and process, including support systems for affected employees to be LGBTQIA+ inclusive.	X	X	X	Grievance policy and process reviewed and updated.	Welcoming and Accessible Services
20	Review and update policies, processes and practices for trans and gender diverse inclusion.		X	X	Policies, processes and practices reviewed and updated.	Welcoming and Accessible Services
21	Review all customer facing and staff interactions to ensure they're LGBTQIA+ inclusive.					
21.1	Review all Customer Experience platforms, policies and formats to ensure inclusive language and practices.	X	X		Customer Experience platforms, policies and formats reviewed and updated.	Welcoming and Accessible Services
21.2	Review internal and external facing forms and IT systems to allow non-binary gender options or remove gender questions altogether when not necessary.	X	X		Internal and external, paper and online forms are updated.	Welcoming and Accessible Services

5

ACTION AREA: WELCOMING AND ACCESSIBLE SERVICES

These actions refer to facilities, infrastructure, spaces, events, venues etc. that are informed by the users and inclusive by default. They aim to ensure visitors bear no physical, financial or psychological cost or barrier in accessing them.



ACTION



EXPECTED TIMEFRAME

21/22 22/23 23/24







SUCCESS MEASURE



RELATED ACTION AREAS

ACTION	EXPECTED TIMEFRAME			SUCCESS MEASURE	RELATED ACTION AREAS
	21/22	22/23	23/24		
<p>Support LGBTQIA+ organisations through the Grants and Sponsorships program to deliver more intersectional and inclusive services for the community, including but not limited to:</p> <ul style="list-style-type: none"> • Events • Support services • Safe, all-ages spaces • Sporting programs • Scholarships and mentor programs • Small businesses • Health services • Pride Month specific activities 					
22.1	Review the Grants and Sponsorships program to ensure the language is inclusive, add an evaluation question for LGBTQIA+ inclusion and update the requirements to encourage submissions to include a "Diversity and Inclusion Plan".			Grants and Sponsorships program reviewed and updated.	
22.2	X	X	X	Grants and Sponsorships program promoted to LGBTQIA+ groups.	Visibility

ACTION AREA: WELCOMING AND ACCESSIBLE SERVICES CONTINUED

					
ACTION	EXPECTED TIMEFRAME			SUCCESS MEASURE	RELATED ACTION AREAS
	21/22	22/23	23/24		
23	Capacity building information provided to event and sporting club applicants to encourage them to deliver LGBTQIA+ inclusive events.			Inclusivity information developed and provided.	Safety
24	Review City of Perth services to ensure LGBTQIA+ inclusion in operations and programming.				
24.1	Review the Childcare Centre program to ensure LGBTQIA+ inclusive language is used.			Childcare Centre program reviewed and updated.	
24.2	Partner with community organisations to incorporate LGBTQIA+ programming (e.g. education, speakers, workshops, displays for significant occasions) into the City of Perth Library, including for seniors and youth.			LGBTQIA+ programming incorporated into Library.	
24.3	X	X	X	Collection Management Plan reviewed and updated.	

ACTION AREA: WELCOMING AND ACCESSIBLE SERVICES CONTINUED



ACTION



EXPECTED TIMEFRAME

21/22	22/23	23/24
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SUCCESS MEASURE



RELATED ACTION AREAS

24.4	Partner with community organisations to deliver seniors programming from Citiplace and Town Hall that includes LGBTQIA+ content.		X	X	Citiplace and Town Hall includes LGBTQIA+ programming for seniors.	
25	Signal Perth as an LGBTQIA+ inclusive destination to new visitors by working with Inner-City councils, Destination Perth, Tourism WA and Transperth to distribute existing printed material (Action 4.2) and investigate signage for tourism outlets, visitor centres and transport hubs.		X	X	Printed resource distributed at key locations and signage investigated with key stakeholders.	Safety Visibility
26	Include the LGBTQIA+ community's need for services and safe, all-ages spaces in the City's relevant plans, strategies and frameworks, along with the needs of other cohorts in the equity, diversity and inclusion portfolio.		X	X	LGBTQIA+ needs documented and considered for relevant frameworks and plans.	Safety Healthcare Visibility
27	Investigate a Community Hub, as part of the Community Infrastructure Plan, to provide for the centralisation of services specific for the LGBTQIA+ community.		X	X	Community Hub investigated, and business case prepared if required.	Safety Healthcare Visibility
28	Provide information about LGBTQIA+ services, organisations, events etc. via the City of Perth website.	X	X	X	Information available on website.	Education Healthcare Visibility

7 ACTION AREA: VISIBILITY

These actions celebrate LGBTQIA+ culture by sharing history, achievements and stories from the community and within the City of Perth organisation.



