



City of Perth

# Stakeholder Engagement Outcomes Report

**Equity, Diversity & Inclusion Framework**



# Table of Contents

<b>Executive Summary</b>	<b>3</b>
<b>1. Introduction</b>	<b>5</b>
1.1. Summary of Stakeholder Engagement	7
<b>2. Stakeholder Engagement Outcomes</b>	<b>8</b>
2.1. Engage Perth page	8
2.2. Community questionnaire	9
2.3. Community and organisation workshop	17
2.4. Staff questionnaire	21
2.5. Internal Working Group workshop	32
2.5. Workshop with Elders Advisory Group	36
2.6. Workshop with Access and Inclusion Advisory Group	37
2.7. Workshop with LGBTQIA+ Advisory Group	41
<b>3. Next Steps</b>	<b>44</b>
<b>Appendices</b>	<b>45</b>
Appendix 1: Stakeholder Map	45
Appendix 2: Community Questionnaire	47
Appendix 3: Promotional examples	55
Appendix 4: Staff Questionnaire	56
Appendix 5: Internal Working Group Attendees	64
Appendix 6: Advisory Group Attendees	65

# Executive Summary

The City of Perth (City) is developing an Equity, Diversity and Inclusion Framework (the Framework), which 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.

In developing this Framework, the City conducted 213 engagements between March and April to help define the principles the City of Perth should employ to celebrate diversity, champion equity and promote inclusion in the community.

The table below shows a summary of the consultation undertaken.

Engagements undertaken			
1	Community workshops	1	Community questionnaire
1	Access and Inclusion Advisory Group workshop	1	Staff questionnaire
1	Elders Advisory Group workshop	1	Internal working group workshop
1	LGBTQIA+ Advisory Group workshop		
Who was engaged			
9	Community members	79	Community questionnaire respondents
8	Access and Inclusion Advisory Group members	71	Staff questionnaire respondents
6	Elders Advisory Group members	28	Internal working group members
12	LGBTQIA+ Advisory Group members		
<b>213</b>	<b>Total individual engagements</b>		

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

1. Experience and perceptions related to diversity and inclusion in the City of Perth;
2. Vision for City of Perth; and
3. How the City of Perth could improve in celebrating diversity, championing equity and fostering inclusion.

The outcomes outlined in this report will be used to inform the development of the Framework as well as be used as a benchmark to help track its implementation.

## Summary of Outcomes

Overall themes that came through were:

- Belonging;
- A fair opportunity for everyone to have equal opportunities and experiences;
- Community consultation and including diverse people in decision making;
- Celebrating diversity;
- Discrimination within discrimination (intersectionality);
- Removing barriers;
- Employing people from diverse backgrounds; and
- Top-down leadership on the matter.

### Perceptions and experience from the community

The anecdotal sentiment of the community was hopeful that a Framework was being developed. They want to ensure it does not end up as a document that 'sits on the shelf' and is given the resources and supporting plans to ensure it is implemented for real change. The vision is for a future where a Framework is no longer necessary as these principles are business as usual.

Just over half of respondents feel included in the City of Perth community, 41% are uncertain if their experiences and perspectives are valued by the Council and 33% agree the Council is showing leadership in this space.

The responses to these questions suggest that respondents who were born overseas and/or speak languages other than English at home feel more included and heard than the average respondent. This compares to people living with a disability, the LGBTQIA+ community and people over 55+ years who feel less included, heard and comfortable with the City's leadership.

### Perceptions and experience from within City of Perth

It was clear from the City of Perth internal engagement that staff want to see top-down commitment to equity, diversity and inclusion.

Following the staff session, 'gender equality' was added to the project scope with as specific call men in the organisation to use their privilege to be allies to and lift up marginalised groups in the City of Perth and community.

62% of respondents agree the City respects individuals and values their differences and 70% feel like they belong at the City of Perth. 56% agree that the workplace allows them to work without fear however, worryingly, this means 27% disagree or strongly disagree with this statement.

Almost 3 in 4 people understand the process for reporting harassment or discrimination related to diversity and almost half are confident incidents will be handled properly.

# 1. Introduction

Local governments strive to create equal and inclusive communities, where diversity is encouraged, and everyone is respected, welcomed, supported and treated equitably.

A *diverse* city is one that recognises, understands and celebrates the individual differences of the community and these differences are reflected in the organisation. Dimensions of diversity include, but are not limited to, gender and sexual identity, ability, language, ethnicity, religious belief, cultural background, age, education and socioeconomic background.

An *equitable* city is one where services, programs and policies are developed and delivered based on fair treatment that recognises the different needs of groups in the organisation and community, particularly those of marginalised and disadvantaged groups.

A *socially inclusive* city is one where staff and the community have equal access to opportunities, can fully participate in their environment and feel valued, respected and a sense of belonging.

The City of Perth (City) has been delivering individual plans that are consistent with the principles of equity, diversity and inclusion but needs an overarching framework from which to underpin existing and future plans. In addition, these efforts currently only cater to a small fraction of the community with a strong focus on people experiencing homelessness, people living with disability, Aboriginal and Torres Strait Islander people and recently the LGBTQIA+ community.

Existing plans include:

- LGBTQIA+ (Equity, Diversity and Inclusion) Plan (in development);
- Disability Access and Inclusion Plan (DAIP); and
- Reconciliation Action Plan (RAP).

At the November and December 2020 Council meetings, Council endorsed the development of an Equity, Diversity and Inclusion Framework to be delivered by July 2021. The Framework will provide an overarching set of principles to guide all aspects of the organisation to ensure social justice is at the core of everything the City does.

February	March	April	May
Project planning	Stakeholder engagement		Development of Framework
	June	July	August
	Internal approvals	Council presentation of draft Framework	Framework publication

*Equity, Diversity and Inclusion Framework Project Stages*

The consultation activities included:

- Engage Perth community page;
- Community questionnaire;
- Staff questionnaire;
- Community workshops;
- Workshop with LGBTQIA+ Advisory Group;
- Workshop with Access & Inclusion Advisory Group;
- Workshop with Elders Advisory Group; and
- 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 Framework.

## 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)
Engage Perth community page	<ul style="list-style-type: none"> <li>All stakeholders</li> </ul>	From March 2021
Community questionnaire	<ul style="list-style-type: none"> <li>LGBTQIA+ Advisory Group;</li> <li>Access and Inclusion Advisory Group;</li> <li>Elders Advisory Group;</li> <li>Community members – LGBTQIA+, disability, Aboriginal and Torres Strait Islander, CALD, seniors, youth etc.</li> <li>Community groups and service providers - LGBTQIA+, disability, Aboriginal and Torres Strait Islander, CALD, seniors, youth etc;</li> <li>Ratepayers, including residents and businesses;</li> <li>Neighbourhood groups; and</li> <li>Wider community including visitors.</li> </ul>	19 March to 18 April 2021
Staff questionnaire	<ul style="list-style-type: none"> <li>All employees</li> </ul>	19 March to 18 April 2021
Community workshop	<ul style="list-style-type: none"> <li>Community members – LGBTQIA+, disability, Aboriginal and Torres Strait Islander, CALD, seniors, youth etc.</li> <li>Organisations - LGBTQIA+, disability, Aboriginal and Torres Strait Islander, CALD, seniors, youth etc.</li> <li>Ratepayers, including residents and businesses;</li> <li>Neighbourhood groups; and</li> <li>Wider community including visitors.</li> </ul>	14 April 2021, 4.30pm to 6.30pm Council House
Elders Advisory Group workshop	<ul style="list-style-type: none"> <li>Elders Advisory Group</li> </ul>	7 April 2021 11am to 1pm Council House
Access and Inclusion Advisory Group workshop	<ul style="list-style-type: none"> <li>Access and Inclusion Advisory Group</li> </ul>	8 April 2021 11am to 1pm Council House
LGBTQIA+ Advisory Group workshop	<ul style="list-style-type: none"> <li>LGBTQIA+ Advisory Group</li> </ul>	12 April 2021 4pm to 6pm DoubleTree Hilton Northbridge
Internal Working Group workshop	<ul style="list-style-type: none"> <li>Internal LGBTQIA+ Working Group;</li> <li>Internal DAIP Working Group; and</li> <li>Internal RAP Working Group.</li> </ul>	1 April 2021 10am to 12pm Council House

## 2. Stakeholder Engagement Outcomes

### 2.1. Engage Perth page

<https://engage.perth.wa.gov.au/equity-diversity-and-inclusion-framework>

The Engage Perth community page went live on 19 March 2021. It is the hub of all community-facing project information and consultation activities. From 19 March to 18 April, the page had 243 views.

#### Equity, Diversity and Inclusion Framework - 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 Equity, Diversity and Inclusion Framework.

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

The framework will be underpinned by the City's Disability Access and Inclusion Plan, Reconciliation Action Plan and LGBTQIA+ Plan (in development - you can participate in this project [here](#)).

The groups to be addressed in this Framework are people from culturally and linguistically diverse (CALD) backgrounds, Aboriginal and Torres Strait Islander people, people living with disability, older people, youth and LGBTQIA+ people.

///

A *diverse* City is one that recognises, understands and celebrates the individual differences of the community and these differences are reflected in the organisation. Dimensions of diversity include, but are not limited to, gender and sexual identity, ability, language, ethnicity, religious belief, cultural background, age, education and socioeconomic background.

An *equitable* City is one where services, programs and policies are developed and delivered based on fair treatment that recognises the different needs of groups in the organisation and community, particularly those of marginalised and disadvantaged groups.

A *socially inclusive* City is one where staff and the community have equal access to opportunities, can fully participate in their environment and feel valued, respected and a sense of belonging.

///

#### Community Consultation

The City of Perth is conducting community consultation to help define the principles the City of Perth should employ to celebrate diversity, champion equity and promote inclusion in the community.

The engagement is designed to involve a broad cross-section of the community and the City will also consult with its existing LGBTQIA+, Access and Inclusion and Aboriginal Elders Advisory Group in development of this Framework. Participants will not be paid for their involvement and involvement is completely voluntary.


#### Questionnaire

The [online questionnaire](#), which takes approximately 15 minutes to complete, will ask you for your views on equity, diversity and inclusion, your vision and opportunities for the City of Perth to move towards achieving this vision. The questionnaire is completely anonymous, and the results cannot be tied to an individual.

Complete the [online questionnaire](#) by 18 April.

