



City of Perth

Stakeholder Engagement Outcomes

LGBTQIA+ Plan



Prepared: 21 May 2021

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Executive Summary

The City of Perth (City) is developing an LGBTQIA+ Plan (the Plan), which will be a clearly articulated set of actions to increase the visibility, social inclusion and health and wellbeing of the LGBTQIA+ community in the City.

In developing this Plan, the City had 523 engagements between March and April to better understand the experiences and needs of the LGBTQIA+ community in Perth, as well as the Council's role as a local government in improving the health and wellbeing of this community.

The table below shows a summary of the consultation undertaken.

Engagements undertaken			
3	LGBTQIA+ Advisory Group meetings	1	Community questionnaire
2	Community and organisation workshops	1	Staff questionnaire
1	Internal working group workshop		
Who was engaged			
15	LGBTQIA+ Advisory Group members	359	Community questionnaire respondents
30	Community and organisation members	103	Staff questionnaire respondents
16	Internal working group members		
523	Total engagements		

The purpose of the engagements was to gather quantitative and qualitative data about:

1. Perceptions of the LGBTQIA+ experience in the City of Perth
2. Actual experiences related to LGBTQIA+ diversity in the City of Perth
3. The City of Perth's response to LGBTQIA+ diversity issues
4. The City of Perth's role in improving the health and wellbeing of the LGBTQIA+ community
5. The City of Perth's LGBTQIA+ Plan including input into the seven themes of: Education; Homelessness; Healthcare; Visibility; Safety; Organisational capability; and Welcoming and accessible services.

The outcomes outlined in this report will be used to inform the development of the Plan as well as be used as a benchmark to help evaluate the Plan.



Summary of Outcomes

The following comments are informed by the discussions in the community workshops, at the Advisory Group meetings and in the comments provided by the community online questionnaire.

The sentiment of the community is varied with many referencing this consultation process as a good first step and have now have expressed a desire for action from the City of Perth in addressing diversity and inclusion concerns.

When it comes to action, the respondents acknowledged that celebration and visibility are important; however, the community have indicated that there are important systemic improvements they would like to see to make Perth a safer place for LGBTQIA+ people. Through qualitative feedback, the community feel that the City of Perth as a Capital City can demonstrate strong leadership to encourage other Perth Councils to act so that the positive steps the City is taking are demonstrated across the broader metropolitan area. The engagement results found that 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.

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.

Intersectionality was a clear and important theme coming from the community. This includes acknowledging the experiences of Aboriginal LGBTQIA+ people from Whadjuk Nyoongar Country as well as people from other Aboriginal Nations across the state who have travelled to Perth to live and recognising racism as it exists in the LGBTQIA+ community. The importance of having accessible spaces for LGBTQIA+ people living with a disability both online and offline to safely engage was highlighted by stakeholders. Feedback indicated that the community seeks recognition for LGBTQIA+ elders for their role in Perth's queer history and support for them through that stage of life. Meanwhile stories were shared about LGBTQIA+ young people experiencing the City for the first time through accessing LGBTQIA+ services and looking for safe spaces to socialise outside of their potentially unsafe home, educational and community environments.

Perceptions and experience from the LGBTQIA+ community

Just over half of community respondents view Perth as an accepting environment for LGBTQIA+ people whilst simultaneously, almost three quarters say discrimination or harassment is likely. 41% of people have experienced harassment or discrimination because of their actual or perceived LGBTQIA+ diversity and roughly half of respondents have feared for their safety in the City because of their LGBTQIA+ diversity. As a result, almost half of respondents are uncertain if Perth is a safe place for LGBTQIA+ people.



Perceptions and experience from within City of Perth

The City of Perth staff response was not reflective of broad, diverse representation with responses from the LGBTQIA+ community only making up 22% of responses (n=13). With that in mind, the sentiment within the organisation was that the environment is accepting (67%), and that culture is largely championed at the general staff level. Whilst it may be accepting, there is opportunity to build a culture of celebration and active inclusion, as well as raise awareness of the community needs and value of allyship. This is evidenced through the feedback provided in the workshop.

Over half of respondents said staff were unlikely to experience discrimination or harassment based on LGBTQIA+ diversity, which was supported by the questions related to experience of discrimination and exclusion. However, many questions had high responses for 'uncertain' which reflects the lack of lived experience from many of the respondents.

Overall, 61% believe the City of Perth is a safe organisation for LGBTQIA+ people.

Potential Top Priorities

The responses from the community on key priorities are summarised in the following table. Several priorities listed below are beyond the scope of the City's role as a local government to directly achieve outcomes, however an advocacy role exists for systemic changes.

Safety	<ul style="list-style-type: none"> • Ally / implicit bias training for safety and law enforcement personnel including police, Transperth transit guards, City of Perth Rangers and Safe City patrols • Non-gendered refuges for LGBTQIA+ people experiencing homelessness and intimate partner and family violence • Reporting, investigation and response to LGBTQIA+ incidents within City of Perth boundary including triage service
Education	<ul style="list-style-type: none"> • Recognise and acknowledge LGBTQIA+ historical icons, organisations and events • List LGBTQIA+ services and stakeholders on City of Perth website • Compulsory LGBTQIA+ curriculum in schools
Homelessness	<ul style="list-style-type: none"> • Safe, long-term, crisis accommodation; refuges; outreach services; 1-on-1 community officers for LGBTQIA+ people • Recurrent funding for organisations that offer outreach services for LGBTQIA+ people experiencing homelessness and assessment of existing services for inclusivity • Understand and address underlying causes of LGBTQIA+ homelessness



Healthcare	<ul style="list-style-type: none"> • Work with the State Government to deliver health campaigns and the WA LGBT strategy 2019-2024 • Trans and intersex training for healthcare providers • Funding to LGBTQIA+ health services
Organisational Capability	<ul style="list-style-type: none"> • Regular community and stakeholder engagement, including making the LGBTQIA+ Advisory Group permanent and having them advise on more City projects • Show capital city leadership in the LGBTQIA+ space including taking a public stance on key issues for the LGBTQIA+ community • Inclusivity and ally training for all levels of council staff including Elected Members with recourse for Elected Members who do not follow training
Welcoming and Accessible Services	<ul style="list-style-type: none"> • Directory or map of LGBTQIA+ friendly businesses • Spaces for connection, including reduced or no fees for City of Perth owned spaces • More LGBTQIA+ events (run by LGBTQIA+ groups)
Visibility	<ul style="list-style-type: none"> • Funding or in-kind support to LGBTQIA+ art, sport and other cultural programs • Community hub with centralised services • Signal Perth as a safe and welcoming city for LGBTQIA+ people through increased visibility such as flags, LGBTQIA+ friendly business signage etc.



1. Introduction

At the November and December 2020 Council meetings, Council endorsed the establishment of an LGBTQIA+ Advisory Group and the development of a LGBTQIA+ Plan. The plan will be a clearly articulated set of actions to increase the visibility, social inclusion and health and wellbeing of the LGBTQIA+ community in the City.

In developing this Plan, the City conducted consultation between March and April to better understand the experiences and needs of the LGBTQIA+ community in Perth, as well as the Council's role as a local government in improving the health and wellbeing of this community.

February	March	April	May	June
Project planning	Stakeholder engagement		Development of plan	Internal approvals
July	August	September	October	November
Council presentation of draft Plan	Public consultation of draft plan	Amendments to plan	Council approval of final plan	Plan launch

LGBTQIA+ Plan Project Stages

The consultation activities included:

- Meetings and a workshop with the LGBTQIA+ Advisory Group;
- Engage Perth community page;
- Community questionnaire;
- Staff questionnaire;
- Community and organisation workshops;
- Internal working group workshop.

This *Stakeholder Engagement Outcomes Report* is intended to be a summary of the findings from the consultation, which will inform the development of the draft Plan.



1.1. Summary of Stakeholder Engagement

The following table outlines the stakeholder engagement activities that were completed. Refer to Appendix 1 for the full list of stakeholder groups.

Engagement	Target stakeholders	Date(s) and location(s)
Engage Perth closed page – LGBTQIA+ Advisory Group	<ul style="list-style-type: none"> LGBTQIA+ Advisory Group 	From February 2021
LGBTQIA+ Advisory Group meetings and workshop	<ul style="list-style-type: none"> LGBTQIA+ Advisory Group 	16 February 2021 3 March 2021 25 March 2021 Council House 4pm to 6pm
Engage Perth community page	<ul style="list-style-type: none"> All stakeholders 	From March 2021
Community questionnaire	<ul style="list-style-type: none"> Advisory Group nominees Advocacy Groups LGBTQIA+ community service providers LGBTQIA+ community groups LGBTQIA+ community allies Workplace diversity and inclusion groups Out in Perth media outlet Ratepayers Neighbourhood groups Wider community including visitors 	16 March to 11 April 2021
Community and organisation workshops	<ul style="list-style-type: none"> Advisory Group nominees Advocacy Groups LGBTQIA+ community service providers LGBTQIA+ community groups LGBTQIA+ community allies Workplace diversity and inclusion groups Out in Perth media outlet Ratepayers Neighbourhood groups Wider community including visitors 	29 March, 4pm to 6pm DoubleTree Hilton Northbridge 8 April, 4.30pm to 6.30pm Council House
Staff questionnaire	<ul style="list-style-type: none"> LGBTQIA+ employees and allies Internal LGBTQIA+ Working Group Executive Leadership Team 	16 March to 11 April 2021
Internal Working Group workshop	<ul style="list-style-type: none"> Internal LGBTQIA+ Working Group 	15 April 2021, 10am to 12pm Council House



2. Stakeholder Engagement Outcomes

2.1. LGBTQIA+ Advisory Group

Purpose of Engagement

The purpose of the LGBTQIA+ Advisory Group is to guide the City in its growth as a diverse, equitable and inclusive organisation which represents all members of the community. The Group provides a forum for consultation, feedback and discussion on diversity, equity and inclusion for LGBTQIA+ people in the City of Perth. Engagement with the Group informed the basis for the other community consultation and they will continue to advise in the development and implementation of the Plan following this report.

Description of Method

Nominations for the Advisory Group were open from 21 December 2020 to 15 January 2021 and was promoted via City of Perth social media channels; peak bodies and organisations; community organisations who represent or provide services to the LGBTQIA+ community; and other relevant community organisations previously identified from consultation on other City projects.

Four meetings have so far been held with the Group and they have access to a private Engage Perth page.

Meeting 1 (16 February) was a meet and greet.

Prior to Meeting 2, the Group were invited to share their ideas for key themes for the LGBTQIA+ Plan. Combined with themes identified through desktop research, eight themes were identified:

- Homelessness
- Safety
- Healthcare
- Education
- Community engagement and connectedness
- Organisational capability
- Visibility
- Welcoming and accessible services

In Meeting 2 (3 March), the Group broke into pairs and were given a few minutes to define each of the eight themes. In the same pairs, they then answered the following questions for each theme:

- What is the City of Perth doing well?
- How could the City of Perth improve?

In Meeting 3 (25 March), the Group discussed the initiatives that were raised in Meeting 2 in more detail which will help inform the development of the Plan. Following the meeting, they completed a prioritisation survey.



Participants

There are 15 members of the Group (including one shared seat), who were chosen from 46 nominations representing a broad cross-section of the LGBTQIA+ community. See Appendix 2 for the names and biographies of the Group members.

Meetings	Attendees (in-person)	Attendees (via TEAMS)
16 February 2021	14	1
3 March 2021	12	1
25 March 2021	13	0



Summary of Outcomes

Note: After reviewing the comments from the session, it was decided that theme 'Community engagement and connectedness' was well captured in several other themes and was retired.

Theme definitions

Below are the summarised responses to the activity which aimed to define what the themes meant to the Group.

Theme	Definition
Safety...	<ul style="list-style-type: none"> • Is ensuring LGBTQIA+ people (and everyone else) feel safe living and working in the City of Perth • Is ensuring businesses and venues in the City of Perth are provided with the skills to make themselves a safe space • Is ensuring those responsible for the maintaining safety in the City (including police, Transperth security and Rangers) are trained in LGBTQIA+ issues • Includes physical and mental health, in the public realm and online • Is crucial to foster belonging and an environment that allows people to thrive • Allows people to be themselves and access services considered a human right, such as housing, healthcare, bathroom facilities
Homelessness...	<ul style="list-style-type: none"> • Should include LGBTQIA+ focussed services • Should address the underlying drivers of LGBTQIA+ homelessness, including parental support and intimate partner and family violence • Should address at-risk groups including youth, trans and gender diverse people, women, the elderly, people with mental health needs • Is more than just a roof over someone's head; it's also the wraparound services
Education...	<ul style="list-style-type: none"> • Is for the broader community, but also for those in childcare, primary, secondary and tertiary education • Is particularly relevant with the influx of university students coming into the city in the next three years • Is formal and informal, digital and physical • Should be freely accessible • Should be based on best practice internationally



Theme	Definition
Healthcare...	<ul style="list-style-type: none"> • Is mental health • Is sexual health, including STIs, HIV, fertility and family planning services • Is social wellbeing and connectedness • Needs are unique for trans and gender diverse people • Needs are unique for intersex people • Is addressed in the Department of Health’s WA LGBTI Health Strategy 2019-2024
Visibility	<ul style="list-style-type: none"> • Celebrates culture • Shares LGBTQIA+ history and achievements • Profiles LGBTQIA+ individuals, community groups, businesses • Is in the physical and digital realms • Includes within the City of Perth organisation and in the community • Is LGBTQIA+ storytelling
Organisational capability...	<ul style="list-style-type: none"> • Is having inclusive and supportive policies and governance in place • Is spearheaded by strong leadership but reflected at every organisational level • Must be enthusiastic and proactive • Requires acknowledgement of history in order to move forward • Requires input from the community with regular LGBTQIA+ engagement and meaningful public dialogue • Is publicly accountable • Is partnering with the LGBTQIA+ community, community groups, allies and the private sector • Creates a positive feedback loop • Is regularly informed by the community
Welcoming and accessible services	<ul style="list-style-type: none"> • Facilities, infrastructure, spaces, events, venues etc. • Ensure visitors bear no physical, financial or psychological cost in accessing them • Have no barriers - physical or otherwise • Are a right, not a privilege – inclusivity by default • Provide appropriately for LGBTQIA+ and non-LGBTQIA+ people • Are easily visible • Are informed by the users



Initiatives

The answers to the question ‘How could the City of Perth improve?’ are summarised below and were included as a basis for the community and organisation engagement. The Group (14 respondents) were asked to vote for their top three priorities under each theme.

Theme	Initiatives	Votes
Safety	• Ally training for safety and law enforcement personnel including police, Transperth transit guards and Rangers	12
	• Public all gender bathrooms	8
	• Accessible and dedicated spaces for LGBTQIA+ people	6
	• LGBTQIA+ officers in Perth police station and Perth lock up	6
	• Non-gendered refuges for LGBTQIA+ people experiencing homelessness and intimate partner and family violence	5
	• Reporting, investigation and response to LGBTQIA+ incidents within City of Perth boundary	3
	• More visible community security patrols	2
Homelessness	• Safe, long-term crisis accommodation; refuges; outreach services; 1-on-1 community officers for LGBTQIA+ people	9
	• Recurrent funding for organisations that offer outreach services for LGBTQIA+ people experiencing homelessness	8
	• Understand and address underlying causes of LGBTQIA+ homelessness	7
	• LGBTQIA+ youth-focussed homelessness services	7
	• Trans and non-binary specific housing	7
	• Free use of City venues for LGBTQIA+ homelessness services	2
	• Ally training for services providers	2
Education	• Recognise and acknowledge LGBTQIA+ historical icons, organisations and events	10
	• List LGBTQIA+ services and stakeholders on City of Perth website	7
	• Educational resources for residents and businesses	5
	• Compulsory LGBTQIA+ curriculum in schools	5
	• LGBTQIA+ inclusion policies and initiatives as part of ECU City Deal	5
	• Ally training for businesses, educators etc.	4
	• Central ally training program	3
	• Multilingual resources for LGBTQIA+ community	1
	• Ally training for community	1
	• Education and awareness to support lighting of Council House and other assets	1



Theme	Initiatives	Votes
Visibility	• Funding or in-kind support to LGBTQIA+ art, sport and other cultural programs	8
	• Community hub with centralised services	7
	• Signal Perth as a safe and welcoming city for LGBTQIA+ people through increased visibility such as flags, LGBTQIA+ friendly business signage etc.	6
	• Acknowledgment awards for LGBTQIA+ individuals, groups and services	5
	• Perth as an LGBTQIA+ tourism destination of choice	4
	• Commission LGBTQIA+ artworks	4
	• Profile and celebrate LGBTQIA+ individuals at the City of Perth and in the community, community groups, services and businesses	3
	• Raise the Pride flag outside Council House permanently	2
	• Actively celebrate days of significance	2
	• Marketing, website, digital channels, photography etc. LGBTQIA+ inclusive	2
Healthcare	• Hub of LGBTQIA+ services, free or discounted for service providers	9
	• Work with the State to deliver health campaigns and the WA LGBT strategy 2019-2024	7
	• Raise awareness of existing LGBTQIA+ specific services and inclusive/trained healthcare services via a public register	5
	• Trans and intersex training for healthcare providers	4
	• Incorporate LGBTQIA+ and sexual healthcare services into existing drop-in services	3
	• Health policy for trans staff at City of Perth	3
	• Inclusive, welcoming and targeted LGBTQIA+ lifestyle programming	3
	• Funding to LGBTQIA+ health services	2
	• Ally training for healthcare providers	2
	• Advocate to stop unnecessary medical interventions on intersex people of all ages, especially those unable to consent	2
	• More LGBTQIA+ health services	1
	• Community support groups and check in services	1




Theme	Initiatives	Votes
Organisational capability	• Regular community and stakeholder engagement, including making the LGBTQIA+ Advisory Group permanent and having them advise on more City projects	9
	• Show capital city leadership in the LGBTQIA+ space including taking a public stance on key issues for the LGBTQIA+ community	8
	• Inclusivity and ally training for all levels of council staff including Elected Members with recourse for Elected Members who do not follow training	6
	• LGBTQIA+ considerations in funding and procurement decision-making	6
	• Engage with a support program for LGBTQIA+ workplace inclusion such as Pride in Diversity or Rainbow Tick accreditation	5
	• Investigate LGBTQIA+ experiences within City of Perth (the local council)	3
	• Undertake a visible reform process	3
	• Proactively employ LGBTQIA+ people to meet inclusivity quotas	1
	• Full time LGBTQIA+ officer at the City of Perth	1
	• Action plan for addressing intersectional groups	0
	• Running candidates to complete inclusivity and ally training	0
	• Allocated, uninterrupted time for LGBTQIA+ (and other marginalised groups) to ask questions or raise issues at Town Hall events	0
	• Change the internal culture	0
Welcoming and accessible services	• Funding or in-kind support to LGBTQIA+ community groups and service providers	10
	• Accreditation process for City of Perth businesses and services	9
	• Directory or map of LGBTQIA+ friendly businesses	7
	• Spaces for connection, including reduced or no fees for City of Perth owned spaces	5
	• More LGBTQIA+ events	4
	• Advertising the City of Perth as a LGBTQIA+ inclusive destination at tourism outlets, visitor centres and transport hubs	4
	• Education scholarships for disadvantaged (including young) LGBTQIA+ people	3
	• LGBTQIA+ youth engagement	0
	• Dedicated alcohol-free nights in LGBTQIA+ spaces	0
	• Promote regional pride events	0




2.2. Engage Perth page

<https://engage.perth.wa.gov.au/admin/projects/lgbtqia-community>

The Engage Perth community page went live on 15 March 2021. It is the hub of all community-facing project information and consultation activities. From 15 March to 11 April, the page had 875 visits.



LGBTQIA+ Plan Community Consultation

 City of Perth

Home » LGBTQIA+ Plan » Community Consultation

LGBTQIA+ Plan - Community Consultation

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.


The City of Perth is seeking community input into the development of its LGBTQIA+ Plan

At the November and December 2020 Council meetings, Council endorsed the establishment of an LGBTQIA+ Advisory Group, and the development of a LGBTQIA+ Plan and an Equity, Diversity and Inclusion Framework.

Equity, Diversity and Inclusion Framework - The Framework will be guiding principles that provide structure for an all of City approach which will help address the barriers preventing full community participation for marginalised groups including the LGBTQIA+ community. The framework will be implemented through plans including the City's Disability Access and Inclusion Plan, Reconciliation Action Plan and LGBTQIA+ Plan.

LGBTQIA+ Plan - The plan will be a clearly articulated set of actions to increase the visibility, social inclusion and health and wellbeing of the LGBTQIA+ community in the City of Perth.

LGBTQIA+ Advisory Group - An Advisory Group has been established to guide the City in its growth as a diverse, equitable and inclusive organisation which represents all members of the community. The Group will provide a forum for consultation, feedback and discussion on diversity, equity and inclusion for LGBTQIA+ people in the City of Perth.



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Project Timeline

- ✔ **Project planning: FEB-MAR**
 - Project plan endorsed by Executive
 - Risk Register
 - Communications Plan
 - Stakeholder Engagement Plan
- **Stakeholder engagement: MAR-APR**
 - Community questionnaire
 - Community workshops
 - Organisation workshops
 - Internal working group session
 - Development of Stakeholder Engagement Outcomes Report
- **Development of draft Plan: MAY**
 - Draft plan
 - Internal consultation with Management
- **City of Perth internal approvals: JUNE**
- **Council update: JULY**
 - Presentation of draft Plan
- **Public consultation of draft plan: AUG**
- **Plan amendments: SEPT**
- **City of Perth internal approvals: OCT**
 - Including Council approval of final Plan
- **Launch of LGBTQIA+ Plan: NOV**

LGBTQIA+ ADVISORY GROUP

Workshop Code of Conduct

Workshop Code of Conduct (149 KB) (pdf)

Engage Perth - LGBTQIA+ Community page



2.3. Community questionnaire

Purpose of Engagement

The purpose of the community questionnaire was to capture data about views and experiences regarding the LGBTQIA+ experience in the City of Perth, as well as the community's expectations around the City's role in improving the experience for the LGBTQIA+ community. This data will be used as benchmark for future evaluation and to help shape the development of the Plan.

Description of Method

The questionnaire was informed by *The Experience of Lesbian, Gay, Bisexual, and Trans Students at The University of Western Australia Research Report (2016)*, with permission from Dr Duc Dau of UWA.

The 20-minute survey, hosted on SurveyMonkey, was open from 16 March to 11 April 2021 and was promoted via:

- Engage Perth
- City of Perth social media channels
- City of Perth website
- Media Release
- LGBTQIA+ Advisory Group
- Email to other LGBTQIA+ Advisory Group nominees
- Email to LGBTQIA+ organisations

Printed versions of the survey were available at the City of Perth library and the Citiplace Community Centre.

