

Lesson 11.9 Sexuality and Gender Diversity

Lesson type: Tutorial
Duration: 1 hour 50 minutes

Resources – **some of these resources need to be entered into DOMS**

1. [NSW Police Force Policy on Sexuality and Gender Diversity 2011-2014](#)
2. [Annaliese's real life story](#) (6mins 24sec) Youtube video
3. In my Shoes (created by The Gender Centre - key transgender support service in NSW)
<https://www.youtube.com/watch?v=MDuVbsq0eMo> (6mins 50sec)
4. "Pronouns" Short video produced by Victorian based youth group: Minus 18
<https://minus18.org.au/index.php/resource-packs/pronouns> (5min 17sec)
5. Rob's Real Life Story <https://www.youtube.com/watch?v=KVHBM-5Qr7g&index=7&list=PL4071A8F3874AA9C2>
6. Gina's Real Life Story
<https://www.youtube.com/watch?v=kNb5Rnu25Uk&index=8&list=PL4071A8F3874AA9C2> (6min 28sec)
7. ABC Article <http://www.abc.net.au/news/2016-02-25/sydney-mardi-gras-bashing-victims-get-government-apology/7198184>
8. BBC Article <http://www.bbc.com/news/world-australia-35656503>
9. A Brief history of homosexuality in Australia – Australian Queer History; author Graham Willett <http://www.illawarraqinfo.com/page17.htm>
10. beyondblue Fact Sheet 40
<http://resources.beyondblue.org.au/prism/file?token=BL/0648>
[Depression and anxiety in gay, lesbian, bisexual, transgender and intersex peopleGLBTI\)](#)

Instruction to facilitator

Not all of the resources listed will be used in class. The extra resources have been added to the study guide for students to read/watch if they choose.

Introduction (5 minutes)

Show ppt 1

Lesson 11.9 Sexuality and Gender diversity

Information for class

Sexuality and gender diverse people – lesbian, gay, bisexual, transgender or intersex (GLBTI) - can experience particular difficulties when in contact with police and the criminal justice system. Their historical relationship with police has led to a lack of trust and confidence in policing services, including under-reporting of crime. There is also evidence that GLBTI people are over-represented as victims of violence, some motivated by a bias against homosexuality or gender diversity.

Show ppt 2 - (it won't let me put a box around it – please)

Learning lesson outcomes

At the end of this lesson students should be able to

1. Understand the key terms and definitions relevant to people who identify as lesbian, gay, bisexual, transgender or intersex
2. Identify issues that LGBTI people can face when in contact with police and the criminal justice system
3. Identify resources and positions within the NSWPF that can assist in responding to LGBTI issues
4. Understand common concerns and complaints LGBTI people have in relation to police customer service and policing responses

Class Activity – “Annaliese’s Real Life Story” and “Pronouns” (15 minutes)

Instruction to facilitator

Ask the students to consider the question:

- What issues do sexuality and gender diverse people face in society? Do not ask for any answers just yet.

Show the video “Annaliese’s real life story” (resource 2). At the end of the video ask the class to identify any issues sexuality and gender diverse people face in society.

Ask the students to consider the following question:

- How might these issues affect police in their interaction with sexuality and gender diverse people?

Show the video “Pronouns” (resource 4). At the end of the video ask the class for their thoughts on what issues they believe may influence their ability, as police officers, to communicate with LGBTI people.

Information for class

There are no right or wrong answers to the questions we asked you to consider; however it is important to recognise that some LGBTI people can have a different perspective based on their experience, eg their parenting, peer support, schooling and any experience or understanding of the history of the relationship between police and the LGBTI communities. Police should be aware of these issues when dealing with LGBTI people.

Facilitator presentation (20 minutes)

We are now going to look at some key terms and definitions which are important to be noted with respect to LGBTI people.

Show slide 3

Key terms and definitions

LGBTI – Lesbian, Gay, Bisexual, Transgender, Intersex
Sexuality
Transgender
Intersex
Homophobic violence
Transphobic violence
Discrimination
Vilification

Information for class

These terms and definitions have been drawn from the available literature on sexuality and gender diversity. They are included in the NSW Police Force policy on Sexuality and Gender Diversity and on the NSWPF Intranet (Sexuality and Gender Diversity Knowledge Map). The importance of terminology in this area should be noted. Sometimes, using an incorrect term or descriptor can offend someone who attaches a great deal of meaning to a term that describes their identity. It is important for us to be confident with the terms and definitions and understand their meaning.

Show slide 4

Lesbian, Gay, Bisexual

Sexuality describes how someone identifies in terms of their attraction and behaviour towards others; both how they see themselves and how they present to the world. . Many people identify as 'heterosexual', 'homosexual' (gay, lesbian) or 'bisexual'. Some people choose other identifiers.

Instructions to facilitator

Ask the class for some examples of other identifiers they may be aware of. Some terms are more familiar and used by members of the LGBTI communities but may not be appropriate terms to use as a police officer. What might be some examples?

Information for class

Some people are moving away from a binary model of 'straight' or 'gay'. Many young people in particular have chosen terms such as 'queer' or choose not to label their sexuality so they can feel and behave in a more fluid way. It is important not to make moral judgements about this or any form of sexuality. The following information aims to inform and clarify any confusion or misconceptions about terminology.

Show slide 5

Transgender

ATTACHMENT A

Transgender is a broad category describing people who feel their assigned gender (male or female) does not completely or adequately reflect how they feel. Transgender people may or may not take steps to live as a different gender.

Transgender refers to a 'gender identity' not a 'sexuality'.

Transgender people might be heterosexual, homosexual or bisexual.

Information for class

There is often confusion about gender identity and sexuality. It is important to understand the differences. There are also misconceptions about the term transgender and other terms such as 'transsexual', 'transvestite' etc. Transgender people are not 'transvestites' or 'drag queens' – they do not dress up for entertainment but because they feel trapped in the wrong body and want to 'dress' and behave in a manner fitting with the gender they identify with.

Instructions to facilitator

Show the video "In my shoes" (resource 3).

Show slide 6

Intersex

This term refers to chromosomal and/or physiological differences, sometimes including ambiguous genitalia and secondary sex characteristics such as breasts, facial hair or build. Most kinds of intersex differences are not readily apparent – some people don't even know they are intersex.

Instructions to facilitator

Show the video "Gina's real life story" (resource 6).

Show slide 7

Homophobic and transphobic violence

These types of violence or crime are hate and fear based harassment, abuse or violence directed at someone because they are, or are perceived to be gay, lesbian, bisexual or transgender.

It includes physical and non physical forms of violence and the fear of violence.

Information for class

It is important to note that a victim of homophobic and/or transphobic violence does not have to be gay (or lesbian or bisexual or transgender). It is the motivation that is important. It is also important to note that it may not be the only motive behind the violence. Robbery or alcohol may also be present.

Homophobic and transphobic violence can be described as bias motivated. Bias crimes are defined as criminal offences committed against people, property or

ATTACHMENT A

society that are motivated by the offender's bias against race, religion, ethnic or national origin, sex/gender, gender identity, sexual orientation, age, disability status or homelessness status. (Crime Recording Standard 2013)

Instruction to Facilitator

The following two scenarios are examples of violence investigated by police. Read the scenarios with the class then discuss the proceeding questions.

Show slide 8

Scenario 1

Gareth was walking home from a gay pub on Oxford St. It was approximately 10pm on a Friday night. Gareth turned down a side street and noticed two guys walking towards him. As the guys passed Gareth they called him a faggot. Gareth kept walking.

Gareth kept walking.

By this time the guys were yelling more abuse and had turned around and were walking back in Gareth's direction. Gareth started walking more quickly but the two guys caught up and hit Gareth from behind. He fell to the ground where the two guys started kicking him repeatedly. The guys ran off when they noticed other people walking in their direction. Gareth sustained cuts and bruising. He went to Surry Hills Police Station to report the incident.

Question

Could this incident be considered a homophobic crime?

Answer

Yes

Question

What aspect of this scenario suggests bias motivation?

Answer

"Faggot" - Name calling. It is important to record exactly what is said in the narrative - do not paraphrase.

Question

In this scenario Gareth's sexuality and gender identification are not specified. Would knowing this affect how this incident would be recorded?

Answer

No - A victim of homophobic and/or transphobic violence does not have to be gay (or lesbian or bisexual or transgender). It is the motivation that is important.

Show slide 9

Scenario 2

Fadhi and Steve have been together for two years. They both drink heavily, which occasionally leads to violence, with Fadhi the one that usually hits Steve.

ATTACHMENT A

One Friday night, police are called to Fadhi and Steve's apartment after neighbours hear yelling and screaming. Upon arrival at the apartment, police see both Fadhi and Steve to have minor injuries including cuts and abrasions. Furniture is knocked over and there is broken glass on the floor.

Question

Could this incident be an example of homophobic violence?

Answer

Dont know. It could be. Gay people can also be homophobic and it can be expressed within a relationship.

Question

How does this incident differ from the previous scenario involving Gareth?

Answer

Fahdi and Steve are in a relationship – this incident would be considered a Domestic Violence incident whereas in the other scenario, Gareth was assaulted because he was perceived to be gay. There does not seem to be any evidence of homophobic bias in the scenario.

Information for class

Members of the LGBTI communities can experience discrimination and vilification.

Show slide 10

Discrimination occurs when someone is treated unfairly because they happen to belong to a particular group of people or have a particular characteristic. In NSW, homosexual and transgender discrimination is against the law. Whilst police officers cannot respond to incidents that are not offences, they can refer people to the NSW Anti-discrimination Board and the Australian Human Rights Commission

Vilification is any public act that could incite others to hate, have serious contempt for, or have severe ridicule of a person or group based on their actual or perceived race, homosexuality, HIV or AIDS or transgender status

Question to class

What are some examples of situations which may amount to discrimination and vilification? Are there any laws to address these?

Answer guide

Not getting a job or promotion due to one's sexuality and/or gender identification - Laws of equal opportunity, anti-discrimination laws

Not getting served in shops, not being allowed into certain areas - Anti-discrimination laws

ATTACHMENT A

Being bullied at work due to being LGBTI – workplace laws, anti-bullying laws, anti-discrimination laws.

Being beaten up or having property damaged eg car spray painted with a homophobic comment due to one's sexuality and/or gender identification – the offences of assault and property damage are legislated in the Crimes Act 1900 and classified as Hate Crimes, also recognised as Sexual Preference Prejudice.

Show slide 11

History of the relationship between LGBTI people and police

- In 1978 the first Mardi Gras was marked by violence and 53 arrests
- Homosexuality was considered a crime in NSW until 1984
- Police attitudes reflected those of mainstream society in that they were not always positive towards LGBTI people
- Lack of trust and confidence in police was a barrier for LGBTI people reporting crime they experienced
- 1990 saw the establishment of the Gay and Lesbian Liaison Officer (GLLO) programme to help build a bridge between police and the (what was then known as) gay community
- 26 February 2016 the NSW government officially apologised to the Gay Rights activists, known as the 78ers, who were violently arrested during the inaugural Mardi Gras in 1978
- 5 March 2016 Superintendent Tony Crandell – NSWPF Corporate Sponsor for Sexuality & Gender Diversity - officially apologised to the 78ers on behalf of the NSW Police Force.

Information for class

Historically, the relationship between LGBTI people and police has not always been a good one. Homosexuality was not only illegal it was considered a mental disorder that was sometimes treated by electro-shock therapy. Police attitudes reflected those of the mainstream community and were not always positive towards LGBTI people. Even though homosexuality was decriminalised in NSW in 1984, not all of society considered LGBTI people in a positive light.

The NSW Police Force Policy on Sexuality and Gender Diversity aims to ensure that all LGBTI people are treated with respect, courtesy and fairness in all their interactions with police. The first policy was issued in 1997 and has evolved over time to reflect the NSW Police Force's commitment to building trust and confidence between its members and LGBTI people.

Group Activity (60 mins)

Divide the class into 4 groups. Assign the different sections of the Policy on Sexuality and Gender Diversity to each group. (The group allocations are listed after the question) Each group has 30 minutes to research their allocated section of the Policy then up to 5 minutes to present their answer to the question to the rest of the class.

Question

ATTACHMENT A

Using the current Policy on Sexuality and Gender Diversity, along with the information presented in this lesson, as a guide, how do you think the LGBTI community has experienced positive changes since the establishment of the Gay and Lesbian Officer (GLLO) program in 1990? How does the Policy ensure continuing positive relationships with the LGBTI communities?

Group 1

- Purpose of the policy
- Who is affected by the policy?

Group 2

- Strategy context
- Customer service

Group 3

- GLLO program
- Region sponsors
- Liaison and specialist officers

Group 4

- Values
- Objectives
- Strategy into action

Information for class

There are a number of contacts and referrals available to assist police. Some of these are listed below. These and other resources can be found on the Sexuality & Gender Diversity Knowledge Map on the Intranet.

Key Contacts and Referrals

- The GLLO within the LAC (or a nearby LAC)
- The Senior Programs Officer, LGBTI (Operational Programs e/net 34739)
- The Bias Crimes Coordinator (Operational Programs e/net 34736)
- ACON's safety & Inclusion Project 9206 2000
- The TAVP (Transgender Anti-Violence Project) 9569 2366

Checkout (5 minutes)

Show slide 12

The students should now be able to:

1. Understand the key terms and definitions relevant to people who identify as lesbian, gay, bisexual, transgender or intersex
2. Identify issues that LGBTI people can face when in contact with police and the criminal justice system
3. Identify resources and positions within the NSWPF that can assist in responding to LGBTI issues
4. Understand common concerns and complaints LGBTI people have in relation to police customer service and policing responses

ATTACHMENT A

Instructions to facilitator

Review the learning outcomes, and address any concerns students may have about the content that has been covered during this lesson. Verify that each of the learning outcomes has been addressed.



Sexuality & Gender Diversity (Info session)

Constable Education Program (CEP) - Lesson Plan: April 2015

Objective 1: Increase awareness and understanding of Constable Education Program students on the NSW Police Force ‘Sexuality & Gender Diversity’ corporate policy and objectives, activities and key terminology. Students should better appreciate the organisation’s commitment to building trust and confidence amongst the LGBTI communities across NSW and links to positive engagement with police, increased reports of crime, and a reduction in the fear of crime.

Objective 2: Communicate the organisation’s commitment to ensuring an inclusive workplace, supportive of diversity and free from discrimination and harassment.

Time: 2 hours

Materials: All presenters to provide presentations via email or on a memory stick. All laptops, overhead projectors and internet access will be provided by the Police Academy.

Running order:

Opening address	Session Facilitator – outline of program; introduce speakers	5 minutes
Corporate Sponsor/Region Sponsor	NSWPF Corporate Sponsor Program for Sexuality & Gender Diversity; brief outline of policy commitment & regional structure	10 minutes

ATTACHMENT B

Guest Lecturer	Guest speaker: Terence Humphries (Twenty10) on youth issues; questions & discussion	60 minutes
	SHORT BREAK	5 minutes
Short Video (11.5 mins)	Session facilitator to intro video & explain importance to portfolio: Isabella – Being Me	15 minutes
	Guest speakers: S Cst Dave Turner, Jackie Braw & Sgt Vick Rowcliff on GLLO25 History & 100 Years of Women in Policing; utilise media wall	20 mins
Closing address	Session Facilitator & Corporate/Region Sponsor	5 minutes

TOTAL PRESENTATION TIME:

2 hours (120 minutes)

Procedure:

1. Introduction by the Course Facilitator. This will also include an introduction of the Corporate Sponsor and Guest Lecturers. The facilitator will then introduce the Corporate/Region Sponsor to outline corporate and policy commitment.
2. The Corporate/Region Sponsor will speak on the NSWPF Sexuality & Gender Diversity Policy highlighting the priorities in relation to supporting diversity within the community and our own workplace. Particular focus will be on the significant capacity of police officers to be role models within the community and our responsibility to build positive and better relationships within the LGBTI communities through awareness, education and understanding.
3. Guest Lecturers will be representatives of a LGBTI community group or organisation and will speak on their specific community group and/or organisation. They will explain key terminology and detail any barriers to policing. They may raise the history and existence of homophobic violence & discrimination and outline the issues and challenges that may exist for community members accessing basic human rights and services – such as police.
4. The video of Isabella is the first 11.5 minutes of the DVD: Being Me. Explain that there are two other stories in the documentary and that the Chief Justice and a range of other authorities are very supportive.

ATTACHMENT B

5. Activities – Course Facilitator and guest speaker to showcase 25 years of GLLO and 100 years of women in policing, highlighting diversity and significant achievements made. Media wall will be on display but also shown on powerpoint. Key events will be highlighted.
6. Closing - The Course Facilitator and the Corporate/Region Sponsor to conclude the information session.

Outcomes:

- There will be no assessments associated with this training.