#### Workshops

There will be a number of face-to-face sessions to allow members of the community and relevant organisations to speak to the City of Perth and participate in some activities to help with the development of the Framework. If you're interested in attending a session, please send your expression of interest to: [perthforpeople@cityofperth.wa.gov.au](mailto:perthforpeople@cityofperth.wa.gov.au)



**STAY INFORMED**  
Subscribe for project updates

**Subscribe**

3 members of your community are following this project

**REGISTER** to get involved!

#### 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 Framework: MAY**
  - Draft Framework
  - Internal consultation with Management
- City of Perth internal approvals: JUNE**
- Council update: JULY**
  - Presentation of draft Framework
- Framework publication: AUG**

#### Related projects

Live Projects

- LGBTQIA+ Plan - Community Consultation



## 2.2. Community questionnaire

### Purpose of Engagement

The purpose of the community questionnaire was to capture data about views and experiences regarding diversity and inclusion in the City of Perth, the vision for Perth in this space, as well as the community's expectations around the City's role in celebrating diversity, championing equity and fostering inclusion. This data will be used as benchmark for future evaluation and to help shape the development of the Framework.

### Description of Method

The 15-minute survey, hosted on SurveyMonkey, was open from 19 March to 18 April 2021 and was promoted via:

- Engage Perth;
- City of Perth social media channels;
- City of Perth website;
- Media Release;
- LGBTQIA+, Access and Inclusion and Elders Advisory Group's; and
- Email to relevant 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 2, was divided into the following:

1. Experience and perceptions;
2. The City of Perth's role; and
3. Demographic information.

### Participants

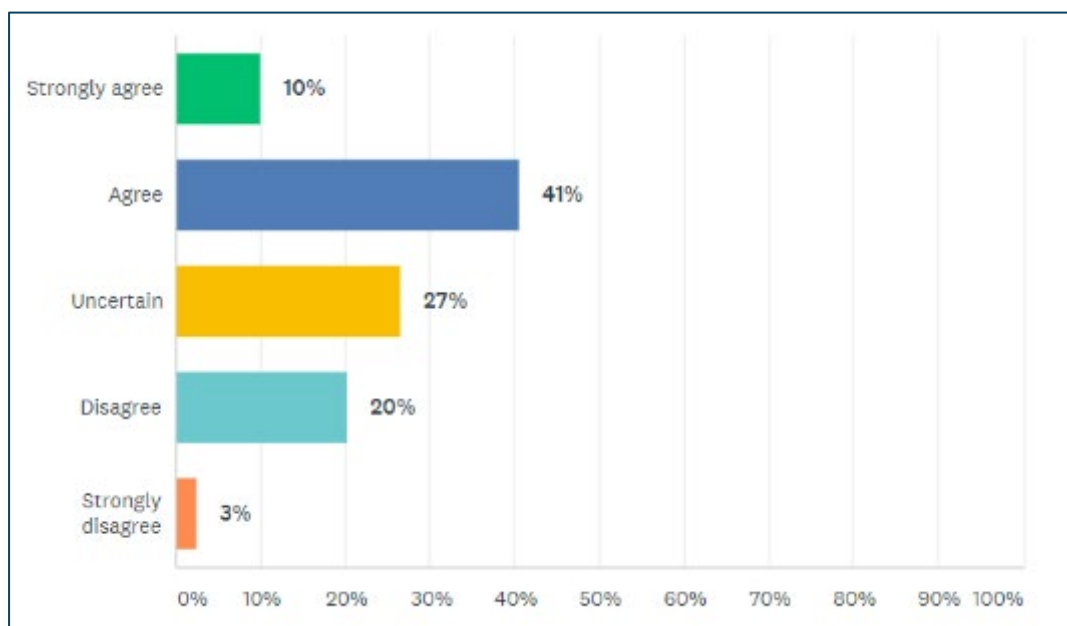
The questionnaire was started by 79 people, with 55 people completing it in its entirety. 2% of respondents were completing on behalf of an organisation. Numbers have been rounded.

Attribution	Count	%	Attribution	Count	%
<b>Age</b>			<b>LGBTQIA+</b>		
25-34 years	12	22%	Yes	8	15%
35-44 years	10	18%	No	41	76%
45-54 years	12	22%	Prefer not to say	5	9%
55-64 years	7	13%	<b>Living with a disability</b>		
65 and over	12	22%	Yes	13	24%
Prefer not to say	2	4%	No	37	68%
			Prefer not to say	4	7%

Attribution	Count	%	Attribution	Count	%
<b>Gender</b>			<b>Aboriginal and/or Torres Strait Islander</b>		
Male	17	31%	Yes	1	2%
Female	31	56%	No	49	91%
Non-binary	2	4%	Prefer not to say	4	7%
Prefer not to say	4	7%	<b>Language other than English</b>		
Other	1	2%	No, English only	38	69%
<b>City of Perth connection</b>			Yes, Filipino/Tagalog	2	4%
Live	14	25.45	Yes, Hindi	1	2%
Study	2	3.64	Yes, Indonesian	1	2%
Work	22	40	Yes, Italian	3	5%
Recreate	25	45.45	Yes, Japanese	1	2%
Prefer not to say	2	3.64	Yes, Korean	1	2%
Other	13	23.64	Yes, Mandarin	3	5%
<b>City of Perth residency</b>			Yes, Spanish	1	2%
Perth	6	43%	Other	9	16%
Northbridge	4	28%	<b>Current religion</b>		
East Perth	2	14%	Christian	16	30%
West Perth	2	14%	Muslim	3	5%
<b>Country of birth</b>			Buddhist	1	2%
Australia	32	58%	Atheist	4	7%
Indonesia	1	2%	Agnostic	7	13%
Japan	2	4%	Nothing	18	33%
Philippines	2	4%	Prefer not to say	4	7%
United Kingdom	10	18%	Other	1	2%
Other	8	14%			

## Summary of Outcomes

### Experiences and Perceptions



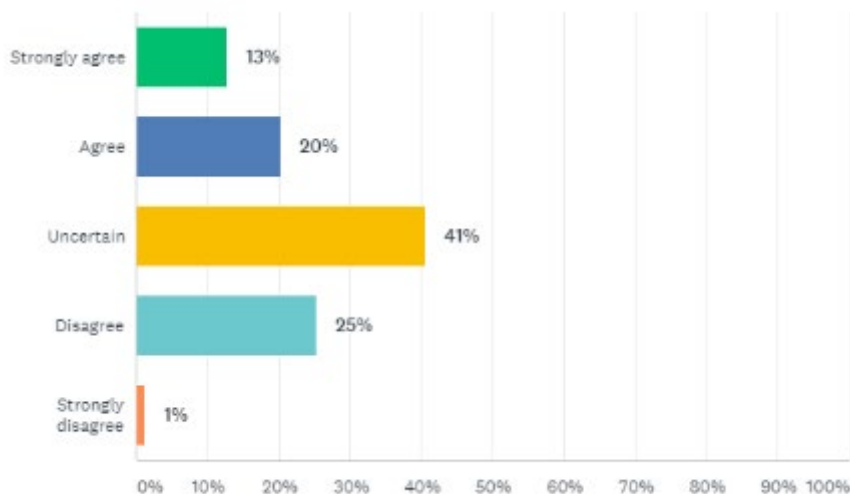
Responses to 'I feel included in the City of Perth community (the place).' (n=79)

The percentage who agree or strongly agree increases to 57% for those born overseas (n=23) and 59% for those speaking languages other than English (LOTE) (n=17). It decreases to 42% for those 55+ years and 38% for those living with a disability (n=13) and LGBTQIA+ people (n=8).

In answering the question above, respondents were asked to indicate why they felt that way.

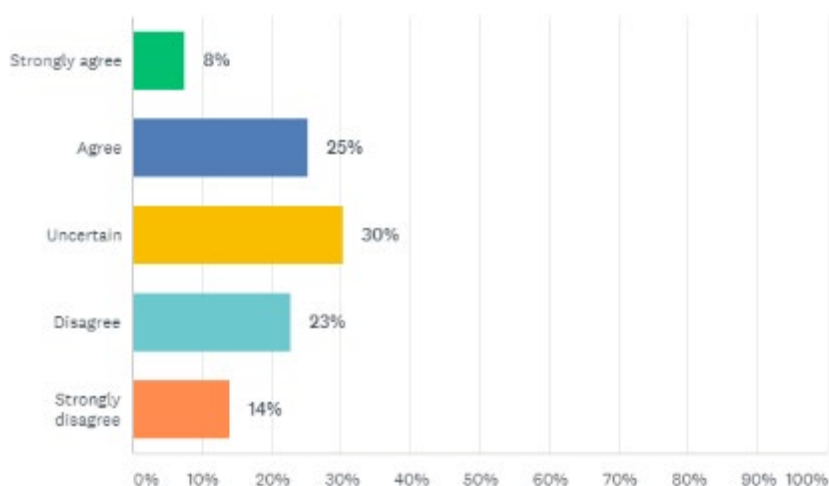
Positive responses included:	Negative responses included:
<ul style="list-style-type: none"> <li>• Fantastic events and regular community attractions;</li> <li>• Great Community Centre – but needs to be upgraded;</li> <li>• The City of Perth is responsive to needs;</li> <li>• Variety of nature, parks, arts and concerts, sports, clubs, festivals, activities and social events; and</li> <li>• Friendly space and easy to get around.</li> </ul>	<ul style="list-style-type: none"> <li>• Issues with accessibility and lack of quiet spaces;</li> <li>• Lack of LGBTQIA+ presence, engagement and inclusion – LGBTQIA+ community feel unsafe;</li> <li>• Absence of a multicultural action plan;</li> <li>• Age discrimination, inc. feelings about safety/amenity access;</li> <li>• Lack of access to information and materials in alternative languages;</li> <li>• Prejudice against the Muslim community;</li> <li>• Antisocial behaviour, the City feels unsafe particularly for minority groups and women;</li> <li>• Not enough visibility of diversity and inclusion;</li> <li>• Activities and events are more suited to families rather than inclusion of minority groups;</li> <li>• Lack of acknowledgement, respect and value of different values, beliefs and perspectives;</li> <li>• Comments from Perth leadership don't foster a welcoming and inclusive environment;</li> <li>• Artworks and monuments do not reflect diversity; and</li> <li>• Lack of community cohesion.</li> </ul>

**I feel my diverse experiences and perspectives as a community member are valued by the City of Perth (the local council) (n=79)**



The percentage who agree or strongly agree increases to 42% for those speaking LOTE (n=17) and decreases to 27% for those 55+ years (n=19). 0% of LGBTQIA+ (n=8) people agree or strongly agree with this statement.