ACTION



EXPECTED TIMEFRAME

21/22 22/23 23/24



SUCCESS MEASURE



RELATED ACTION AREAS

ACTION		EXPECTED TIMEFRAME			SUCCESS MEASURE	RELATED ACTION AREAS
		21/22	22/23	23/24		
29	Add rainbow visibility to City of Perth owned venues and services to signal LGBTQIA+ friendly and safe spaces.					
29.1	Add rainbow signage to City of Perth managed facilities and venues.		X		Rainbow signage added to facilities and venues.	Welcoming and Accessible Services
29.2	Raise the pride flag outside Council House permanently in place of one of the City of Perth flags.	X	X	X	Pride flag raised permanently.	Welcoming and Accessible Services
30	Actively celebrate times of significance internally and externally.					
30.1	Celebrate days of significance where feasible by raising the relevant flag (pride, trans or intersex), lighting up the building and supporting with internal and external communications: Trans Day of Visibility (31 Mar); Lesbian Visibility Day (26 Apr); International Day Against Homophobia, Biphobia, Interphobia and Transphobia (17 May); Wear it Purple Day (27 Aug); Bisexual Visibility Day (23 Sept); Asexual Awareness Week (20 Oct); Intersex Awareness Day (26 Oct); Pride Month (Nov) and LGBTQIA+ Advisory Group meetings (various – pride flag only).	X	X	X	Days of significance recognised with flag and building lights and promoted internally and externally.	Education

**ACTION AREA: VISIBILITY
CONTINUED**



ACTION



EXPECTED TIMEFRAME
21/22 22/23 23/24



SUCCESS MEASURE



**RELATED
ACTION AREAS**

31 Actively celebrate Pride month in November.

31.1	Work closely with Pride WA to build capacity and celebrate the diversity of the LGBTQIA+ community.		X	X	Discussions had with Pride WA.	
31.2	Facilitate and support an event for LGBTQIA+ elders to acknowledge history in Perth.		X	X	Event delivered.	Education
31.3	Facilitate and support the installation of temporary rainbow signage, artwork, decals, bunting, park benches etc. to visibly mark the occasion in Perth.		X	X	Temporary installations delivered.	
31.4	City staff provided the opportunity to participate in the Pride Parade through a City of Perth contingent.	X	X	X	Staff participation in Parade.	

32 Profile and celebrate LGBTQIA+ individuals within the City of Perth and in the community, community groups, services and businesses.

32.1	Include Diversity and Inclusion champion as award category in any award and recognition program.	X	X	X	Diversity and Inclusion champion award added.	
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**ACTION AREA: VISIBILITY
CONTINUED**



ACTION



EXPECTED TIMEFRAME
21/22 22/23 23/24



SUCCESS MEASURE



**RELATED
ACTION AREAS**

32.2	Use City of Perth website, social channels and owned outdoor placements to share stories of the LGBTQIA+ community, including during LGBTQIA+ history month (October).		X	X	LGBTQIA+ stories shared through owned channels.	Education
32.3	Include LGBTQIA+ content in Untold Stories of Perth podcast series.	X	X	X	LGBTQIA+ stories included in podcast series.	Education
33	Increase the amount of LGBTQIA+ art, culture and history across the City.					
33.1	Consider the inclusion of LGBTQIA+ artist representation as part of the ongoing cultural collections service review.	X	X	X	Considered as part of ongoing cultural collections service review.	
33.2	Ensure the review of the Commemorative Works Policy supports opportunities for the recognition of diverse communities and events, including those of the LGBTQIA+ community.	X	X	X	Commemorative Works Policy is reviewed and updated.	Education
33.3	Investigate a location for a commemorative work to acknowledge and celebrate LGBTQIA+ history, icons, organisations and/or events in Perth.		X		Location for commemorative work investigated.	Education

ACTION AREA: VISIBILITY CONTINUED



ACTION



EXPECTED TIMEFRAME

21/22	22/23	23/24
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SUCCESS MEASURE



RELATED ACTION AREAS

33.4	Actively seek out performances by LGBTQIA+ artists for events hosted by the City of Perth.	X	X	X	LGBTQIA+ database considered when seeking performers.	
33.5	Support and facilitate inclusion of LGBTQIA+ history in Heritage Perth Weekend events.		X	X	LGBTQIA+ history included in Heritage Perth Weekend.	Education
33.6	Advocate for Perth Museum and WA Museum Boola Bardip to include LGBTQIA+ history.		X	X	Discuss inclusion of LGBTQIA+ history at museums.	Education
33.7	Acknowledge and document Perth's LGBTQIA+ history on the City of Perth website.		X		Website updated to include LGBTQIA+ history.	Education
33.8	Co-develop a self-guided walking tour which outlines key milestones and areas of significance in the journey to recognition and equality for LGBTQIA+ people in Perth.		X	X	Self-guided walking tour launched.	Education