By the end of this briefing session, participants will be able to:

- Define the term LGBTQI and sexuality & gender diversity
- Define the purpose and vision of the NSWPF Sexuality & Gender Diversity Policy
- Recognise the importance of equal and fair treatment of customers and colleagues
- Describe the importance of understanding how personal values, beliefs and biases may seek to influence behaviour and conduct in performing professional policing duties – stress the importance of behaving fairly and with empathy as police
- Understanding history challenges faced by LGBTI people including barriers to reporting to police
- Define the shared objectives of NSW Police & stakeholders in an effort to increase the protection, safety and fair and equitable treatment of the LGBTI communities
- Increase reporting of crime by the LGBTI communities and reduce their fear of bias crime



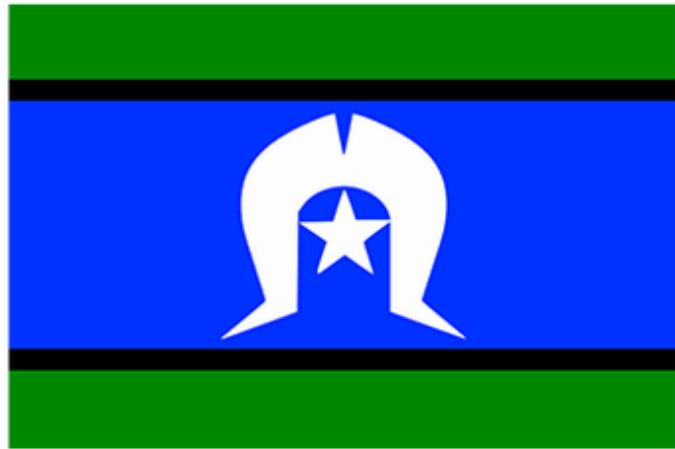
Prejudice Related Violence and LGBTIQA+ Young People

Terence Humphreys
Co-executive Director

Acknowledgement & Respect



We acknowledge and pay respect to the ongoing connection to land and culture held by Aboriginal and Torres Strait Islander peoples.



Twenty10 inc GLCS NSW

- Community-based, non-profit statewide organisation supporting LGBTIQ+ people, their families and communities.
- A soft-entry wrap around service.
- Drop-in, Social support groups, Housing, Counselling and Case Management for youth 12-25yrs.
- QLife, Adult Social Support, Training, Telephone information line.



Twenty10 incorporating GLCS NSW



- Community-based, non-profit statewide organisation supporting LGBTIQ+ people, families and communities.
- Soft-entry wrap around service
- Merged with **GLCS NSW**, includes **QLife**

**The Facts
About
LGBTIQA+ Young People**

Gender Identity

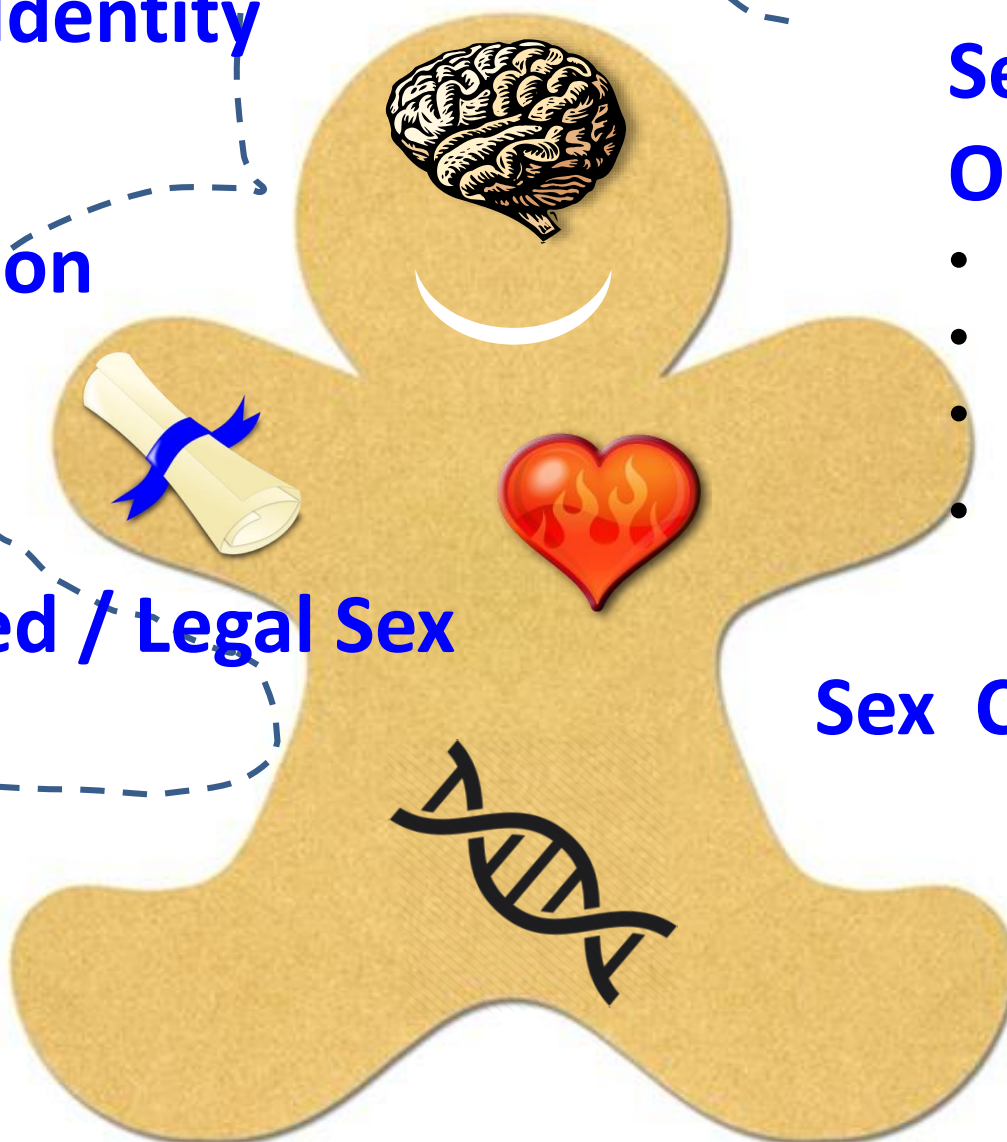
Gender Expression

Assigned / Legal Sex

Sexual Orientation

- Attractions
- Behaviours
- Relationships
- Identity

Sex Characteristics



Adapted from The Genderbread Person <http://itspronouncedmetrosexual.com>

What is gender diversity? For some people, their Gender Identity and/or Expression may not correspond with their assigned sex in the socially expected way.



The Gender Binary

Sex Characteristic	Assigned / Legal Sex	Presumed Gender Identity	Expected Gender Expression	Presumed Attraction
Vagina	Female	Girls / Women	Feminine	Boys / Men
Penis	Male	Boys / Men	Masculine	Girls / Women

What is LGBTIQA+?

- **L**esbian
- **G**ay
- **B**isexual
- **T**ransgender / **G**ender Diverse
- **I**ntersex
- **Q**uestioning
- **Q**ueer
- **A**sexual
- **+** plus other identities



How many young people in Australia identify as non-heterosexual?

1%

3%

6%

11%

25%

* (Mitchell et al. National Survey of Australian Secondary Students and Sexual Health 1997, 2003, 2009, 2013)

How many young people in Australia identify as non-heterosexual?

1%

3%

6%

11%

25%

From 4.6% in 2003 to **11.2% in 2013** of young people* in Australia identify as same-sex attracted.

* (Mitchell et al. National Survey of Australian Secondary Students and Sexual Health 1997, 2003, 2009, 2013)



Suicide and Mental Health

- **LGBTIQ - markedly poorer mental health** than general population.
- **Suicidality:** SSA: approx **6x higher** than hetero peers¹
- **Higher still** in **bi and/or trans, gender diverse and intersex** young people²
- Risk intersects with religion, cultural background, rurality etc.¹

Adapted from a presentation by Reachout.com by the Inspire Foundation

Sources: 1 Suicide Prevention Australia 2009, Suicide and self-harm in GLTB populations, SPA. Sydney

2. Rosenstreich, G 2011, LGBTI People Mental Health and Suicide, National LGBTI Health Alliance, Sydney.

3. Nicholas, J, Howard, J 1998 'Better dead than gay? Depression, suicide ideation and attempt among a sample of gay and straight-identified males aged 18-24', Youth Studies Australia, 17(4):28-33.

Higher rates



A disproportionate number of LGBTIQ+ people experience

- **Isolation and rejection** (e.g. from family and peers)
- high rates of **drug and alcohol misuse**
- **poverty and unemployment**
- **unstable accommodation** (e.g. sleeping rough or couch surfing)
- **survival sex work**

Social Determinants

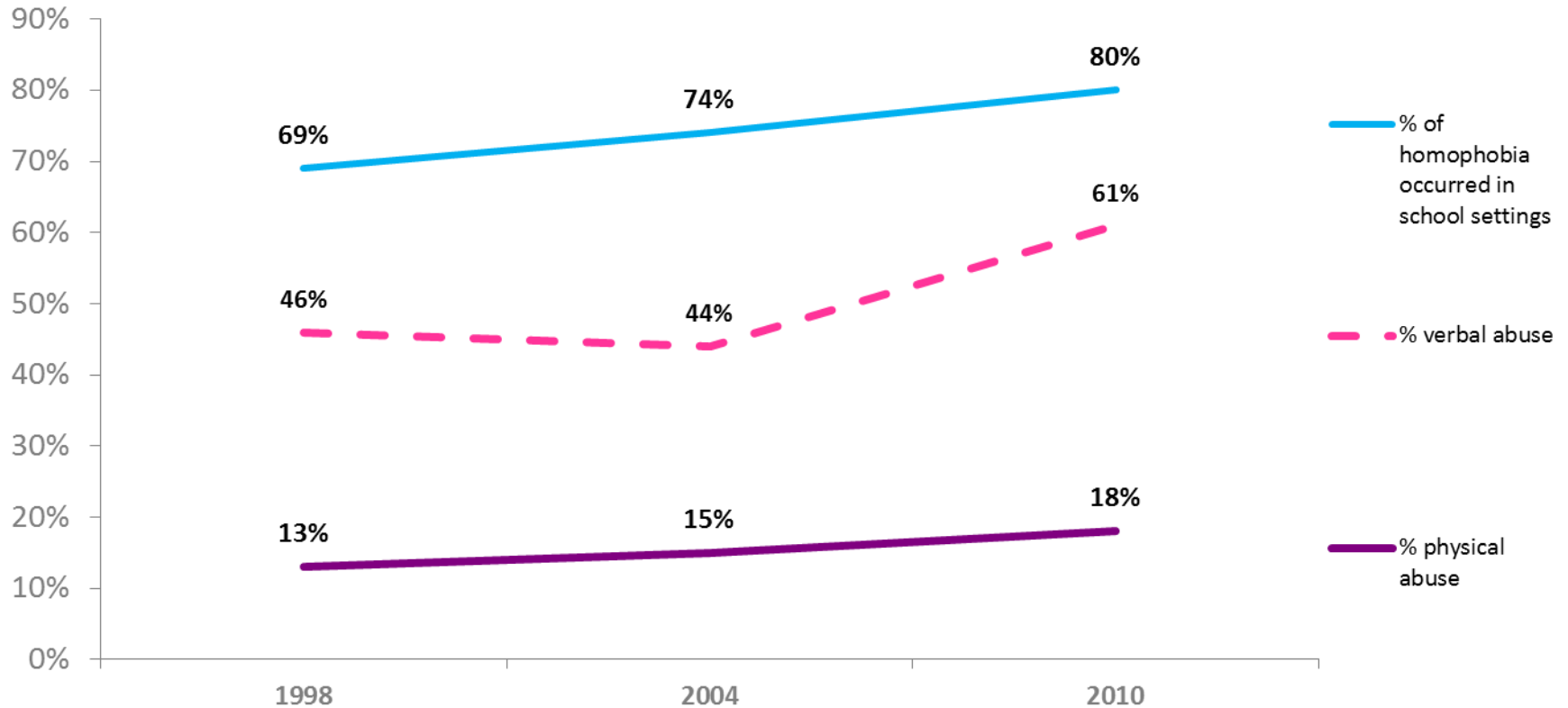
- Negative health outcomes are **not due to sexual orientation or gender identity**, but to the **social determinants of health**.
- In particular, these include the experience of **discrimination, social exclusion and isolation**.

(Couch et al. 2007, Dyson et al. 2003, Hillier et al. 2005)



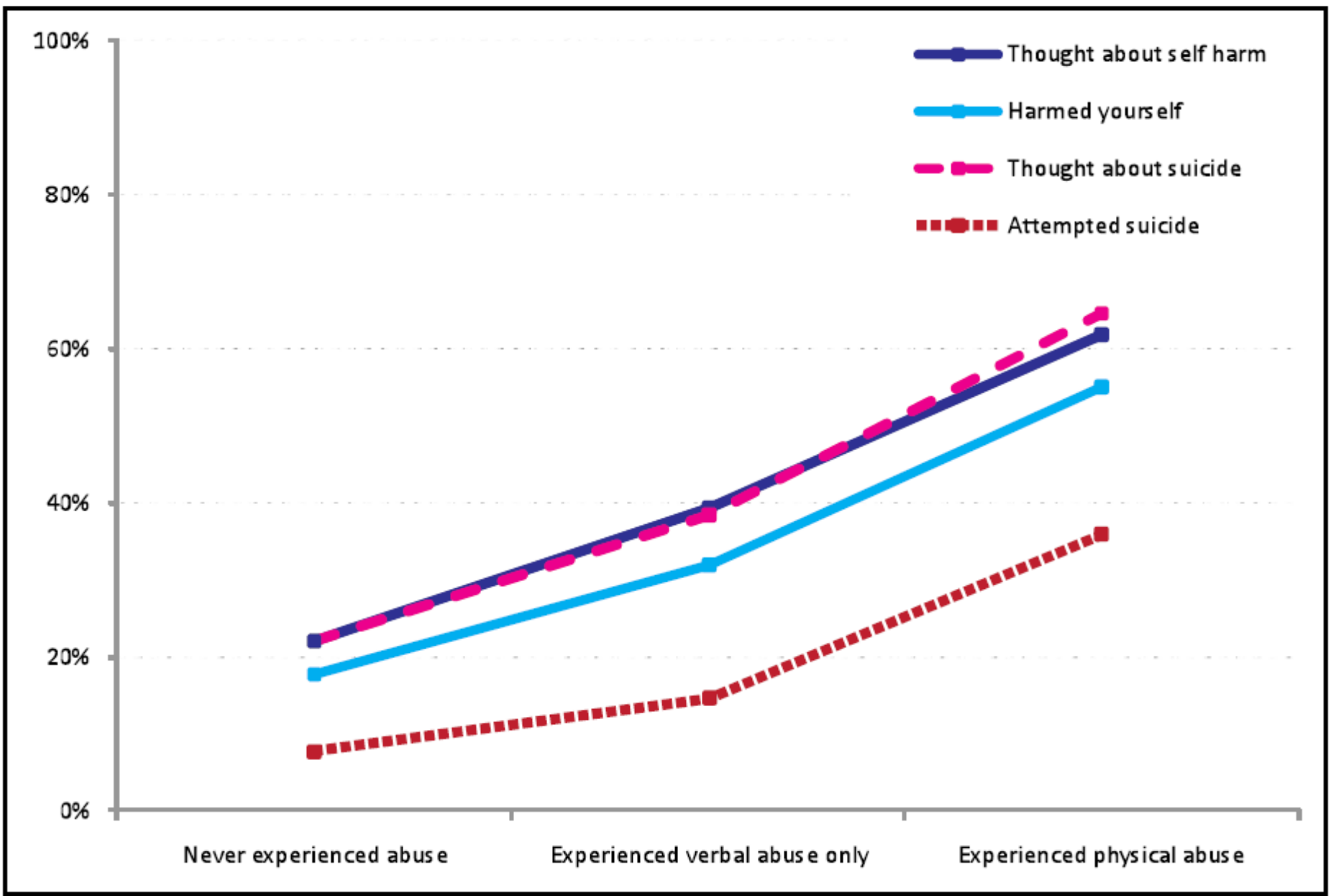
Is it easier today?

% YP who experienced verbal & physical homophobic abuse 1998-2010



Source: Hillier et al. 2011, Writing Themselves In 3: The third national study on sexual health and wellbeing of same sex attracted and gender questioning young people. Australian Research Centre in Sex, Health and Society. Melbourne.