**The City of Perth (the local council) shows visible leadership regarding equity, diversity and inclusion issues (n=79)**



The percentage who agree or strongly agree increases to 47% for those speaking LOTE (n=17) or for those born overseas (n=23) and decreases to 26% for those 55+ years (n=19) and 13% for LGBTQIA+ people (n=9).

**Word association: Diversity (n=65)**

Variety<sub>unique</sub> acceptance<sub>age</sub> interesting<sub>celebration</sub>  
 Inclusion<sub>richness</sub> Difference<sub>opportunities</sub> culture  
 understanding gender<sub>community</sub> respect<sub>disability</sub> race

A snapshot of the responses:

- Representation, visibility, tokenistic;
- Cultural and linguistically diverse backgrounds, gender, disability;
- Colourful, prosperous, opportunities;
- Difference, opportunity, inclusion of all people;
- Variety, inclusivity, interesting;
- Freedom, expression, celebration;
- Minorities, privilege, intersectionality;
- Community, culture, race;
- Understanding, individuals and differences
- Celebration, rainbow, culture; and
- Variety, richness, depth;

Top three words:

- Difference;
- Inclusion; and
- Culture.

**Word association: Equity (n=65)**

impartial<sub>access</sub> opportunity<sub>value</sub> Fair<sub>everyone</sub> fairness  
 respect equal<sub>justice</sub> Equality<sub>gender</sub> Inclusion

A snapshot of the responses:

- Lacking, necessary, misunderstood;
- Unequal treatment required for an equitable outcome, one stop shop does not fit all, address biases;
- Safety, respect, acknowledgement;
- Fair, deserved, earned;
- Gender, race and age;
- Political, spin, copout;
- Fairness, justice, worth;
- Equality of opportunity;
- Fairness, correction, help;
- Accessibility, rights, services;
- Justice, fairness, egalitarian;
- Inclusion, positive discrimination, chance;
- Equal marginalised, different;
- Fairness, empowerment, a voice for all; and
- Social justice, fairness.

Top three words:

- Fairness;
- Equal; and
- Opportunity.

**Word association: Inclusion (n=65)**

community open respect Togetherness opportunity  
 Acceptance **welcoming** access valued safety Equal

A snapshot of the responses:

- Performative, necessary, safety;
- Welcome all, inclusive solutions, education is key;
- Support, acceptance, awareness;
- Language, cultural difference, discrimination;
- Included, fair, open;
- Acceptance, valued, empathy;
- Tolerance, equal opportunities, equal funding;
- Equality, fairness, background;
- Collaboration, celebration, sharing;
- Embrace, choice, communication;
- Community, happiness, together;
- Participation, leadership, value;
- Opportunity, rights, justice;
- Welcoming, respectful, anti-discriminatory;
- Accessibility, accounting for different values, affordable; and
- Participation, valued, co-design.

Top three words:

- Welcoming;
- Opportunity; and
- Valued.

**The City of Perth's role**

**What the City of Perth is currently doing to celebrate diversity, champion equity and foster inclusion (n=56)**

police seen considering Information survey holding festivals  
 great events walk Nothing space people DAIP

A summary of the responses:

Positive

- Sponsorships, festivals, concerts and event activations (inc. LGBTQIA+ events like Pride Parade);
- Diversity and inclusion policies, Disability Access and Inclusion Plan and Reconciliation Action Plan;
- Seeking public opinions through this survey and committees and Advisory Groups;
- Facilitating community groups that focus on these areas;
- AIAG, considering organisational approaches;
- Indigenous arts on display and celebration of cultural days such as Chinese New Year and Festival of Lights;
- Homelessness events; and
- Supporting LGBTQIA+ and indigenous groups.

Negative

- Nothing;
- Undermined by the values and perspectives of Elected Members; and
- Not necessarily inclusive of all parties.

## How the City of Perth could improve in celebrating diversity, championing equity and fostering inclusion (n=56)

see safe diverse diversity groups including people celebrate  
events values

A snapshot of the responses:

- Celebrate differences;
- Hosting and promoting events that reflect the City's values and commitment (inc. not celebrating Australia Day) – more events for different cultures and ages;
- Community education on these topics;
- Employ diversity including more Aboriginal and Torres Strait Islander People and LGBTQI+ people in City jobs;
- Be clear about why you're celebrating, championing, and fostering – make it part of core business;
- Address homelessness;
- Acknowledge aboriginal people;
- More community engagement and co-design with people and organisations with lived experience, including youth (e.g. establish an Advisory Group);
- Multicultural Action Plan;
- Public art to celebrate diversity;
- Share imagery of people to communicate who is in community;
- Make Perth a place where it is safe for vulnerable people to visit;
- Equity grants/ scholarships to marginalised groups;
- Implement recommendations from Reconciliation Action Plan;
- Access to CAT services on northern side of East Perth to improve accessibility;
- Provide a swimming pool for recreational and health-associated activities; and
- Show greater public support for all pillars of diversity and inclusion and their intersectionality.

## Vision for the City of Perth (the place) (n=56)

welcomed diversity culture one events embraced feel free  
everyone celebrated community access safe see

A snapshot of the responses:

- A community where everyone feels not only welcomed but celebrated and connected;
- A city to the envy of any in the world when it comes to issues of inclusion, equity and diversity;
- A City where people can operate, live and play and not be excluded;
- Decent housing for the homeless and widespread acknowledgement of our aboriginal history;
- More public events – workshops provided by mentors and leaders to various community groups;
- A place for families and especially safe for all people with facilities that are easy to find;
- Having all the different communities within the City of Perth being comfortable to hold events, speak up & have an ongoing presence;
- More celebration of all people regardless of who they are;
- All areas accessible and useable for everyone, safely;

- A place where diversity is embraced, and all people feel free and empowered to express their values, beliefs and perspectives without fear of persecution;
- That people's different and in some instances opposing values, beliefs and perspectives are acknowledged, respected and valued;
- A place where people are not only able to be present but can actively participate. Where people can celebrate who they are and not be afraid. A place that invests in celebrating these principles;
- That those that are disenfranchised by our socialist corporate system given greater support and nurturance to succeed in life;
- Locally grown businesses; and
- Lands returned to aboriginal people as meeting places for them to be welcomed and accepted as camping grounds for them to use, as they choose.

#### How the City of Perth (the local council organisation) could help achieve this (n=56)

groups provide people public community

A snapshot of the responses:

- Create opportunities for different communities to engage, interact and work together;
- Following the lead from other Councils;
- Ensure there is the right representation from these groups on any decision-making advisory boards so effective co-design can occur;
- Provide housing assistance and wrap-around services for people experiencing homelessness;
- Provide more support to CaLD people;
- Greater presence of cameras/security to highlight and address antisocial behavior;
- Employ a full time Nyoongar Liaison Officer and EDI representative for external matters;
- Engage with Pride in Diversity, Equality Consulting, Diversity Council of Australia actively with plans for inter-sectional assessments, portfolio plans;
- Publish an EDI plan externally and be accountable for the commitments;
- Try and diversify retail, more niches and corners which tell a story about the diversity;
- Fund programs, initiatives, festivals and events that embody these principles. Ensure that all events meet minimum accessibility requirements;
- Sensitivity training for all staff and leaders;
- Ensure employment, opportunities and grants aren't biased by gender, race, orientation, identity;
- By positively discriminating (at least initially) in favour of groups disaffected by one or more failures to uphold the concepts of equity, diversity and inclusion;
- Courses in business training and sponsorships/mentor opportunities for those starting or running small businesses;
- Encouraging part-time working lifestyle opportunities for parents to stay at home in their child's formative years so that the child can receive stay at home care from a parent;
- Designating camping grounds for Aboriginal people that come to RPH;
- Free parking, cheap and frequent public transport; and
- More pedestrian bridges and infrastructure to join Northbridge and Perth together.



## 2.3. Community and organisation workshop

### Purpose of Engagement

The purpose of the community workshop was to provide the opportunity for members of the public 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 Framework.

### Description of Method

The workshops were promoted from 22 March via the below (examples in Appendix 3):

- Engage Perth;
- City of Perth social media channels;
- City of Perth website;
- Media Release;
- LGBTQIA+, Access and Inclusion and Elders Advisory Groups; and
- Email to relevant organisations.

Originally there were three community and three organisation workshops scheduled, however due to limited responses, this was reduced to one session. The workshop was held on Wednesday, 14 April, 4.30pm to 6.30pm at Council House.

Workshop participants took part in two activities:

1. What does equity, diversity and inclusion mean to you? Participants work in three groups answering what the words 'equity', 'diversity' and 'inclusion' mean to them.
2. Emotion Flashcards. Selecting from a table of images, participants chose the image that was most meaningful to them and wrote a personal anecdote, vision or other comment related to equity, diversity and inclusion in Perth. These will be used to make the Framework more personable and relatable.

### Participants

Meetings	Attendees
14 April 2021	9
<b>Total</b>	9

## Summary of Outcomes

Below is a summary of the responses to the activities.

Word association: Diversity	
<p>Snapshot of responses:</p> <ul style="list-style-type: none"> <li>• Being different;</li> <li>• Making whole;</li> <li>• Genuine representation without influence;</li> <li>• Breaking barriers and acceptance;</li> <li>• All people regardless of which group they fall under are seen as Australian citizens or residents;</li> <li>• Human beings – not grouped in silos;</li> <li>• Intersectionality, consideration and understanding;</li> <li>• Actively listening to others from different backgrounds;</li> <li>• Differing views bring new ways of thinking;</li> <li>• Open your mind;</li> </ul>	<ul style="list-style-type: none"> <li>• Acceptance of differences;</li> <li>• Seeing differences as positive;</li> <li>• Diversity;</li> <li>• Many faces, many colors, many languages, many experiences;</li> <li>• Sharing and embracing different experiences;</li> <li>• Thinking beyond tolerance;</li> <li>• Reducing arrogance in yourself;</li> <li>• Embracing differences;</li> <li>• Colorful patterns;</li> <li>• Looking outside your comfort zone;</li> <li>• Diversity is wonderful and all encompassing;</li> <li>• Recognition and celebration as well as appreciation of our differences; and</li> <li>• All people are represented.</li> </ul>

**Word association: Equity**



Snapshot of responses:

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>• Equal;</li> <li>• Phone systems are accessible for all;</li> <li>• Heard;</li> <li>• Cost – not prohibitive e.g. cost of tech;</li> <li>• Fairness;</li> <li>• Language;</li> <li>• Not being judged by looks or appearance;</li> <li>• Skin in the game (having a stake that’s real);</li> <li>• Equal opportunity without barriers;</li> </ul> | <ul style="list-style-type: none"> <li>• Acceptance;</li> <li>• Treating everyone with the same respect;</li> <li>• Assumption of tech savviness;</li> <li>• Fair share;</li> <li>• Jobs;</li> <li>• To be consulted. To be considered; and</li> <li>• Equal opportunity.</li> </ul> |
|---|--|

**Word association: Inclusion**



Snapshot of responses:

- Respect;
- Safety;
- Urban design, consideration;
- Equal opportunity to participate;
- Understand one another;
- Practical support;
- Warm welcome;
- Pathways to connect the community to groups and supported;
- Respect, recognition;
- People take time to listen – international rights – communication;
- Protection of rights;
- Easy read and accessible documents;
- Opportunity to express a view;
- Meeting new people, accepting theirs and your differences;

- Safe environment to speak up;
- Opportunities for all residents to enjoy the safety and surroundings of the City;
- Consideration given to people who do not speak English and providing structures that support their accessibility to services and activities – so not just focus on tourists;
- Access;
- Equal access and opportunity regardless of the individual;
- Differences;
- Activities in my city that are engaging of people of all backgrounds with no bias for race, culture or religion or sexuality;
- Invited and accepted without barriers
- Welcoming; and
- Knowledge and harmony.