**ACTION AREA: VISIBILITY
CONTINUED**



ACTION



EXPECTED TIMEFRAME
21/22 22/23 23/24



SUCCESS MEASURE



**RELATED
ACTION AREAS**

	ACTION				SUCCESS MEASURE	RELATED ACTION AREAS
34	Marketing, website, digital channels, photography etc. inclusive of LGBTQIA+ people					
34.1	Commission photographer to create library of images for the City's use that reflects the diversity of Perth's LGBTQIA+ community.		X		Photography added to library and used in marketing.	
34.2	Audit City of Perth and Visit Perth websites for inclusive language and photography.		X		Websites reviewed and updated.	

CAPITAL CITY ADVOCACY

The City of Perth will use its leadership as a Capital City to advocate with the community on these priority positions.

POSITION	THE ASK	ACTION AREA/S
Security and law enforcement to be trained allies to the LGBTQIA+ community.	<ul style="list-style-type: none"> - Police Officers and Transit Guards to complete LGBTQIA+ ally training and trans awareness training. - Discussion around appropriateness of marking willing Officers and Transit Guards as safe 'allies'. - The appointment of a LGBTQIA+ liaison officer at Perth Police Station and lock up. 	Safety Education Visibility
Increase the number of public all gender bathrooms in the City of Perth.	<ul style="list-style-type: none"> - Amend the building code related to bathrooms to increase accessibility to all people and genders. 	Safety Homelessness Welcoming and Accessible Services





POSITION	THE ASK	ACTION AREA/S
Support LGBTQIA+ friendly/LGBTQIA+ specific homelessness services.	<ul style="list-style-type: none">- Build on existing research into the needs and experiences of LGBTQIA+ people in Perth who are experiencing homelessness.- Increase the capacity of community organisations who deliver support services to the families of LGBTQIA+ people, with the aim of reducing the instance of youth homelessness in the LGBTQIA+ community.- Provide recurrent funding and build the capacity of homelessness service providers that operate in the City to have LGBTQIA+ inclusive policies, practices and guidelines, and trained personnel. Focusing particularly on services for LGBTQIA+ youth, seniors, Aboriginal and Torres Strait Islander people and CaLD communities.- LGBTQIA+ friendly homelessness services to be located in the inner-city.- Delivery of LGBTQIA+ inclusive crisis accommodation and refuges to meet the immediate needs of all LGBTQIA+ people experiencing homelessness, including younger and older people.- Delivery in line with the National LGBTI Housing and Homelessness Practice Guide 2020.	Homelessness Welcoming and Accessible Services
Healthcare services that are LGBTQIA+ inclusive, provide bodily autonomy and are sensitive to the unique needs of intersex and trans and gender people.	<ul style="list-style-type: none">- Stop unnecessary medical interventions on intersex people of all ages, especially those unable to consent.- Delivery of the "WA LGBTI strategy 2019-2024".	Healthcare
Incorporate social outcomes in relevant legislation that are applicable to major developments (including how the project will improve LGBTQIA+ indicators).	<ul style="list-style-type: none">- Incorporate social outcomes in relevant legislation that are applicable to major developments (including how the project will improve LGBTQIA+ indicators).	Welcoming and Accessible Services

EVALUATING THE PLAN

The LGBTQIA+ Plan will be reviewed and evaluated through:

Quarterly meetings of the Internal LGBTQIA+ Working Group

Bi-annual progress reports to the LGBTQIA+ Advisory Group

Bi-annual progress reports to the Executive Leadership Team

Annual status reports for the community through the City's Annual Report

Annual online questionnaires for community and staff to track progress against 2021 perception and experience benchmarks

Annual review to reflect progress and changing circumstances, as agreed by the LGBTQIA+ Internal Working Group and Advisory Group

Tracking the delivery of individual action items against the progress of the overall plan

Tracking the progress towards achieving LGBTQIA+ accreditation or ranking

Full review after three years

LORD MAYOR'S CLOSING MESSAGE

Perth has a rich and lengthy LGBTQIA+ history.

It is the home of the Pride Parade, of which the City has been a proud sponsor since 1999, and is rumoured to be the location of the longest running gay club in the southern hemisphere!

Perth is, and has been, a meeting place for LGBTQIA+ people across the State and as the City of Perth Council, we have a role to play in protecting and enhancing the lives of those who live, work and visit our city.

LGBTQIA+ people are among our family, friends and colleagues.