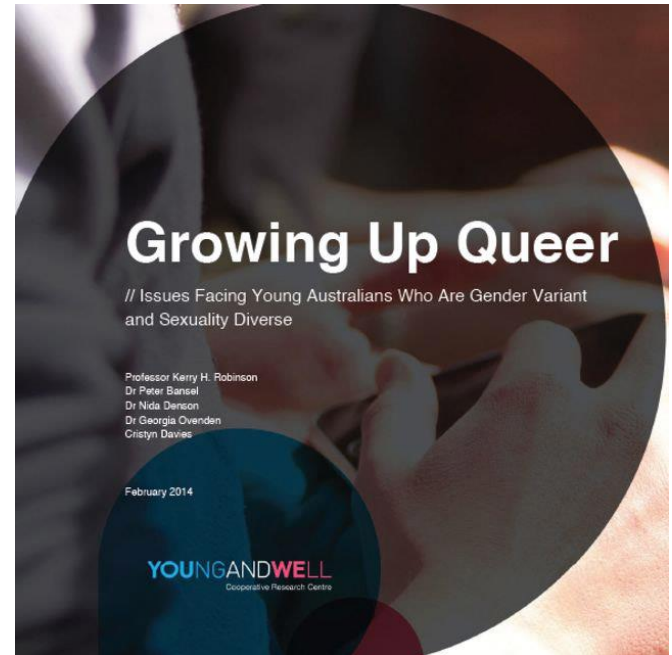
e 14. Relationships between homophobic abuse, self harm and suicide



Growing Up Queer (2011)

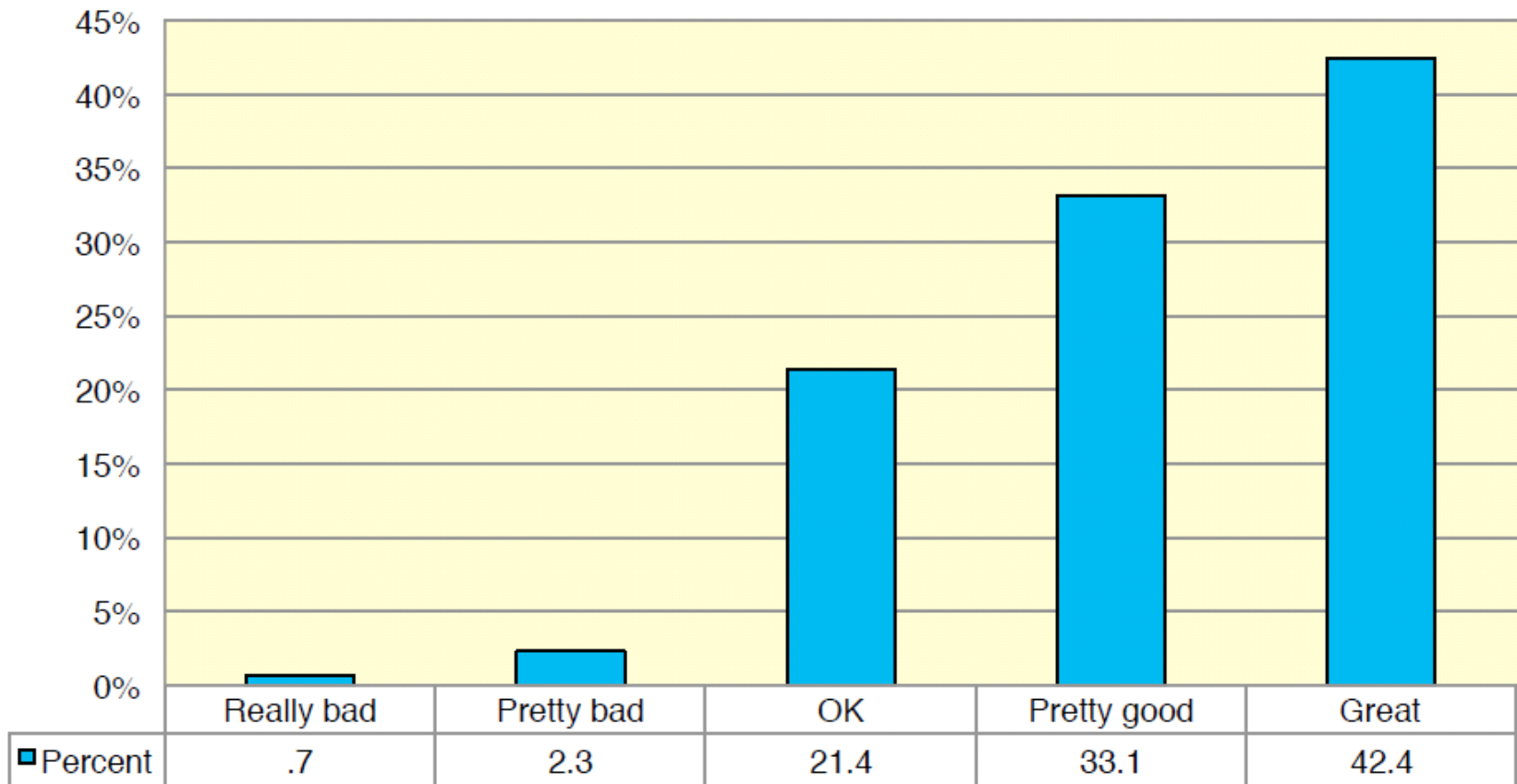
As a direct result of harassment, homophobia, and transphobia

- **33%** have self harmed
- **42%** have thought about taking their own life
- **16 %** have attempted suicide



And Yet...

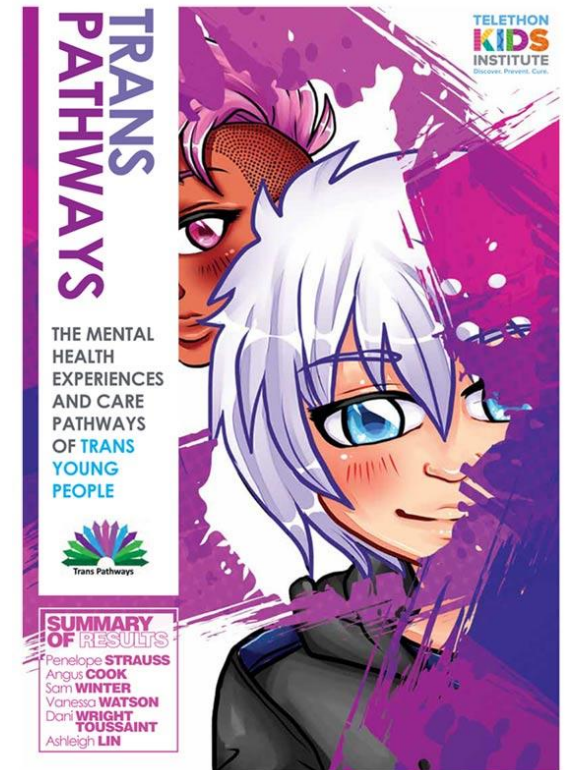
On the whole, how do you feel about identifying as LGBTQI?



Robinson, Bansel, Denson, Ovenden, Davies, 2014

Trans Pathways (2016)

- 859 trans / gender diverse yps, 14 – 25 yrs + 194 parents
- 46% **non-binary**
- **4 of 5 self harmed** (79%, vs 10.9% cis)
- **74.6% diagnosed depression** (10 x higher than cis)
- **86% bullying** / 89% peer rejection
- **65.8% lack of family support**
- 22% experienced homelessness





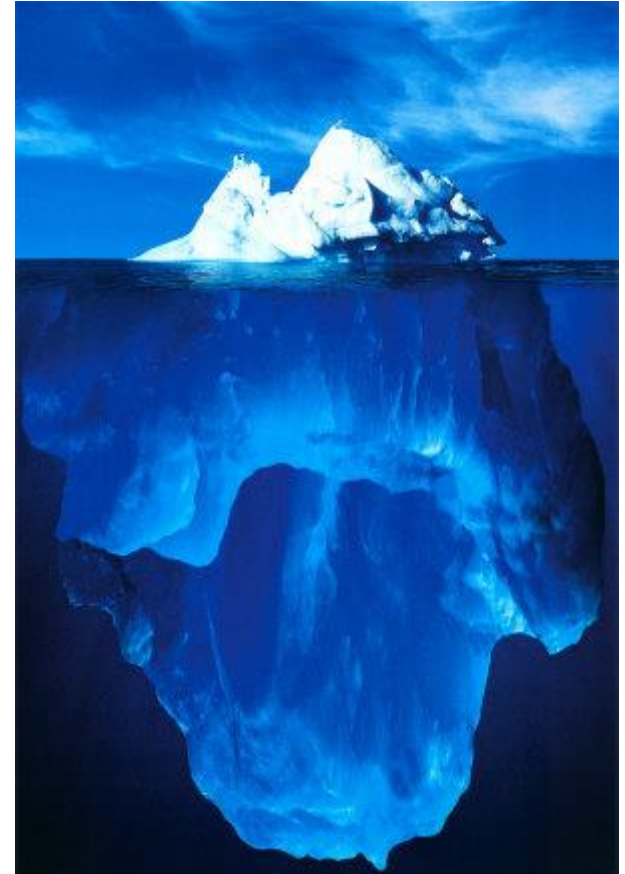
twenty10

A PLACE TO BE YOU



Hidden trans/homophobia

- People usually think of **overt** acts like harassment, bullying or violence, while overlooking the cultural ways people are marginalised.
- It can be indirect, from a culturally dominant group to a disenfranchised group.



That's so gay

- Young people vet each others' behaviour constantly.
- Many boys, especially, have a very narrowly defined range of **acceptable masculine behaviour**.
- **Reminders** are constant, in the form of teasing, insults, and harassment.
- **The word 'gay'** has become synonymous with anything that is **stupid or bad**. (*Hillier et al 1998*).



Why is it still an issue?

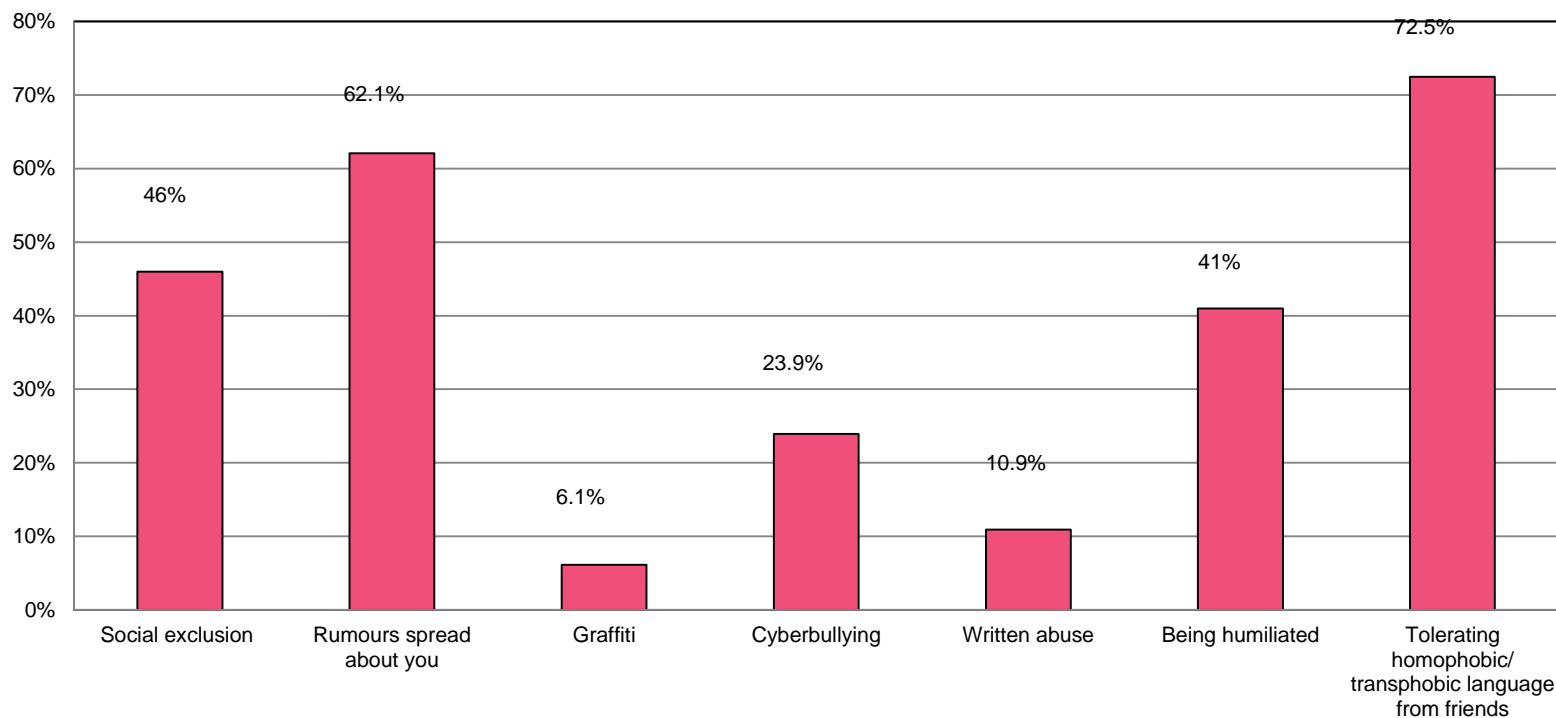
- “The discussion of the bullying of LGBTQ students...is too narrow. It identifies those involved as **"victims," "bullies", or "bystanders"**
- Reducing “risk” through intervening in anti-LGBTQ language and all other overt bullying acts is critical, but that alone does not “solve” the problem.



(Payne, 2013)

Experiences of harassment, homophobia & transphobia

Experiences of harassment, homophobia and transphobia



Robinson, Bansel, Denson, Ovenden, Davies, 2014

Prejudice Related Violence



- **Prejudice-related violence** and **bias crimes** are on the rise in Australia and often perpetrated by groups of young men. Their prejudices are seldom challenged.
- Prejudice is often **seen as something unchangeable.** But it **is** (e.g. sexism, racism).

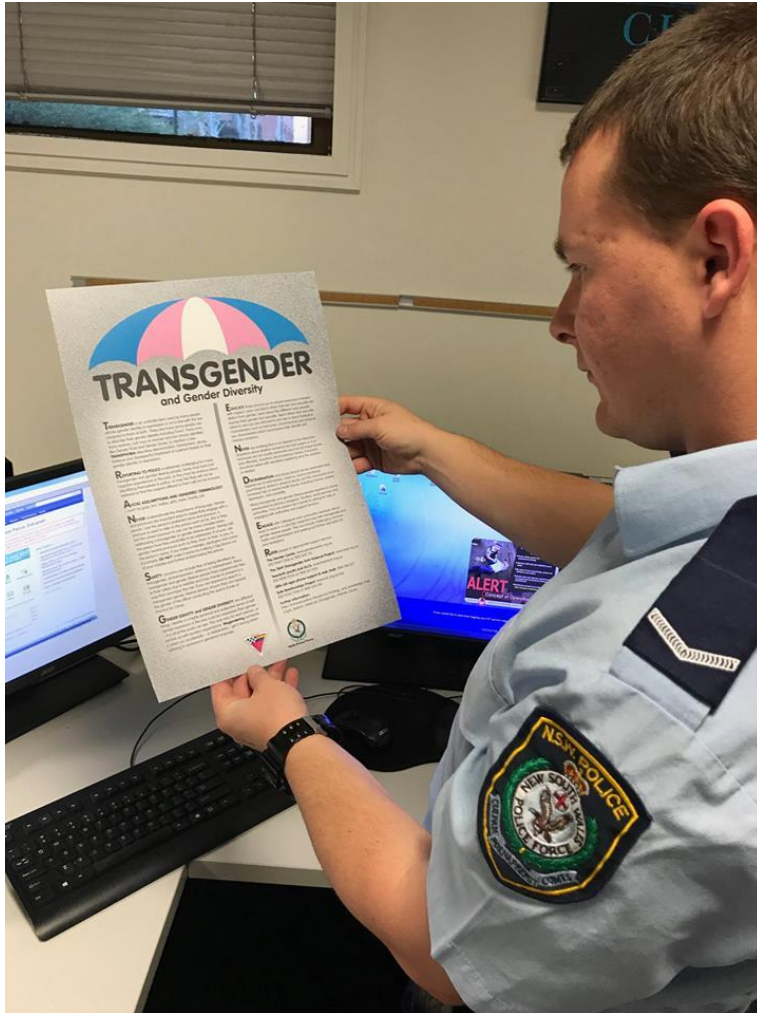
Young Men

- This violence is usually perpetrated by groups of young men
- These young men were once school students who had their **prejudices normalised** through ineffective education and adults failing to intercept or challenge their prejudices
- We can break this cycle



Making a difference

Your role



- **Lead by example** – be visibly supportive of LGBTIQ+ people
- Help educate the community about **prejudice-related violence and to minimise the fear of crime**
- **Challenge trans/homophobia**
- Take a **coordinated approach** – GLLOs, SLOs, YLSOs and other Police