## 2.4. Staff questionnaire

### Purpose of Engagement

The purpose of the staff questionnaire was to capture data about how staff view diversity and inclusion at the City of Perth, their own personal experiences and thoughts on how the City can celebrate diversity, champion equity and promote inclusion in the community.

### Description of Method

The 15-minute survey, hosted on SurveyMonkey, was open from 24 March to 18 April 2021 and was promoted via the intranet.

The questionnaire, which can be viewed in full at Appendix 4, was divided into the following:

1. Experience and perceptions.
2. The City of Perth's role.
3. Demographic information.

### Participants

The questionnaire was started by 71 people, with 27 people completing it in its entirety. Numbers have been rounded.

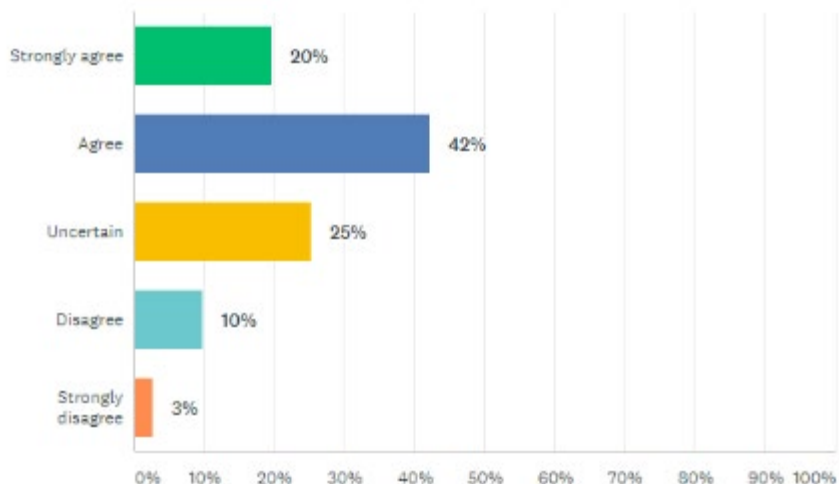
Attribution	Count	%	Attribution	Count	%
<b>Age</b>			<b>LGBTQIA+</b>		
18-24 years	1	2%	Yes	6	12%
25-34 years	9	15%	No	41	80%
35-44 years	19	36%	Prefer not to say	4	8%
45-54 years	11	21%	<b>Aboriginal and/or Torres Strait Islander</b>		
55-64 years	5	10%	No	48	94%
65 and over	2	4%	Prefer not to say	3	6%
Prefer not to say	6	12%	<b>Living with a disability</b>		
<b>Gender</b>			Yes	3	6%
Male	21	40%	No	44	86%
Female	23	44%	Prefer not to say	4	8%
Non-binary	1	2%	<b>Country of birth</b>		
Prefer not to say	7	13%	Australia	30	58%
<b>Current religion</b>			India	2	4%
Christian	15	29%	Malaysia	1	2%
Muslim	1	2%	New Zealand	1	2%
Hindu	3	6%	South Africa	1	2%
Atheist	3	6%	United Kingdom	6	12%
Agnostic	1	2%	Other	11	21%
Nothing	20	39%	<b>Language other than English</b>		
Prefer not to say	6	12%	No, English only	42	81%
Other	2	4%	Yes, Hindi	2	4%
			Yes, Portuguese	1	2%
			Other	8	15%

## Summary of Outcomes

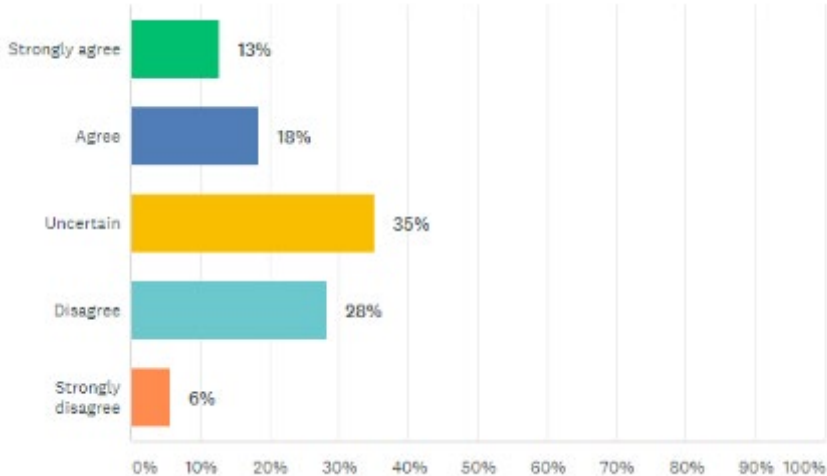
### Experiences and Perceptions

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

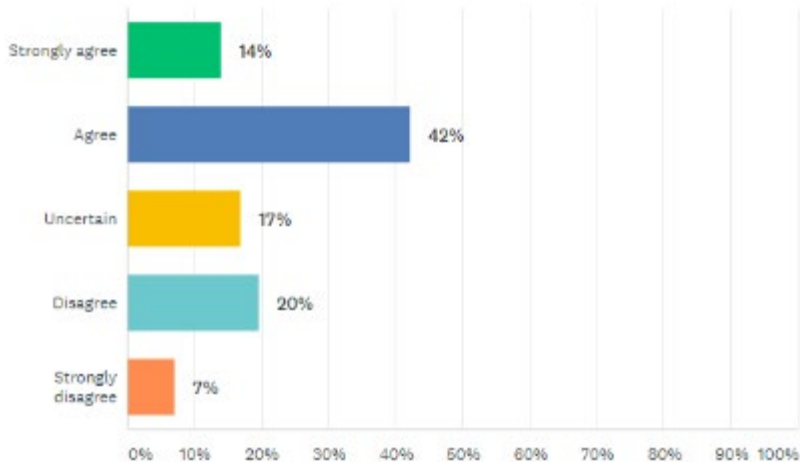
#### The City of Perth respects individuals and values their differences (n=71)



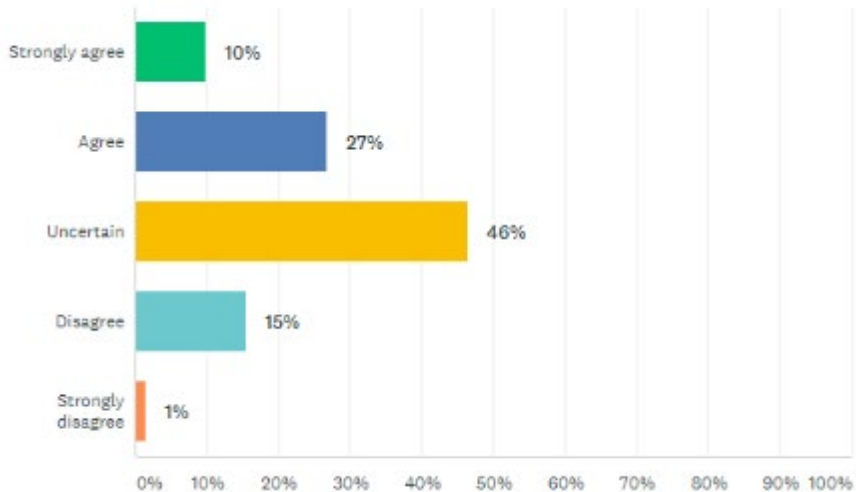
#### The City of Perth shows visible leadership regarding equity, diversity and inclusion issues (n=71)