The questionnaire, which can be viewed in full at Appendix 3, was divided into the following sections:

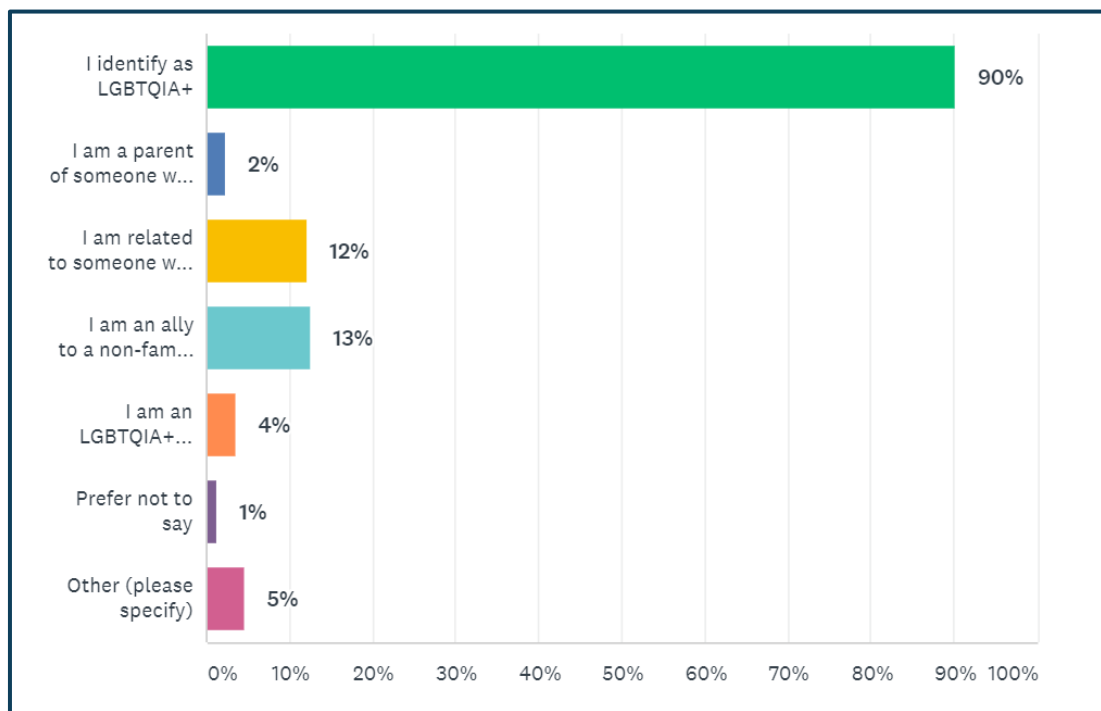
1. Perceptions
2. Experience
3. The City of Perth's response
4. The City of Perth's role
5. The City of Perth's LGBTQIA+ Plan
6. Demographic information

Note: On the day the questionnaire launched, the wording used in section 1 and 2 was amended from 'sexual orientation or gender identity/expression' to 'LGBTQIA+ diversity' to address the exclusion of intersex people from the questionnaire via that phrasing. Only 10 responses had been submitted at the time of the change.



Participants

The questionnaire was started by 359 people, with 218 people completing it in its entirety. 97% of respondents were completing on behalf of themselves (with 2% completing on behalf of an organisation and 1% preferring not to say).



Responses to 'Which of the following best describes you?'

3%

of respondents have an intersex variation

23%

of respondents have transgender history, experience, or identity

4%

of respondents are Aboriginal or Torres Strait Islander people

22%

of respondents are living with a disability



Attribution	Count	%	Attribution	Count	%
Age			Sexual orientation		
17 and under	1	<1%	Asexual	12	5%
18-24 years	39	18%	Bisexual	53	24%
25-34 years	72	32%	Gay	87	39%
35-44 years	50	23%	Lesbian	39	18%
45-54 years	38	17%	Pansexual	22	10%
55-64 years	17	8%	Queer	54	24%
65 and over	5	2%	Questioning/not sure	1	<1%
Intersex variation			Heterosexual	14	6%
Yes	6	3%	Prefer not to say	5	2%
No	196	88%	Other	8	4%
Prefer not to say	7	3%	Transgender history, experience, or identity		
Don't know	13	6%	Yes	50	23%
Gender			No	159	72%
Male	96	43%	Prefer not to say	13	6%
Female	81	36%	City of Perth connection		
Non-binary	37	17%	Live	74	33%
Prefer not to say	5	2%	Study	18	8%
Other	17	8%	Work	98	44%
Living with a disability			Recreate	139	63%
Yes	49	22%	Prefer not to say	6	3%
No	162	74%	Other	15	7%
Prefer not to say	7	3%	City of Perth residency		
Aboriginal and/or Torres Strait Islander			Perth	27	39%
Yes	9	4%	Northbridge	9	13%
No	207	95%	East Perth	16	23%
Prefer not to say	2	<1%	West Perth	13	19%
			Crawley/Nedlands	5	7%



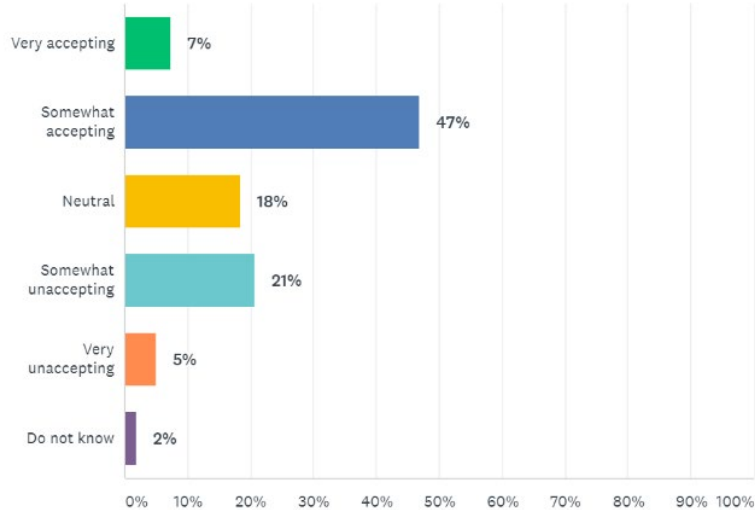
Attribution	Count	%	Attribution	Count	%
Country of birth			Language other than English		
Australia	165	76%	No, English only	196	90%
Brazil	1	<1%	Yes, Filipino/Tagalog	1	<1%
China	1	<1%	Yes, Hindi	1	<1%
India	2	1%	Yes, Italian	3	1%
Japan	1	<1%	Yes, Japanese	2	1%
Malaysia	3	1%	Yes, Mandarin	4	2%
New Zealand	3	1%	Yes, Spanish	2	1%
Philippines	2	1%	Other	16	7%
South Africa	4	2%			
United Kingdom	22	10%			
Other	14	6%			

Summary of Outcomes

Perceptions

The following responses relate to the City of Perth as a place (including the suburbs Perth, Northbridge, East Perth, West Perth and Crawley/Nedlands).

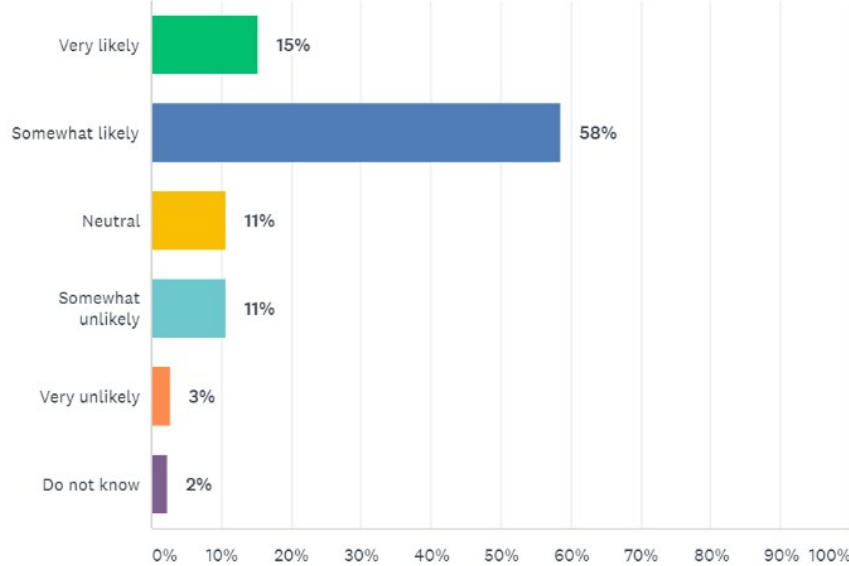
The overall environment for LGBTQIA+ people (n=359)



Only 42% of transgender people (n=50) answered very or somewhat accepting.



Likelihood of experiencing discrimination or harassment based on LGBTQIA+ diversity (n=359)

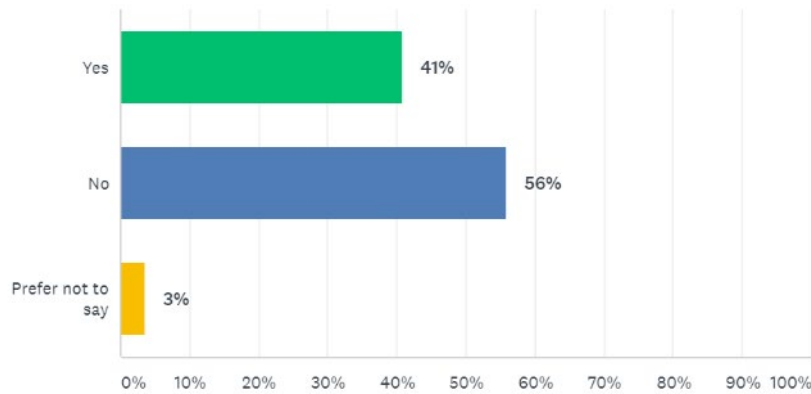


For those 55+ (n=22), 82% answered very or somewhat likely; for those living with a disability (n=49), 83% answered very or somewhat likely; and for Aboriginal and Torres Strait Islander people (n=9), 100% answered very or somewhat likely.

Experience

The following responses relate to the City of Perth as a place (including the suburbs Perth, Northbridge, East Perth, West Perth and Crawley/Nedlands).

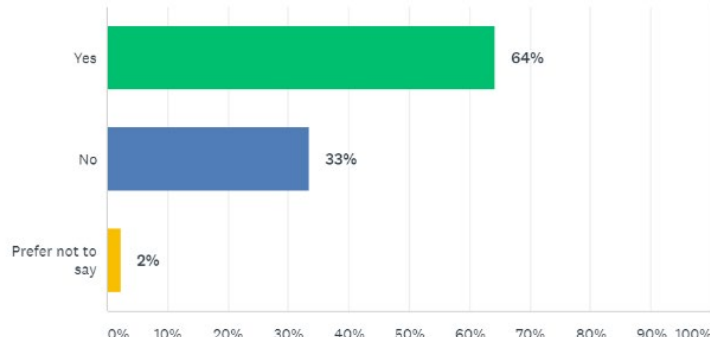
Experience of harassment or discrimination because of own actual or perceived LGBTQIA+ diversity (last 12 months) (n=344)



This number increases to 48% when looking only at those who identify as LGBTQIA+ (n=200); 49% for people living with a disability (n=49); 56% for Aboriginal and Torres Strait Islander people (n=9); and 58% for transgender people (n=50).

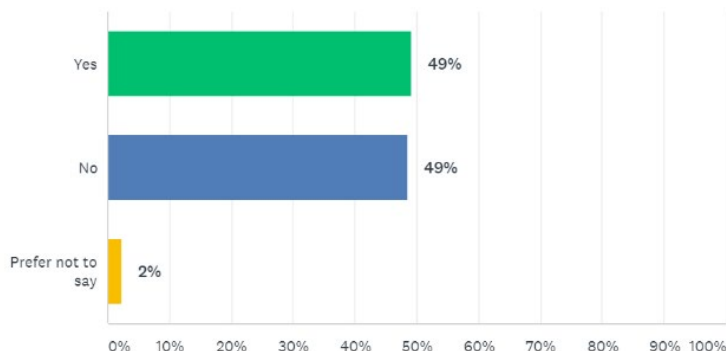


Witness of harassment or discrimination because of others actual or perceived LGBTQIA+ diversity (last 12 months) (n=344)



This number increases to 75% for those under 24 years (n=40); 77% for those 55+ years (n=22); 82% for transgender people (n=50); and 89% for Aboriginal and Torres Strait Islander people (n=9).

Feared for safety because of LGBTQIA+ diversity (n=344)



This number increases to 57% when looking only at those who identify as LGBTQIA+; 59% for those living with a disability; 56% for Aboriginal and Torres Strait Islander people; 64% for those 55+ years (n=22); 68% for those under 24 years (n=40); and 76% transgender people (n=50).

24% of respondents indicated they have felt excluded from accessing City of Perth run services or events because of their LGBTQIA+ diversity. This number increases to 28% for those under 24 years (n=40) and 38% for transgender people (n=50). The services or events referenced were:

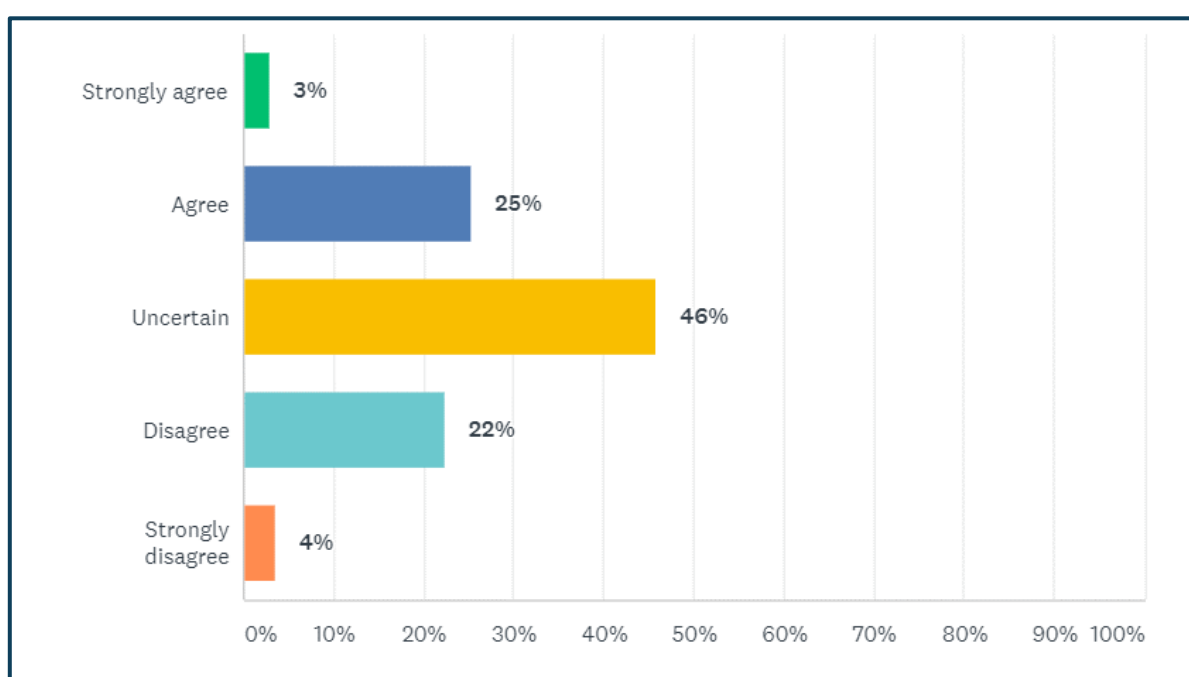
Answer	Count	Answer	Count
Public bathrooms	40	City of Perth Library	6
City of Perth events	37	iCity Information Kiosk	4
CPP Carparks	15	Citiplace Community Centre	4
Council House	14	Citiplace Rest Centre	3
Perth Town Hall	9	Citiplace Childcare Centre	1



16% of respondents indicated they have felt or been excluded from accessing businesses in the City of Perth because of their LGBTQIA+ diversity.

Comments included:

- Restaurants discriminating against same sex couples
- Medical services
- Previously safe bar and nightclubs no longer being considered safe
- Religious services
- Shops
- Blood donation
- Hotels



Responses to 'The City of Perth is a safe place for LGBTQIA+ people.' (n=332)

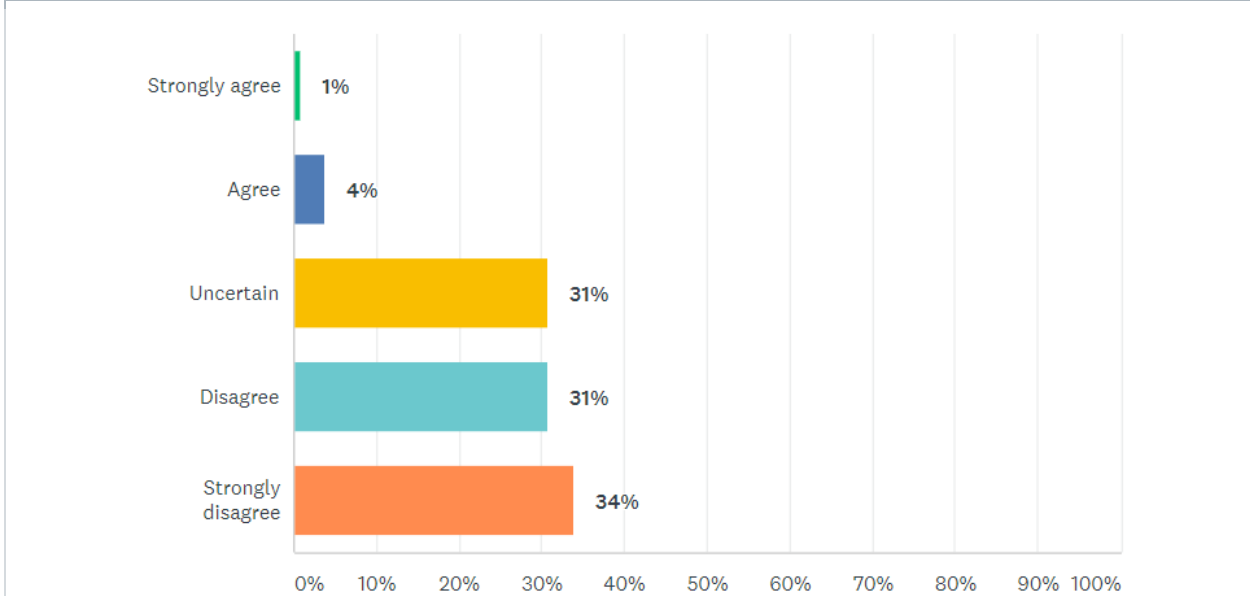
Only 19% of people 55+ years (n=22); 16% of transgender people (n=50); and 11% of Aboriginal and Torres Strait Islander people (n=9) agree or strongly agree with this statement.



The City of Perth’s response

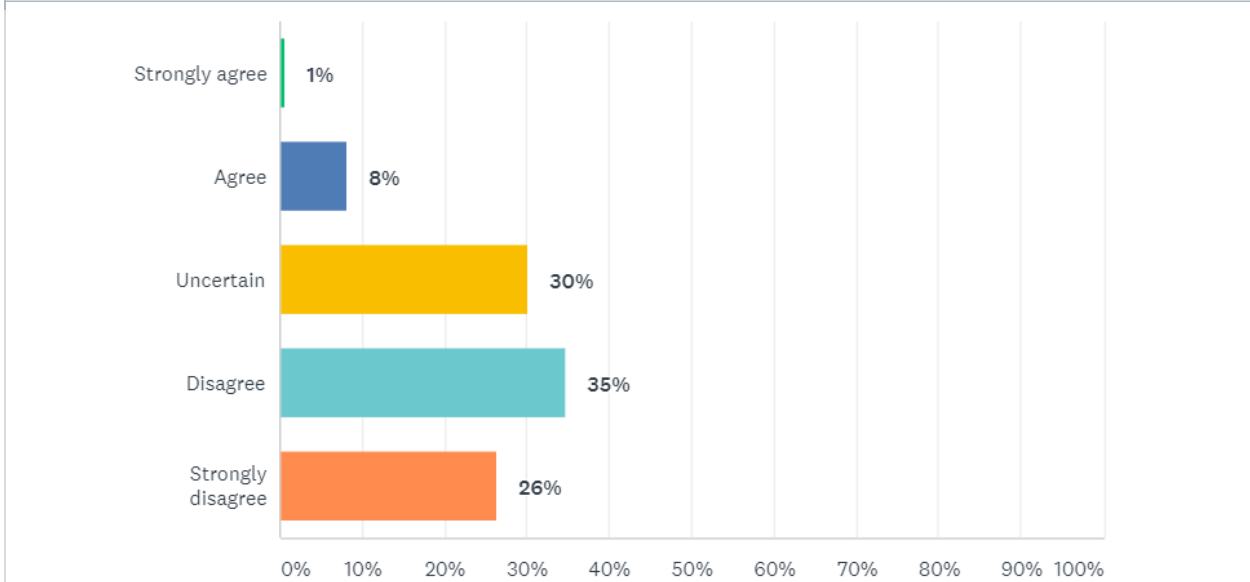
The following responses relate to the City of Perth as a local council organisation.

The City of Perth’s Elected Members show leadership regarding LGBTQIA+ diversity issues. (n=322)



Only 2% of people with a disability (n=49); 2% of transgender people (n=50); and 0% of Aboriginal and Torres Strait Islander people (n=9) agree or strongly agree with this statement.