Working with Young People

- Help create an environment of **acceptance and safety**
- Be **non-judgmental**
- use **preferred names and pronouns**



twenty10.org.au

**Support: (02) 8594 9555
or 1800 65 2010**



Qlife.org.au

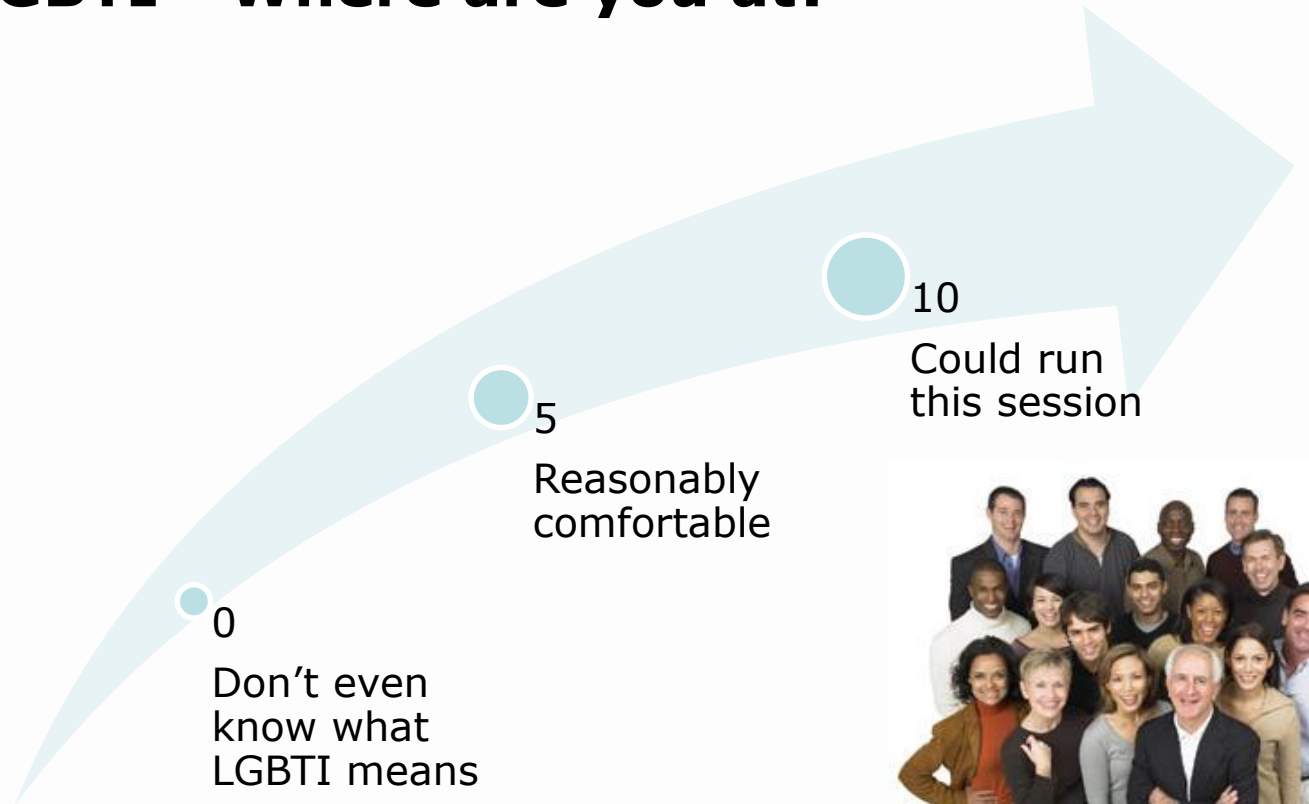
prideindiversity[®]

NSW Police Force

Presenter: Jon Le Breton



LGBTI - Where are you at?



Pride in Diversity



Program Roadmap

- Unpacking inclusion: what it is, and what it is NOT
 - Unpacking the LGBTI acronym
 - Why LGBTI inclusion in the workplace is important
 - Impacts of an invisible population
 - The importance of visibility
-
- **This is a candid discussion in a safe environment to address personal questions, concerns and/or experiences.**

Unpacking Inclusion

INCLUSION



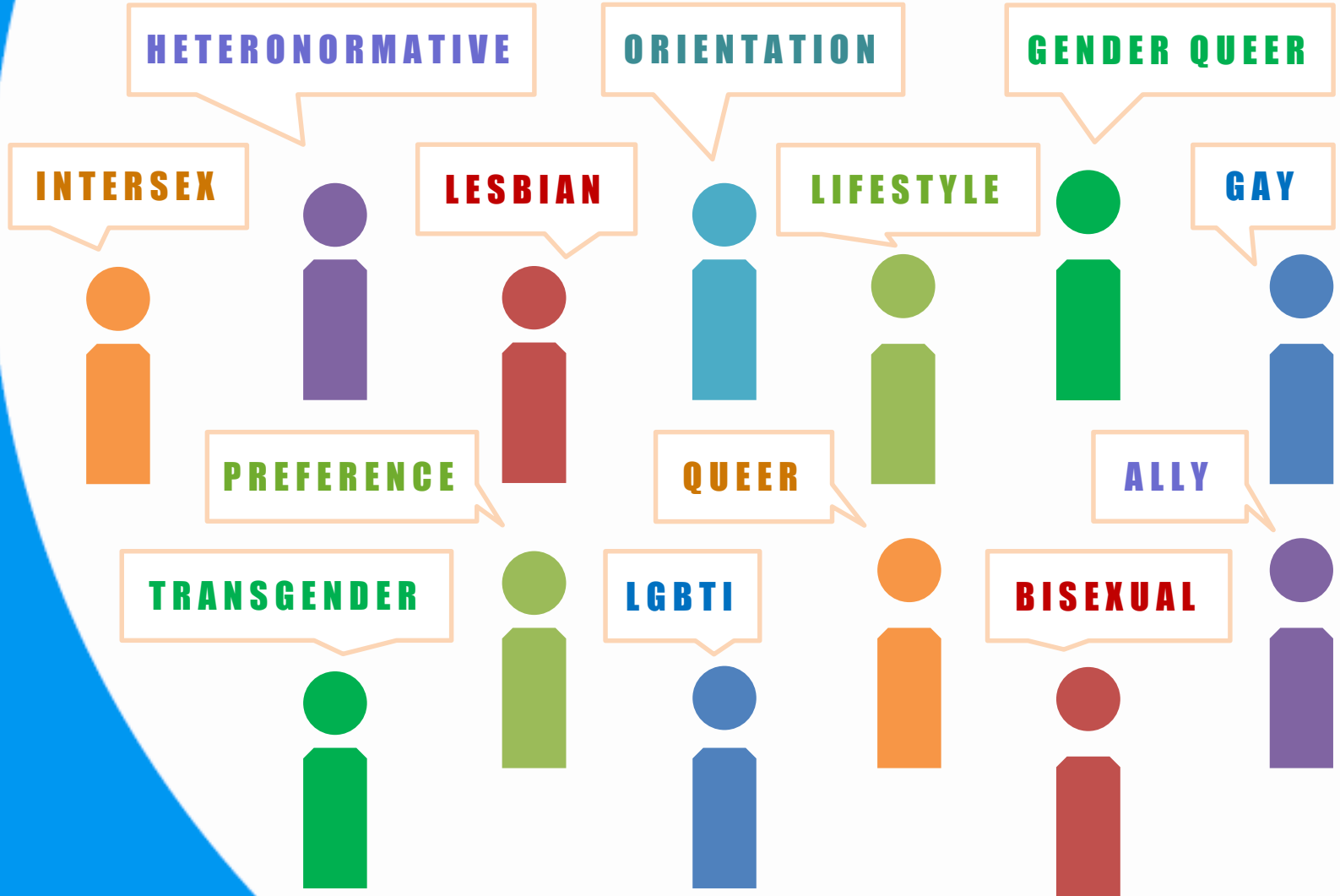
ACCEPTANCE



TOLERANCE



Let's talk terminology

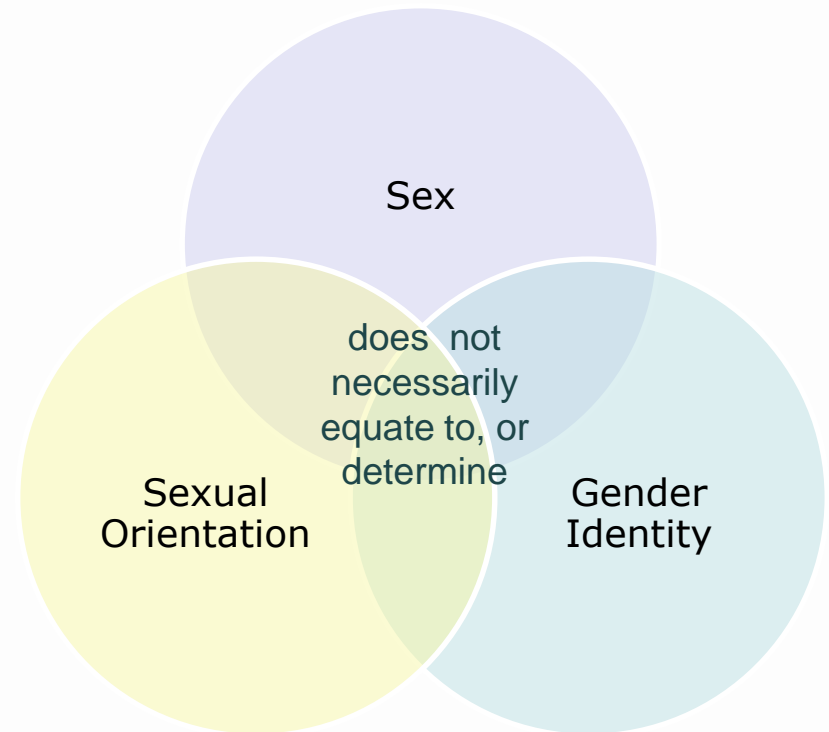


Understanding the diversity within LGBTI (Q....)

- History has grouped
- Ignorance has grouped
- Activism has grouped

“NOT THE SAME”

but may experience
similar levels of
discrimination and share
similar desire for basic
human rights



Add to that Gender Expression

The energy of a self-edit



- Can't say anything that would give away your orientation
- Can't give away the gender of the person you're talking about
- Can't lie

Diversity of Sex, Gender Identity, Expression & Orientation

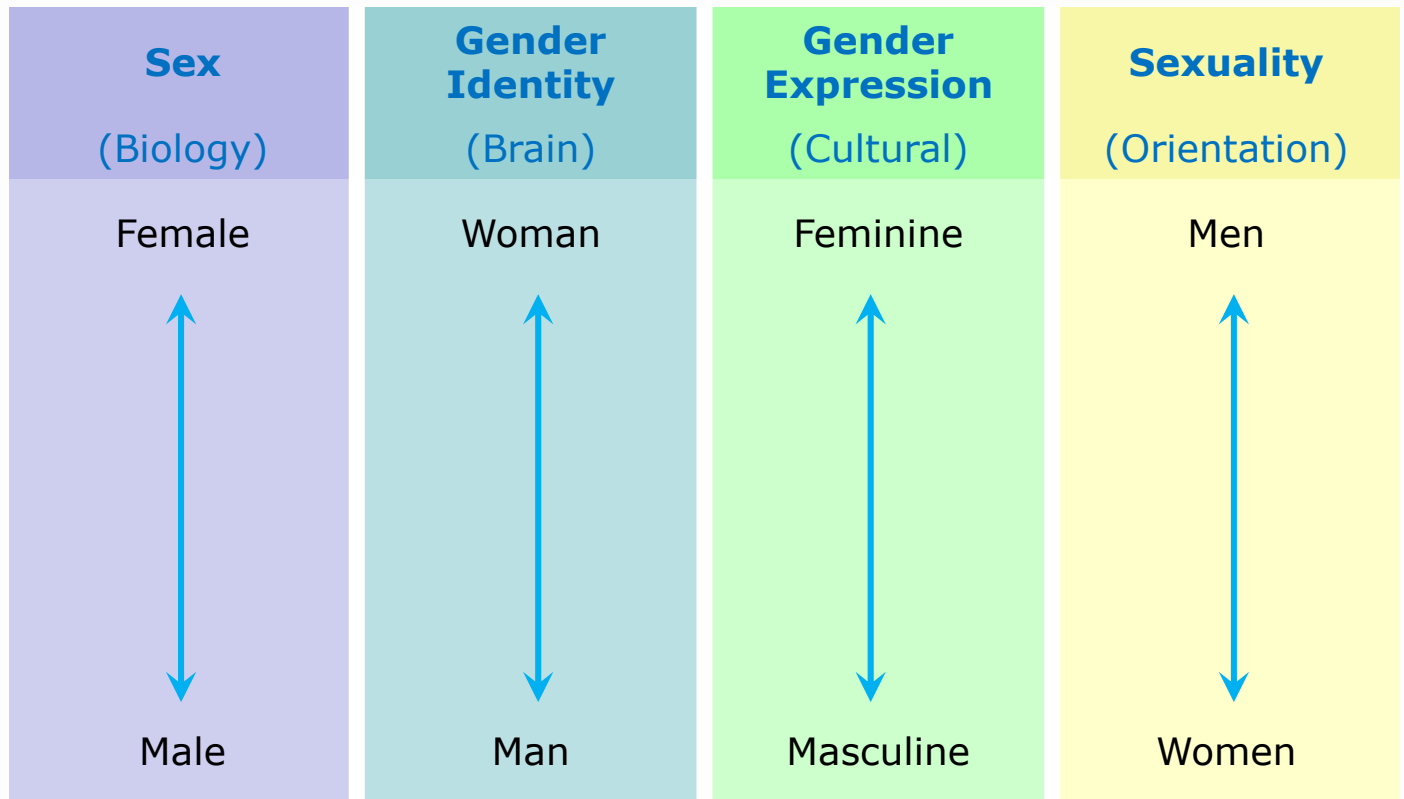
Sex (Biology)	Gender Identity (Brain)	Gender Expression (Cultural)	Sexuality (Orientation)
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Female	Woman	Feminine	Men
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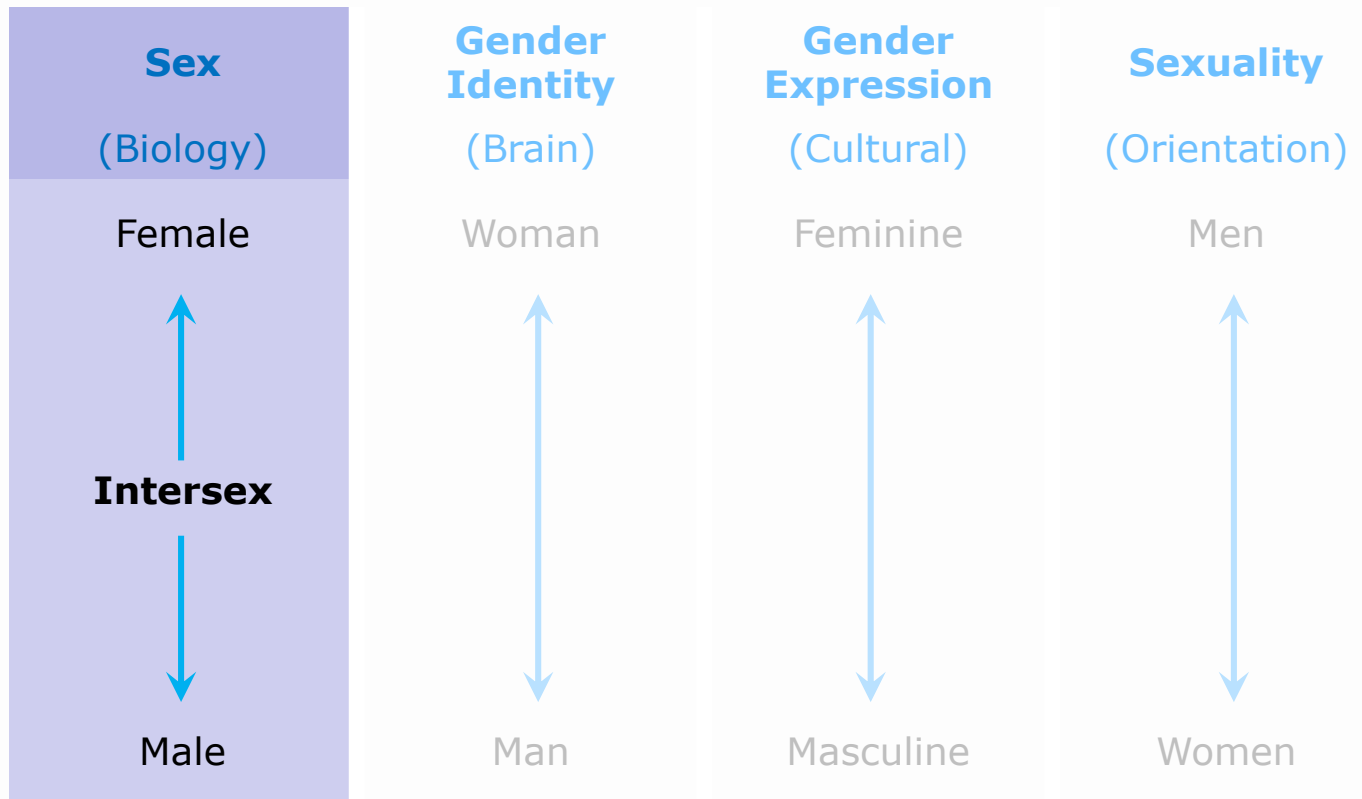
LET US REMEMBER THAT WE ARE BINARY