**The City of Perth fosters a workplace that allows me to be myself at work without fear (n=71)**

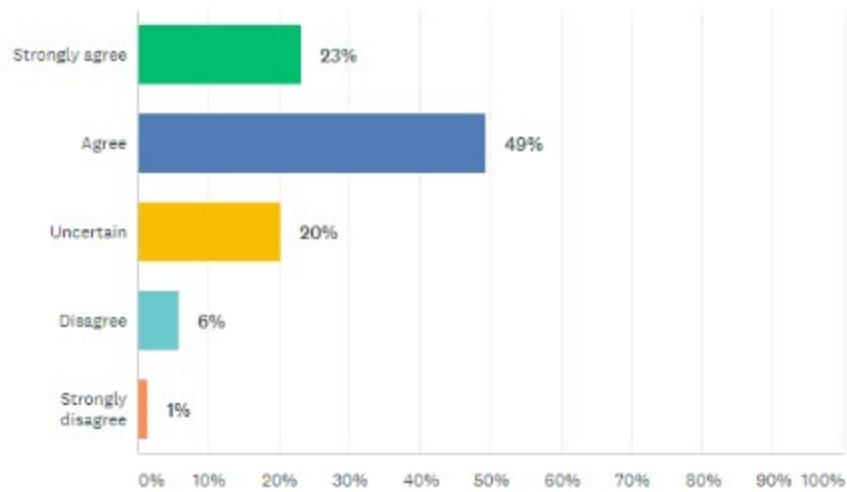


**The City of Perth responds effectively to harassment or discrimination related to diversity (n=71)**

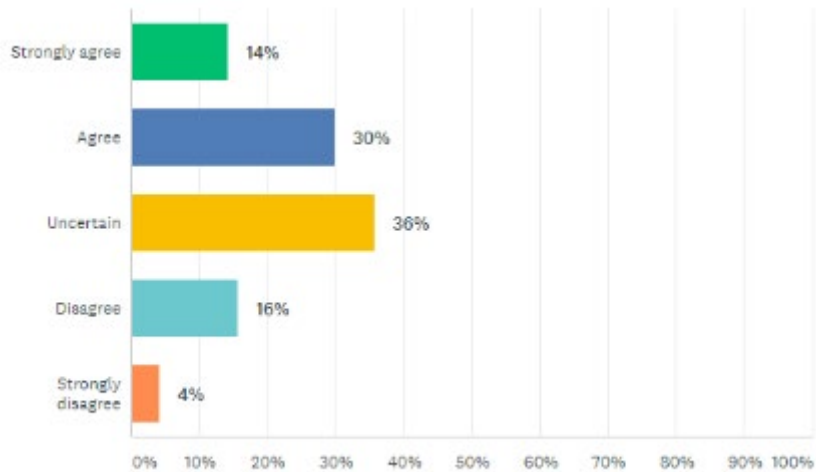




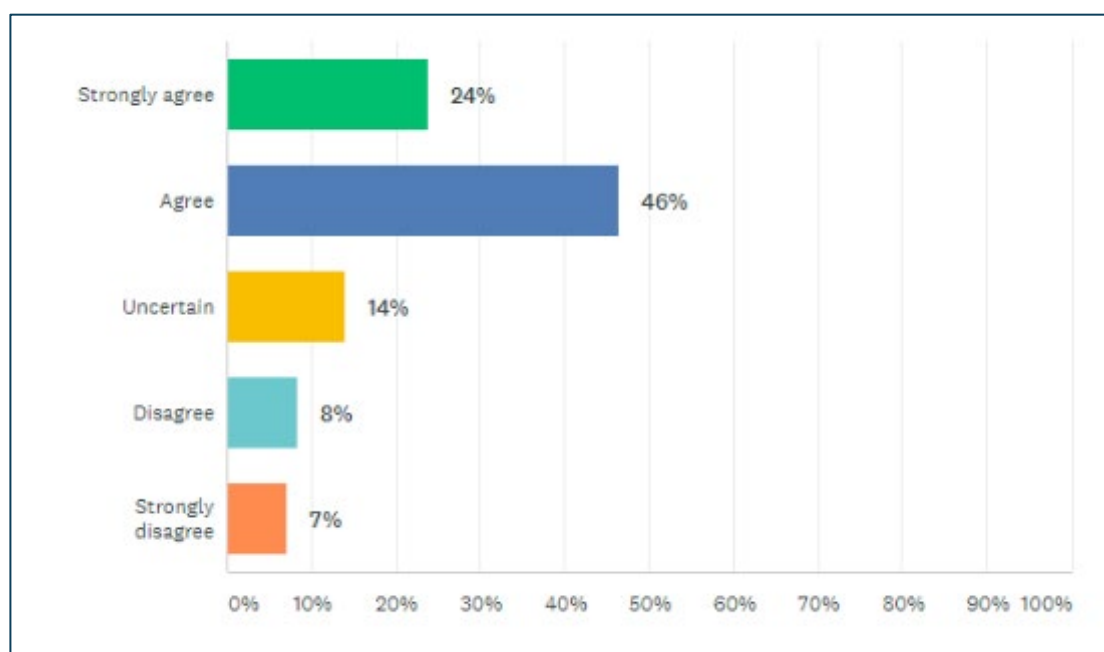
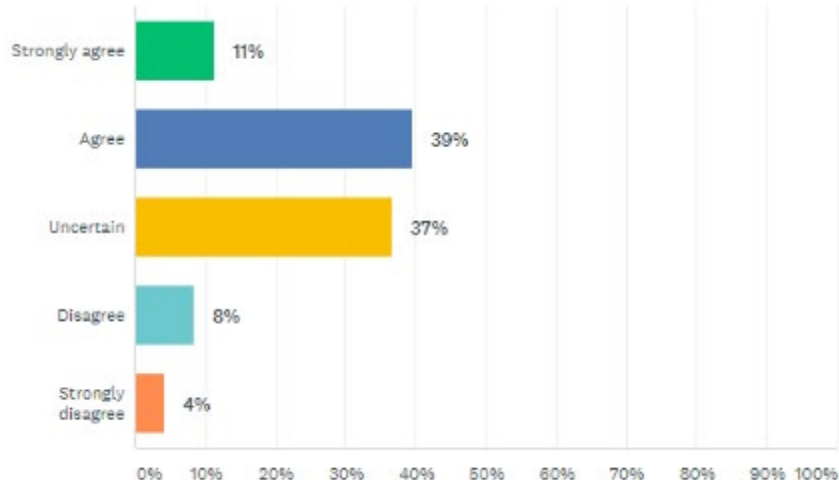
**I am aware of and understand the procedures for reporting incidents of harassment or discrimination related to diversity in the workplace (n=69)**



**The procedures for reporting incidents of harassment or discrimination related to diversity make me feel confident that incidents will be handled properly (n=70)**



### Employees of different backgrounds are treated fairly in the internal promotion process (n=71)



*Responses to 'I feel like I belong at the City of Perth.' (n=71)*

Reason why people answered included:

- The City of Perth can solve my problem if anything happens to me;
- Favouritism, lack of value in Equal Employment Opportunity legislation and conscious bias towards promotion of staff;
- Inflexible work hours, part time employees are not included, not very family friendly (inc. no space for breast feeding);
- Officers are accepting - toxic environment from team leads and above;
- Fear of speaking up;
- The City of Perth is an equal opportunity workplace;
- Female representation in some areas and limitations in others;

- Unclear which community opinions are shaping decision making;
- Lack of understanding and respect for experiences of people with disability in interview and onboarding;
- The stance and ideas from leadership and elected members needs to change;
- Great team, from different backgrounds;
- I feel I contribute positively;
- Difficult to find information on the intranet;
- Racial discrimination comments; and
- Diversity and inclusion is not celebrated or acknowledged;

**Word association: Diversity (n=65)**

background diversity variety understanding Fairness interesting  
 equality different respect strength inclusion  
 Equal Opportunity differences Equity culture Perspective  
 gender unique acceptance ideas

**Snapshot of responses:**

- Variety, difference, respect;
- Nationality, culture, values;
- Inclusion, welcoming, embracing;
- Age, unique, gender;
- Safety, equality, listen;
- Religion, color, background;
- Fairness, everyone, respect;
- Openness, inclusion, variety;
- Respect, commonality, differences;
- Quality, genuine, support;
- Ability, gender, language;
- Perspective, strength, inclusion;
- Global, sustainability, ideas;
- Gender, socioeconomic background, inclusion;
- Different, multi-cultural, LGBTQIA+;
- Options, new perspectives;
- Equal opportunity, respect, understanding;

- Community, people, strength;
- Openness, equity, fun;
- Backgrounds, ideas, voices;
- Team, togetherness, respect;
- Strength, experience, empathy;
- Choice, inclusion; belonging;
- Justice, acceptance; fairness;
- Interesting, vibrant, necessary;
- Social, strength, welcoming;
- Sharing ideas, learning;
- Celebrating human difference; and
- Together, happy, people.

**Top four words:**

- Inclusion;
- Respect;
- Equality; and
- Differences.

**Word association: Equity (n=65)**

Value rights opportunity respect equal fairness justice fair  
 impartial fairness balancing equality even

Snapshot of responses:

- Fairness, justice and share;
- Even, transparent, balance;
- Even, needs, unfair;
- EEO, equality, balancing;
- Equal, sex, gender;
- Disability, different sexual learnings;
- Freedom, consistent, approach;
- We are one;
- Honest, understanding, tolerance for different views;
- Impartial, liberal, conciliatory
- Inclusiveness, fairness, even;
- Leave, training, mentoring;
- Open, opportunities, getting it right;
- No-brainer, positive, necessary;
- Value, worth, ownership;

- Same, respect, good for all;
- Having a chance; Being treated equally;
- Remove systemic barriers;
- Justice for all;
- Impartial, reasoned, treatment;
- Same people, consistency, level playing field;
- Success, growth, access;
- Even, cash, commitment;
- Togetherness, value, justice;
- Necessary, achievable, challenging;
- Equality of outcome, awareness, support;
- Choice, impartial, tailored; and
- Everyone gets equal opportunity.

Top three words:

- Fair/ness
- Equal; and
- Opportunity.

**Word association: Inclusion (n=65)**

Fairness diversity access team fair equality respect involvement  
 opportunity Included welcoming participation equal  
 belonging

<p>A summary of the responses:</p> <ul style="list-style-type: none"> <li>• Team spirit, team bound;</li> <li>• Included, heard, acknowledged;</li> <li>• Comfort, accommodating, support</li> <li>• Belonging, different, not included;</li> <li>• Included, access, equality;</li> <li>• All diversity, disability, closing the gap;</li> <li>• Recognising difference, whole, fair;</li> <li>• All the same;</li> <li>• Open to all;</li> <li>• Include us all;</li> <li>• Friendly, honest, welcoming;</li> <li>• Accept the person;</li> <li>• Divisive, tokenistic, feel good;</li> <li>• Equal, access, value;</li> <li>• Neurotypicality, orientation, intelligence;</li> <li>• Don't say, do;</li> <li>• Listening, accepting, accommodating;</li> <li>• Justice, opportunity, self-determination;</li> <li>• Involvement, admittance, participation;</li> <li>• Perspectives, empowerment, opportunity;</li> </ul>	<ul style="list-style-type: none"> <li>• Happy, together, bonds;</li> <li>• Belonging, inhabiting space;</li> <li>• Not discriminating;</li> <li>• Accessible as possible;</li> <li>• An enjoyable workplace;</li> <li>• Access, belonging, contribution;</li> <li>• Marginalised, disability, equal;</li> <li>• Respect, safe, understanding;</li> <li>• Diversity, honesty, open for all;</li> <li>• Genuine, inclusive, authenticity;</li> <li>• Right, simple, fair;</li> <li>• Human, friendliness, participation;</li> <li>• Groups, willingness, no preferential treatment;</li> <li>• Trust, welcoming, part of something; and</li> <li>• Involvement, incorporation, addition.</li> </ul> <p>Top three words:</p> <ul style="list-style-type: none"> <li>• Opportunity;</li> <li>• Respect; and</li> <li>• Welcoming.</li> </ul>
--	---

## The City of Perth's role

**What the City of Perth is currently doing to celebrate diversity, champion equity and foster inclusion (n=53)**

celebrate meetings people Support Pride cultures inclusion  
events Working Group

A summary of the responses:

- Support of events such as Pride Parade, drag queen storytime, Special Olympics and cultural events;
- Disability Access and Inclusion Plan and Reconciliation Action Plan, although need dedicated RAP resource;
- Not much awareness or celebration;
- Equal Employment Opportunity and recruitment training makes it clear that you cannot discriminate on the basis of age, race, background, children, gender etc.;
- Advisory Groups and Internal Working Groups;
- Employs women in leadership positions;
- Ensuring our venues, events and spaces are accessible;
- Gender balance on recruitment panel;
- Commitment at officer level;
- Sponsoring Pride, EEO in the workplace;
- Providing services to meet all needs; and
- Policy and process.