I acknowledge that we are on a journey of learning and, through close collaboration with the LGBTQIA+ community, we will be more visible in our leadership towards making Perth a safer place for LGBTQIA+ people.

On behalf of the Council, we are committed to valuing the diversity of our community and ensuring the city is welcoming and inclusive for all people.

BASIL ZEMPILAS
Lord Mayor

City of Perth
July 2021



GLOSSARY

Language is constantly evolving and frequently contested. The below definitions are not definitive nor is it an exhaustive list of terms. The City of Perth supports the right of people to identify their sexual orientation, gender identity or intersex status as they choose.

ALLY

An ally is a friend and active supporter of the LGBTQIA+ community. Someone outside of the community can be an ally and members within the community can be allies to each other.

ASEXUAL

A sexual orientation where a person experiences little to no sexual attraction, although can experience romantic attraction.

BISEXUAL

Someone of any gender who is sexually, emotionally or romantically attracted to people from more than one gender. Some people of this description prefer the terms 'queer' or 'pansexual'.

CISGENDER

People whose internal gender identity matches the sex they were assigned at birth. Cisnormative is the assumption that everyone is cisgendered and erases the existence of transgender and gender diverse people.

GAY

Typically, someone who self-identifies as a man and is primarily sexually, emotionally or romantically attracted to other people who identify as men. Some men use other terms to describe their attractions and people of other genders also choose to use this term.

GENDER

A term used to describe how a person expresses their masculine or feminine characteristics based on their internal and individual gender identity. A person's biological sex and gender may not necessarily be the same.

GENDER AFFIRMATION / SEX AFFIRMATION / TRANSITION

The process a trans or gender diverse person may undertake to live as their defined gender identity. It involves socially, physically and/or legally changing their gender and/or sex. It could include changing names, using different pronouns, presenting differently through clothing or hairstyles etc. But it may also involve physically changing one's body through hormonal therapies, surgeries or cosmetic

procedures and/or changing the legal sex markers on official documents like birth certificates, passports and licenses.

GENDER QUEER / GENDER DIVERSE / NON-BINARY

Terms used to describe a gender identity that doesn't conform to the traditional male-female gender binary. This can include people who are gender fluid, identify as more than one gender, identify as being without a gender (agender), or something else entirely.

HETERONORMATIVE

The world view that promotes heterosexual relationships as the normal or preferred sexual orientation and is the main cause of discrimination for people with different sexual orientations.

HOMOPHOBIA / BIPHOBIA

Negative beliefs, prejudices and stereotypes about people who are not heterosexual.

INTERSEX

A person whose biological characteristics differ from what is typically 'male' or 'female'. There are a variety of different intersex variations resulting in various health needs and experiences. Intersex is a biological diversity therefore intersex people can identify as any gender identity or sexual orientation.

LESBIAN

Someone who self-identifies as a woman and is primarily sexually, emotionally or romantically attracted to other people who identify as women. Some women use other terms to describe their attractions.

PRONOUNS

Pronouns are words used to refer to a person. They include gendered pronouns like he/him and she/her, or gender-neutral pronouns which are sometimes used by gender diverse and non-binary people, like they/them.

QUEER

'Queer' has been used as a slur in the past but has since been reclaimed by a portion of the LGBTQIA+ community. It is an umbrella term encompassing a wide range of identities and is often used by people wishing to indicate that their sex, gender and/or sexuality sits outside of the normal ideas of sex, gender and/or sexuality.

SEX

A person's sex is made up of their biological characteristics and is classified at birth based on external genitalia, typically into male or female. Sex characteristics include chromosomes, hormones, reproductive organs and secondary features like body hair, breasts and voice.

SEXUAL ORIENTATION

The terms used to describe an individual's sexual, emotional and/or romantic attraction to another person. Someone can identify with a sexual orientation/sexuality regardless of their sexual or romantic experiences.

TRANSGENDER / TRANS

People whose gender identity doesn't match their assigned sex at birth. Transgender people may or may not take steps to live as their affirmed gender through dress, legal status and/or medical treatment and surgery. Trans people have the same range of sexual identities as anyone else and their sexuality is related to their gender identity, not their sex assigned at birth.

A variety of terms may be used by transgender people to describe themselves including: man, woman, transwoman, transman, trans masculine, trans feminine, trans or non-binary. The terms 'sistergirls' and 'brotherboys' are sometimes used in Aboriginal and Torres Strait Islander communities to refer to transgender people.

TRANSPHOBIA

Negative beliefs, prejudices and stereotypes about people who are transgender or gender diverse.

+

A symbol that represents everything on the spectrum of sexuality and gender that isn't otherwise captured.

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