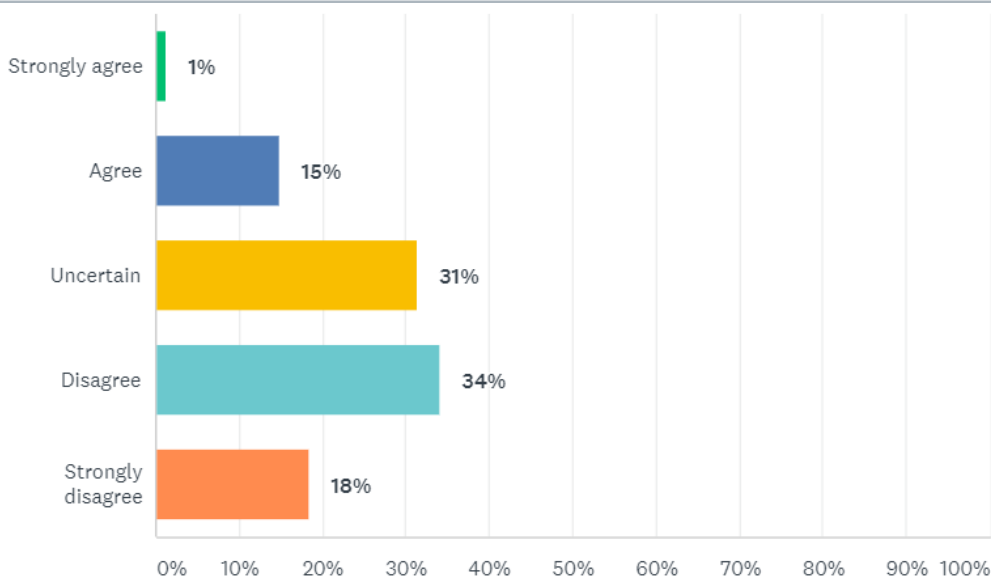
The City of Perth show leadership regarding LGBTQIA+ diversity issues. (n=322)



0% of Aboriginal and Torres Strait Islander people (n=9) agree or strongly agree with this statement.



The City of Perth provides visible community resources on LGBTQIA+ issues and available supports. (n=322)



0% of Aboriginal and Torres Strait Islander people (n=9) or those 55+ years (n=22) agree or strongly agree with this statement.

The City of Perth’s role

The most positive things about the City of Perth (the place) for LGBTQIA+ people (n=214)

venues safe spaces community LGBT people
 people generally city Fringe Festival City Perth
 Pride Month Perth even Connections hold place safe
 support supportive LGBTQIA Gay bars great WA Nothing i.e
 inclusive find one small Northbridge think us rainbow clubs make
 LGBTQIA community know queer said services run cultural variety
 feel safe really good Two queer people Freedom Centre gay
 safest places areas LGBT LGBTQIA people feel spaces nice
 businesses None events Connections Nightclub Court
 Unsure Pride parade year Pride gay venues

A summary of the responses:

- Pride Parade
- LGBTQIA+ venues
- LGBTQIA+ community
- Rich history
- General community acceptance



What people would most like to improve about the City of Perth (the place) for LGBTQIA+ people (n=221)

Court Also trans members go Unsure even straight great regarding
 businesses rights issues active understanding run visible
 harassment LGBTQIA community etc LGBT feel education
 Actually police night need business support spaces
 LGBTIQA people Perth trans gender diverse public us
 services awareness City Perth providing places
 friendly safe homeless make around safety Pride month
 city gay community CoP people feel safe
 support creating events focus venues youth
 queer help LGBTQIA people training inclusive
 residents Better day LGBTQIA support LGBTQIA visibility
 community groups leadership meet safe spaces lots
 acceptance included diversity mayor everyone open
 LGBT people bathroom inclusion group see things staff rainbow

A summary of the responses:

- More celebration and visible cues
- More venues that aren't nightclubs
- Safety and safe spaces, including for youth
- More inclusive businesses
- A central hub
- Greater leadership and support
- Education and awareness
- People feel comfortable to be themselves
- Respect for LGBTQIA+ BIPOC people

Vision for the City of Perth (the place) (n=204)

go councils walk street shopping everyone feel safe homeless want
 environment need centre make Elders one streets Somewhere sex
 City Perth understanding live Unsure differences love
 place everyone focus LGBTQIA people trans people
 see LGBTQIA folks LGBT people walks life Perth share
 inclusive many LGBTQIA experience better partner
 welcoming state community s city hand
 people diversity place help safe enjoy diverse
 businesses feel safe venues vibrant
 without fear harassment everyone safe space events
 without fear open don t safe places also feel fun queer
 LGBTQ respected accessible hub arts accepting support lot spaces
 friendly entertainment celebrates become includes meet leaders great
 LGBTQIA people lead safe inclusive

A summary of the responses:

- Inclusive and diverse city
- LGBTQIA+ travel destination of choice
- Diversity celebrated
- A hub of activity for LGBTQIA+ people
- Safe and welcoming environment
- Vibrant



How the City of Perth (the local council organisation) could help achieve this (n=205)

said Also provide show around developed leadership Look see businesses
 helps friendly well Ally LGBTQ Continue planning art public
workshops promote officers community groups Make spaces
 LGBTIQA lived experience LGBTIQA community
Diversity training council activities services Pride mayor
Remove LGBTIQA people educate make within
 LGBTIQA etc need encourage funding voices good
time support advisory group community
good start people think events gay city including
 education lives issues lighting queer elected Perth
work spaces organisations security CoP diverse areas
 actually Train staff groups better training acceptance
LGBTI community police harassment staff Unsure one Listen speak start
 consultation truly City Perth great Ensure marketing safety run

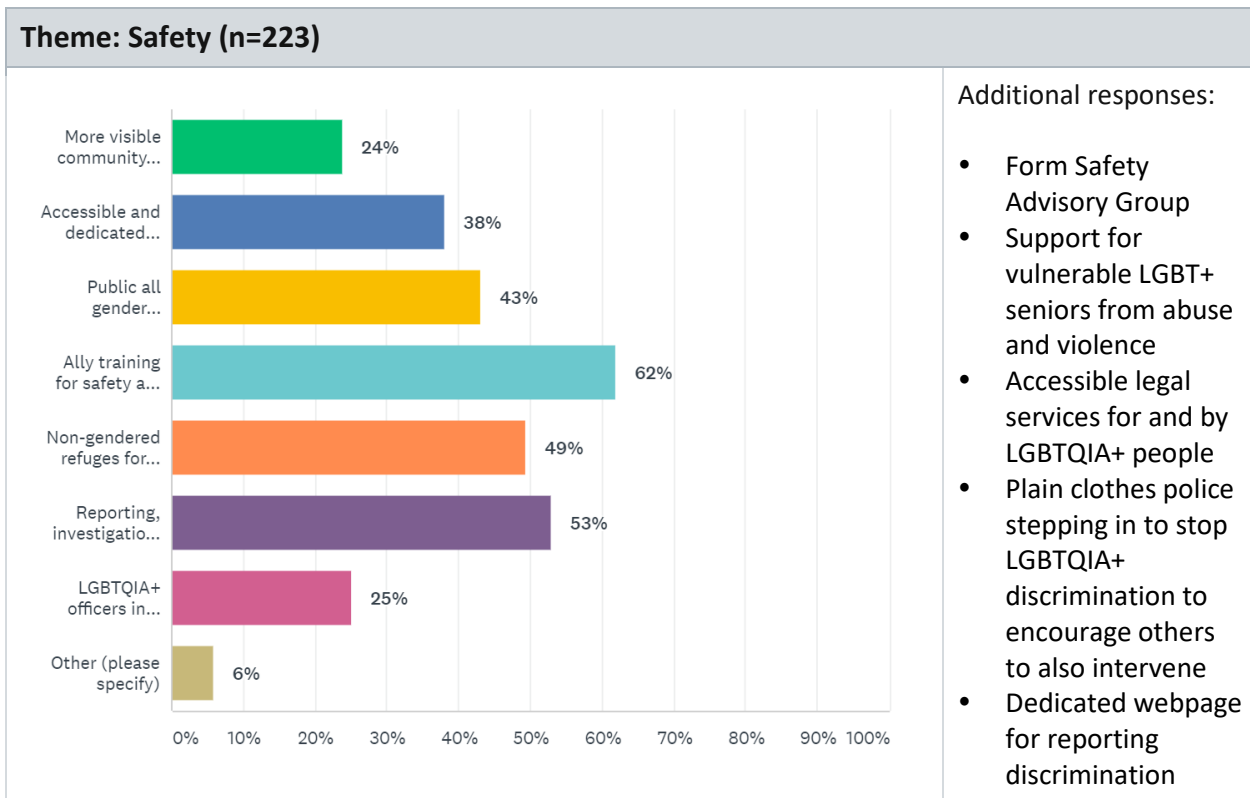
A summary of the responses:

- Tangible actions
- Create safe spaces
- Demonstrate stronger leadership in this space, including representative Council
- Community consultation
- Fund LGBTIQA+ community groups
- Host LGBTIQA+ events
- Training for staff
- Policy review
- Have a dedicated staff member
- Zero tolerance of discrimination

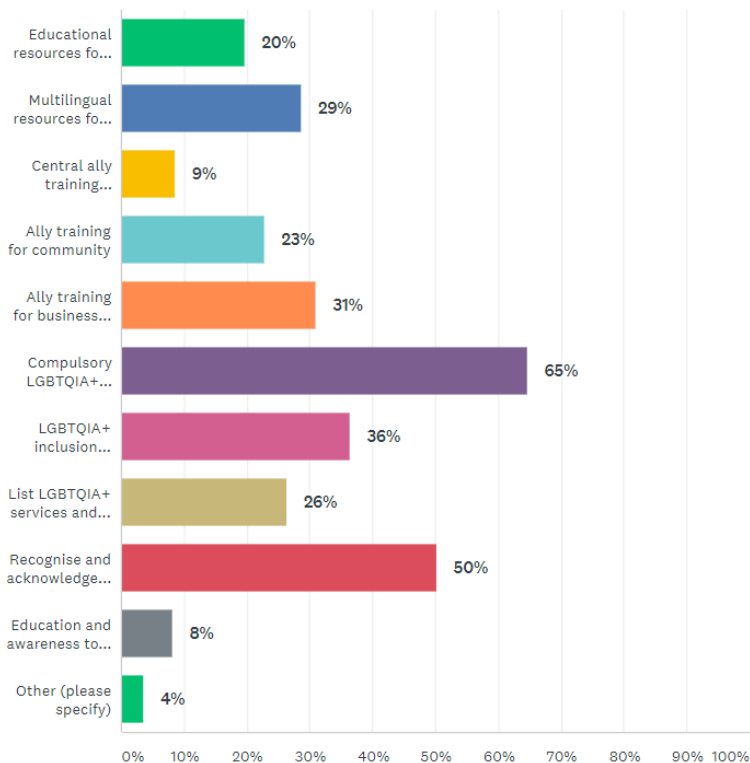


The City of Perth’s LGBTQIA+ Plan

Respondents were asked to select their top three priority initiatives under each theme. The initiatives were informed by the LGBTQIA+ Advisory Group workshop and participants were also able to add their own. The themes, and the initiatives within them, were randomised so as not to bias the results. The initiatives can be read in full in Section 2.1.



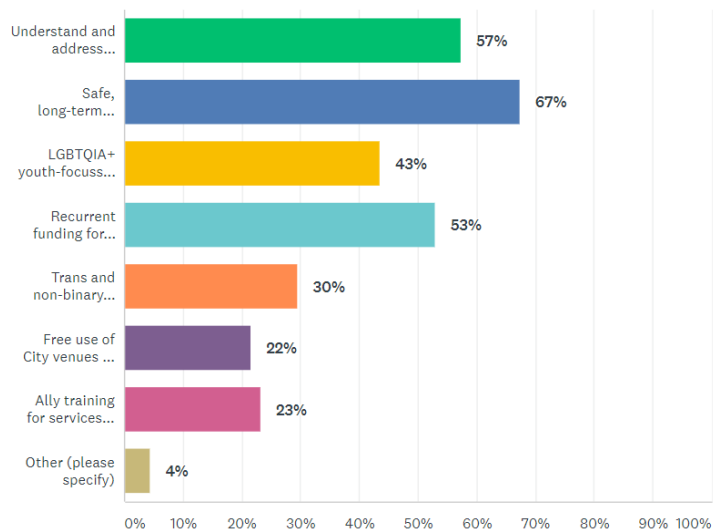
Theme: Education (n=223)



Additional responses:

- Inclusive sex education in schools
- LGBT history museum

Theme: Homelessness (n=223)

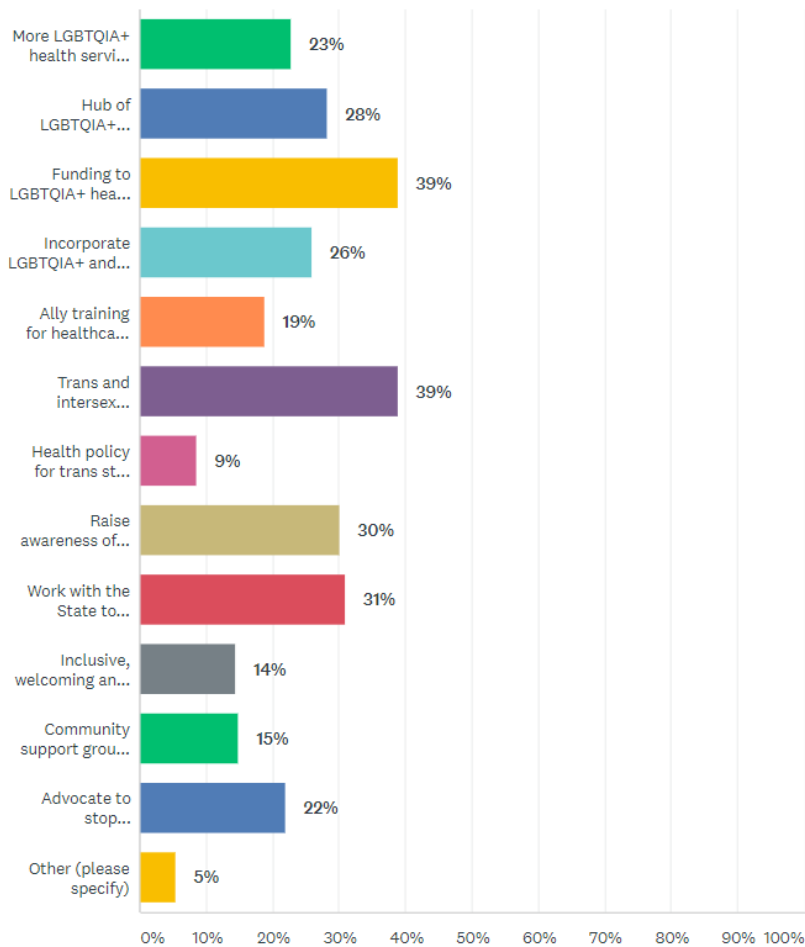


Additional responses:

- LGBT+ seniors focused services
- De-escalation and harm prevention training for law enforcement who interact with homeless youth and LGBTQIA+ people
- Education of existing services



Theme: Healthcare (n=223)

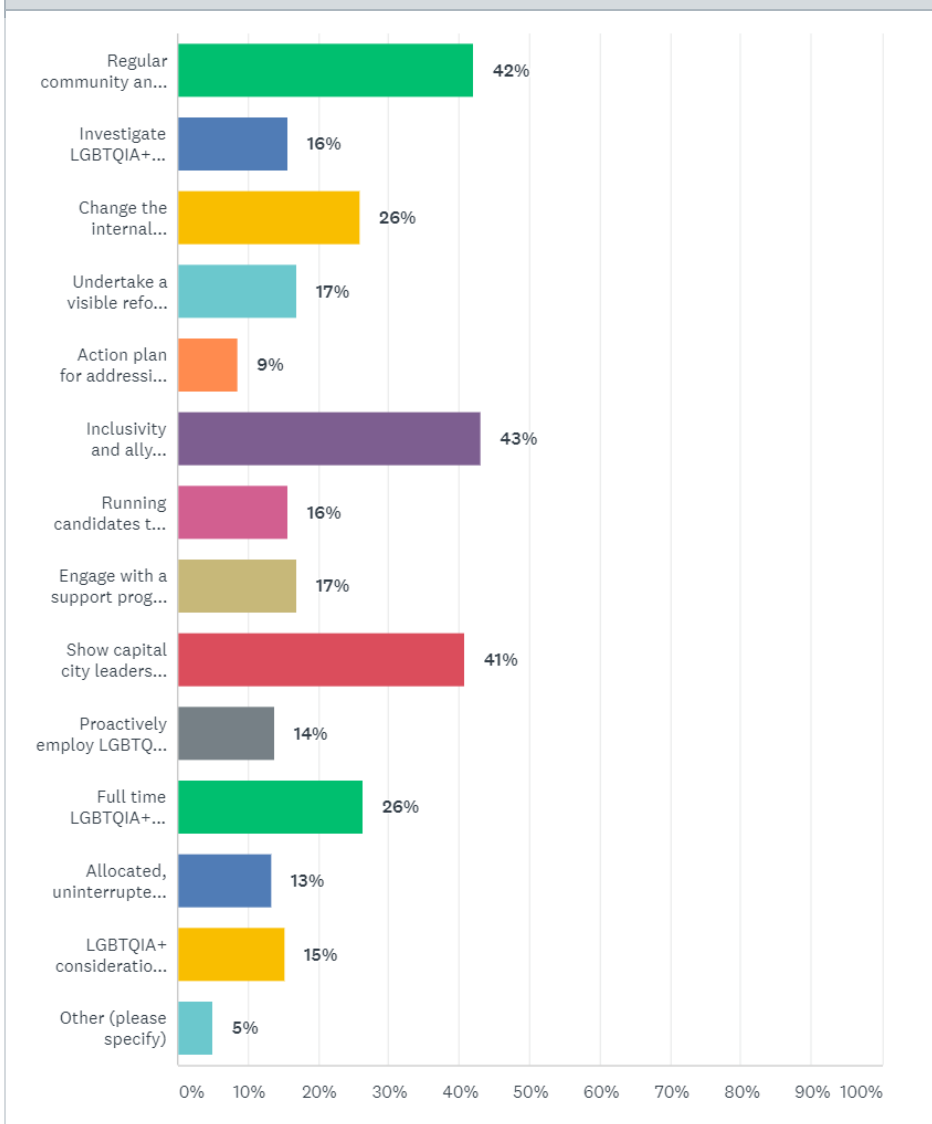


Additional responses:

- Services for LGBT+ seniors
- Medicare to cover gender affirmation
- Free access to LGBTIQ+ / sexual health care
- Support of LGBTQIA+ sports teams



Theme: Organisational capability (n=223)

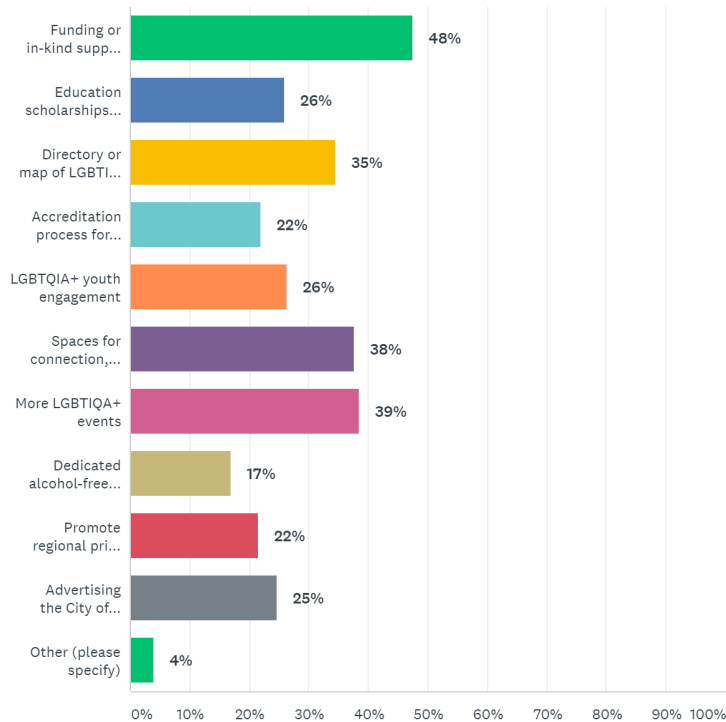


Additional responses:

- Incorporate LGBT+ elders into existing seniors' programs and events
- Repercussions for anti-LGBT comments



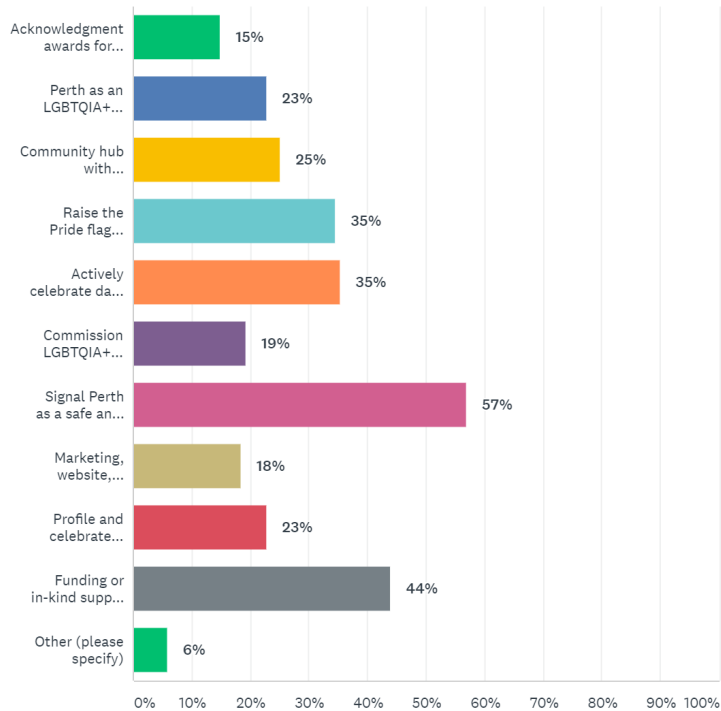
Theme: Welcoming and accessible services (n=223)



Additional responses:

- Businesses using LGBT+ for marketing should adhere to correct conduct
- More intergenerational and elder focused events
- Fund LGBT+ organisations to run the services

Theme: Visibility (n=223)



Additional responses:

- Bring the community together to design a new flag inclusive of all LGBTQIA+ community



2.4. Community and organisation workshops

Purpose of Engagement

The purpose of the workshops was to provide the opportunity for members of the public and LGBTQIA+ organisations (service providers, community groups, advocacy groups, social clubs etc.) to have a face-to-face conversation with the City of Perth, provide an alternate avenue for collecting community feedback and capture more qualitative information to help shape the development of the Plan.

Description of Method

The workshops were promoted from 16 March via the below (examples in Appendix 4):

- Engage Perth
- City of Perth social media channels
- City of Perth website
- Media Release
- LGBTQIA+ Advisory Group
- Email to other LGBTQIA+ Advisory Group nominees
- Email to LGBTQIA+ organisations

Originally there were three community and three organisation workshops scheduled, including a closed session to allow the community to participate with a greater level of privacy and confidentiality. However due to limited responses, this was reduced to two sessions.