Male	Man	Masculine	Women
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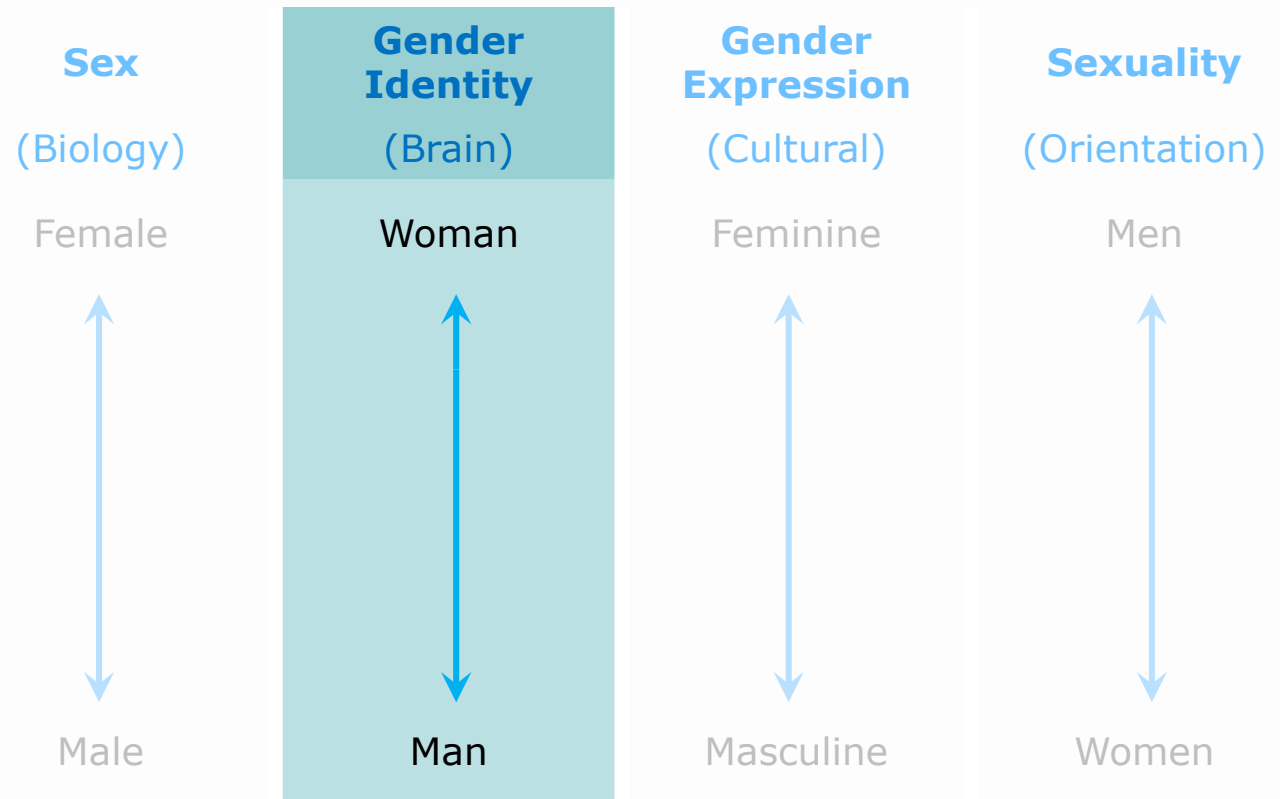
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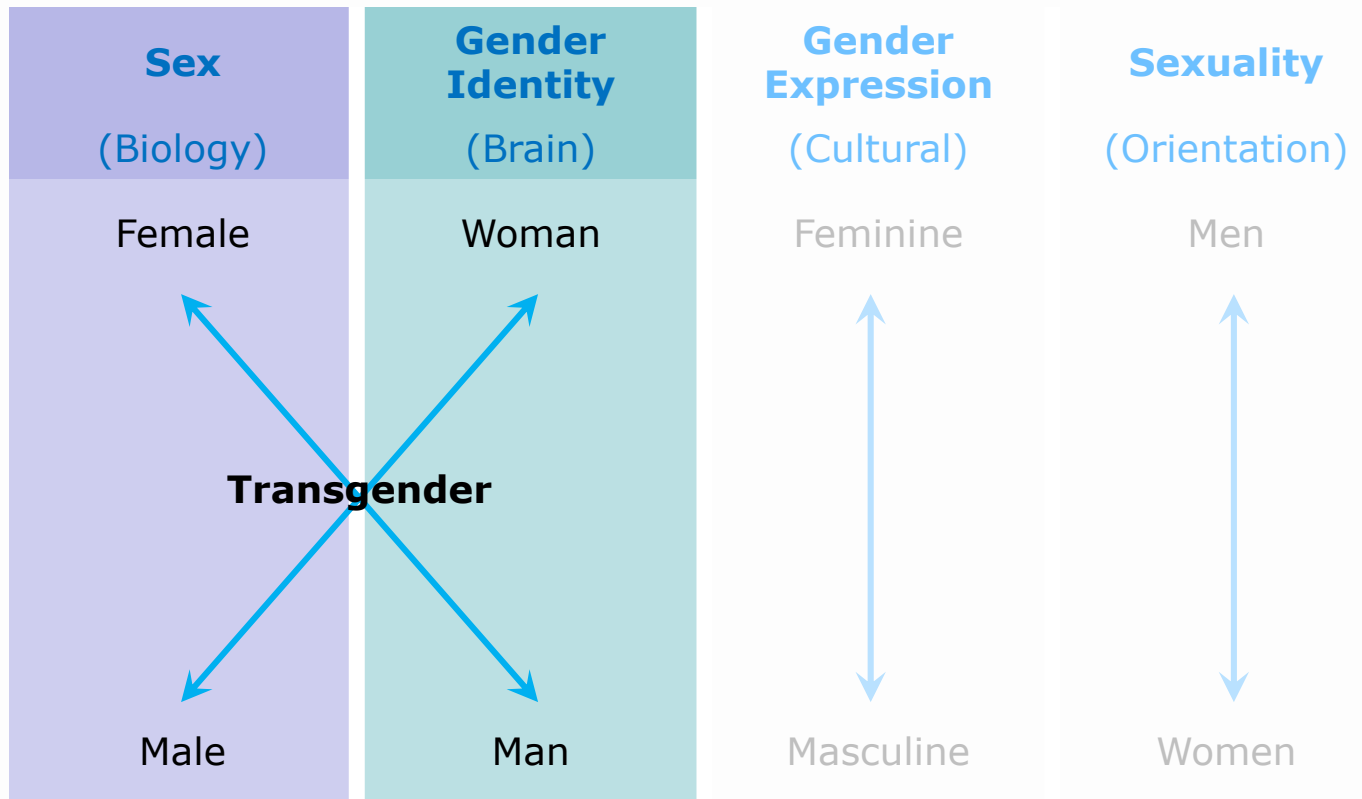
Diversity of Sex, Gender Identity, Expression & Orientation - Intersex



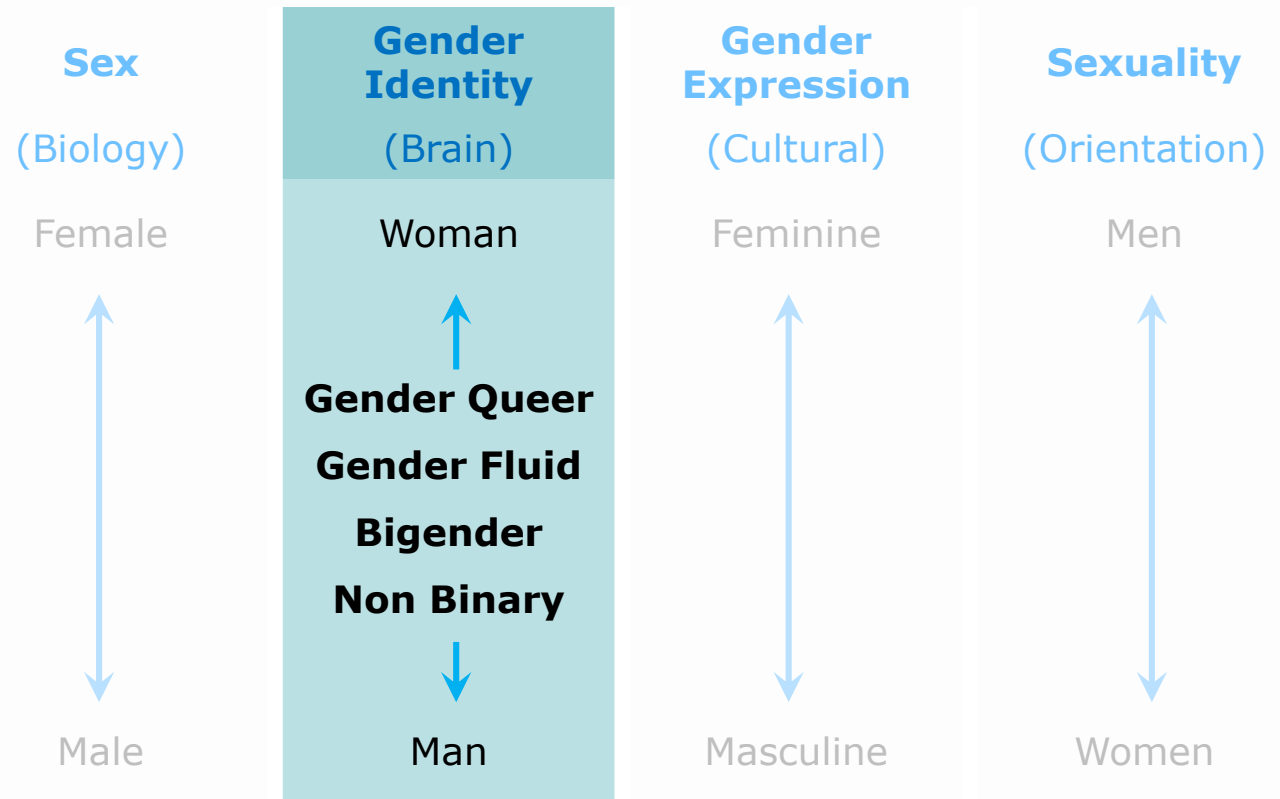
Diversity of Sex, Gender Identity, Expression & Orientation - Gender



Diversity of Sex, Gender Identity, Expression & Orientation - Transgender



Diversity of Sex, Gender Identity, Expression & Orientation - Gender



Diversity of Sex, Gender Identity, Expression & Orientation – Expression

Sex
(Biology)

Female



Male

Gender Identity
(Brain)

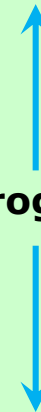
Woman



Man

Gender Expression
(Cultural)

Feminine



Androgynous

Masculine

Sexuality
(Orientation)

Men



Women

Diversity of Sex, Gender Identity, Expression & Orientation - Sexuality

Sex
(Biology)

Female



Male

Gender Identity
(Brain)

Woman



Man

Gender Expression
(Cultural)

Feminine



Masculine

Sexuality
(Orientation)

Men

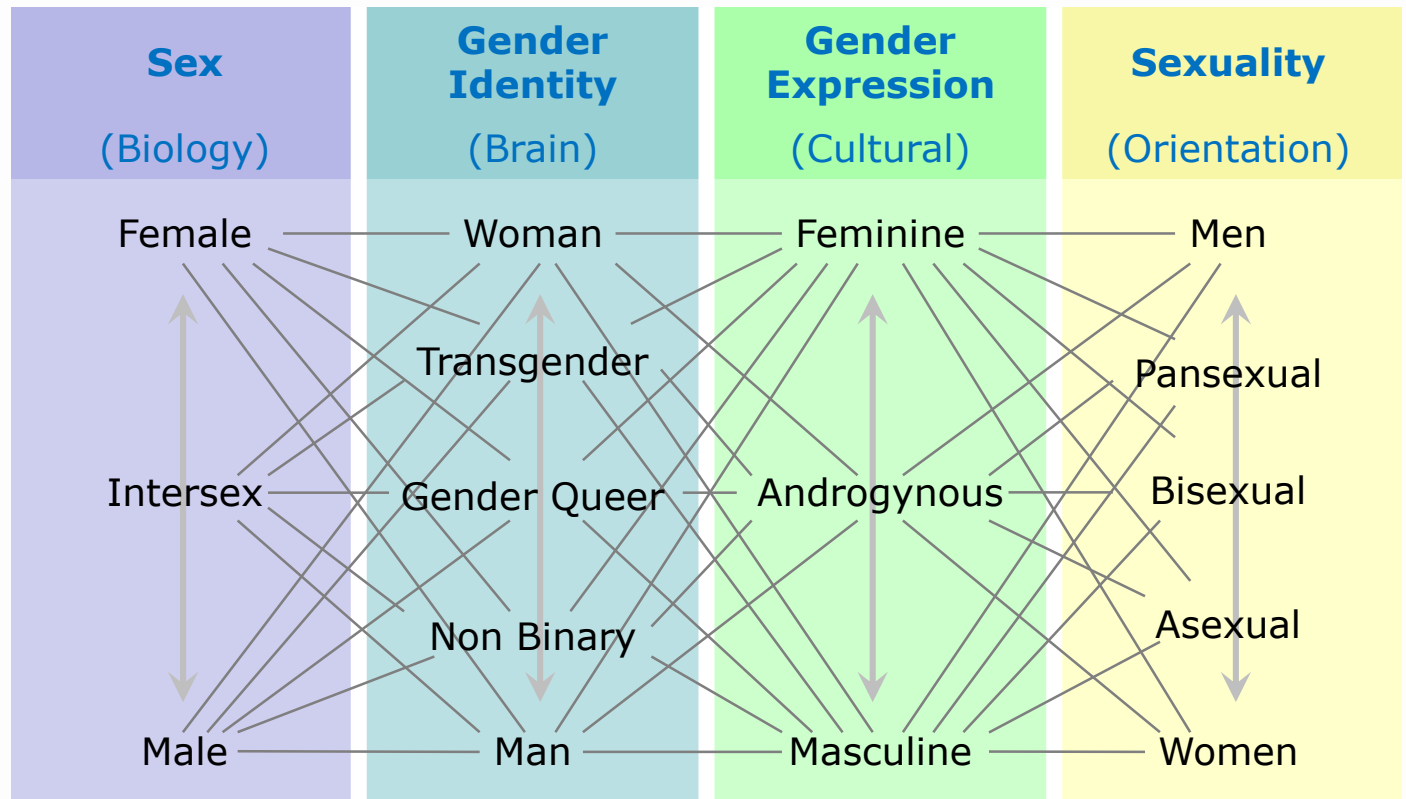


Bisexual
Pansexual
Asexual



Women

Diversity of Sex, Gender Identity, Expression & Orientation



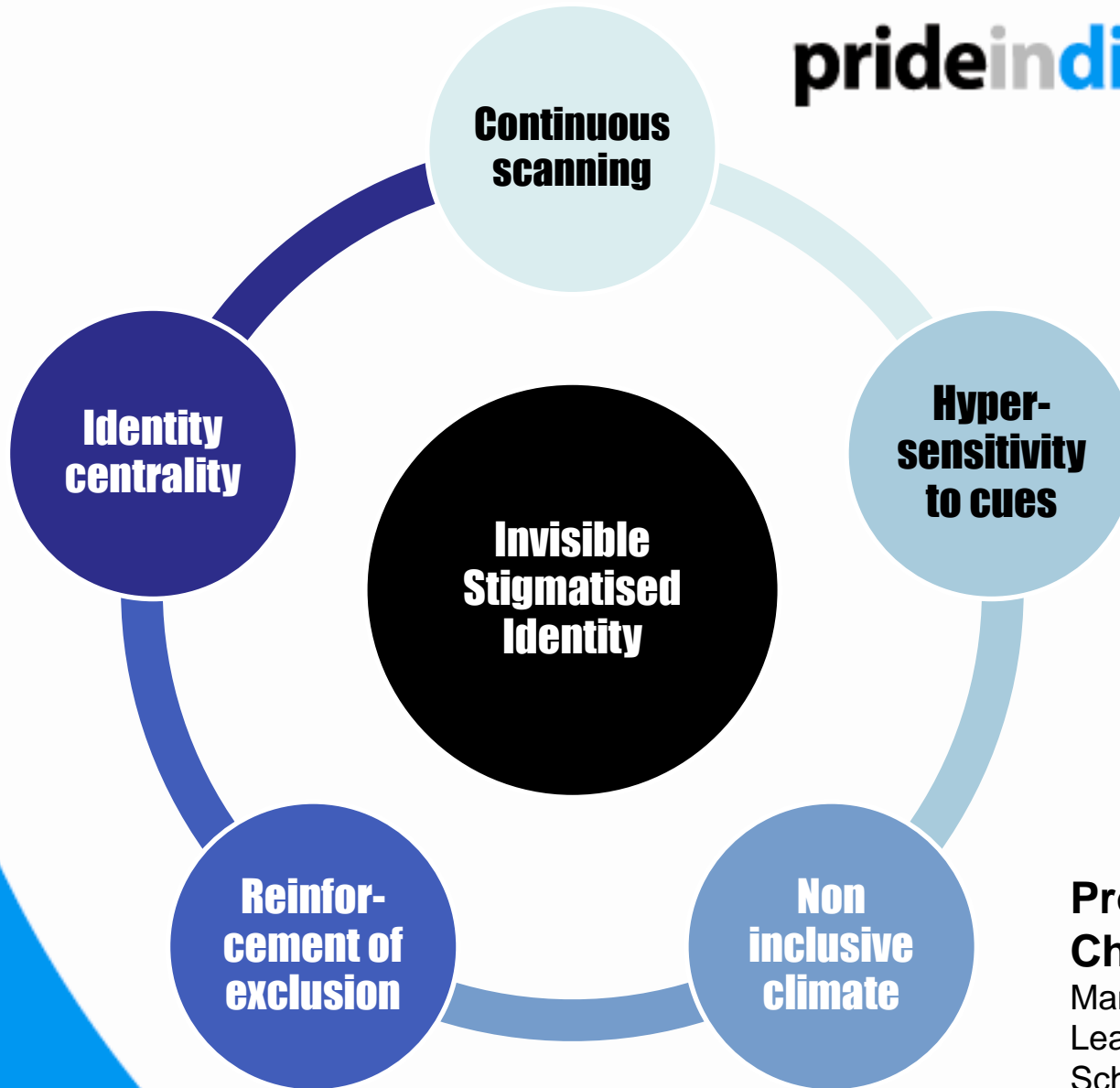
Person Centred Approach

So why is LGBTI inclusion important?