### How the City of Perth could improve in celebrating diversity, championing equity and fostering inclusion (n=53)

community<sub>idea</sub> good<sub>keep</sub> groups<sub>plans</sub> staff<sub>celebrate</sub>  
people<sub>things</sub> need

A snapshot of the responses:

- Remove the disparity between the outside work force and internal work force;
- Implement framework and other plans (RAP, DAIP, LGBTQIA+) with budget so they become business as usual;
- More events that celebrate multiculturalism including Harmony Week;
- Do more within the workplace, not just in the community e.g. awareness, celebration days, recognizing employees;
- Treating everyone in the same way;
- Recognise that there are people with different views, religious beliefs and experiences;
- Employing more people from diverse backgrounds (inc. in leadership), more representation from Aboriginal people;
- Further workshops and discussions, mandatory attendance by all in leadership positions;
- Training for all staff, especially frontline staff and managers;
- Making the building easier to negotiate for disabilities;
- Create more flexible working conditions (WFH, part-time work and flexi);
- Improving organisational culture and practice what is preached;
- Develop a method for consistent community and staff feedback for benchmarking;
- More staff to work with / exposure to Advisory Groups to build empathy;
- Rectify gender imbalances;
- Incorporate into policies;
- Share the good and bad history;
- More community programs for marginalised groups; and
- Additional plan/s to reflect all cohorts in community CaLD, Youth, older adults, and resource these areas.

### Vision for the City of Perth (the place) (n=53)

reflect<sub>Fair</sub> diversity equity inclusion<sub>opportunity</sub>  
community<sub>safe</sub> everyone<sub>open</sub> people<sub>goal</sub> place  
gender<sub>treat</sub> respected<sub>leaders</sub> organisation

A snapshot of the responses:

- The City of Perth is a great, thriving, multicultural city that is safe regardless of your background;
- To be listened to without the fear of repercussions – not fighting to be heard;
- Treat everyone equally, fair treatment for all based on merit;
- Recognise that people are different and treat them accordingly - 'I am visible';
- That the City will stand for truth, good governance and the best welfare of all its citizens;
- A workplace where everyone of any race, language background, gender orientation or neurotype is valued and welcomed; and where people of Aboriginal or Torres Strait Island backgrounds can particularly find a welcoming workplace. No fear, happy to come to work;
- A place that embraces and showcases the UN Sustainable Development Goals (particularly goal 5 - gender equality and goal 10 - reduced inequalities);
- A city that openly supports and celebrates people from marginalised groups;
- The City should be a leader in progressive practice and policies regarding diversity, equity and inclusion. The City should be paving the way for other local governments and not being overly cautious. The City should clearly define who they wish to be and the role they want to play in leading this and then live up to it;
- A community that is understanding, fair, respectful, safe and open to all;
- Everyone is respected and has opportunities to grow, participate, succeed and thrive;
- A progressive, nurturing social hub that prospers from its open-mindedness and inclusive nature;
- For diversity, equity and inclusion to be genuinely and naturally lived and felt within the organisation;
- A place that provides services which caters to all; and
- The organisation mirrors the diversity, equity and inclusion of the broader community to ensure it can deliver on its commitment and reflects the sentiments of the community. Select leaders with views that reflect the values we are trying to achieve.

#### How the City of Perth (the local council organisation) could help achieve this (n=53)

including<sub>part</sub> Framework<sub>employees</sub> community<sub>diversity</sub>  
 staff<sub>programs</sub> people<sub>welcome</sub> plan<sub>need</sub> ask<sub>Practices</sub>  
 leadership<sub>work</sub> open

A summary of the responses:

- To have a stable work place with equity for those carrying out similar roles and responsibilities;
- Don't pass over a part time staff member;
- More activities and team building exercises for staff;
- Open communication and consultation with employees, encourage staff to speak up;
- Have a proper Diversity Committee that promotes and celebrates;
- Implementation of Framework and further education;
- Follow open and accountable recruiting processes for all jobs, employ people from diverse backgrounds including more Aboriginal people;
- Embed the UN Sustainable Development Goals as an overarching sustainability framework governing the City;
- More policies and procedures around inclusivity and diversity;
- Lead from the top - active promotion and participation by ELT, MLT and the entire workforce;

- Work closer with neighboring councils, government bodies, community groups to support a more open and inclusive society;
- Ensure that practice is established with the values in mind;
- More females in senior roles,
- Traineeships/graduate programs for disadvantaged.
- Engagement with a diverse range of groups and a robust community infrastructure plan which caters to the needs of all;
- Framework, plans, organisational culture change, policies and procedures, KPI's, service units aligning to the principles, communication, community capacity building; and
- More outward acknowledgement of equality and diversity.

## 2.5 Internal Working Group workshop

### Purpose of Engagement

The purpose of the internal working group is to get input from a diverse range of staff into the development of the Framework.

### Description of Method

The one-off Internal Working Group was formed via self-nomination from staff, nomination by managers and bringing together the LGBTQIA+, DAIP and RAP Working Groups.

The workshop was held on Thursday 1 April from 10am to 12pm at Council House.

Workshop participants took part in two activities:

1. What does equity, diversity and inclusion mean to you? Participants work in three groups answering what the words 'equity', 'diversity' and 'inclusion' mean to them.
2. Emotion Flashcards. Selecting from a table of images, participants chose the image that was most meaningful to them and wrote a personal anecdote, vision or other comment related to equity, diversity and inclusion in Perth. These will be used to make the Framework more personable and relatable.

### Participants

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

- Community Services;
- Marketing;
- Human Resources;
- ICT Services;
- Corporate Communications;
- Governance;
- Customer Experience;
- Community Safety and Amenity;
- Activation & Cultural Experience;
- Transport and Urban Design;
- City Planning;
- Economic Development;
- Infrastructure and Assets;
- Operations; and
- Executive Services.

A full list of attendees is outlined in Appendix 5.



## Summary of Outcomes

The sentiment of the group was frustration that the same people consistently volunteer for opportunities like this, that the group is not particularly diverse and that it is heavy on female representation. They hoped that management would get behind the implementation of this Framework at that those in the organisation with societal privilege would use that power to be allies for the marginalised in the community and organisation.

Below is a summary of the responses to the activities.

Word association: Diversity	
<p>Snapshot of responses:</p> <ul style="list-style-type: none"> <li>• Representation of all walks of people in media/workforce etc;</li> <li>• Multiculturalism;</li> <li>• Acknowledging and embracing different cultures, requirements e.g. religious, cultural;</li> <li>• Warm and encouraging, inviting;</li> <li>• Deliver to all aspects of the community;</li> <li>• Looks like looking around the room and seeing the world;</li> <li>• No more minority - to not be pointed out or segregated for being diverse;</li> <li>• No limits, open to ideas;</li> <li>• Voices and confidence in voices;</li> <li>• Positive changes;</li> <li>• Power sharing equally;</li> </ul>	<ul style="list-style-type: none"> <li>• Encourage, celebrate and embrace differences - it's okay to be different;</li> <li>• Doesn't matter what you look like;</li> <li>• Educate and understanding;</li> <li>• Consider equality;</li> <li>• People with different backgrounds, experiences etc;</li> <li>• Being presented the same opportunities as those around you;</li> <li>• Diversity provides culturally rich and meaningful communities;</li> <li>• Challenging own ideas and beliefs;</li> <li>• Diverse representation;</li> <li>• Doesn't matter what you believe;</li> <li>• Diversity equals strength;</li> <li>• Barriers addressed; and</li> <li>• Unjudgmental.</li> </ul>

**Word association: Equity**



**Snapshot of responses:**

- Taking genuine and focussed action;
- Education and training;
- Differentiation of material to encourage accessibility;
- Representative constitutions (workplace, groups, teams etc);
- Equal outcomes through equitable processes;
- Feels like helping others achieve and reach their goals;
- Removal of barriers so there is no requirement to be equitable or diverse – we will do it naturally, seamless;
- It feels like inclusion, social cohesion;
- Feels like opportunities for all, a fair go;
- Taking experiences on and growth;
- It feels like being open to differences;
- Demonstrated;
- Acknowledge disadvantage based on identity and background and help;
- Empathy, beyond equality;
- Understanding, acceptance and encouragement;
- Acknowledge systemic suppression when considering equity e.g. women, Indigenous people, LGBTQIA+; and
- Equity as a right not just opportunity.

Word association: Inclusion



Summary of responses:

- Seeing people that look like me represented, seeing people as they are;
- Inclusion makes me feel important, noticed/heard, supported, sense of belonging, safe, welcome;
- People being brave enough to face their own prejudices and fears about others – challenging attitudes;
- The same playing field for everyone, not just some - equal opportunities for all;
- Providing access and removing barriers for all members of the community and staff to participate in all activities without difficulty, removing the question of ‘will I be able to participate/attend’ all together;
- Validation of lived experiences/empathy;
- Being proactive;
- Don’t be afraid of having an opinion, give people a voice;
- Providing opportunities for anyone and everyone to be involved, share diverse experiences;
- Celebrate diversity and using that to inform all policy development;
- Bringing everyone together;
- Realising the difference but treated the same way, everyone has the same experience (good and bad);
- Accessibility, allowances for differing needs and requirements, stigma-free;
- Continual understanding, learning and change; and
- Acceptance, open and unlimited.

## 2.5. Workshop with Elders Advisory Group

### Purpose of Engagement

The purpose of the Elders Advisory Group engagement was to utilise the diversity, knowledge and experience of the Group to help the City develop principles to better celebrate diversity, champion equity and promote inclusion in the community.

### Description of Method

During their meeting on Wednesday 7 April from 11am to 1pm at Council House, the Group were asked 'What does equity, diversity and inclusion mean to you?'