- Monday 29 March, 4pm to 6pm at DoubleTree by Hilton Perth Northbridge
- Thursday 8 April, 4.30pm to 6.30pm at Council House

Workshop participants took part in three activities:

1. What is the City of Perth doing well? Participants worked in small groups to identify what the City of Perth is doing well to address the seven themes.
2. How could the City of Perth improve? Referring to the pre-populated list of initiatives identified by the LGBTQIA+ Advisory Group (also in the questionnaire), participants worked in small groups to identify any suggested actions not yet identified.
3. Prioritisation. Participant were given the opportunity to indicate their priority initiatives.



Participants

Participants were asked to complete a few anonymous and optional questions to better understand who took part in the workshops.

Meeting	Attendees
29 March 2021	4
8 April 2021	27
TOTAL	31

Attribution	Count	%	Attribution	Count	%
Age			Identifier (can select multiple)		
17 and under	0	0%	LGBTQIA+	28	90%
18-24 years	2	7%	Parent of LGBTQIA+ person	1	3%
25-34 years	8	28%	Another family member of LGBTQIA+ person	5	16%
35-44 years	4	14%	Ally to non-family member	4	13%
45-54 years	9	31%	LGBTQIA+ service provider	7	23%
55-64 years	6	21%	City of Perth connection (can select multiple)		
65 and over	0	0%	Live	2	6%
			Study	1	3%
			Work	18	58%
			Recreate	23	74%
			Prefer not to say	1	3%
			Other	5	16%



Summary of Outcomes

Below is a summary of the responses to the activities. The full responses can be shared upon request. *Note, the allocation to City of Perth roles is as indicated by the community and may not reflect the role the City of Perth would actually play in the initiative.*

Theme: Safety		
What is the City of Perth doing well?		
<ul style="list-style-type: none"> Lighting and CCTV in hotspots Modern facilities and toilets – Yagan Square Safety audits 	<ul style="list-style-type: none"> Roo Force Visibility occurs however unclear how deep or protective Activation of spaces with art 	
How could the City of Perth improve? (additional initiatives)		
<u>Service provider</u>	<u>Partner</u>	<u>Advocate</u>
Training (intersectional; implicit bias; trans awareness; verbal abuse) for law enforcement and security	Address 'hot spots' where violence, abuse and harassment are prevalent.	Mandate reporting for agencies under the City of Perth to do diversity training
'Public all gender bathrooms' – that are safe are clean and more of them	Improve reporting systems for incidents of public harassment inc. triage service; app/web form	LGBTQIA+ liaison officers/people in all public services
Safe points – posted, identified places and businesses that LGBTQIA+ folks can go to if threatened	More police and ranger presence in the City of Perth, especially in known hot spots.	
	Reassess businesses for LGTBQIA+ inclusivity even if they're 'queer' spaces	

Theme: Education			
What is the City of Perth doing well?			
<ul style="list-style-type: none"> • Diverse book readings at library • Has some University campuses in boundaries, which have inclusivity polices 			
How could the City of Perth improve? (additional initiatives)			
<u>Service provider</u>	<u>Partner</u>	<u>Advocate</u>	<u>Facilitator</u>
Enabling storytelling of lived experiences	Work with LGBTQIA+ elders (intersectional)	Encourage education institutions within City of Perth to have 'inclusive' policies	Continuous education, with intent
Use advertising space for public service education about queer issues and inclusion all year around	Create an ECU art precinct in the city working with indigenous and LGBTQIA+ artists to help tell stories	Advocate to ensure religious private schools in the area are adhering to the City's values around non-discrimination	Fund research and publishing of WA queer history
	Review any partnerships with religions schools with discriminatory policies	Counselling and support for international students	Support the Gay and lesbian Archive of WA to find a permanent home
	Build on / work with existing services in this space - many have the expertise but are not funded		
	Provide funding for free mandatory training		

Theme: Homelessness			
What is the City of Perth doing well?			
<ul style="list-style-type: none"> Partnership with RUAH Annual safety audits Supporting Street Doctor, RUAH, SHQ, homelessness and other services 		<ul style="list-style-type: none"> Gender neutral(ish) public bathrooms Coordination role and hosting services - leadership role 	
How could the City of Perth improve? (additional initiatives)			
<u>Service provider</u>	<u>Partner</u>	<u>Advocate</u>	<u>Facilitator</u>
Better facilities that are safe for LGBTQIA+ (specifically trans and gender diverse people) such as gender-neutral bathrooms, shelters etc.	Provide funding to existing providers to stay open longer hours	Advocate against exclusionary services and conversion practices in shelters	Provide funding to create safe spaces
Hub to connect services for complex needs / central triage and allocation of services	Support peer led services	Assessment of providers to ensure they do not exclude on basis of faith and if they do, to have to contribute financially to other support services that do	Demystify why homelessness happens (tackle root causes)
Remove barriers e.g. stigma and discrimination which prevent employment and income support (transphobia and cycles of trauma)		Advocate on behalf of LGBTQIA youth/aged in interactions with the law	Indigenous LGBT+ specific services
		Decriminalise sex work	

Theme: Healthcare			
What is the City of Perth doing well?			
<ul style="list-style-type: none"> • Home of RPH who has Rainbow Tick • Support for sexual health clinics • Supporting Street Doctor 		<ul style="list-style-type: none"> • Trans Pathways Research • Centralisation of sexual health services 	
How could the City of Perth improve? (additional initiatives)			
<u>Service provider</u>	<u>Partner</u>	<u>Advocate</u>	<u>Facilitator</u>
Mandate reporting that services under CoP umbrella have diversity plan	Have suicide prevention training for community safety officers	LGBTQIA+ rep on their healthcare providers board	Ensure providers of aged care, disability and mental health services have diversity training
Inclusive medical training	LGBTQIA health hub	Trans and non-binary specific healthcare (inc. reproductive health for young people)	LGBTQI specific care for single elderly members who are alone
Sex worker appropriate services / provision of mainstream services that are inclusive and sensitivity trained	Partner with WA Aids Council on the Fast Track Cities initiative	Avenues and opportunities for appropriate services for aboriginal LGBTQIA+ young people / all cohorts	COP rate discounts for sexual health clinics
		Challenge/raise Red Cross blood donation ineligibility based on LGBTQIA+ 'activity'	Provide sexual health dispenser for toilets e.g. dental dams, condoms
		Advocate for outer suburbs support	

Theme: Organisational capability		
What is the City of Perth doing well?		
<ul style="list-style-type: none"> • “Token” visibility promotion e.g. flags, lights • Some contracted support e.g. Ruah • Support Pride WA • Recent community consultations 	<ul style="list-style-type: none"> • LGBTQ visibility during Fringe – supporting the event • Advisory committee and developing a plan • Seeking benchmarking mechanisms 	
How could the City of Perth improve? (additional initiatives)		
<u>Service provider</u>	<u>Partner</u>	<u>Facilitator</u>
Put some flags up the other 11 months of the year	Partner with community for liberation and change, not just ‘optics’	Facilitate with local businesses to be LGBTQIA+ friendly, including private education services
Full time <i>permanent</i> LGBTQIA+ officer at the City of Perth’	Show leadership to outer suburbs and regional councils - including State Govt and big/small businesses	Community ownership of outcomes.
Top to bottom people need to loudly support LGBTQIA+ people, not just silent	Convene/partner with WALGA to hold LGA conference to showcase working with LGBTQIA+ communities	
	Don’t use agencies funded outside of WA	
	Involve LGBTQIA+ people in decision making - not just advisory board, but within the council	

Theme: Welcoming and accessible services			
What is the City of Perth doing well?			
<ul style="list-style-type: none"> • Council building gets lit up • “Queer tourism” seems to happen • Some flags 		<ul style="list-style-type: none"> • Some safe spaces available for PICYS and Freedom Centre • Centralisation of services (i.e. SHQ) • Supporting events/venues 	
How could the City of Perth improve? (additional initiatives)			
<u>Service provider</u>	<u>Partner</u>	<u>Advocate</u>	<u>Facilitator</u>
More LGBTQIA+ events led by LGBTQIA+	Pride events that are alcohol-free and all ages	LGBTQIA+ inclusive services for migrants and multicultural locals and families	Facilitate a conversation conference
Require FNPOC cultural safety and accessibility in all COP activities/event	Investigate LGBTQIA+ experiences within City of Perth particularly experiences at ‘queer friendly’ venues	Rainbow Tick for services operating in CoP (not intersectional?)	Support queer community to access vacant spaces for popup stuff (low/no rent)
Creating an LGBTQIA+ booklet for Perth for tourists			Value and protect small businesses that champion safe spaces for BDSM community and queer arts in Perth
Incentives for businesses that are LGBTQIA+ welcoming to continue to be so e.g. parking concessions			Protecting confidential services but encouraging them to exist e.g. make sure people don’t have to out themselves by entering the building

Theme: Visibility				
What is the City of Perth doing well?				
<ul style="list-style-type: none"> • Flies LGBTQIA+ flags • Lighting building • Supporting Pride Parade • Planter boxes with rainbows 		<ul style="list-style-type: none"> • Supports a range of LGBTQIA+ events • Dedicated bars and venues • Eclectic space that allows/promotes inclusion – Cultural Centre, Fringe art spaces and events 		
How could the City of Perth improve? (additional initiatives)				
<i><u>Service provider</u></i>	<i><u>Partner</u></i>	<i><u>Advocate</u></i>	<i><u>Facilitator</u></i>	<i><u>Other</u></i>
Signal Perth as a safe and welcoming city for LGBTQIA+ people, particularly young people accessing CoP for the first time	Make celebrations for GLTBQIA+ history, such as queer elders history day	Change pedestrian crossing signals at traffic lights to two people holding hands during Pride month	Partner CoP businesses with LGBTQIA community groups/services so groups can benefit from private sector funding	Encourage companies to fund LGBTQIA orgs to have nicer floats for Pride Parade, instead of huge corporate floats
Wayfinding signage to inclusive and safe spaces	Make use of existing billboards around the city to showcase imagery	Prioritise/support intersectional approaches from services/activity in COP	Support and highlight LGBTQIA+ fringe artists & indigenous artists	CALD LGBTQIA visibility, intersectionality
Lack of disability acknowledgement	Reduce participation costs of Pride Parade / free community event	Support trans people within sports activities	LGBTQIA+ inclusive guidelines for all events (not just LGBTI)	Recognize representation is a mental health issue
Recognise aboriginal pioneers	LGBTQIA partnership for major urban projects	Ensure all CoP messaging is inclusive and accepting	Awards – art, film, community service, literature etc. as part of pride	Change the holocaust memorial to include LGBTQIA+

More visible signs of allyship	Queer Noongar Kaatijin	Queer film festival to be expanded	Queer calendar	
		More diversity in Pride		
		Flags on city buildings that are representation		

Top priorities

Safety	<ul style="list-style-type: none"> • Non-gendered refuges for LGBTQIA+ people experiencing homelessness • Implicit bias work for law enforcement • Triage for LGBTQIA+ liaison services
Education	<ul style="list-style-type: none"> • Compulsory LGBTQIA+ curriculum in schools • LGBTQIA+ inclusion policies and initiatives as part of ECU City Deal • Review partnerships with religious schools with discriminatory policies • Enabling storytelling • Using local providers
Homelessness	<ul style="list-style-type: none"> • Funding to create safe spaces • Safe, long-term, crisis accommodation; refuges; outreach services etc. • Assessment of service providers to ensure no faith exclusion • Hub to connect services for complex needs
Healthcare	<ul style="list-style-type: none"> • Healthcare hub • Advocate for outer suburbs support • Work with State to deliver health campaigns and the WA LGBT Strategy
Organisational Capability	<ul style="list-style-type: none"> • Full time, permanent LGBTQIA+ officer • Inclusivity and ally training for all levels of Council • Regular community and stakeholder engagement • Show leadership to outer suburbs and regional councils
Welcoming and Accessible Services	<ul style="list-style-type: none"> • Rainbow/Pride hub • Spaces for connection, at reduced or no fees • Education scholarships for disadvantaged LGBTQIA+ youth
Visibility	<ul style="list-style-type: none"> • Celebrate LGBTQIA+ history • Signal Perth as a safe and welcoming city • Recognise Aboriginal pioneers • Promote Pride and reduce participation costs • Partner CoP business with community groups

2.5. Staff questionnaire

Purpose of Engagement

The purpose of the staff questionnaire was to capture data about how staff view the LGBTQIA+ experience at the City of Perth, their own personal experiences and thoughts on the City's role in improving the city for the LGBTQIA+ community. This data will be used as benchmark for future evaluation and to help shape the development of the Plan.

Description of Method

The questionnaire was informed by *The Experience of Lesbian, Gay, Bisexual, and Trans Students at The University of Western Australia Research Report (2016)*, with permission from Dr Duc Dau of UWA.

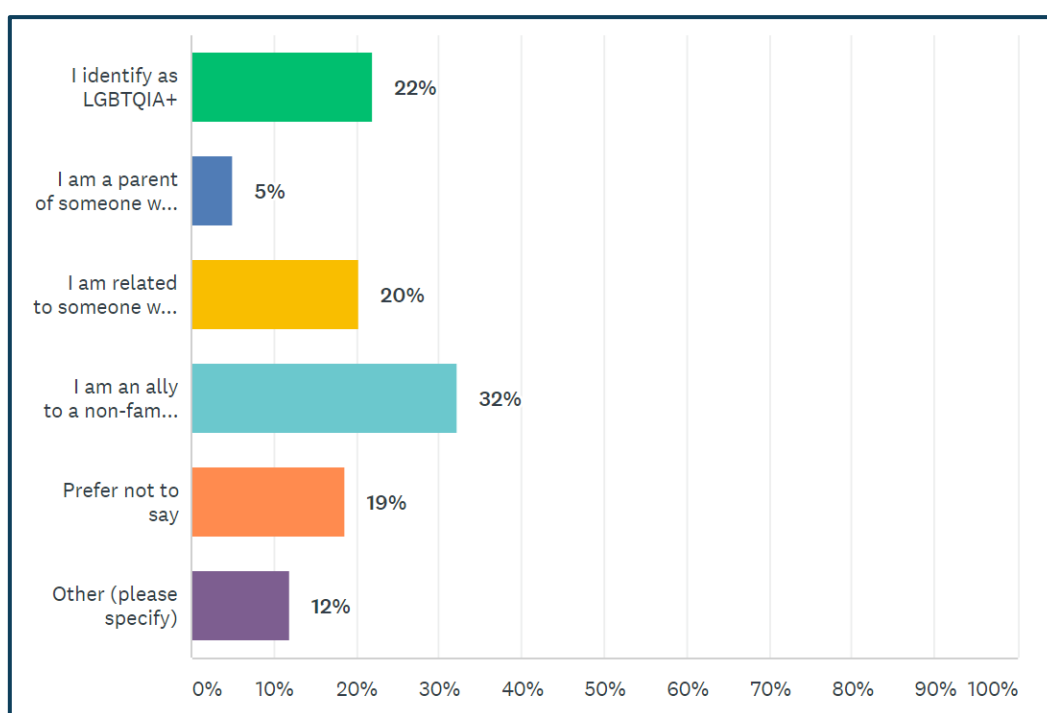
The 20-minute survey, hosted on SurveyMonkey, was open from 17 March to 11 April 2021 and was promoted via the Intranet.

The questionnaire, which can be viewed in full at Appendix 5, was broken into the following sections:

1. Perceptions
2. Experience
3. The City of Perth's response
4. The City of Perth's role
5. The City of Perth's LGBTQIA+ Plan
6. Demographic information

Participants

The questionnaire was started by 103 people, with 59 people completing it in its entirety. Only 13 LGBTQIA+ staff members responded, and the response from males was very low.



Responses to 'Which of the following best describes you?'

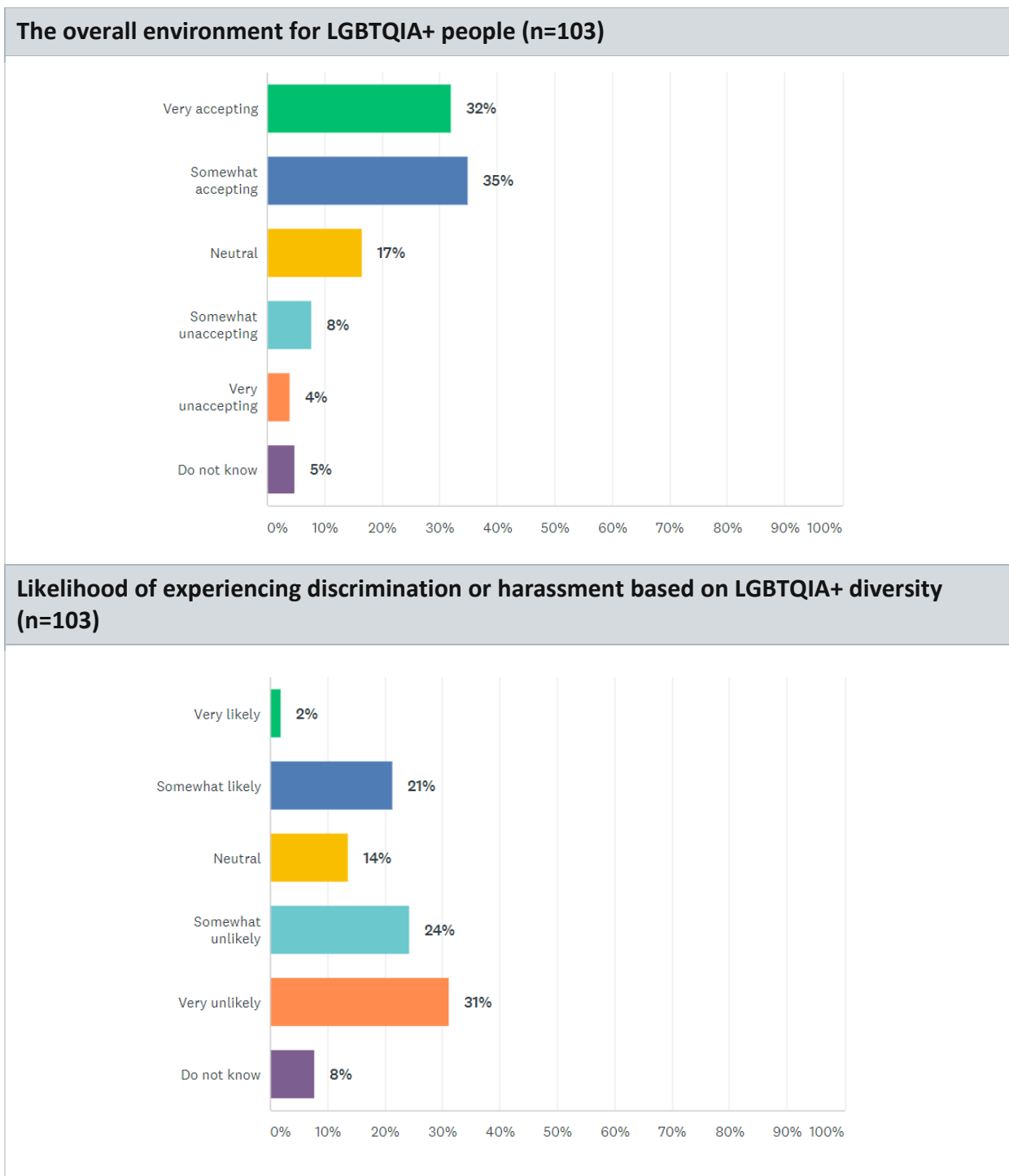
Attribution	Count	%	Attribution	Count	%
Age			Sexual orientation		
18-24 years	2	3%	Asexual	4	7%
25-34 years	20	34%	Bisexual	7	12%
35-44 years	9	15%	Gay	5	8%
45-54 years	8	14%	Lesbian	1	2%
55-64 years	12	20%	Queer	2	3%
65 and over	6	10%	Heterosexual	32	54%
Prefer not to say	2	3%	Prefer not to say	6	10%
Intersex variation			Other	3	5%
Yes	0	0%	Transgender history, experience, or identity		
No	55	93%	Yes	2	3%
Prefer not to say	1	2%	No	56	95%
Don't know	3	5%	Prefer not to say	1	2%

Attribution	Count	%	Attribution	Count	%
Gender			Living with a disability		
Male	11	19%	Yes	5	8%
Female	44	75%	No	51	86%
Non-binary	1	2%	Prefer not to say	3	5%
Prefer not to say	3	5%	Aboriginal and/or Torres Strait Islander		
Language other than English			Yes	1	2%
No, English only	51	86%	No	55	93%
Yes, Cantonese	2	3%	Prefer not to say	3	3%
Yes, Filipino/Tagalog	2	3%	Country of birth		
Yes, Mandarin	1	2%	Australia	38	64%
Yes, Spanish	2	3%	India	2	3%
Other	2	3%	Malaysia	2	3%
			New Zealand	1	2%
			United Kingdom	9	15%
			Other	7	12%

Summary of Outcomes

Perceptions

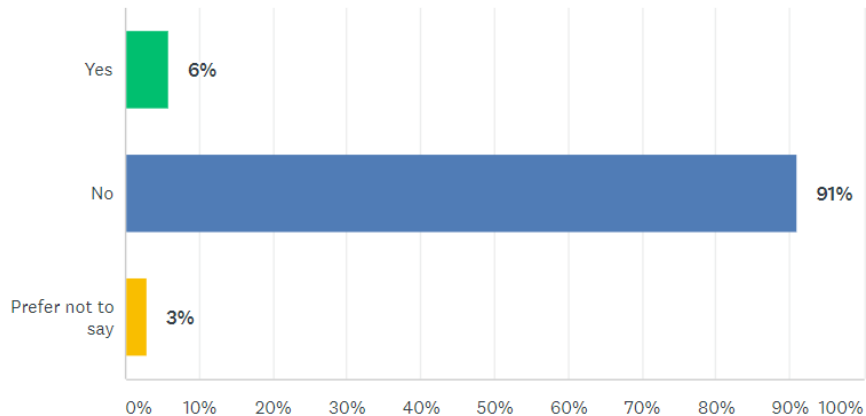
The following responses relate to the City of Perth as a workplace.



Experience

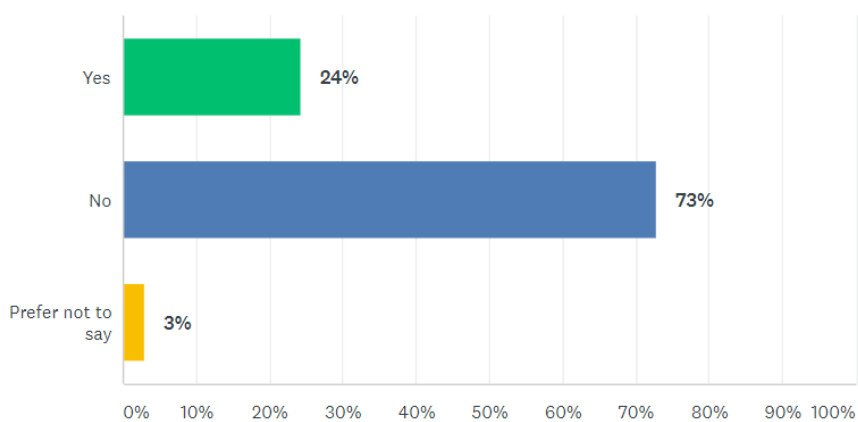
The following responses relate to the City of Perth as a workplace.