Sexual orientation and gender identity

- Applies to us all
- Naturally on display, at the core of who we are











Professor Dr. Charmine Hartel
Management Cluster
Leader, UQ Business
School



Impact in Workplace

What LGBTI inclusion is / is not about ...

IS	vs	NOT
<ul style="list-style-type: none">• About behaviour		<ul style="list-style-type: none">• Not beliefs
<ul style="list-style-type: none">• Providing awareness		<ul style="list-style-type: none">• Changing personal values
<ul style="list-style-type: none">• Being inclusive		<ul style="list-style-type: none">• Exclusive
<ul style="list-style-type: none">• Demonstrating organisational values of inclusion across all diverse groups		<ul style="list-style-type: none">• Not valuing one diverse group over another
<ul style="list-style-type: none">• Creating a safe and productive environment		<ul style="list-style-type: none">• Not tolerating workplace behaviours that are damaging to individuals
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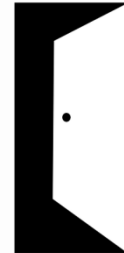
In the Workplace (AWEI) **prideindiversity**[®]



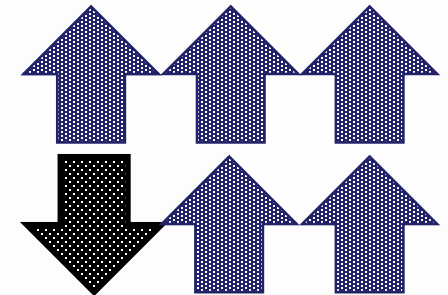
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The most common reason for not reporting bullying is:



it would mean outing themselves



witnessed or been target of more serious LGBTI bullying or harassment

1 in 6 Said that they still witness or have been the target of jokes or negative commentary targeting LGBTI people.

[1] AWEI 2016

Visible Inclusion



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equality ● empathy ● partnership ● courage ● diversity ● community

Jon Le Breton

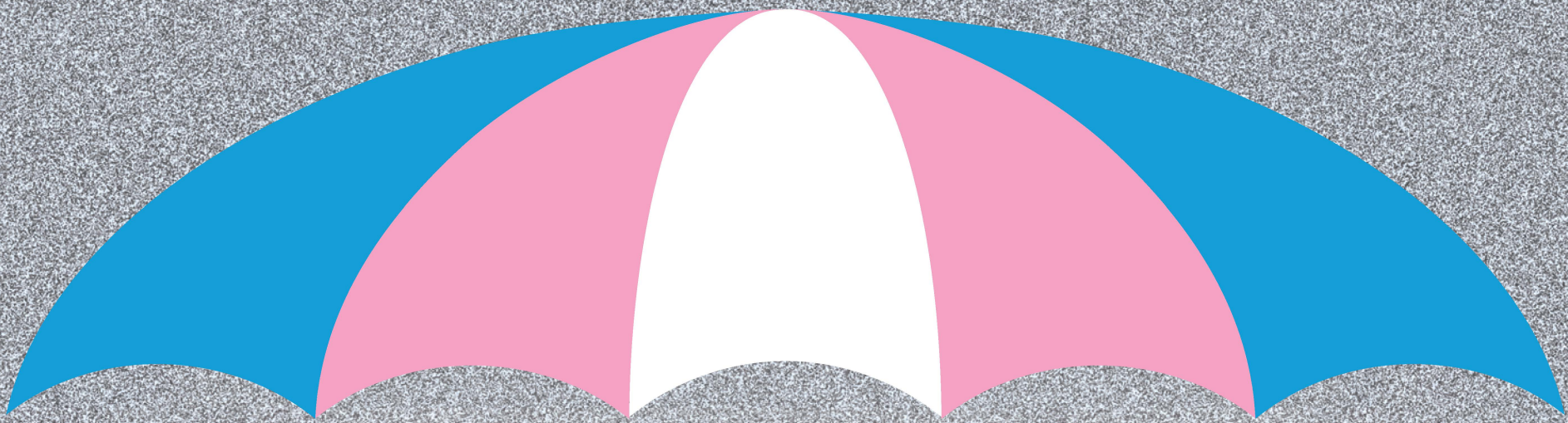
Workplace Education & Relationship Manager, Pride in Diversity

Phone: (02) 9206 2194

Mobile: +61 439 220 039

Email: jon.lebreton@prideindiversity.com.au

Web: www.prideindiversity.com.au



TRANSGENDER

and Gender Diversity

TRANSGENDER is an umbrella term used by many people whose gender identity or expression is not in line with the sex assigned to them at birth. There are many terms people use to describe their gender identity including Trans*, Trans man, Trans woman, just man or woman and non-binary identities like Gender Fluid and Gender Queer, to mention a few.

TRANSPHOBIA describes discrimination, harassment, abuse, violence and disrespectful treatment of a person based on their gender identity or expression.

REPORTING TO POLICE is extremely challenging for many transgender and gender diverse people. Some may have had negative experiences in the past, or they may be anxious about identifying themselves to police, or may feel they will not be believed or that the support offered to them will not be inclusive.

AVOID ASSUMPTIONS AND GENDERED TERMINOLOGY – such as guys, bro, ladies, girls, mate, buddy, pal.

NEVER underestimate the importance of language. Names and pronouns are important ways to respectfully engage with a person. Use the person's preferred name and pronoun. A pronoun is used to refer to the person such as he, she or they, but the correct pronoun to use can be more complex when addressing a transgender or gender diverse person. Always ask the person how they would like to be addressed. If unsure, use gender neutral pronouns such as they, them or their, or you, or the person's name. If you make a mistake, apologise and correct it promptly. **DO NOT** make it worse by making a big drama out of your mistake and further embarrassing the person.

SAFETY concerns can include fear of being identified as transgender, embarrassment, violence or mistreatment. Many transgender and gender diverse people have experienced risks to their safety due to visibility and may choose to present in a way that minimises this risk. If you are required to search a transgender/gender diverse person, ensure they can request the gender of the officer conducting the search (Code of Practice for Crime).

GENDER IDENTITY and **G**ENDER DIVERSITY are different things. Identity is a highly personal and subjective sense of self. Gender expression is the way a person expresses their gender – it is what the world can see. This may vary for each person, or not line up with society's expectations. **Misgendering** someone is when you accidentally – or deliberately – get it wrong when referring to someone in gendered language.

EDUCATE those around you to ensure everyone is treated with respect. Learn and teach others that sex and sexuality are distinct from gender. Learn about the different ways people express their gender and sexuality. Teach others that sexuality refers to who you are attracted to and sex is about biological characteristics such as hormones, chromosomes and physical sex characteristics which encompass male, female and intersex variations.

NEVER ask anything that is not relevant to the interaction. Questions about whether someone has had surgery or is on hormones are not usually warranted and may be inappropriate and offensive. Questions about previous names, if required, should be asked with sensitivity, explaining why the question is needed.

DISCRIMINATION and abuse should not be underestimated. Experiences of victimisation, violence, and/or emotional, psychological, verbal or physical abuse, put this community at an increased risk of mental health issues, including trauma, anxiety, depression, and suicidality.

Many transgender and gender diverse people experience abuse perpetuated by primary caregivers, families, social services and authorities. This can present as a barrier to asking for help or engaging with authorities and support services.

ENGAGE with colleagues and community members about ways to work in a culturally respectful way with transgender and gender diverse people. This can include challenging common myths and stereotypes and seeking out further education for your workplace.

REFER people to appropriate support services:

The Gender Centre: www.gendercentre.org.au
(02) 9569 2366 or 1800 069 115

The TAVP (Transgender Anti-Violence Project): www.tavp.org.au

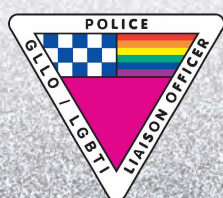
Twenty10 (youth) and GLCS: www.twenty10.org.au
(02) 8594 9550 or 1800 65 2010

Qlife (all ages phone support & web chat): 1800 184 527

Safe Relationships Project: www.iclc.org.au/srp
(02) 9332 1966 or 1800 244 481.

Further information:

http://intranet.police.nsw.gov.au/strategy_and_knowledge_maps/gay_lesbian_bisexual_transgender_intersex_issues



NSW Police Force

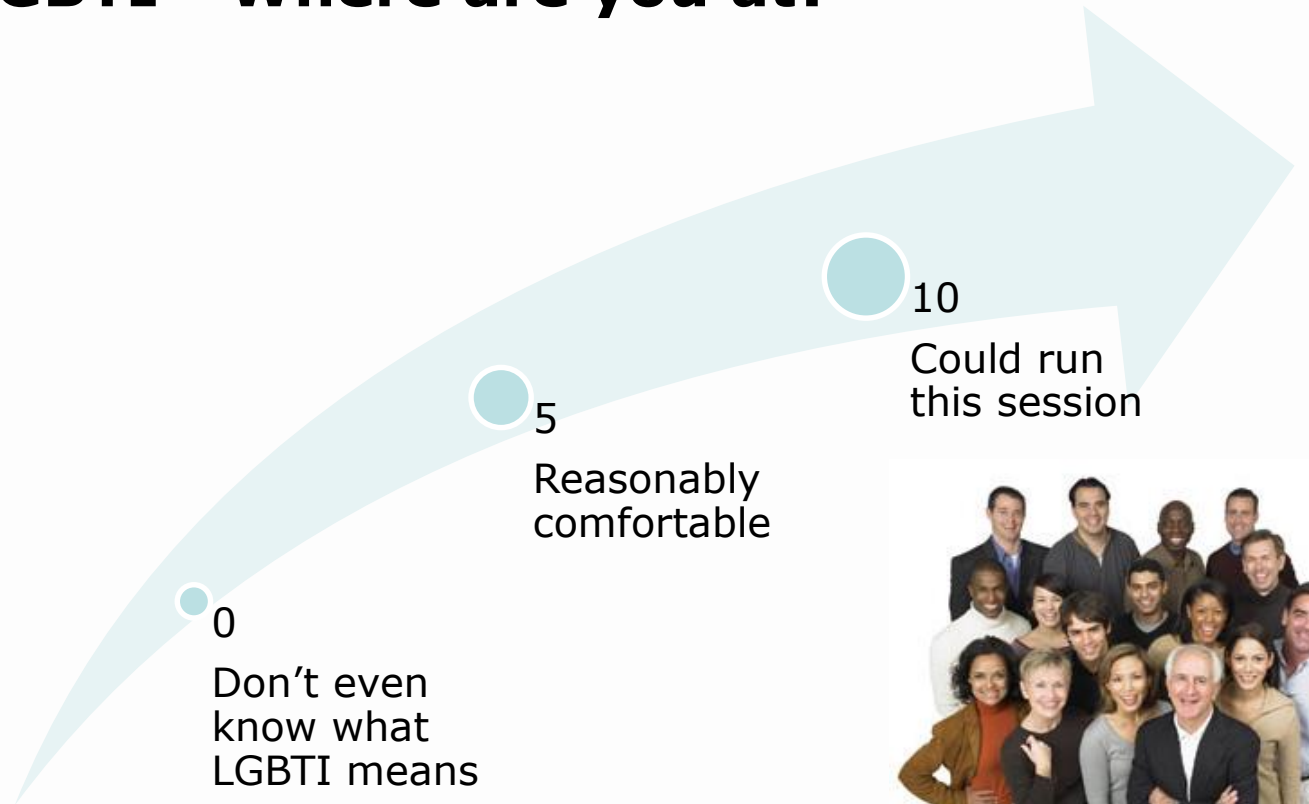
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NSW Police Force

Presenter: Jon Le Breton



LGBTI - Where are you at?



Pride in Diversity



Program Roadmap

- Unpacking inclusion: what it is, and what it is NOT
- Unpacking the LGBTI acronym
- Why LGBTI inclusion in the workplace is important
- Impacts of an invisible population
- The importance of visibility

- **This is a candid discussion in a safe environment to address personal questions, concerns and/or experiences.**