### Participants

Seven members of the Elders Advisory Group were in attendance for the workshop and their names can be viewed in Appendix 6.

### Summary of Outcomes

#### What does Equity, Diversity and Inclusion mean to you?



<p>Snapshot of responses:</p> <ul style="list-style-type: none"> <li>• Welcome place for all;</li> <li>• Not ostracized, not on edge;</li> <li>• Respect, recognition and part of community;</li> <li>• Breakdown barriers of racism;</li> <li>• Represented in jobs, employ aboriginal people, Aboriginals welcoming aboriginals into stores, retail staff represent the community;</li> <li>• Multicultural, different people;</li> </ul>	<ul style="list-style-type: none"> <li>• Don't want anyone to go through what they went through;</li> <li>• Training, scholarships, traineeships for young people;</li> <li>• Top down leadership that sets example for other councils;</li> <li>• Funding set up around diversity and inclusion;</li> <li>• Cultural centre; and</li> <li>• Preserving sacred sites and trees.</li> </ul>
---	--

## 2.6. Workshop with Access and Inclusion Advisory Group

### Purpose of Engagement

The purpose of the Access and Inclusion Advisory Group Workshop was to utilise the diversity, knowledge and experience of the Group to help the City develop principles to better celebrate diversity, champion equity and promote inclusion in the community.

### Description of Method

The workshop was held on Thursday 8 April from 11am to 1pm at Council House.

The Group took part in two activities:

1. What does equity, diversity and inclusion mean to you? Participants work in three groups answering what the words 'equity', 'diversity' and 'inclusion' mean to them.
2. Emotion Flashcards. Selecting from a table of images, participants chose the image that was most meaningful to them and wrote a personal anecdote, vision or other comment related to equity, diversity and inclusion in Perth. These will be used to make the Framework more personable and relatable.

### Participants

Eight of the Access and Inclusion Advisory Group attended the workshop and their names can be viewed in Appendix 6.

## Summary of Outcomes

Below is a summary of the responses to the activities.

### Word association: Diversity



#### Snapshot of responses:

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>• Providing different perspectives through different lived experiences;</li> <li>• Community involvement (all-inclusive) of individuals with different backgrounds, beliefs and aspirations;</li> <li>• Raising awareness about different groups;</li> <li>• More large-scale diversity events as part of Harmony Week;</li> <li>• Enables a better understanding of the world around us;</li> <li>• Celebrating everyone, fun time;</li> </ul> | <ul style="list-style-type: none"> <li>• Race, culture, disability shouldn't be a factor. Everyone should be treated the same, "all one";</li> <li>• Embracing being yourself;</li> <li>• Different meaning to everyone (perspectives);</li> <li>• Don't judge a book by its cover;</li> <li>• Everyone treated the same but accept differences;</li> <li>• Under represented people and groups; and</li> <li>• Diversity is spoken as a tokenistic approach.</li> </ul> |
|--|--|

## Word association: Equity



## Snapshot of responses:

- Employment of people with disability, more than the 'quota' (i.e. 3%);
- Providing opportunities and empowering people;
- Providing support and rearranging the tools to ensure all can come to the best outcome for equal success – no one is left behind;
- Providing training that meets people where they start e.g. with computer skills;
- Diversify the workforce and encourage and support Aboriginal and Torres Strait Islander people to apply;
- Understanding when you can and can't be 'equity, diversity and inclusion' blind;
- Togetherness (working);
- Stop with stereotyping;
- Identifying and addressing differing barriers for people;
- Respect for all individuals, trust as a person;
- United/unique, intelligence/inspiration, young and fair, together as one;
- Investment to achieve equitable outcomes, takes time to be done right;
- Recognising where there are gaps/people missing out;
- Taking ownership;
- Accessibility to facilities (e.g. charging stations for wheelchairs);
- Everyone has the same experience without feeling embarrassed; and
- Being fair to everyone is to be equitable. Being equal doesn't mean it's being fair.

Word association: Inclusion



Snapshot of responses:

- Employ people of all backgrounds – reduce barriers with applications/interviews (include people with disabilities on interview panels);
- Accessibility to work opportunities/skills and employment;
- Accessible features i.e. signs, wayfinding, information in all formats, technology, speak to text, all buildings;
- Inclusion is not specific to any group – everyone;
- No ‘clicky’ groups, no exclusion;
- Awareness of disabilities and what inclusion means for different people;
- Inclusion in PR/Marketing campaigns by the City of Perth;
- Everyone has a voice, let them all be heard (email/text/voice message adaptive technology);
- Not needing to pre-plan any visit;
- Practice and policy on equal access;
- Not a stereotype, not a stigma;
- Together it is ok to be a person with a disability and be LGBTQIA+ - inclusion and diversity, not silos;
- Events for all;
- Everyone feels comfortable, confident, safe;
- Ensuring all people feel a sense of belonging and that they are part of a unified community, living and working together harmoniously; and
- Outcomes of the DAIP.



## 2.7. Workshop with LGBTQIA+ Advisory Group

### Purpose of Engagement

The purpose of the LGBTQIA+ Advisory Group Workshop was to utilise the diversity, knowledge and experience of the Group to help the City develop principles to better celebrate diversity, champion equity and promote inclusion in the community.

### Description of Method

The workshop was held on Monday 12 April from 4pm to 6pm at Council House.

The Group took part in two activities:

1. What does equity, diversity and inclusion mean to you? Participants work in three groups answering what the words 'equity', 'diversity' and 'inclusion' mean to them.
2. Emotion Flashcards. Selecting from a table of images, participants chose the image that was most meaningful to them and wrote a personal anecdote, vision or other comment related to equity, diversity and inclusion in Perth. These will be used to make the Framework more personable and relatable.

### Participants

12 of the LGBTQIA+ Advisory Group attended the workshop and their names can be viewed in Appendix 6.

### Summary of Outcomes

Below is a summary of the responses to the activities.

**Word association: Diversity**



**Snapshot of responses:**

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>• Inclusive of people who otherwise wouldn't put themselves out there;</li> <li>• Challenging;</li> <li>• Strength;</li> <li>• Collaboration with conscious;</li> <li>• Subject to biases;</li> <li>• Enriching;</li> <li>• Acceptance and community;</li> <li>• Unlimited, acknowledges macro and micro differences;</li> <li>• Many, not one type;</li> <li>• Acknowledge privilege;</li> <li>• Never-ending, needs constant re-evaluation;</li> <li>• Requires investment;</li> <li>• Positive and valued: difference;</li> <li>• Not feeling scared, threatened or vulnerable while being authentic;</li> </ul> | <ul style="list-style-type: none"> <li>• Vibrant;</li> <li>• Worth having;</li> <li>• Reach out;</li> <li>• Active vs passive engagement;</li> <li>• Requires introspection;</li> <li>• Dynamic, requiring constant re-evaluation and re-negotiation;</li> <li>• Valuable;</li> <li>• Powerful and empowering;</li> <li>• Celebratory;</li> <li>• Vibrant. Ideas, creativity, perspectives, experiences;</li> <li>• Removal of entry barriers, physical optics;</li> <li>• Diversity is visible; visible but not tokenistic</li> <li>• Complex, undeniable, multi-faceted; and</li> <li>• Meaningful representation vs tokenistic.</li> </ul> |
|--|---|

**Word association: Equity**



**Snapshot of responses:**

- Intersectionality;
- Compromise;
- Address individual’s needs;
- Kindness;
- Unrelenting;
- Awareness and valuing all differences;
- Financial assistance;
- Respect;
- Being safe;
- Justice;
- Being seen and heard;
- Learning and unlearning behaviors;

- Under-resourced, underfunded;
- Requires commitment;
- Other stakeholders outside of residents;
- In action, not just in principal;
- Access: education, health, community;
- Consistently reviewed and improved;
- Listened to and heard;
- Equity’s outcome is equality;
- Systemic barriers;
- Addressing needs (internal);
- Addressing challenges (external); and
- Fair chance.

## Word association: Inclusion



### Snapshot of responses:

- Continual growth;
- Respected, important;
- Challenging inappropriate behavior;
- Welcoming and de-stress people;
- Must feel natural not forced;
- Difference is the norm;
- Intersectionality;
- Visibility;
- Avoid tokenism;
- Empathy;
- Iterative, constructive, curious;
- Feeling valued, respected;
- Developing trustworthiness;
- Being honoured;
- Fighting supremacy in all forms;
- Intrinsic value and mindset;
- Mindful resources;
- Rewarding;
- Actively welcoming differences and diversity;
- Represented;
- Long-term effort;
- Understanding;
- Embracing;
- Seeing and heard; and
- Flexible.

## 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.

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 and will inform the content of the draft Equity, Diversity and Inclusion Framework 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 Equity, Diversity and Inclusion 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 LGBTQIA+ Plan.	Involve
Access and Inclusion Advisory Group	20 community members invited to meet bi-monthly with the City to assist with the development and implementation of the Disability Access and Inclusion Plan (DAIP) and advise the City on all matters relating to access and inclusion.	Involve
Elders Advisory Group	10 Aboriginal Elders invited to meet bi-monthly with the City to assist with the development and implementation of the Reconciliation Action Plan (RAP) and advise the City on all matters relating to reconciliation.	Involve
Individuals – LGBTQIA+, CALD, disability, Aboriginal and Torres Strait Islander, older people, youth etc.	Various needs and levels of involvement.	Involve
Community service providers - LGBTQIA+, CALD, disability, Aboriginal and Torres Strait Islander, older people, youth etc.	Includes personal support services, social inclusions, physical and mental health, sexual health services, drop-in centres, peak support services etc.	Involve
Community groups - LGBTQIA+, CALD, disability, Aboriginal and Torres Strait Islander, older people, youth etc.	Includes peer support networks, sports clubs, advocacy groups etc.	Involve
Ratepayers	Includes residents and businesses.	Consult
Neighbourhood groups	Peak community groups representing ratepayers in each of the city's neighbourhoods.	Consult
State Government		Involve

<b>Group</b>	<b>Details</b>	<b>Participation goal</b>
Wider community including visitors		Consult
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>		
E, D & I Working Group	Made up of members from the RAP, DAIP and LGBTQIA+ Working Groups. A specific call out may be done to get representatives from cohorts not covered by the other groups, such as CALD.	Collaborate
Council	Approve the development of the Framework.	Empower
Executive Leadership Team	Internal advocates for development of the Framework.	Empower
Alliance Managers	Internal advocates for development of the Framework.	Collaborate
All employees		Consult Inform

## Appendix 2: Community Questionnaire

The City of Perth is conducting consultation to better understand the priorities and expectations of the community regarding equity, diversity and inclusion at the City of Perth. Following this consultation, the City of Perth will develop an Equity, Diversity and Inclusion Framework.