Experience of harassment or discrimination because of own actual or perceived LGBTQIA+ diversity (last 12 months) (n=101)

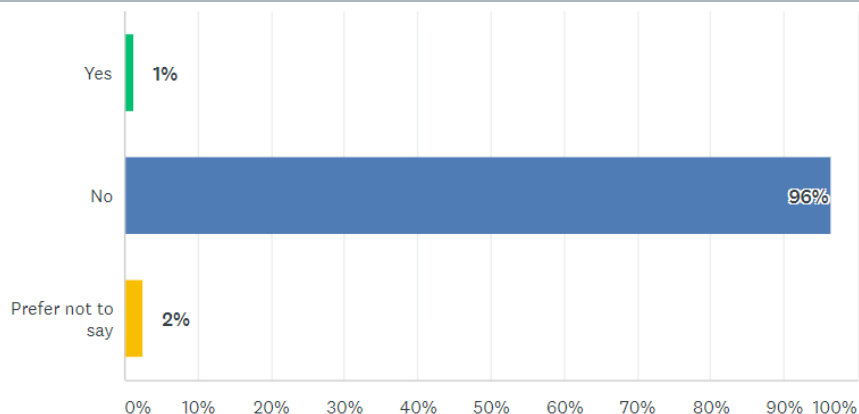


This number increases to 8% when looking only at those who identify as LGBTQIA+ (n=13).

Witness of harassment or discrimination because of others actual or perceived LGBTQIA+ diversity (last 12 months) (n=99)

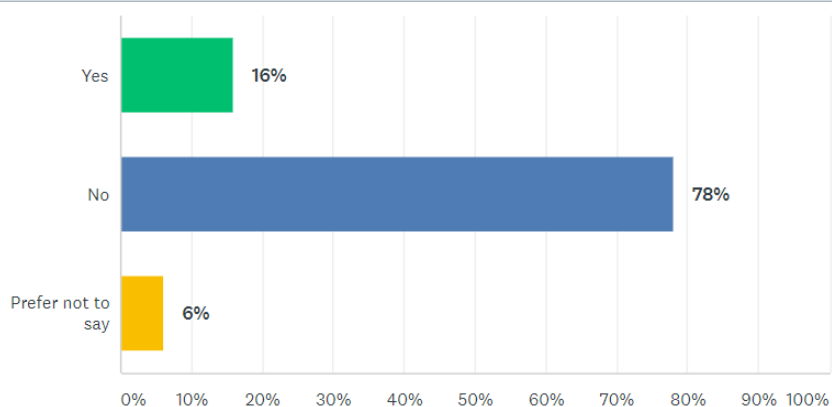


Feared for safety because of LGBTQIA+ diversity (n=82)



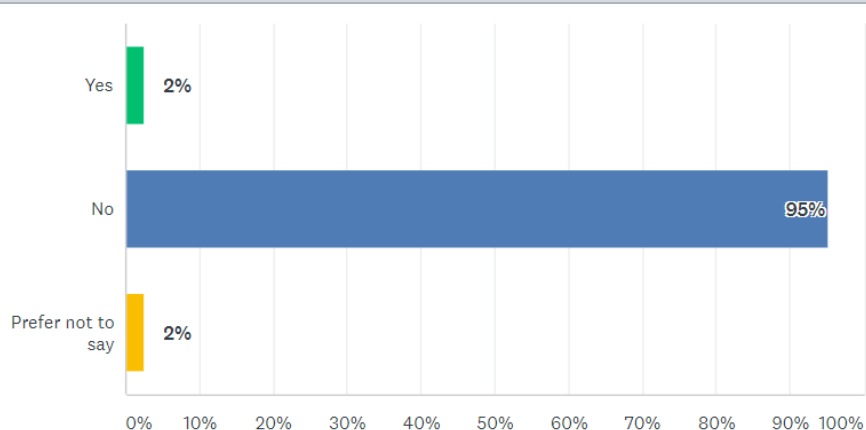
The 'yes' response was from someone identifying as LGBTQIA+ (n=13).

Not disclosed LGBTQIA+ diversity to avoid harassment or discrimination (n=82)



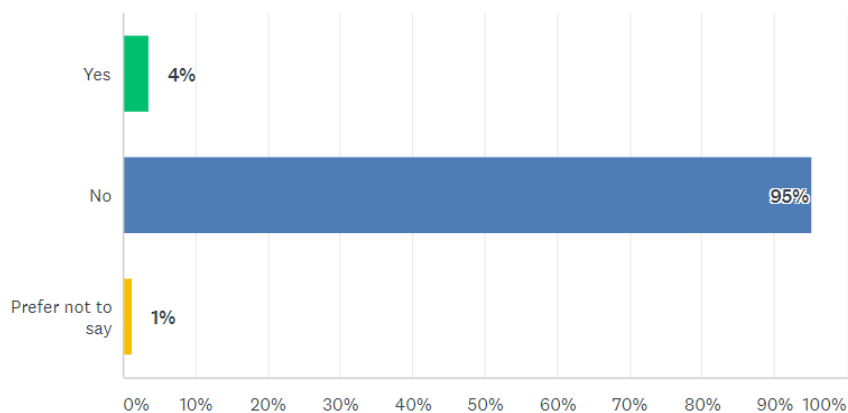
This number increases to 35% when looking only at those who identify as LGBTQIA+ (n=13).

Feeling of exclusion from work-related activities (n=82)



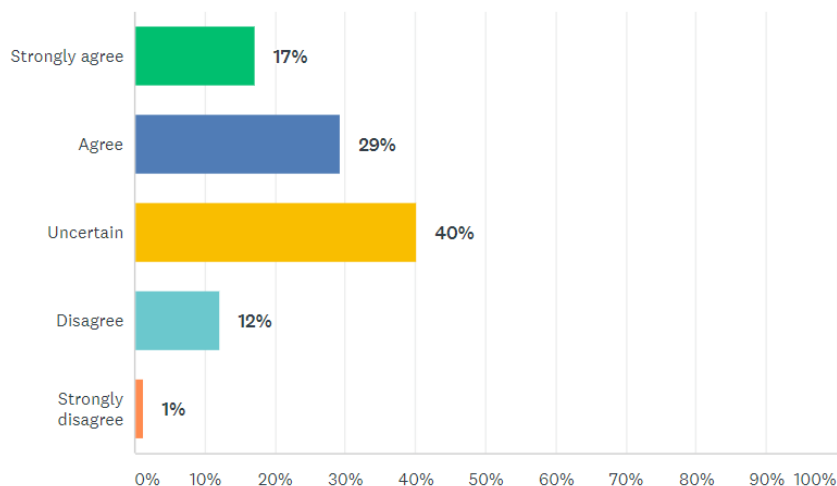
The 'yes' responses were from staff identifying as LGBTQIA+ or 'prefer not to say'.

Feeling of exclusion from social-related activities (n=82)



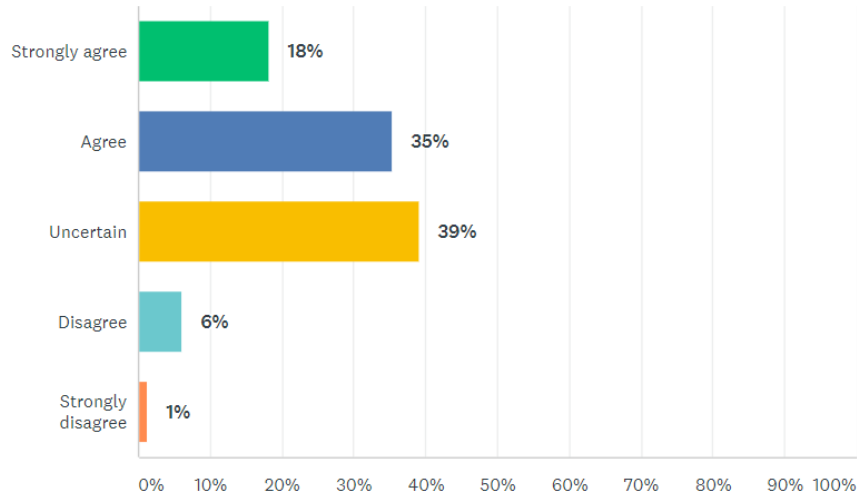
The 'yes' responses were from staff identifying as LGBTQIA+ or 'prefer not to say'.

Comfortable being true self at work and expressing LGBTQIA+ diversity (n=82)



61% of staff identifying as LGBTQIA+ (n=13) agree or strongly agree with the statement.

Supported by other staff to be true self at work and expressing LGBTQIA+ diversity (n=82)



77% of staff identifying as LGBTQIA+ (n=13) agree or strongly agree with the statement.

The most positive things about the City of Perth for LGBTQIA+ people (n=49)

one workplace LGBTQIA City acceptance inclusive support work
 accepting level staff think people friendly
 supportive see Pride teams believe

A summary of the responses:

- Officer level staff are accepting
- Pride Parade
- Most managers are supportive
- Establishment of Diversity and Inclusion role
- Rainbow visibility in some areas

What people would most like to improve about the City of Perth for LGBTQIA+ people (n=48)

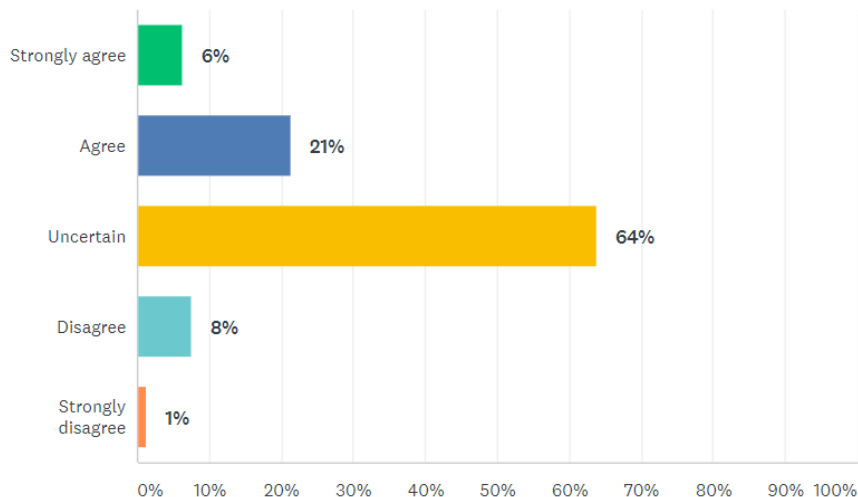
organisation Leadership things sure face City Perth City actually
 LGBTQIA need staff know people increase diversity
 improve group made working comments

A summary of the responses:

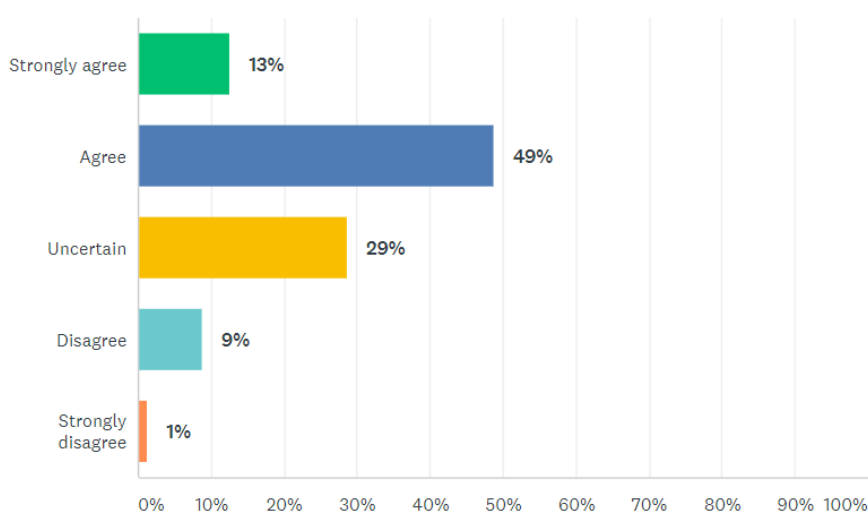
- Ensure efforts aren't tokenistic
- Top down leadership
- More diversity in hiring
- Trust
- Training and education

The City of Perth’s Response

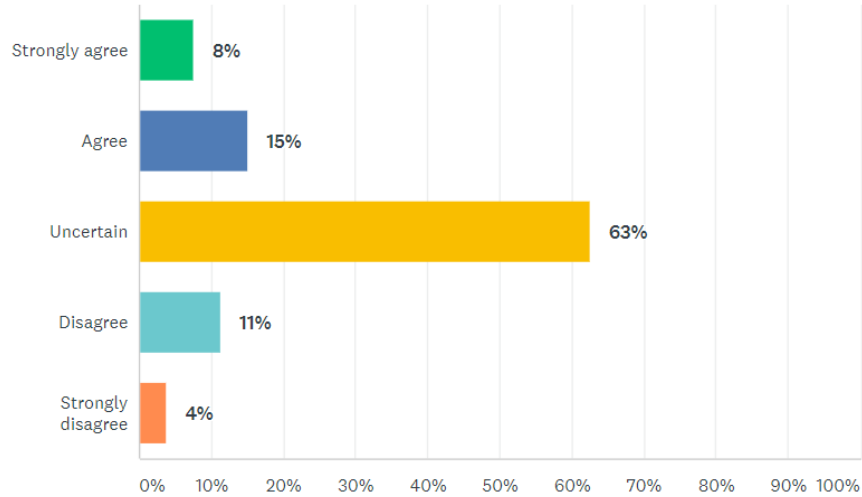
The City of Perth responds effectively to harassment or discrimination related to LGBTQIA+ diversity. (n=80)



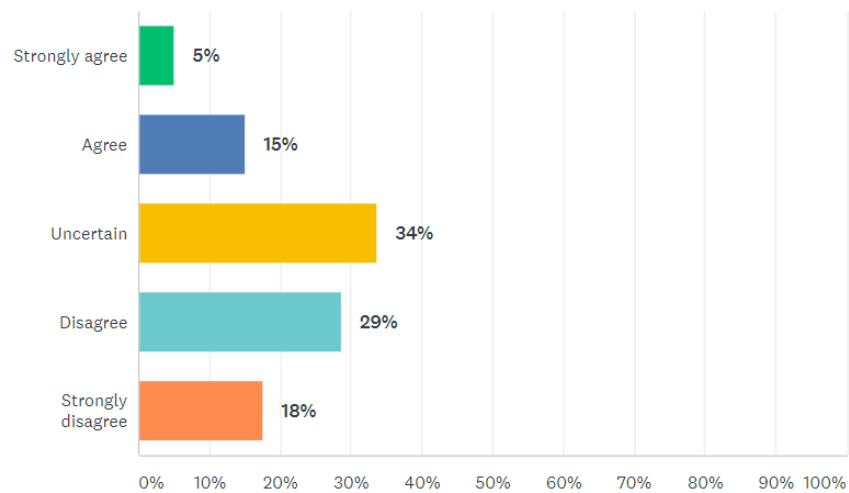
I am aware of and understand the procedures for reporting incidents of harassment or discrimination related to LGBTQIA+ diversity in the workplace. (n=80)



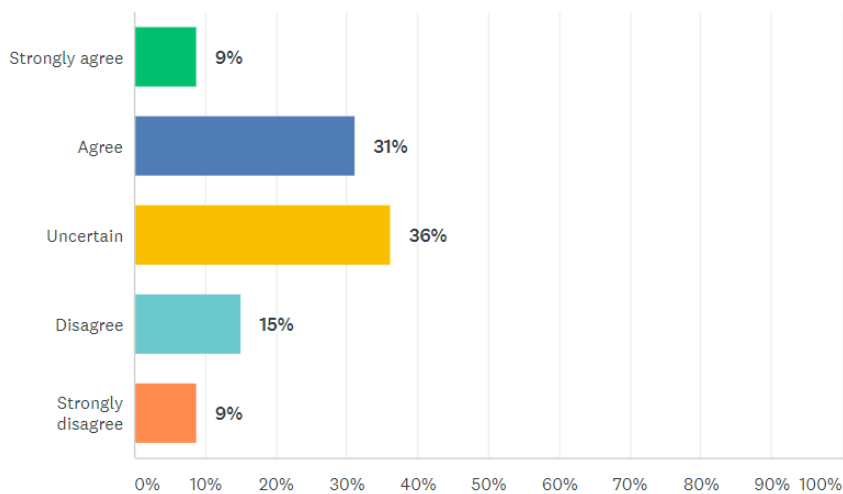
The procedures for reporting incidents of harassment or discrimination related to LGBTQIA+ diversity make me feel confident that incidents will be handled properly. (n=80)



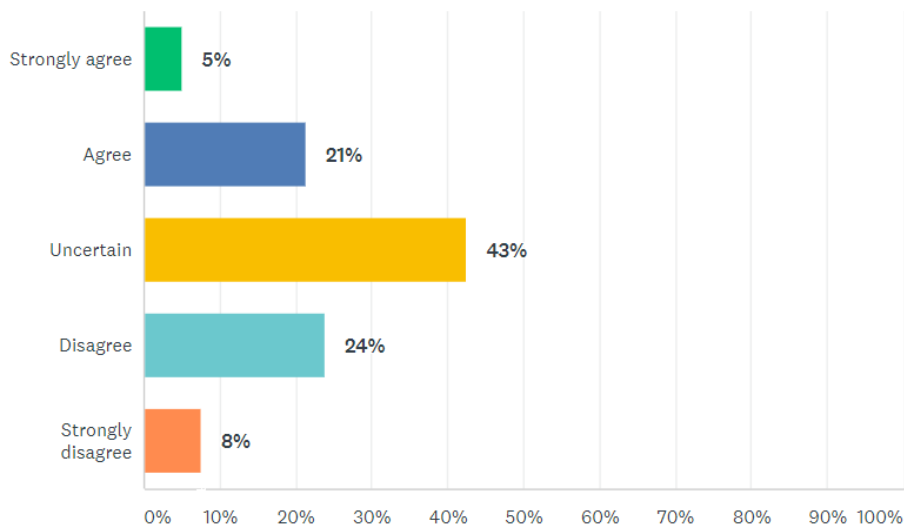
The City of Perth’s Elected Members show leadership regarding LGBTQIA+ diversity issues. (n=80)

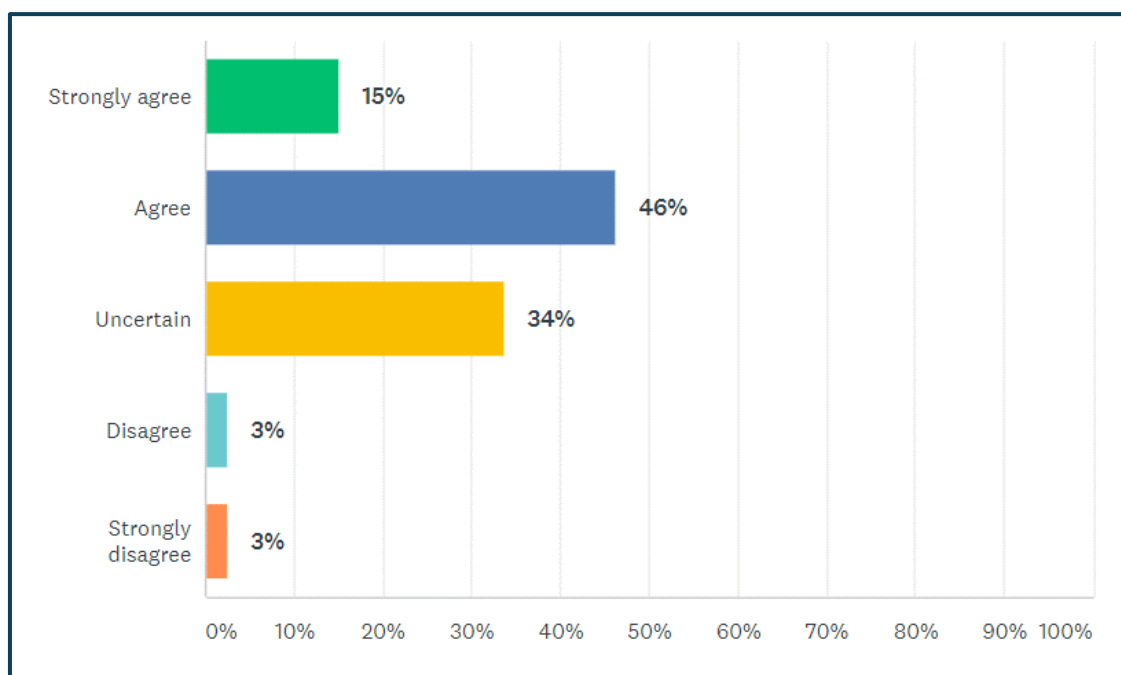


The City of Perth (local council) show leadership regarding LGBTQIA+ diversity issues. (n=80)



The City of Perth provides visible resources on LGBTQIA+ issues and concerns. (n=80)





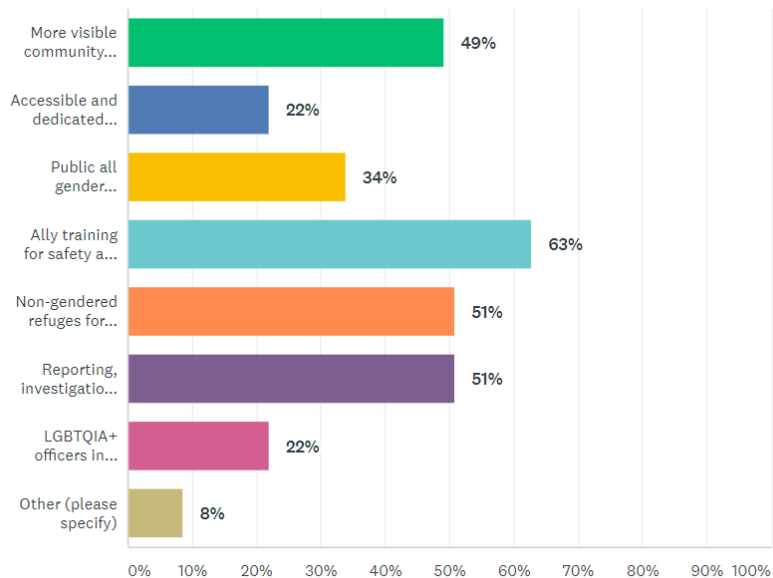
Responses to 'The City of Perth is a safe organisation for LGBTQIA+ people.' (n=80)

The City of Perth's LGBTQIA+ Plan

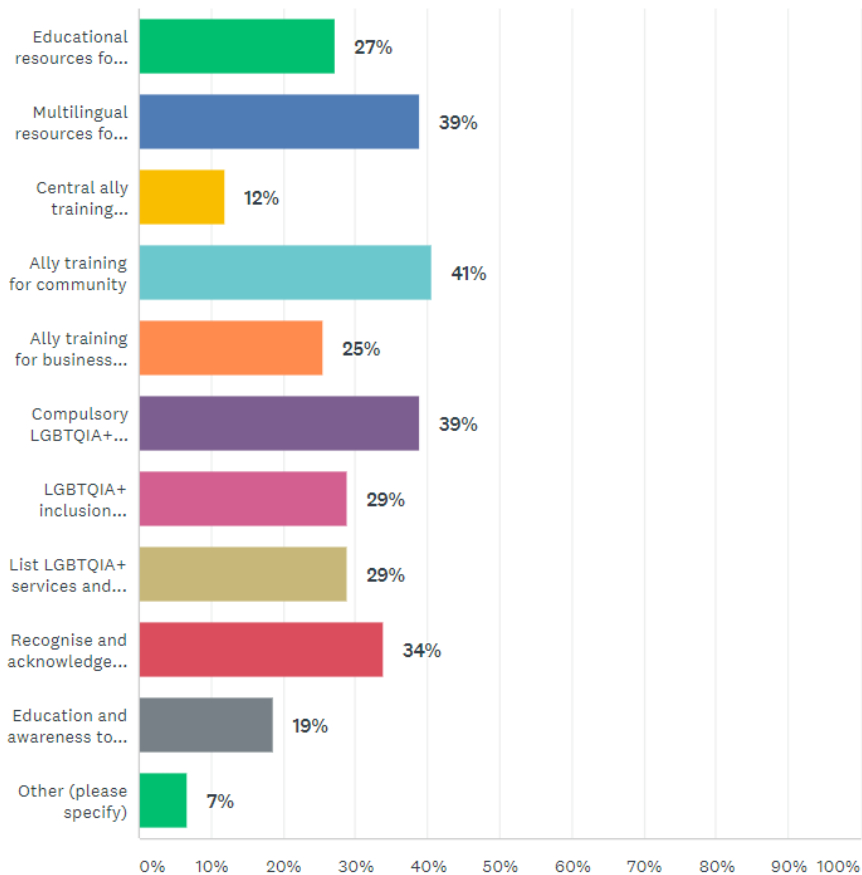
Respondents were asked to select their top three priority initiatives under each theme. The initiatives were informed by the LGBTQIA+ Advisory Group workshop and participants were able to add their own. The themes, and the initiatives within them, were randomised so as not to bias the results.