Unpacking Inclusion

INCLUSION



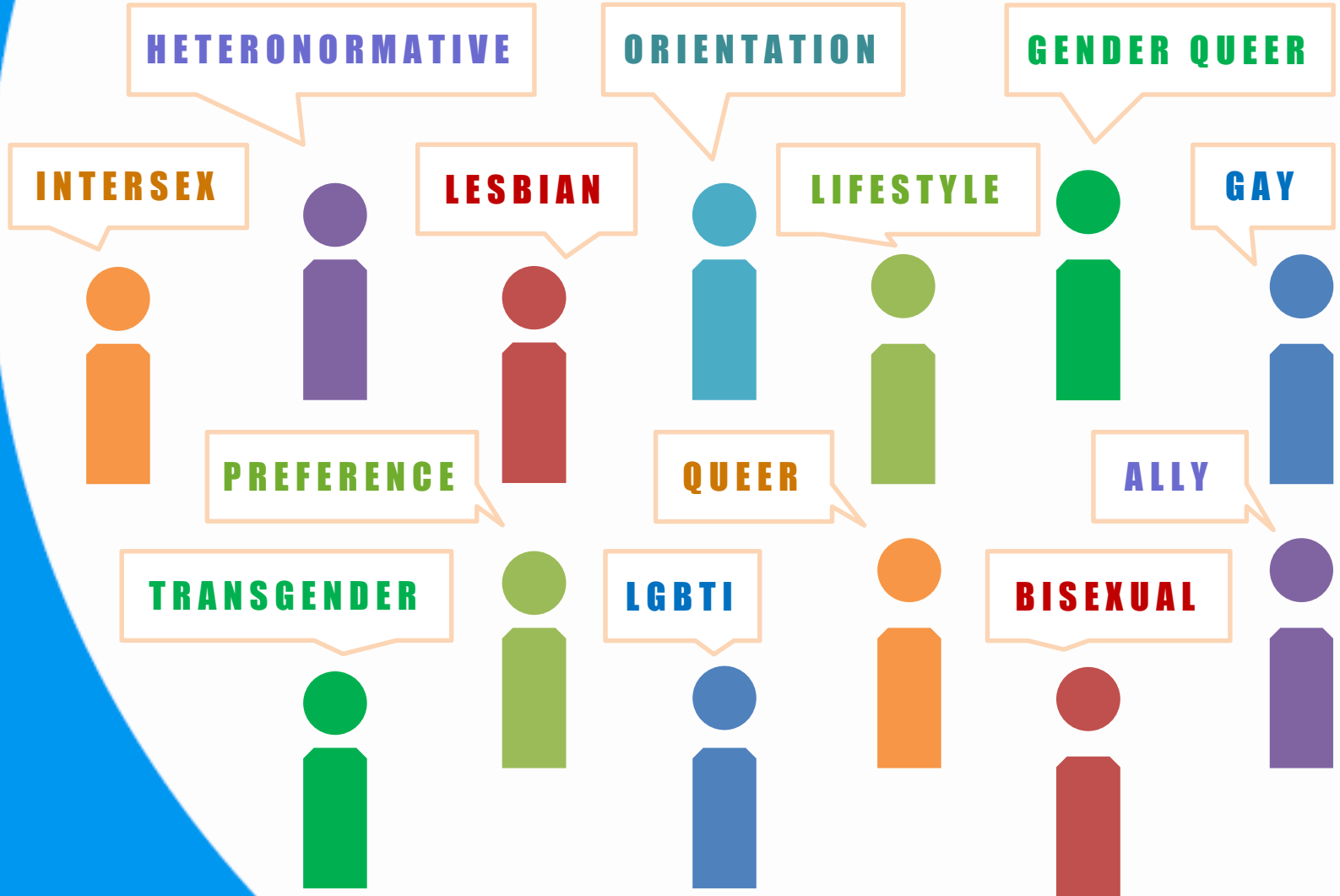
ACCEPTANCE



TOLERANCE



Let's talk terminology

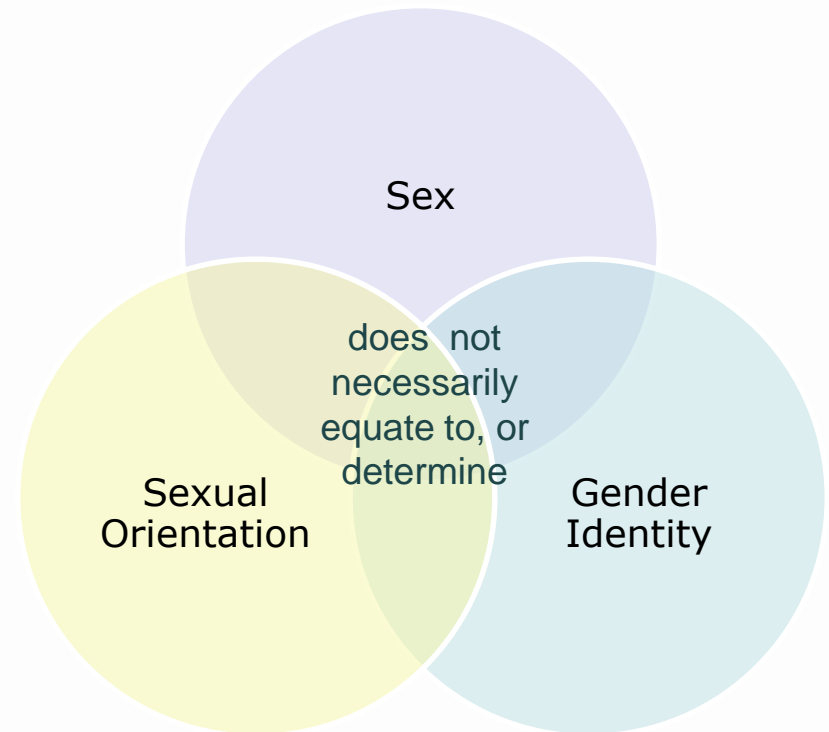


Understanding the diversity within LGBTI (Q....)

- History has grouped
- Ignorance has grouped
- Activism has grouped

“NOT THE SAME”

but may experience
similar levels of
discrimination and share
similar desire for basic
human rights



Add to that Gender Expression

The energy of a self-edit



- Can't say anything that would give away your orientation
- Can't give away the gender of the person you're talking about
- Can't lie

Diversity of Sex, Gender Identity, Expression & Orientation

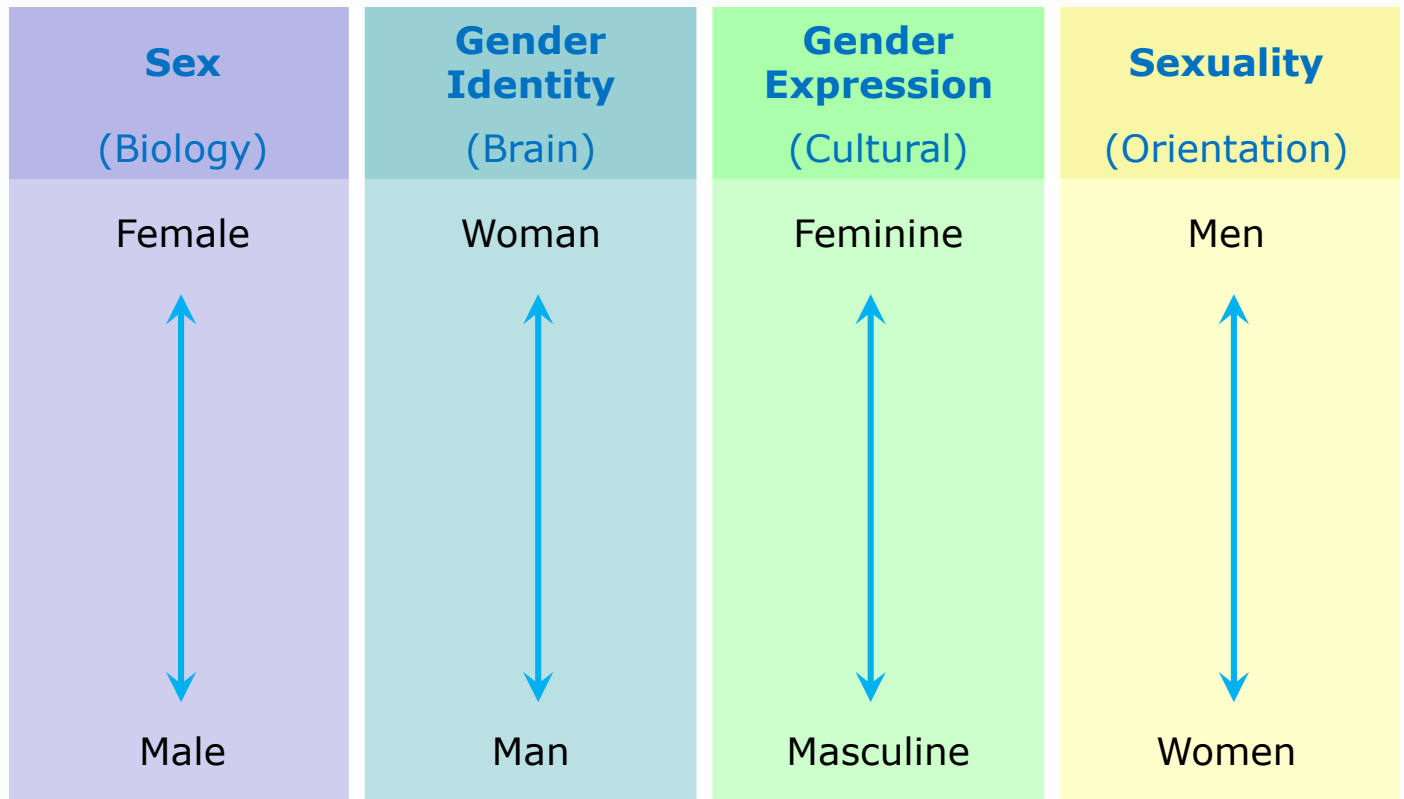
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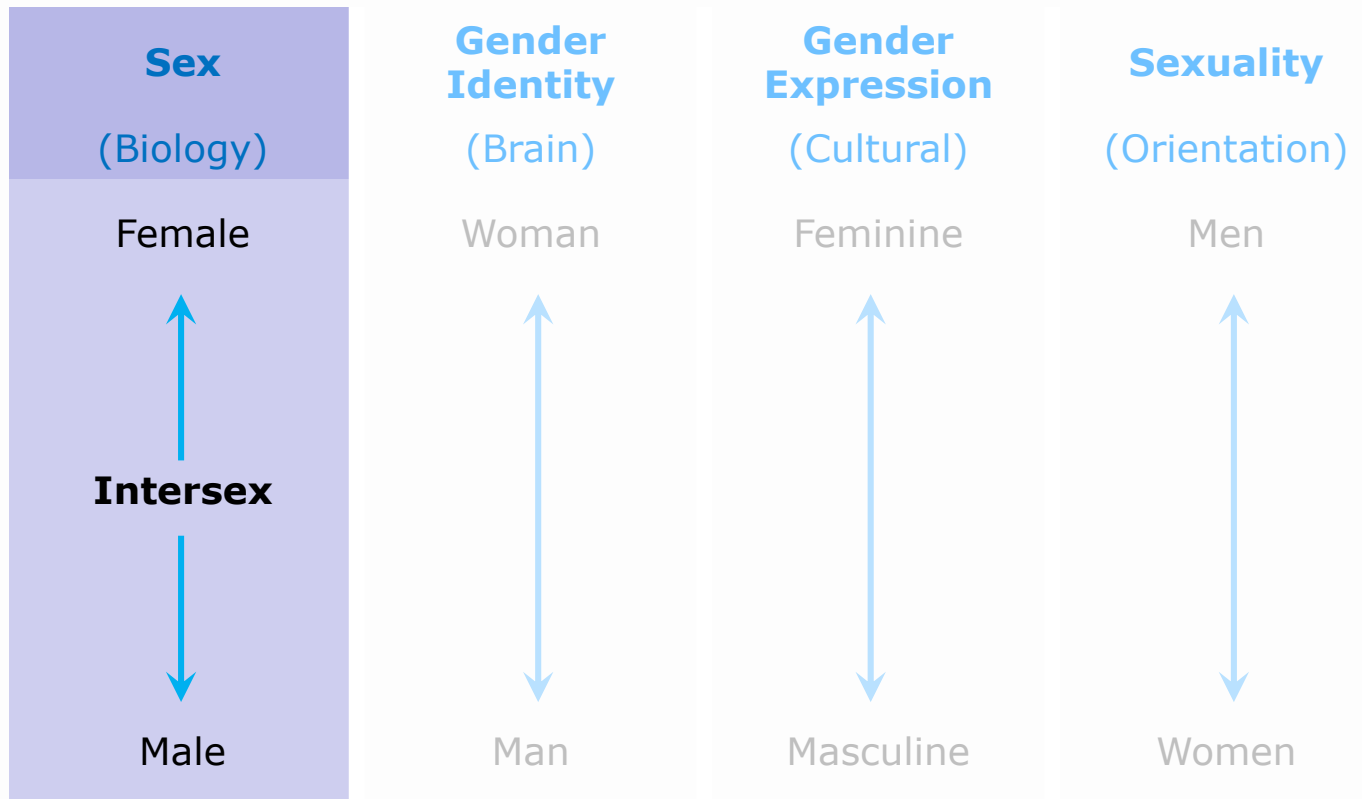
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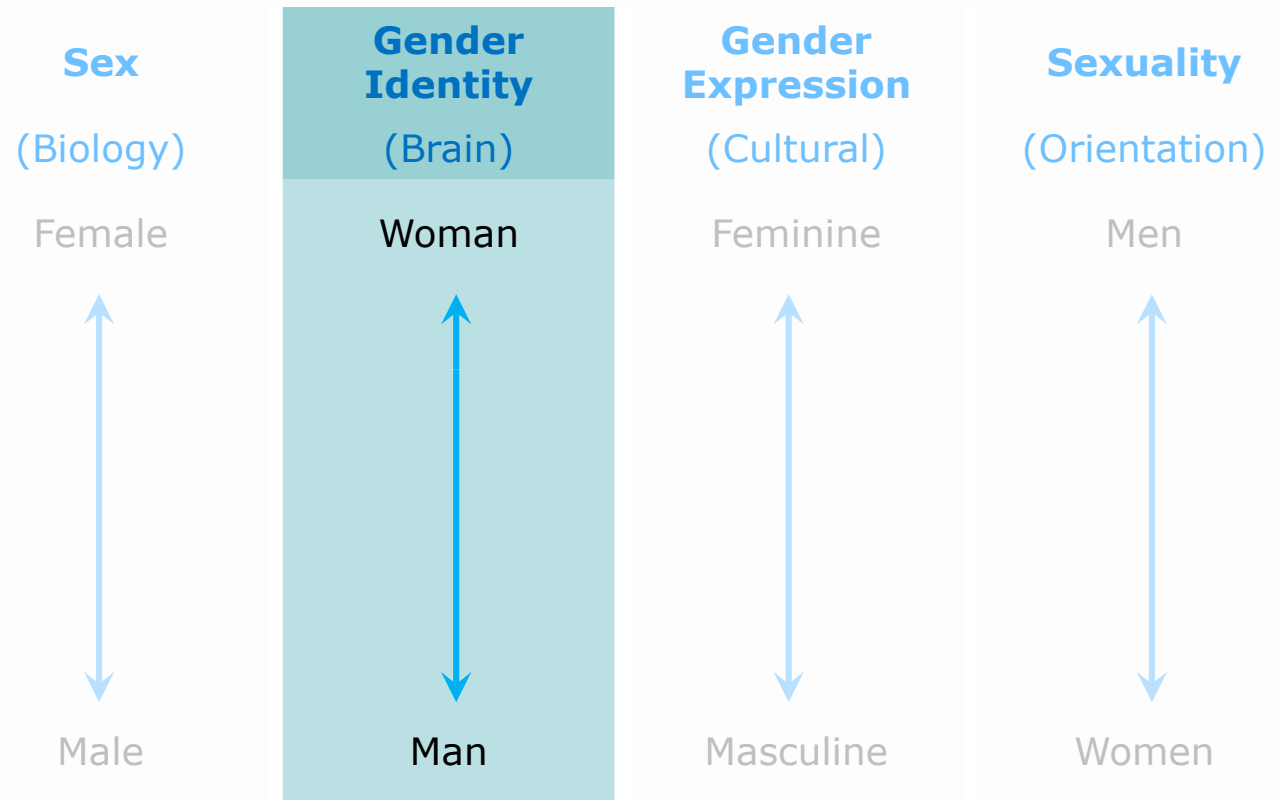
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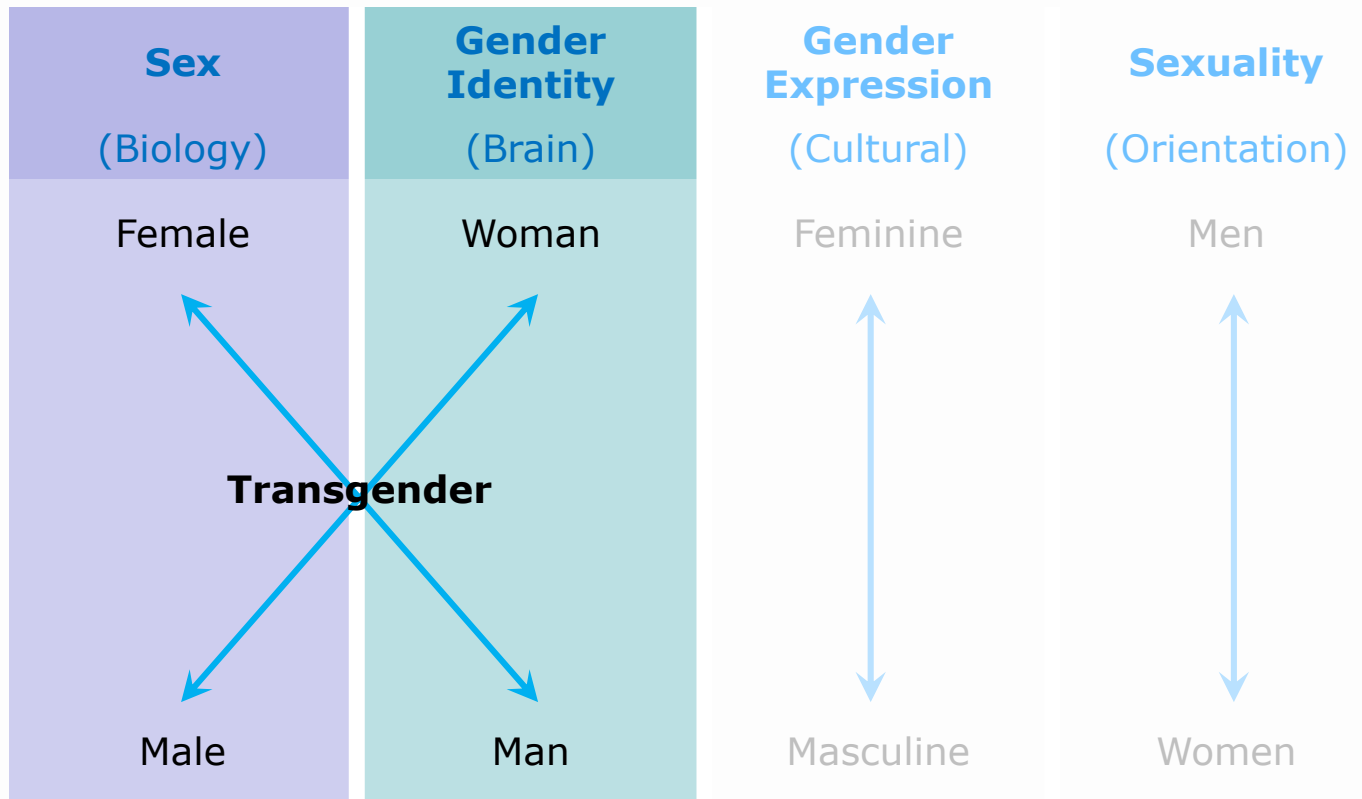
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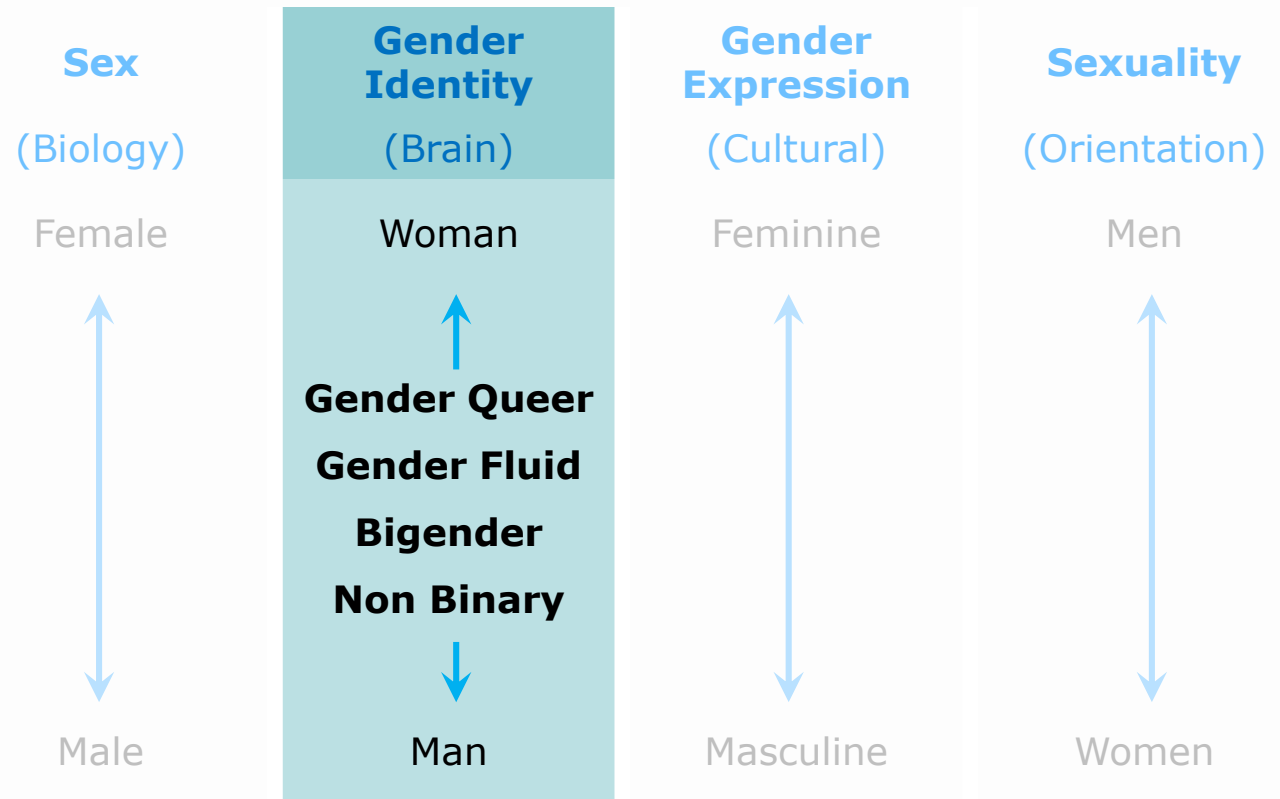
Diversity of Sex, Gender Identity, Expression & Orientation - Gender