**What is the Equity, Diversity and Inclusion Framework?**

The framework will be guiding principles and provide structure for an all-of-City approach which will help address the barriers preventing full community participation for marginalised groups. The groups currently in scope for this framework are: People living with a disability; Aboriginal and Torres Strait Islander peoples; LGBTQIA+ community; Culturally and linguistically diverse people; Older Western Australians; and Youth.

The framework will be underpinned by the City's [Disability Access and Inclusion Plan \(DAIP\) 2016-2020](#), [Reconciliation Action Plan](#) and [LGBTQIA+ Plan](#) (currently in consultation phase) which outline the tangible actions to be implemented which align with the equity, diversity and inclusion principles. This will also inform all other City plans and strategies.

**What is required of me?**

This online questionnaire will take approximately 15 minutes of your time. The questionnaire asks you for your views on equity, diversity and inclusion, your vision and opportunities for the City of Perth to move towards achieving this vision. Participation in the survey is voluntary and you will not be paid for participating in this project.

**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 in the development of the City of Perth's Equity, Diversity and Inclusion Framework which will be presented to Council in July 2021. The results of this questionnaire may be included in the document, 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?**

If any of the 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.

**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](mailto: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.

### Your Experience and Perceptions

\* 1. I feel included in the City of Perth community (the place).

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

\* 2. Tell us why you answered in this way, including any barriers preventing you from feeling included.

\* 3. I feel my diverse experiences and perspectives as a community member are valued by the City of Perth (the local council).

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

\* 4. The City of Perth (the local council) shows visible leadership regarding equity, diversity and inclusion issues.

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



× 5. What three words come to mind when you think about diversity?

× 6. What three words come to mind when you think about equity?

× 7. What three words come to mind when you think about inclusion?

### The City of Perth's Role

The following questions refer to City of Perth, the local council, unless otherwise indicated.

\* 8. What is the City of Perth currently doing well to celebrate diversity, champion equity and foster inclusion?

\* 9. How could the City of Perth improve in celebrating diversity, championing equity and fostering inclusion?

\* 10. What is your vision for the City of Perth (the place) with regards to diversity, equity and inclusion?

\* 11. How could the City of Perth help achieve this?

12. 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.

\* 13. 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

\* 14. How do you describe your gender identity? (select all that apply)

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

15. Do you identify as LGBTQIA+?

- Yes
- No
- Prefer not to say

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

- Yes
- No
- Prefer not to say

17. Are you a person living with a disability?

- Yes
- No
- Prefer not to say

\* 18. 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)

\* 19. 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)

20. What is your current religion, if any?

- Christian
- Muslim
- Jewish
- Buddhist
- Hindu
- Atheist
- Agnostic
- Nothing
- Prefer not to say
- Other (please specify)

\* 21. 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)

\* 22. Which area of the City of Perth do you live?

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

\* 23. In completing this questionnaire, are you representing the views of an organisation?

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

24. Any final thoughts?

## Appendix 3: Promotional examples



### You're invited to help develop the City of Perth's Equity, Diversity and Inclusion Framework

The City of Perth is conducting consultation to help define the principles the City of Perth should employ to celebrate diversity, champion equity and promote inclusion in the community. The engagement is designed to include a broad cross-section of the community.

#### Community consultation

The online [questionnaire](#), which takes approximately 15 minutes to complete, will ask you for your views on equity, diversity and inclusion, your vision and opportunities for the City of Perth to move towards achieving this vision. Questionnaire closes 18 April.

There will be also be a limited number of [community workshops](#):

- Tuesday, 30 March – 11am to 1pm at Council House
- Thursday, 1 April – 4pm to 6pm at Council House
- Tuesday, 6 April – 1pm to 3pm at Council House

To book, email [perthforpeople@cityofperth.wa.gov.au](mailto:perthforpeople@cityofperth.wa.gov.au) or call 9461 3432.

#### Organisation consultation

As a key stakeholder in the development of the Equity, Diversity and Inclusion Framework, your input is valuable. In addition to completing the questionnaire, you can also participate by attending one of the [organisation workshops](#) where you can discuss in more detail, how the City can work with you towards a shared vision for Perth

- Tuesday, 30 March – 3.30pm to 5.30pm at Council House
- Wednesday, 31 March – 10am to 12pm at Council House

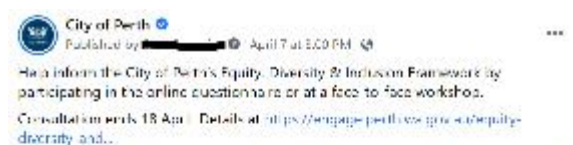
To book, email [perthforpeople@cityofperth.wa.gov.au](mailto:perthforpeople@cityofperth.wa.gov.au) or call 9461 3432.

#### How you can help

- Please share the [questionnaire](#) and the community workshops with your networks.
- Book in for an [organisation workshop](#).

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

*Email to ED&I organisations*



*Facebook post*

## Appendix 4: Staff Questionnaire

The City of Perth is conducting consultation to better understand the priorities and expectations of the community regarding equity, diversity and inclusion at the City of Perth. Following this consultation, the City of Perth will develop an Equity, Diversity and Inclusion Framework.

### What is the Equity, Diversity and Inclusion Framework?

The framework will be guiding principles and provide structure for an all-of-City approach which will help address the barriers preventing full community participation for marginalised groups. The groups currently in scope for this framework are: People living with a disability; Aboriginal and Torres Strait Islander peoples; LGBTQIA+ community; Culturally and linguistically diverse people; Older Western Australians; and Youth.

The framework will be underpinned by the City's Disability Access and Inclusion Plan (DAIP) 2016-2020, Reconciliation Action Plan and LGBTQIA+ Plan (currently in consultation phase) which outline the tangible actions to be implemented which align with the equity, diversity and inclusion principles. This will also inform all other City plans and strategies.

### What is required of me?

This online questionnaire will take approximately 15 minutes of your time. The questionnaire asks you for your views on equity, diversity and inclusion, your vision and opportunities for the City of Perth to move towards achieving this vision.

### 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 in the development of the City of Perth's Equity, Diversity and Inclusion Framework which will be presented to Council in July 2021. The results of this questionnaire may be included in the document, 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?

If any of the 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. Alternatively, you can access the Employee Assistance Programme (EAP) via the Intranet.

### 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: Lauren Brophy (Community Projects Officer) or Jen Walsh (Community Development Officer)

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. If you do not want to be involved, then simply close this window.



## Your Experience and Perceptions

\* 1. The City of Perth respects individuals and values their differences.

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

\* 2. The City of Perth shows visible leadership regarding equity, diversity and inclusion issues.

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

\* 3. The City of Perth fosters a workplace that allows me to be myself at work without fear.

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

\* 4. The City of Perth responds effectively to harassment or discrimination related to diversity.

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

\* 5. I am aware of and understand the procedures for reporting incidents of harassment or discrimination related to diversity in the workplace.

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

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

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

\* 7. Employees of different backgrounds are treated fairly in the internal promotion process.

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

\* 8. I feel like I belong at the City of Perth.

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

\* 9. Tell us why you answered in this way, including any barriers preventing you from feeling a sense of belonging.

\* 10. What three words come to mind when you think about diversity?

\* 11. What three words come to mind when you think about equity?

\* 12. What three words come to mind when you think about inclusion?

### The City of Perth's Role

The following questions refer to City of Perth, the local council, unless otherwise indicated.

\* 13. What is the City of Perth currently doing well to celebrate diversity, champion equity and foster inclusion?

\* 14. How could the City of Perth improve in celebrating diversity, championing equity and fostering inclusion?

\* 15. What is your vision for the City of Perth (the place) with regards to diversity, equity and inclusion?

\* 16. How could the City of Perth help achieve this?

17. 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.

\* 18. 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

\* 19. How do you describe your gender? (select all that apply)

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

20. Do you identify as LGBTQIA+?

- Yes
- No
- Prefer not to say

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

- Yes
- No
- Prefer not to say

22. Are you a person living with a disability?

- Yes
- No
- Prefer not to say

\* 23. 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)

\* 24. 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)

25. What is your current religion, if any?

- Christian
- Muslim
- Jewish
- Buddhist
- Hindu
- Atheist
- Agnostic
- Nothing
- Prefer not to say
- Other (please specify)

26. Any final thoughts?

## Appendix 5: Internal Working Group Attendees

Name	Service Unit
Adam Stevenson	Parking Services
Charli Nguyen	Executive Services Team
Michael Rommanelli	Community Services
Lucy Wilson	Transport and Urban Design
Rachel Outtrim	Transport and Urban Design
Kaz Braid	Customer Experience
Ages Nystrom	Planning and Economic Development
Jess Beaman	Governance
Laura Playle	Human Resources
Lee Barlow	ICT Services
Alyssann Campbell	Customer Experience
Brooke Sinclair	Activation and Cultural Experience
Adam Gregory	Activation and Cultural Experience
Tijah Colleran	Economic Development
Sally Nagy	Operations
Colleen Dixon	Community Services
Sara McCarthy	Marketing
Lisa Bradley	Corporate Communications
Karl Kjaerheim	Operations
Vivian Browne	Community Safety and Amenity
Beverley Iles	Activations and Cultural Experience
Shelly Harrington	Operations
Ashleen Franz	Community Safety and Amenity
Beverly Vaguez	Economic Development
Sophie Morrison	Governance
Jacqui Zanetti	Economic Development
Scotty Johnston	Customer Experience
Daniel Darakas	Development Approvals



## Appendix 6: Advisory Group Attendees

LGBTQIA+	Access and Inclusion	Aboriginal Elders
Avery Wright	Ben Cox	Aunty Margaret Culbong
Clint Woolly	Bradley Bishop	Aunty Muriel Bowie
Curtis Ward	David Vosnacos	Uncle Ben Taylor
David Goncalves	Eleana Bredemeyer	Uncle Farley Garlett
Hunter Gurevich	Gareth Goodway	Aunty Irene McNamara
Kate Buckle	Glennys Marsdon	Aunty Theresa Walley
Katherine Sherrie	Gwen Allpike	
Kedy Kristal	Kyle Santella	
Paul-Alain (van Lieshout) Hunt	Melissa Northcott	
Perth Inner City Youth Service (PICYS) represented by Andrew Hall		
Steve Wellard		
Will Knox		