There were some noticeable comments that were not supportive of some or all of the initiatives proposed. Some were of the view that the LGBTQIA+ community shouldn't receive any additional support over any other group. This may be due to the high percentage of non-LGBTQIA+ responses to this questionnaire.

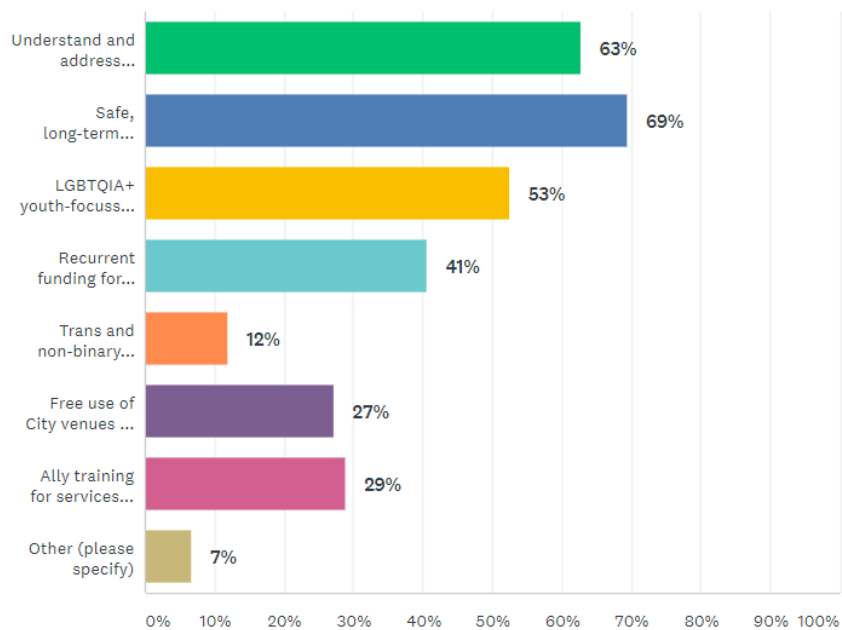
Theme: Safety (n=59)



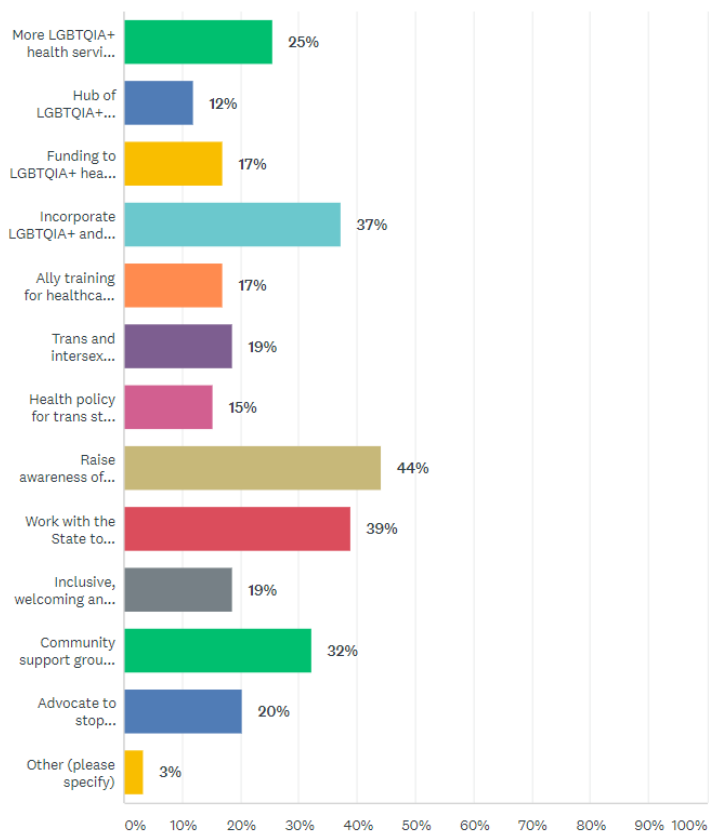
Theme: Education (n=59)



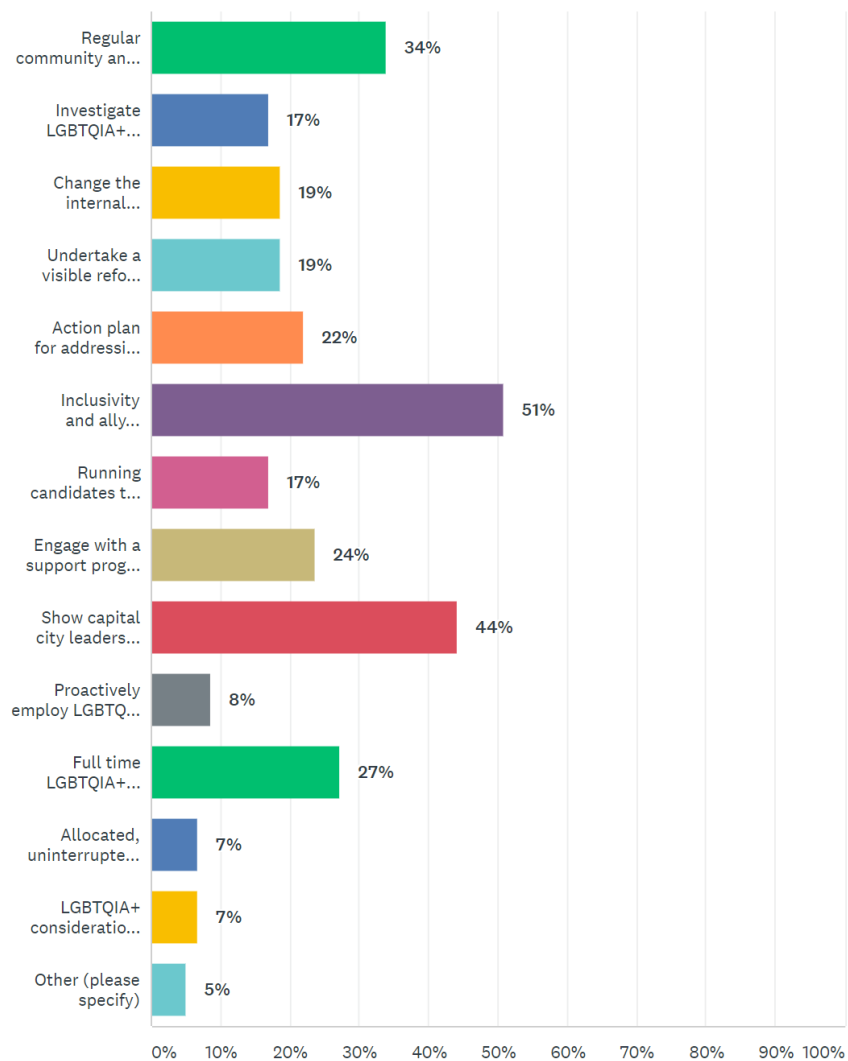
Theme: Homelessness (n=59)



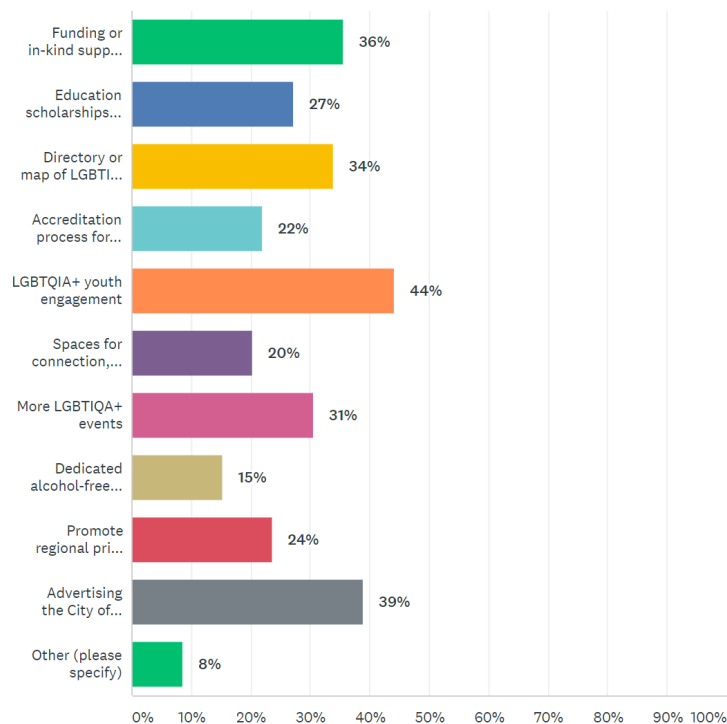
Theme: Healthcare (n=59)



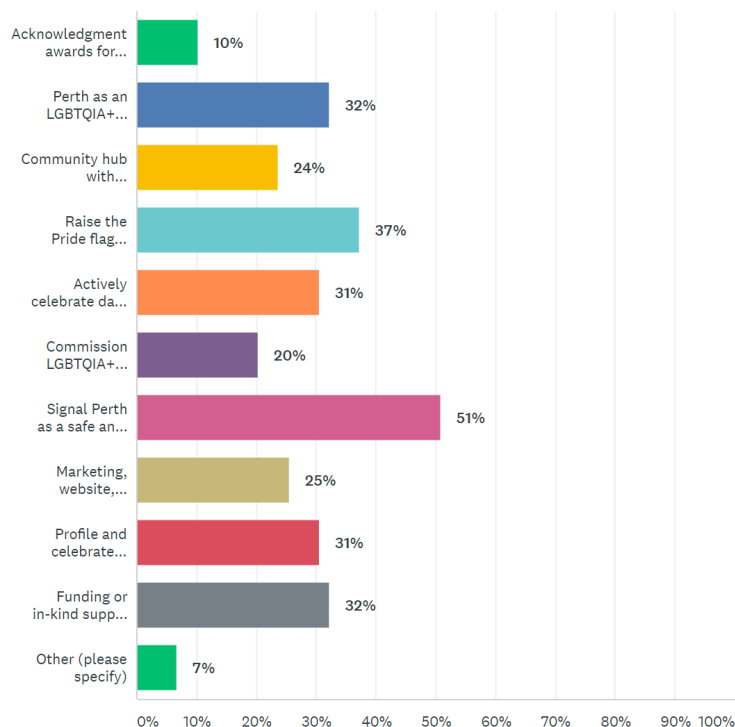
Theme: Organisational capability (n=59)



Theme: Welcoming and accessible services (n=59)



Theme: Visibility (n=59)



2.6. Internal Working Group workshop

Purpose of Engagement

The purpose of the internal working group is to get input from LGBTQIA+ staff, allies and business unit representatives in the development of the Plan.

Description of Method

The Internal Working Group was formed via self-nomination from staff and nomination by managers.

Prior to participating in the workshop, the Internal Working Group completed ally training facilitated by Sexual Health Quarters.

The workshop was held on Thursday 15 April from 10am to 12pm at Council House.

Workshop participants took part in three activities:

1. What is the City of Perth doing well? Participants worked in small groups to identify what the City of Perth is doing well to address the seven themes.
2. How could the City of Perth improve? Referring to the pre-populated list of initiatives identified by the LGBTQIA+ Advisory Group (also in the questionnaire), participants worked in small groups to identify any suggested actions not yet identified, with the particular lense of their business unit at the City.
3. Prioritisation. Each participant was given five stickers to put alongside initiatives of their choosing across any of the themes.

Participants

16 participants took part in the workshop from the following business units:

- Community Services
- Human Resources
- ICT Services
- Corporate Communications
- Customer Experience
- Community Safety and Amenity
- Activation & Cultural Experience
- Transport and Urban Design
- City Planning
- Economic Development
- Operations

Summary of Outcomes

Below is a summary of the responses to the activities. The group were asked to think of 'City of Perth' as both the organisation and the city.

Theme: Safety			
What is the City of Perth doing well?			
<ul style="list-style-type: none"> • CCTV • Working with State Government around homelessness and shelter services • Security patrols e.g. Roo Force 		<ul style="list-style-type: none"> • Women's safe space/shelter • RUAH support • EAP for staff • EEO training 	
How could the City of Perth improve? (additional initiatives)			
<u>Service provider</u>	<u>Partner</u>	<u>Facilitator</u>	<u>Other</u>
Education on CCTV numbering system e.g. person can call CityWatch and reference the number on the CCTV pole	Sponsorship program with relevant partners to run program around safety for LGBTQIA+ community	SHQ deliver programs/education workshops at library or community facilitators for visitors/residents/service providers /businesses	Specifically include LGBTQIA+ issues in EEO and recruitment training
Educate Rangers/Safe City/Roo Force around special dangers trans people may be exposed to	Link security patrol to outreach services		Staff surveys to include monitoring safety at work and related issues
Reward restaurants with all-gender bathrooms			Policy around respectful speech for this community for all staff, elected members, social media
Design safe communal spaces			
Provide info on SHQ on City website			
Safe space for LGBTQIA+ community			
LGBTQIA+ Safe City Patrol officers, volunteers etc.			

Theme: Education				
What is the City of Perth doing well?				
<ul style="list-style-type: none"> • 1 FTE in Economic Development working on education sector • Commencing ally training internally • EEO training 				
How could the City of Perth improve? (additional initiatives)				
<u>Service provider</u>	<u>Partner</u>	<u>Advocate</u>	<u>Facilitator</u>	<u>Other</u>
Provide a safe space at library and other community spaces	Partner with universities	Sponsor community groups to deliver education/events	Ally training for all CoP employees	When hosting any event or workshop, include phrase on all advertising and promo materials to community it is a safe space for all – pride flag and Aboriginal and Torres Strait Islander flag
Intranet updates	Special grant program		Facilitate education to businesses and services providers to better understand needs of community – offer training	
Education events to be in line with LGBTQIA+ inclusivity	Use Town Hall for LGBTQIA+ activity			
Include volunteers in LGBTQIA+ training	Special Fringe award sponsored by City			
Education/awareness campaign for the wider community to better understand the LGBTQIA+ community	Partner with schools in our remit to offer training to teachers and students			
Library events welcoming this community	Host a business education workshop			
Age appropriate education at childcare centre – normalizing at young age	Storytelling/speakers via podcast or library			

Theme: Homelessness				
What is the City of Perth doing well?				
<ul style="list-style-type: none"> • Ruah Safe Space inclusive support • Street Doctor and security patrols • Moore Street Hub 		<ul style="list-style-type: none"> • Roo Force patrols • Have dedicated resource • 'All genders' safe night space 		
How could the City of Perth improve? (additional initiatives)				
<u>Service provider</u>	<u>Partner</u>	<u>Advocate</u>	<u>Facilitator</u>	<u>Other</u>
More facilities (e.g. Rest Centre) explicitly welcome/safe for LGBTQIA+ people	Partner with organisations like SHQ to offer support	Continue to advocate for more public housing that is welcoming for LGBTQIA+ people	Education workshops for service providers	Assisting vulnerable people with sexual health, PREP access and contraception
Educate public around the challenges faced by homeless LGBTQIA+ people	Partner with organisations that help people to get back on their feet/assist in homelessness through an LGBTQIA+ inclusive approach		Education/training for parents who have an LGBTQIA+ child if homelessness is a result of parents not being accepting	
Staff training for those in rest centre /safe centres.				
	Safe night space inclusive of LGBTQIA+ community			

Theme: Healthcare			
What is the City of Perth doing well?			
<ul style="list-style-type: none"> Personal leave / carers leave applies to partners of all genders 			
How could the City of Perth improve? (additional initiatives)			
<u>Service provider</u>	<u>Partner</u>	<u>Advocate</u>	<u>Facilitator</u>
Provide medical leave for trans/intersex staff	Identify city-based healthcare providers and work with them through an approved accreditation process so they can be a safe space for community	Forms that ask if you identify as LGBTQIA+ so they can approach patients inclusively – more understanding or different health topics	Ensure health rep in economic development is adequately resourced and educated to promote inclusive services to locate in City
Include EAP specialised support for LGBTQIA+			
Ensure planning and design incorporate LGBTQIA+ health considerations	Safe sex workshops at city venues for community	More inclusive forms when identifying 'sex' and 'gender'	
Sign post services on website and street			

Theme: Organisational capability			
What is the City of Perth doing well?			
<ul style="list-style-type: none"> Establish the working group, advisory group and plan Pride participation 		<ul style="list-style-type: none"> Lighting of building and flags Employs several LGBTQIA+ people (although perhaps not diversity within diversity) 	
How could the City of Perth improve? (additional initiatives)			
<u>Service provider</u>	<u>Partner</u>	<u>Advocate</u>	<u>Facilitator</u>
Have management participate in workshops	More information sessions for staff more often	Surveys of community and staff	Educators to work with our businesses – in kind support, fund/subsidise
Add pronouns to our email signatures			
All gender bathrooms on multiple floors	Work with LGBTQIA+ recruitment providers		
Celebrate Pride internally			
Have LGBTQIA+ as part of new employee induction and refresher to current staff annually			
Include Mx title in Pathways			
Make outcomes of this consultation available to all staff and publicly			
Manager KPIs			
Targets and benchmarking for the City			
Engagement with Executive for buy-in			
Organisational culture to embrace this community – how to create a safe workplace			
Salaried Officers Agreement to ensure bargaining process includes consideration and impact of recruitment and employment of LGBTQIA+			

Theme: Welcoming and accessible services			
What is the City of Perth doing well?			
<ul style="list-style-type: none"> • Accessible and inclusive events • Employment of LGBTQIA+ staff • Pride 			
How could the City of Perth improve? (additional initiatives)			
<u>Service provider</u>	<u>Partner</u>	<u>Advocate</u>	<u>Facilitator</u>
Review and update online forms/systems to reflect gender diversity	Provide businesses across the city with resources and information to start education and engagement process	Advocate venues that are safe, supportive and educated	Safe spaces both physically and mentally
All gender bathrooms at events, signage			
Diverse range of families in marketing			
Links to community LGBTQIA+ services	'What on' guide for LGBTQIA+ events		
Safe spaces within event sites – Pride flag	Align with state government framework		
Info stalls at events from service providers who educate			
Correct language in marketing material	Require appropriate bathrooms at sponsored events		
LGBTQIA+ safe city patrol officers, customer service officers, volunteers			
All gender toilets at all city facilities			
City sponsored events acknowledging/celebrating			
Educate staff on respectful/inclusive language and how to be an ally			

Theme: Visibility			
What is the City of Perth doing well?			
<ul style="list-style-type: none"> • Involvement in / sponsorship of Pride Parade • Flag at Council House / lighting • Flag pins for staff lanyards 		<ul style="list-style-type: none"> • Stated consultation process • Establishing advisory group • Rainbow flags on library books 	
How could the City of Perth improve? (additional initiatives)			
<u>Service provider</u>	<u>Partner</u>	<u>Facilitator</u>	<u>Other</u>
Art, event performers etc. partnership – expand criteria for more LGBTQIA+ art and promote artists in the community	Support other LGBTQIA+ organisations through the year to deliver events outside of Pride	Provide in-kind e.g. venues for inclusive/LGBTQIA+ events e.g. library, Town Hall – can link to Pride month – formal agreement e.g. MOU with specific groups e.g. Transfolk	Policy around addressing clients/ratepayers/correspondents enabling respect for preferred pronouns/title/gender
Encourage staff involvement in days of significance including partnering with social club	Transperth partnership for advertising promo space		
Promotion of lighting of Council House	Continue to partner with Pride WA		Pronouns on email signatures (and event name tags)
LGBTQIA+ rep at depot			Ensuring survey questions are inclusive e.g. gender, pronouns
Criteria favouring service providers with LGBTQIA+ policies			
Be more visible on social media			
Float for Parade			

Informal Pride brainstorm – November 2020

Note: Before the formal endorsement by Council in November and December to develop a LGBTQIA+ Plan, an informal Pride workshop was held by City staff on 11 November 2020 and was attended by 12 officers and one manager. The purpose of this session was to brainstorm ideas to be presented in a report for the Executive Leadership Team's consideration. Whilst the report never made it to that group, the initiatives are captured below:

Internal	External
<ul style="list-style-type: none"> • Add pronouns to email signatures • Undertake an official accreditation program • Celebrate LGBTQIA+ leaders in the business • More regular round table consultations with LGBTQIA+ groups in the community for both Officers and Elected Members • Organisational diversity and inclusion training, including mandatory programs for all current and new staff, optional 'lunch and learns' and role-specific diversity training • Pride networking group which hosts educational 'lunch and learn' talks, social gatherings etc. • Gender neutral bathroom option for staff and guests • Option for staff to volunteer at LGBTQIA+ organisations as part of a Corporate Volunteering program • More support (financial, time and management) for staff involvement at future Pride Parades • LGBTQIA+ organisational 'champions' to further promote diversity and inclusion initiatives at the City • Develop HR policy to support staff members wanting to transition • Review of City's values regarding inclusivity • Develop protocols around the correct LGBTQIA+ terminology to be used • Ensure recruitment advertisements communicate the City's values around equality, diversity and inclusion 	<ul style="list-style-type: none"> • Raise the Pride flag and light up the building more often in support of significant awareness periods • Gender neutral public bathrooms • Expand the library's collection of LGBTQIA+ books (including children's books, queer book club etc.) • Increase LGBTQIA+ activities for children e.g. regular programming of Drag Queen Storytime, "What does your family look like?" children's competition and drag theatre for kids • Add LGBTQIA+ information and resources to perth.wa.gov.au • Develop a Diversity and Inclusion communications strategy that clearly articulates strong key messaging, empowering public-facing officers to confidently respond to public comment. • Organise our own event or activation during Pride Month e.g. photographic exhibition to celebrate LGBTQIA+ community heroes • Commission a permanent celebration of diversity and inclusion e.g. "Love is Love" mural, art piece reflecting gender diversity • Develop a business accreditation program. Businesses undertake diversity and inclusion training to qualify as an official City of Perth LGBTQIA+ friendly business and can proudly display a Pride flag in their window • Include more diversity in photography and videography • Greater promotion of the availability of Community Wellbeing grants to LGBTQIA+ groups • Greater promotion and celebration of Pride Month activities • 'Lunch and Learn' awareness sessions for the public ("You can't ask that" style program)

3. Next Steps

The *Stakeholder Engagement Outcomes Report* documents the range of stakeholder engagements undertaken within this project. This engagement followed stakeholder mapping and analysis, and the development of a stakeholder engagement plan – both with input from the LGBTQIA+ Advisory Group.

The *Stakeholder Engagement Outcomes Report* is intended to facilitate an understanding of the purpose and context of the stakeholder engagement and to act as a benchmark for future consultation and evaluation.

The findings of this report will be analysed in context of the City's four roles (service provider, partner, advocate, facilitator) as several initiatives and priorities are beyond the scope of local government.

The City will continue working with its LGBTQIA+ Advisory Group in the development of the Plan to be presented to Council in July 2021.

Appendices

Appendix 1: Stakeholder Map

This below is an excerpt from the Stakeholder Engagement Plan for the LGBTQIA+ project.

Group	Details	Participation goal
<i>External</i>		
LGBTQIA+ Advisory Group	15 community members invited to meet monthly with the City to assist with the development of the Plan.	Collaborate
LGBTQIA+ individuals	Various needs and levels of involvement. LGBTQIA+ identities may overlap with other marginalised identities e.g. people with a disability, Aboriginal and Torres Strait Islanders, culturally and linguistically diverse people, older people, youth etc.	Involve
Advisory Group nominees	Highly passionate group of individuals who were unable to participate in the Advisory Group.	Involve
Advocacy Groups	Existing advocacy groups including Rainbow Futures WA, Pride WA, just.equal and Equality Australia.	Involve
LGBTQIA+ community service providers	Includes sexual health services, mental health services, drop-in centres, peak support services.	Collaborate
LGBTQIA+ community groups	Includes peer support networks, queer event organisers, sub-interest groups, university pride groups, sports clubs, advocacy groups	Collaborate
LGBTQIA+ community allies	Passionate LGBTQIA+ supporters in the community as well as PFLAG (Parents, Families and Friends of Lesbians and Gays).	Consult
Workplace diversity and inclusion groups	Supporting businesses with their LGBTQIA+ and Diversity and Inclusion efforts. Includes Diversity Council of Australia and Pride in Diversity	Consult
Out in Perth media outlet	Perth's main LGBTQIA+ media outlet.	Consult Inform
Ratepayers	Includes residents and businesses, who have varying degrees of understanding, acceptance, inclusion and support of and for the LGBTQIA+ community.	Consult

Group	Details	Participation goal
Neighbourhood groups	Peak community groups representing ratepayers in each of the city's neighbourhoods.	Consult
State Government	Varying support of LGBTQIA+ rights over the years. Currently Member for Perth is John Carey, who is openly gay. Relevant departments including Department of Communities, Department of Health and Mental Health Commission.	Collaborate
Wider community including visitors	Have varying degrees of understanding, acceptance, inclusion and support of and for the LGBTQIA+ community.	Consult Inform
<i>Internal</i>		
LGBTQIA+ employees and allies	May have varying degrees of comfort in self-identifying and may be based at an offsite location.	Collaborate
LGBTQIA+ Working Group	Nominated by Managers to represent Business Units. Day-to-day conduit between LGBTQIA+ Project and rest of organisation.	Collaborate
Council	Have approved the development of this Plan and establishment of Advisory Group. Council will have final Plan sign off in July.	Empower
Executive Leadership Team	Internal advocates for development and implementation of Plan.	Empower
Alliance Managers	Internal advocates for development and implementation of Plan.	Collaborate
All employees	Have varying degrees of understanding, acceptance, inclusion and support of and for the LGBTQIA+ community.	Consult Inform

Appendix 2: LGBTQIA+ Advisory Group Membership List

Name, pronouns	Details
Avery Wright (she/her)	<p>Avery, originally from South Africa, is in the final year of her Arts degree at UWA and works as a disability support worker.</p> <p>She is a Pride Officer at UWA Student Guild where her department works with a committee, the UWA LGBTQIA+ working group, and community groups (particularly local healthcare providers) to organise events and provide resources for LGBTQIA+ students on campus. She is also a member of Rainbow Labor.</p>
Braden Hill (he/him)	<p>Braden is a Nyoongar (Wardandi) man from the south-west of Western Australia and is the Pro Vice-Chancellor (Equity and Indigenous) and Head of Kurongkurl Katitjin at ECU's Centre for Indigenous Australian Education and Research. His current portfolio responsibilities include leading ECU's commitment to Australian Aboriginal and Torres Strait Islander advancement and Equity and Diversity, including initiatives in LGBTQIA+ Equity, Diversity and Inclusion. He is also a key part of the steering group leading on ECU's new Perth campus.</p> <p>Braden is also on the board of Pride Cup, a national non-profit committed to LGBTQIA+ inclusion in sport.</p>
Caro Duca (they/them)	<p>Caro is the Program Manager for Lotterywest 'Dream Plan Do' Program at Community Arts Network, which gives a platform for Culturally and Linguistically Diverse (CaLD) community groups to showcase their stories and experiences with the support of funding and structured mentoring. They are also on WAAPA's Equity and Opportunity Working group.</p> <p>Caro's work includes The Out Cast (a collaboration with Dykes on Bikes WA), Teatro Latinx (an inclusive space for Perth-based Latin Americans of all genders and sexualities) and the upcoming Queer Latinx Film Festival (spring 2021).</p>
Clint Woolly (he/him/they/them)	<p>Clint has lived in Papua New Guinea and New Zealand prior to calling Perth home. Clint is of PNG, Fijian, NZ Maori and NZ British descent and speaks and understands several languages.</p> <p>He has extensive experience working on various boards and committees and founded Rainbow Papua New Guinea, an online and social platform for LGBTQIA+ Papua New Guineans.</p> <p>Clint works at Bankwest on the website team and champions digital accessibility. They're also on the Inclusion @ Bankwest committee promoting the importance and value of meeting the needs of people with disability.</p>

Name, pronouns	Details
Curtis Ward (he/him)	<p>Curtis is the current President on the board of Pride WA and has been a speaker at several panel discussions regarding equity and inclusion.</p> <p>He is a lawyer specialising in family law and has advocated on behalf of the LGBTQIA+ community in his work with the Law Society of WA. Curtis drafted a law reform submission on behalf of the Law Society of Western Australia to expunge historic homosexual convictions, which was subsequently enacted in 2017.</p> <p>Curtis is a City of Perth resident.</p>
David Goncalves (he/him)	<p>David has been involved in activism since 1999. He was involved in advocating for Gay & Lesbian Law Reform in WA, helped establish Curtin University's Queer Department in his role as Student Guild Vice-President, was one of the lead WA organisers for the Marriage Equality campaign during 2009-2012 as the convenor of Gay and Lesbian Equality WA and is a former Rainbow Labor President.</p> <p>He currently helps organise STEM-based academic and education events and conferences throughout the world.</p> <p>David is a City of Perth resident.</p>
Hunter Gurevich (he/him)	<p>Hunter is the Chair of TransFolk of WA, an organisation supporting trans and gender diverse people, and has completed a thesis on Queer Theory.</p> <p>As a medical student, Hunter is working with his medical school to improve their practices around LGBTQIA+ teaching and medical education. Hunter foresees his whole medical career to be deeply interconnected with providing services to LGBTQIA+ people that suits their needs and improves health outcomes to match the broader community.</p>
Kate Buckle (she/her)	<p>Kate is a Fire Engineer at Arup and originally from Brisbane. Upon moving to Perth, she found there was no LGBTQIA+ network at Arup and successfully applied for the position as the LGBTQIA+ portfolio lead on the Regional Executive Diversity & Inclusion committee. This role was expanded to establish a Diversity & Inclusion committee for the Perth office where Kate led all inclusion portfolios, including LGBTQIA+, Aboriginal and Torres Strait Islander, Gender, Disability and Culture. She is now looking to extend her influence beyond the workplace.</p> <p>Kate is a City of Perth resident.</p>

Name, pronouns	Details
Katherine Sherrie (she/her)	<p>As a student at University of Sydney, Katherine was a founding committee member and eventual President of Sydney University Shades, the largest LGBTQIA+ student group in the Southern Hemisphere.</p> <p>She has also been a speaker at an Out For Australia event in Perth and has previously lived in Texas where she has gained an understanding of equity issues through the lack of employment protections for LGBTQIA+ people in Texas. She currently works in marketing and was recognised as a Future Leader in the 2020 Australian Marketing Institute Awards.</p> <p>Katherine is a City of Perth resident.</p>
Kedy Kristal (she/her)	<p>Kedy is the A/CEO for the Centre for Women’s Safety and Wellbeing, the state peak body for domestic and family violence (DFV), sexual assault and women’s health services. She has worked in this sector for over 35 years.</p> <p>Kedy is Chair of the Standing Shoulder to Shoulder Charity (supporting LGBTQIA+ people who have experience DFV) and sits on the Sexual Health Quarters LGBTQIA+ Advisory Group. She is also a board member of: GRAI (GLBTI Rights in Ageing); Women’s Hall of Fame; Centre for Refugees; Asylum Seekers and Detainees (CARAD) and; the Royal Association of Justices WA.</p>
Paul-Alain (van Lieshout) Hunt (he/him)	<p>Paul is a specialist business journalist, with a background in LGBTQIA+ advocacy.</p> <p>Paul has served in leadership positions within the community since 2010. As a former President of Pride WA, and founder of All Things Queer radio, Paul has advocated for marriage equality and LGBTQIA+ rights for over a decade. He was instrumental in securing funding for a variety of not for profits over recent months.</p> <p>Paul is a City of Perth resident.</p>
Perth Inner City Youth Service (PICYS) <i>represented by (shared seat)</i> Dani Wright Toussaint (they/them) Andrew Hall* (he/him)	<p>PICYS operates three primary services focused on homelessness, mental health and inclusion activities in the community for young people who reside and/or frequent the City of Perth. They have an Intentional Focus to engage 1:2 young people who identify as LGBTQIA+ and 1:3 who identify as Trans or Gender Diverse.</p> <p>PICYS will be co-represented by Dani, who has been a Director of the National LGBTI Health Alliance, a board member of Living Proud LGBTI Community Services of WA and the Coordinator of the Freedom Centre for young LGBTQIA+ people. They are currently a Specialist LGBTI Youth Support Worker at PICYS and a volunteer support group facilitator of Trans Folk WA,</p> <p>Dani will share the position with Andrew, an LGBTQIA+ ally. Andrew has worked in the community and youth services space for over 35 years. He is an Executive Officer at PICYS, a Board Director at Rainbow Community House, a Board Director at WANSLEA, and Chair of OASIS Lotteries House Inc.</p>

Name, pronouns	Details
Sarah Feldman (she/her)	<p>Sarah is a Jewish lesbian who immigrated to Perth three years ago from the United States. She lives in the Perth CBD with her Australian wife.</p> <p>Sarah has been invested in LGBTQIA+ rights and activism since her days at university, where she co-founded a Gay Straight Alliance for her fellow students. They successfully campaigned to change multiple university policies around gender discrimination and facilitated student attendance to national LGBTQIA+ conferences.</p>
Steve Wellard (he/him)	<p>Steve works for General Electric (now Wabtec Corp) where he was the WA Leader of their LGBTI Employee group and is currently one of the APAC Region representatives on Wabtec Corporations LGBTQ+ Employee Resource Group.</p> <p>He is active in the LGBTQIA+ sports community as a former member of the Perth White Pointers Waterpolo Team, current member of the Rainbow Warriors Swim Team and committee member of the Perth Frontrunners.</p> <p>Steve is a City of Perth ratepayer and Chair of West Perth Local.</p>
Will Knox (they/them)	<p>Will is a Bachelor of Communications graduate and part time architecture student currently working at Murdoch University.</p> <p>At Murdoch, they co-facilitated the ALLY Program, a non-mandatory workplace training initiative to help staff and students understand the perspectives and challenges faced by the wider-LGBTQIA+ community. They are part of the LGBTQIA+ Advisory Committee for Murdoch University and have worked as a Student Advisor under the Higher Education Participation and Partnerships Program (HEPPP) focusing on supporting students from disadvantaged backgrounds.</p> <p>Will is a City of Perth resident.</p>

All members of the Advisory Group identify as LGBTQIA+ or an *ally.

Appendix 3: Community Questionnaire

The City of Perth is conducting community consultation to better understand the experiences and needs of the LGBTQIA+ community in Perth, as well as the Council's role as a local government in improving the health and wellbeing of this community.

Can I complete the questionnaire if I don't identify as LGBTQIA+?

Yes. By completing the demographic section, we will be able to filter the responses by those who identify as LGBTQIA+ and those who don't.

What is required?

This online questionnaire will take approximately 20 minutes of your time. You will not be paid for participating in this project, nor are there any costs to you. The questionnaire asks you for your views on the LGBTQIA+ experience in the City of Perth, your own personal experiences and your thoughts on the City's role in improving the experience for the LGBTQIA+ community.

Do I have to complete the questionnaire?

No. Participation is entirely voluntary, and you can stop at any time.

Are my responses anonymous?

Yes, completely anonymous unless you indicate that you're representing the views of an organisation in which case the responses could be linked to that organisation.

What happens to my information?

We are using the information from this questionnaire and other consultation to develop an LGBTQIA+ Plan for the City of Perth which will be presented to Council in July 2021. The results of this questionnaire may be included in this plan, published separately and/or reported in the media. Verbatim comments may also be used. You will not be linked in any way to this questionnaire. If there is any information that you do not want included in the published results, we ask that you do not include it in the questionnaire.

Are there any possible risks to me taking part?

It is not expected that this questionnaire will cause you any harm. If any of these questions make you feel uncomfortable, you do not have to answer them. If at any time you feel troubled and would like to talk to someone, confidential telephone counselling is available 24 hours a day on Lifeline at 13 11 14 or at Qlife via 1800 184 527 or webchat at qlife.org.au 3pm -12am 7 days per week. If you have experienced threats or violence, please report it to the police on 131 444.

Where can I follow the project?

You can follow the progress of the project and participate in other consultations via [Engage Perth](#).

What if I have any questions?

If you have any questions, please contact info.city@cityofperth.wa.gov.au

Thank you for reading this information. By continuing you are indicating that you have read and understand the information given here and agree to take part in the questionnaire. By completing the questionnaire, you are consenting to the research. If you do not want to be involved, then simply close this window.

The City of Perth acknowledges The Experience of Lesbian, Gay, Bisexual, and Trans Students at

The University of Western Australia Research Report (2016) in the development of this questionnaire.

Key terms

This questionnaire refers to LGBTQIA+ diversity. This stands for Lesbian, Gay, Bisexual, Trans, Queer, Intersex, Asexual and all people with a range of sexual orientations, genders and bodies. It is important to recognise that the letters in LGBTQIA+ represent broad categories of experience and not necessarily identities. Further details and definitions can be found [here](#).

Your perceptions

The following questions relate to the City of Perth as a place, including the suburbs Perth, Northbridge, East Perth, West Perth and Crawley/Nedlands.

* 1. How would you describe the overall environment for LGBTQIA+ people in the City of Perth?

- Very accepting
- Somewhat accepting
- Neutral
- Somewhat unaccepting
- Very unaccepting
- Do not know

* 2. In your opinion, how likely are people to experience discrimination or harassment in the City of Perth based on their LGBTQIA+ diversity?

- Very likely
- Somewhat likely
- Neutral
- Somewhat unlikely
- Very unlikely
- Do not know

Your Experience

The following questions are about harassment, discrimination or exclusion in the City of Perth as a place (including the suburbs Perth, Northbridge, East Perth, West Perth and Crawley/Nedlands).

If any of these questions make you feel uncomfortable, you do not have to answer them. If at any time you feel troubled and would like to talk to someone, confidential telephone counselling is available 24 hours a day on Lifeline at 13 11 14 or via Qlife at 1800 184 527 (webchat 3pm-12am AEST). If you have experienced threats or violence, please report it to the police on 131 444.

* 3. In the past 12 months in the City of Perth, have you experienced harassment or discrimination because of your actual or perceived LGBTQIA+ diversity?

- Yes
 No
 Prefer not to say

* 4. In the past 12 months in the City of Perth, have you witnessed harassment or discrimination against other people because of their actual or perceived LGBTQIA+ diversity?

- Yes
 No
 Prefer not to say

* 5. In the past 12 months, have you ever feared for your safety in the City of Perth because of your LGBTQIA+ diversity?

- Yes
 No
 Prefer not to say

* 6. Have you ever felt excluded from accessing City of Perth run services or events because of your LGBTQIA+ diversity?

- Yes
 No
 Prefer not to say

7. Please tell us where you felt excluded (select all that apply):

- Council House
- Citiplace Childcare
- Citiplace Rest Centre
- Citiplace Community Centre
- iCity Information Kiosk
- City of Perth Library
- CPP carparks
- Perth Town Hall
- Public bathrooms
- City of Perth events
- Prefer not to say
- Other (please specify)

* 8. Have you ever felt or been excluded from accessing businesses in the City of Perth because of your LGBTQIA+ diversity?

- No
- Prefer not to say
- Yes (please specify)

* 9. The City of Perth is a safe place for LGBTQIA+ people.

- Strongly agree
- Agree
- Uncertain
- Disagree
- Strongly disagree

The City of Perth's Response

The following questions refer to the City of Perth as a local council organisation.

* 10. The City of Perth's Elected Members show leadership regarding LGBTQIA+ diversity issues.

- Strongly agree
- Agree
- Uncertain
- Disagree
- Strongly disagree

* 11. The City of Perth show leadership regarding LGBTQIA+ diversity issues.

- Strongly agree
- Agree
- Uncertain
- Disagree
- Strongly disagree

* 12. The City of Perth provides visible community resources on LGBTQIA+ issues and available supports.

- Strongly agree
- Agree
- Uncertain
- Disagree
- Strongly disagree

The City of Perth's Role

13. What are the most positive things about the City of Perth (the place) for LGBTQIA+ people?

14. What would you most like to improve about the City of Perth (the place) for LGBTQIA+ people?

15. What is your vision for the City of Perth (the place)?

16. How could the City of Perth (the local council organisation) help achieve this?

The City of Perth's LGBTQIA+ Plan

This section asks you to indicate which areas you think the City of Perth should focus on to improve the health and wellbeing of the LGBTQIA+ community. The priorities are grouped into seven themes and were identified by the LGBTQIA+ Advisory Group.

*** 17. Theme: Safety (Select your top 3 priorities)**

- More visible community security patrols
- Accessible and dedicated spaces for LGBTQIA+ people
- Public all gender bathrooms
- Ally training for safety and law enforcement personnel including police, Transperth transit guards and Rangers
- Non-gendered refuges for LGBTQIA+ people experiencing homelessness and intimate partner and family violence
- Reporting, investigation and response to LGBTQIA+ incidents within City of Perth boundary
- LGBTQIA+ officers in Perth police station and Perth lock up
- Other (please specify)

*** 18. Theme: Education (Select your top 3 priorities)**

- Educational resources for residents and businesses
- Multilingual resources for LGBTQIA+ community
- Central ally training program
- Ally training for community
- Ally training for businesses, educators etc.
- Compulsory LGBTQIA+ curriculum in schools
- LGBTQIA+ inclusion policies and initiatives as part of ECU City Deal
- List LGBTQIA+ services and stakeholders on City of Perth website
- Recognise and acknowledge LGBTQIA+ historical icons, organisations and events
- Education and awareness to support the lighting of Council House and other assets
- Other (please specify)

* 19. Theme: Homelessness (Select your top 3 priorities)

- Understand and address underlying causes of LGBTQIA+ homelessness
- Safe, long-term crisis accommodation; refuges; outreach services; 1-on-1 community officers for LGBTQIA+ people
- LGBTQIA+ youth-focussed homelessness services
- Recurrent funding for organisations that offer outreach services for LGBTQIA+ people experiencing homelessness
- Trans and non-binary specific housing
- Free use of City venues for LGBTQIA+ homelessness services
- Ally training for services providers
- Other (please specify)

* 20. Theme: Healthcare (Select your top 3 priorities)

- More LGBTQIA+ health services
- Hub of LGBTQIA+ services, free or discounted for service providers
- Funding to LGBTQIA+ health services
- Incorporate LGBTQIA+ and sexual healthcare services into existing drop-in services
- Ally training for healthcare providers
- Trans and intersex training for healthcare providers
- Health policy for trans staff at City of Perth
- Raise awareness of existing LGBTQIA+ specific services and inclusive/trained healthcare services via a public register
- Work with the State to deliver health campaigns and the WA LGBT strategy 2019-2024
- Inclusive, welcoming and targeted LGBTQIA+ lifestyle programming
- Community support groups and check in services
- Advocate to stop unnecessary medical interventions on intersex people of all ages, especially those unable to consent
- Other (please specify)

* 21. Theme: Organisational capability (Select your top 3 priorities)

- Regular community and stakeholder engagement, including making the LGBTQIA+ Advisory Group permanent and having them advise on more City projects
- Investigate LGBTQIA+ experiences within City of Perth (the local council)
- Change the internal culture
- Undertake a visible reform process
- Action plan for addressing intersectional groups
- Inclusivity and ally training for all levels of council staff including Elected Members with recourse for Elected Members who do not follow training
- Running candidates to complete inclusivity and ally training
- Engage with a support program for LGBTQIA+ workplace inclusion such as Pride in Diversity or Rainbow Tick accreditation
- Show capital city leadership in the LGBTQIA+ space including taking a public stance on key issues for the LGBTQIA+ community
- Proactively employ LGBTQIA+ people to meet inclusivity quotas
- Full time LGBTQIA+ officer at the City of Perth
- Allocated, uninterrupted time for LGBTQIA+ (and other marginalised groups) to ask questions or raise issues at Town Hall events
- LGBTQIA+ considerations in funding and procurement decision-making
- Other (please specify)

* 22. Theme: Welcoming and accessible services (Select your top 3 priorities)

- Funding or in-kind support to LGBTQIA+ community groups and service providers
- Education scholarships for disadvantaged (including young) LGBTQIA+ people
- Directory or map of LGBTQIA+ friendly businesses
- Accreditation process for City of Perth businesses and services
- LGBTQIA+ youth engagement
- Spaces for connection, including reduced or no fees for City of Perth owned spaces
- More LGBTQIA+ events
- Dedicated alcohol-free nights in LGBTQIA+ spaces
- Promote regional pride events
- Advertising the City of Perth as a LGBTQIA+ inclusive destination at tourism outlets, visitor centres and transport hubs
- Other (please specify)

* 23. Theme: Visibility (Select your top 3 priorities)

- Acknowledgment awards for LGBTQIA+ individuals, groups and services
- Perth as an LGBTQIA+ tourism destination of choice
- Community hub with centralised services
- Raise the Pride flag outside Council House permanently
- Actively celebrate days of significance
- Commission LGBTQIA+ artworks
- Signal Perth as a safe and welcoming city for LGBTQIA+ people through increased visibility such as flags, LGBTQIA+ friendly business signage etc.
- Marketing, website, digital channels, photography etc. inclusive of LGBTQIA+ people
- Profile and celebrate LGBTQIA+ individuals at the City of Perth and in the community, community groups, services and businesses
- Funding or in-kind support to LGBTQIA+ art, sport and other cultural programs
- Other (please specify)

24. Is there anything else you would like to tell us?

Demographic Information

The following questions ask some basic information about you to better understand the context of your responses. A reminder that this questionnaire is anonymous, and your responses cannot be linked to you in any way.

* 25. How old are you?

- 17 and under
- 18-24 years
- 25-34 years
- 35-44 years
- 45-54 years
- 55-64 years
- 65 and over
- Prefer not to say

* 26. Intersex is used here as a collective term for people born with atypical physical sex characteristics, including chromosomes, gonads, genitals, or hormones. There are many different intersex traits or variations. Do you have an intersex variation?

- Yes
- No
- Prefer not to say
- Don't know

* 27. How do you describe your gender? (select all that apply)

- Male
- Female
- Non-binary
- Prefer not to say
- Other (please specify)

* 28. Do you have a transgender history, experience, or identity?

- Yes
- No
- Prefer not to say

* 29. Which of the following best describes you? (select all that apply)

- I identify as LGBTQIA+
- I am a parent of someone who is LGBTQIA+
- I am related to someone who is LGBTQIA+
- I am an ally to a non-family member who is LGBTQIA+
- I am an LGBTQIA+ service provider in the City of Perth
- Prefer not to say
- Other (please specify)

* 30. How do you identify your sexual orientation? (select all that apply)

- Asexual
- Bisexual
- Gay
- Lesbian
- Pansexual
- Queer
- Questioning/not sure
- Heterosexual
- Prefer not to say
- Other (please specify)

* 31. What is your connection to the City of Perth? (select all that apply)

- I live in the City of Perth
- I study in the City of Perth
- I work in the City of Perth
- I recreate in the City of Perth
- Prefer not to say
- Other (please specify)

* 32. Which area of the City of Perth do you live?

- Perth
- Northbridge
- East Perth
- West Perth
- Crawley/Nedlands

* 33. Are you an Aboriginal and/or Torres Strait Islander person?

- Yes
- No
- Prefer not to say

* 34. Are you a person living with a disability?

- Yes
- No
- Prefer not to say

* 35. In which country were you born?

- Australia
- Brazil
- China
- India
- Indonesia
- Japan
- Malaysia
- New Zealand
- Philippines
- South Africa
- South Korea
- United Kingdom
- Other (please specify)

* 36. Do you speak a language other than English at home? (select all that apply)

- No, English only
- Yes, Cantonese
- Yes, Filipino/Tagalog
- Yes, Hindi
- Yes, Indonesian
- Yes, Italian
- Yes, Japanese
- Yes, Korean
- Yes, Mandarin
- Yes, Portuguese
- Yes, Spanish
- Yes, Vietnamese
- Other (please specify)

* 37. In completing this questionnaire, are you representing the views of an organisation?

- No
- Prefer not to say
- Yes (please specify)

38. Any final thoughts?

Appendix 4: Promotional examples



You're invited to help develop the City of Perth's LGBTQIA+ Plan

The City of Perth is conducting consultations to better understand the experiences and needs of the LGBTQIA+ community in Perth, as well as the Council's role as a local government in improving the health and wellbeing of this community.

Community consultation

The online [questionnaire](#), which takes approximately 20 minutes to complete, will ask your views on the LGBTQIA+ experience in the City of Perth, your own personal experiences and your thoughts on the City's role in improving the experience for the LGBTQIA+ community.

There will also be a limited number of [community workshops](#) to allow members of the LGBTQIA+ community to speak with the City. There will be two sessions open to the public and one closed session, specifically for members of the LGBTQIA+ community who want to participate but require an extra level of sensitivity or confidentiality. This session will only be promoted through groups such as yours.

- Saturday 27 March, 9am to 11am – DoubleTree by Hilton, 100 James St, Northbridge
- [closed session] Thursday 31 March, 6pm to 8pm – Council House, 27 St Georges Terrace
- Wednesday 7 April, 6pm to 8pm – The Platform, 3/256 Adelaide Terrace, Perth (Auslan interpreted)

To book, email perthforpeople@cityofperth.wa.gov.au with your name and any accessibility requirements or call 9461 3432.

Organisation consultation

As a key stakeholder in the development of the LGBTQIA+ Plan, your input is valuable. In addition to completing the questionnaire, you can also participate by attending one of the [organisation workshops](#). In these sessions, you can discuss with the City in more detail how we can work together to improve the health and wellbeing of the LGBTQIA+ community.

- Wednesday 24 March, 9am to 11am – Council House, 27 St Georges Terrace
- Monday 29 March, 4pm to 6pm – DoubleTree by Hilton, 100 James St, Northbridge
- Thursday 8 April, 4.30pm to 6.30pm – The Platform, 3/256 Adelaide Terrace, Perth

To book, email perthforpeople@cityofperth.wa.gov.au or call 9461 3432.

The engagement is designed to ensure a broad range of the LGBTQIA+ community and organisations are consulted to best understand the needs of the group and potential solutions.

How you can help

- Please share widely the [questionnaire](#) and the open community workshops with your networks, as well as the closed session (with more discretion). Download some [example social media posts and a photo](#) to help with promotion (link expires 22 Mar).
- Book in for an [organisation workshop](#).

You can follow the project and participate in the consultation via [Engage Perth](#).

Thank you for helping us make Perth a safe, welcoming and inclusive city for the LGBTQIA+ community.

[Find out more](#)

Email to LGBTQIA+



Published by [redacted] · 20h · 🌐

The City of Perth is conducting consultation to better understand the experiences and needs of the LGBTQIA+ community in Perth, as well as the Council's role in improving the health and wellbeing of this community.

Have your say via a questionnaire or at a face-to-face workshop. Details at <https://engage.perth.wa.gov.au/lgbtqia-community>



Facebook post

Appendix 5: Staff Questionnaire

The City of Perth is conducting community consultation to better understand the experiences and needs of the LGBTQIA+ community in Perth, as well as the Council's role as a local government in improving the health and wellbeing of this community. An important part of this consultation is understanding the experiences of City staff, which is the purpose of this questionnaire.

Can I complete the questionnaire if I don't identify as LGBTQIA+?

Yes. By completing the demographic section, we will be able to filter the responses by those who identify as LGBTQIA+ and those who don't.

What is required?

This online questionnaire will take approximately 20 minutes of your time. The questionnaire asks you for your views on the LGBTQIA+ experience at the City of Perth (the local council), your own personal experiences and your thoughts on the City's role in improving the experience for the LGBTQIA+ community.

Do I have to complete the questionnaire?

No. Participation is entirely voluntary, and you can stop at any time.

Are my responses anonymous?

Yes, completely anonymous.

What happens to my information?

We are using the information from this questionnaire and other consultation to develop an LGBTQIA+ Plan for the City of Perth which will be presented to Council in July 2021. The results of this questionnaire may be included in this plan, published separately and/or reported in the media. You will not be linked in any way to this questionnaire. If there is any information that you do not want included in the published results, we ask that you do not include it in the questionnaire.

Are there any possible risks to me taking part?

It is not expected that this questionnaire will cause you any harm. If any of these questions make you feel uncomfortable, you do not have to answer them. If at any time you feel troubled and would like to talk to someone, confidential telephone counselling is available 24 hours a day on Lifeline at 13 11 14 or at Qlife via 1800 184 527 or webchat at qlife.org.au 3pm -12am 7 days per week. Alternatively, you can access the Employee Assistance Programme (EAP) via the Intranet. If you have experienced threats or violence, please report it to the police on 131 444.

Where can I follow the project?

You can follow the progress of the project and participate in other consultations as a member of the public via [Engage Perth](#).

What if I have any questions?

If you have any questions, please contact Lauren Brophy, Community Projects Officer on lauren.brophy@cityofperth.wa.gov.au or 9461 3432.

Thank you for reading this information. By continuing you are indicating that you have read and understand the information given here and agree to take part in the questionnaire. By completing the questionnaire, you are consenting to the research. If you do not want to be involved, then simply close this window.

The City of Perth acknowledges The Experience of Lesbian, Gay, Bisexual, and Trans Students at The University of Western Australia Research Report (2016) in the development of this questionnaire.

Key terms

This questionnaire refers to LGBTQIA+ diversity. This stands for Lesbian, Gay, Bisexual, Trans, Queer, Intersex, Asexual and all people with a range of sexual orientations, genders and bodies. It is important to recognise that the letters in LGBTQIA+ represent broad categories of experience and not necessarily identities. Further details and definitions can be found [here](#).

Your Perceptions

The following questions refer to the City of Perth as a local council and workplace.

* 1. How would you describe the overall environment for LGBTQIA+ people at the City of Perth?

- Very accepting
- Somewhat accepting
- Neutral
- Somewhat unaccepting
- Very unaccepting
- Do not know

* 2. In your opinion, how likely are people to experience discrimination or harassment at the City of Perth based on their LGBTQIA+ diversity?

- Very likely
- Somewhat likely
- Neutral
- Somewhat unlikely
- Very unlikely
- Do not know

Your Experience

The following questions are about harassment, discrimination or exclusion. If any of these questions make you feel uncomfortable, you do not have to answer them.

If at any time you feel troubled and would like to talk to someone, confidential telephone counselling is available 24 hours a day on Lifeline at 13 11 14 or via Qlife at 1800 184 527 (webchat 3pm-12am AEST). Alternatively, you can access the Employee Assistance Programme (EAP) via the Intranet. If you have experienced threats or violence, please report it to the police on 131 444.

* 3. In the past 12 months at the City of Perth, have you experienced harassment or discrimination because of your actual or perceived LGBTQIA+ diversity?

- Yes
- No
- Prefer not to say

*** 4. Please tell us who was the perpetrator of the harassment or discrimination. (Select all that apply)**

- General staff
- Line manager
- Elected Members
- Other (please specify)

*** 5. In the past 12 months at the City of Perth, have you witnessed harassment or discrimination against other people because of their actual or perceived LGBTQIA+ diversity?**

- Yes
- No
- Prefer not to say

* 6. Please tell us who was the perpetrator of the harassment or discrimination. (Select all that apply)

- General staff
- Line manager
- Elected Members
- Other (please specify)

* 7. In the past 12 months, have you ever feared for your safety at the City of Perth because of your LGBTQIA+ diversity?

- Yes
- No
- Prefer not to say

* 8. In the past 12 months, have you ever not disclosed your LGBTQIA+ diversity at the City of Perth to avoid harassment or discrimination?

- Yes
- No
- Prefer not to say

* 9. Have you ever felt excluded from any work-related activities at the City of Perth because of your LGBTQIA+ diversity?

- Yes
- No
- Prefer not to say

* 10. Have you ever felt excluded from any social-related activities at the City of Perth because of your LGBTQIA+ diversity?

- Yes
- No
- Prefer not to say

* 11. I feel comfortable being my true self at work and expressing my LGBTQIA+ diversity.

- Strongly agree
- Agree
- Uncertain
- Disagree
- Strongly disagree

* 12. I feel supported by my other staff to be my true self at work and express my LGBTQIA+ diversity.

- Strongly agree
- Agree
- Uncertain
- Disagree
- Strongly disagree

13. What are the most positive things about the City of Perth for LGBTQIA+ staff?

14. What would you most like to improve about the City of Perth for LGBTQIA+ staff?

The City of Perth's Response

* 15. The City of Perth responds effectively to harassment or discrimination related to LGBTQIA+ diversity.

- Strongly agree
- Agree
- Uncertain
- Disagree
- Strongly disagree

* 16. I am aware of and understand the procedures for reporting incidents of harassment or discrimination related to LGBTQIA+ diversity in the workplace.

- Strongly agree
- Agree
- Uncertain
- Disagree
- Strongly disagree

* 17. The procedures for reporting incidents of harassment or discrimination related to LGBTQIA+ diversity make me feel confident that incidents will be handled properly.

- Strongly agree
- Agree
- Uncertain
- Disagree
- Strongly disagree

* 18. The City of Perth's Elected Members show leadership regarding LGBTQIA+ diversity issues.

- Strongly agree
- Agree
- Uncertain
- Disagree
- Strongly disagree

* 19. The City of Perth (local council) show leadership regarding LGBTQIA+ diversity issues.

- Strongly agree
- Agree
- Uncertain
- Disagree
- Strongly disagree

* 20. The City of Perth provides visible resources on LGBTQIA+ issues and concerns.

- Strongly agree
- Agree
- Uncertain
- Disagree
- Strongly disagree

* 21. The City of Perth is a safe organisation for LGBTQIA+ people.

- Strongly agree
- Agree
- Uncertain
- Disagree
- Strongly disagree

The City of Perth's LGBTQIA+ Plan

This section asks you to indicate which areas you think the City of Perth should focus on to improve the health and wellbeing of the LGBTQIA+ community. The priorities are grouped into seven themes and were identified by the LGBTQIA+ Advisory Group.

* 22. Theme: Safety (Select your top 3 priorities)

- More visible community security patrols
- Accessible and dedicated spaces for LGBTQIA+ people
- Public all gender bathrooms
- Ally training for safety and law enforcement personnel including police, Transperth transit guards and Rangers
- Non-gendered refuges for LGBTQIA+ people experiencing homelessness and intimate partner and family violence
- Reporting, investigation and response to LGBTQIA+ incidents within City of Perth boundary
- LGBTQIA+ officers in Perth police station and Perth lock up
- Other (please specify)

* 23. Theme: Education (Select your top 3 priorities)

- Educational resources for residents and businesses
- Multilingual resources for LGBTQIA+ community
- Central ally training program
- Ally training for community
- Ally training for businesses, educators etc.
- Compulsory LGBTQIA+ curriculum in schools
- LGBTQIA+ inclusion policies and initiatives as part of ECU City Deal
- List LGBTQIA+ services and stakeholders on City of Perth website
- Recognise and acknowledge LGBTQIA+ historical icons, organisations and events
- Education and awareness to support the lighting of Council House and other assets
- Other (please specify)

* 24. Theme: Homelessness (Select your top 3 priorities)

- Understand and address underlying causes of LGBTQIA+ homelessness
- Safe, long-term crisis accommodation; refuges; outreach services; 1-on-1 community officers for LGBTQIA+ people
- LGBTQIA+ youth-focussed homelessness services
- Recurrent funding for organisations that offer outreach services for LGBTQIA+ people experiencing homelessness
- Trans and non-binary specific housing
- Free use of City venues for LGBTQIA+ homelessness services
- Ally training for services providers
- Other (please specify)

* 25. Theme: Healthcare (Select your top 3 priorities)

- More LGBTQIA+ health services
- Hub of LGBTQIA+ services, free or discounted for service providers
- Funding to LGBTQIA+ health services
- Incorporate LGBTQIA+ and sexual healthcare services into existing drop-in services
- Ally training for healthcare providers
- Trans and intersex training for healthcare providers
- Health policy for trans staff at City of Perth
- Raise awareness of existing LGBTQIA+ specific services and inclusive/trained healthcare services via a public register
- Work with the State to deliver health campaigns and the WA LGBT strategy 2019-2024
- Inclusive, welcoming and targeted LGBTQIA+ lifestyle programming
- Community support groups and check in services
- Advocate to stop unnecessary medical interventions on intersex people of all ages, especially those unable to consent
- Other (please specify)

* 26. Theme: Organisational capability (Select your top 3 priorities)

- Regular community and stakeholder engagement, including making the LGBTQIA+ Advisory Group permanent and having them advise on more City projects
- Investigate LGBTQIA+ experiences within City of Perth (the local council)
- Change the internal culture
- Undertake a visible reform process
- Action plan for addressing intersectional groups
- Inclusivity and ally training for all levels of council staff including Elected Members with recourse for Elected Members who do not follow training
- Running candidates to complete inclusivity and ally training
- Engage with a support program for LGBTQIA+ workplace inclusion such as Pride in Diversity or Rainbow Tick accreditation
- Show capital city leadership in the LGBTQIA+ space including taking a public stance on key issues for the LGBTQIA+ community
- Proactively employ LGBTQIA+ people to meet inclusivity quotas
- Full time LGBTQIA+ officer at the City of Perth
- Allocated, uninterrupted time for LGBTQIA+ (and other marginalised groups) to ask questions or raise issues at Town Hall events
- LGBTQIA+ considerations in funding and procurement decision-making
- Other (please specify)

* 27. Theme: Welcoming and accessible services (Select your top 3 priorities)

- Funding or in-kind support to LGBTQIA+ community groups and service providers
- Education scholarships for disadvantaged (including young) LGBTQIA+ people
- Directory or map of LGBTQIA+ friendly businesses
- Accreditation process for City of Perth businesses and services
- LGBTQIA+ youth engagement
- Spaces for connection, including reduced or no fees for City of Perth owned spaces
- More LGBTQIA+ events
- Dedicated alcohol-free nights in LGBTQIA+ spaces
- Promote regional pride events
- Advertising the City of Perth as a LGBTQIA+ inclusive destination at tourism outlets, visitor centres and transport hubs
- Other (please specify)

* 28. Theme: Visibility (Select your top 3 priorities)

- Acknowledgment awards for LGBTQIA+ individuals, groups and services
- Perth as an LGBTQIA+ tourism destination of choice
- Community hub with centralised services
- Raise the Pride flag outside Council House permanently
- Actively celebrate days of significance
- Commission LGBTQIA+ artworks
- Signal Perth as a safe and welcoming city for LGBTQIA+ people through increased visibility such as flags, LGBTQIA+ friendly business signage etc.
- Marketing, website, digital channels, photography etc. inclusive of LGBTQIA+ people
- Profile and celebrate LGBTQIA+ individuals at the City of Perth and in the community, community groups, services and businesses
- Funding or in-kind support to LGBTQIA+ art, sport and other cultural programs
- Other (please specify)

29. Is there anything else you would like to tell us?

Demographic Information

The following questions ask some basic information about you to better understand the context of your responses. A reminder that this questionnaire is anonymous, and your responses cannot be linked to you in any way.

* 30. How old are you?

- 17 and under
- 18-24 years
- 25-34 years
- 35-44 years
- 45-54 years
- 55-64 years
- 65 and over
- Prefer not to say

* 31. Intersex is used here as a collective term for people born with atypical physical sex characteristics, including chromosomes, gonads, genitals, or hormones. There are many different intersex traits or variations. Do you have an intersex variation?

- Yes
- No
- Prefer not to say
- Don't know

* 32. How do you describe your gender? (select all that apply)

- Male
- Female
- Non-binary
- Prefer not to say
- Other (please specify)

* 33. Do you have a transgender history, experience, or identity?

- Yes
- No
- Prefer not to say

* 34. Which of the following best describes you? (select all that apply)

- I identify as LGBTQIA+
- I am a parent of someone who is LGBTQIA+
- I am related to someone who is LGBTQIA+
- I am an ally to a non-family member who is LGBTQIA+
- Prefer not to say
- Other (please specify)

* 35. How do you identify your sexual orientation? (select all that apply)

- Asexual
- Bisexual
- Gay
- Lesbian
- Pansexual
- Queer
- Questioning/not sure
- Heterosexual
- Prefer not to say
- Other (please specify)

* 36. Are you an Aboriginal and/or Torres Strait Islander person?

- Yes
- No
- Prefer not to say

* 37. Are you a person living with a disability?

- Yes
- No
- Prefer not to say

* 38. In which country were you born?

- Australia
- Brazil
- China
- India
- Indonesia
- Japan
- Malaysia
- New Zealand
- Philippines
- South Africa
- South Korea
- United Kingdom
- Other (please specify)

* 39. Do you speak a language other than English at home? (select all that apply)

- No, English only
- Yes, Cantonese
- Yes, Filipino/Tagalog
- Yes, Hindi
- Yes, Indonesian
- Yes, Italian
- Yes, Japanese
- Yes, Korean
- Yes, Mandarin
- Yes, Portuguese
- Yes, Spanish
- Yes, Vietnamese
- Other (please specify)

40. Any final thoughts?