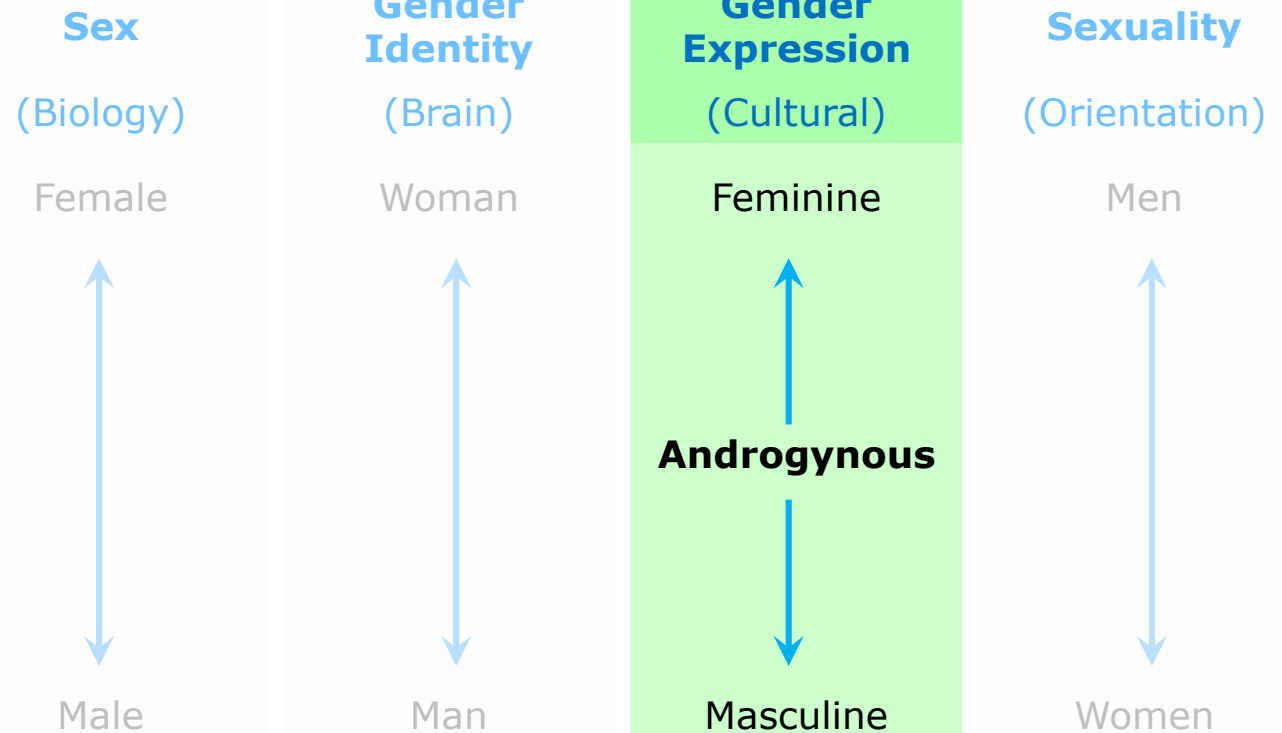
Diversity of Sex, Gender Identity, Expression & Orientation - Transgender



Diversity of Sex, Gender Identity, Expression & Orientation - Gender



Diversity of Sex, Gender Identity, Expression & Orientation – Expression



Diversity of Sex, Gender Identity, Expression & Orientation - Sexuality

Sex
(Biology)

Female



Male

Gender Identity
(Brain)

Woman



Man

Gender Expression
(Cultural)

Feminine



Masculine

Sexuality
(Orientation)

Men

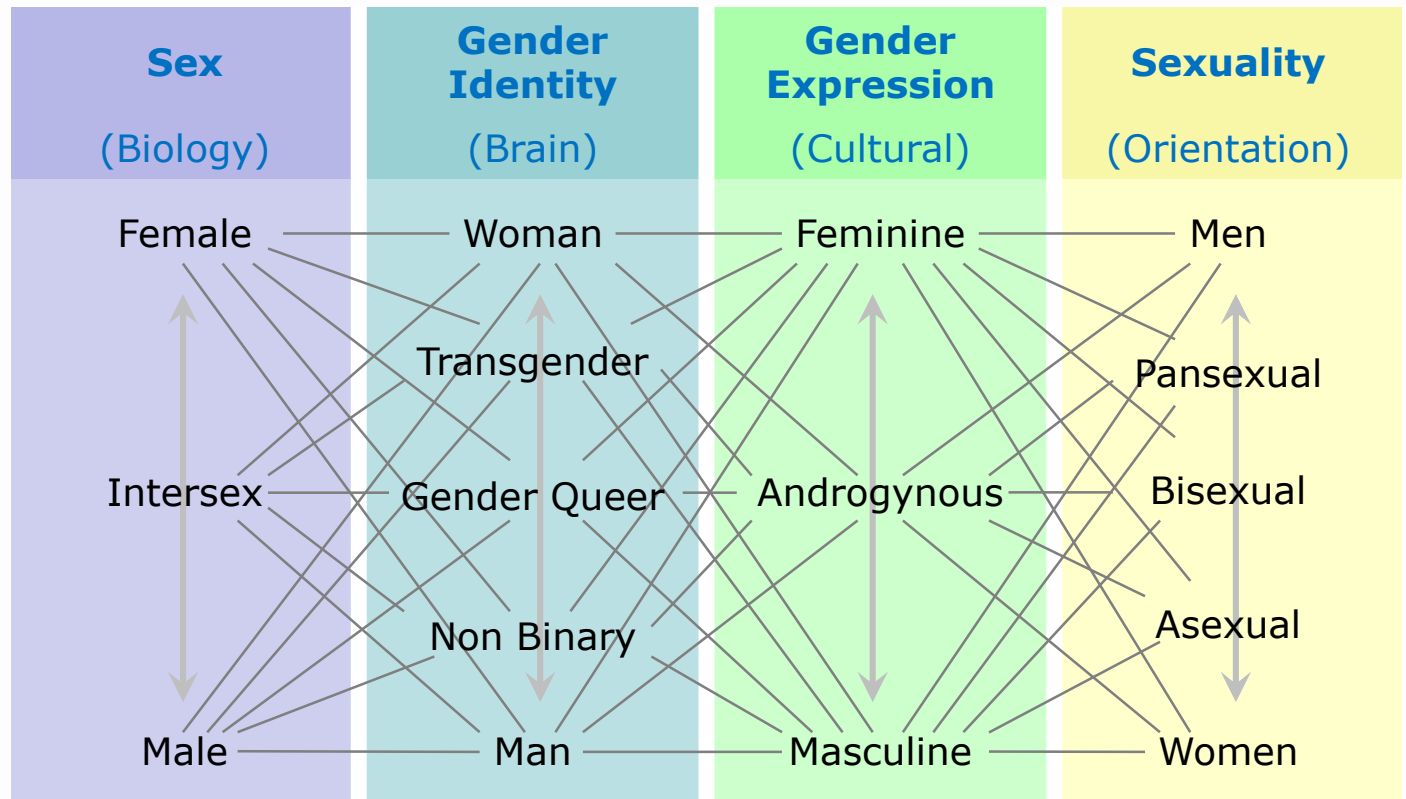


Bisexual
Pansexual
Asexual



Women

Diversity of Sex, Gender Identity, Expression & Orientation



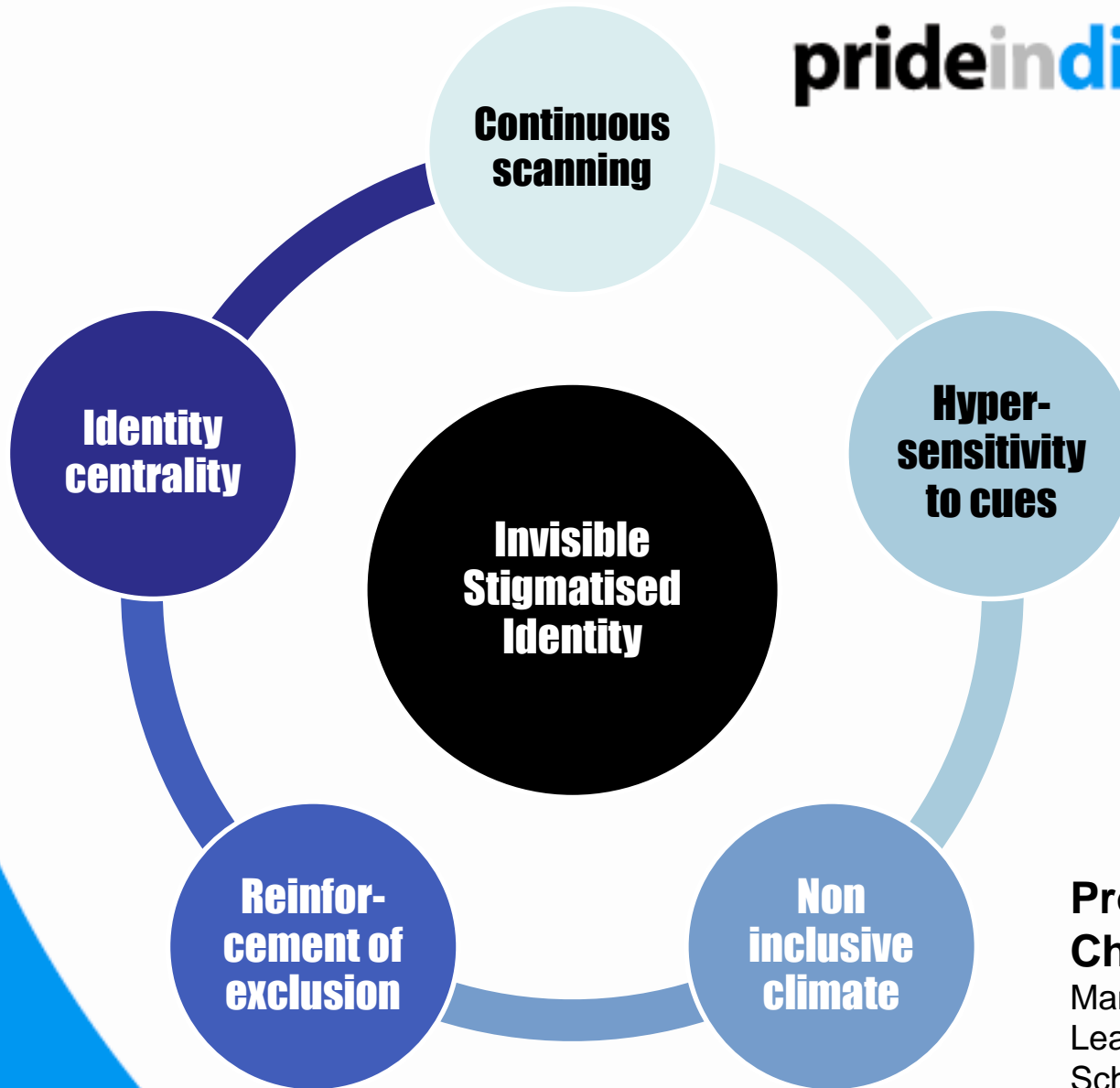
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**Impact in
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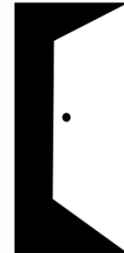
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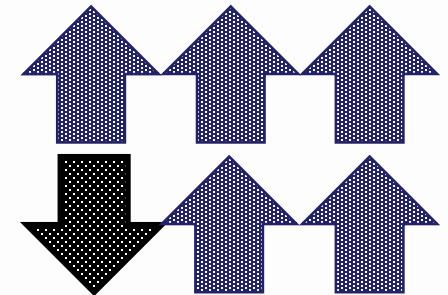
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1 in 6 Said that they still witness or have been the target of jokes or negative commentary targeting LGBTI people.

[1] AWEI 2016

Visible Inclusion



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equality ● empathy ● partnership ● courage ● diversity ● community

Jon Le Breton

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Mobile: +61 439 220 039

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Web: www.prideindiversity.com.au



NSW Police Force

GLLO (LGBTIQ Liaison Officer)

Course Workbook



Title: NSW Police Force GLLO Participant Workbook

Subject: Training workbook for new GLLOs

Command Responsible: Performance & Program Support

Contact: Jacqueline Braw – Senior Programs Officer, Sexuality, Gender Diversity & Intersex

Available to: Unrestricted

Version No: 1

Author of this version: Jacqueline BRAW

Review date: June 2019

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Corporate Sponsor's Message

Welcome to the New South Wales Police Force GLLO Course. This course will introduce you to the role of a GLLO which has both an internal and external focus.

GLLOs liaise with individuals and communities identifying as sexuality, gender diverse or intersex, for example, lesbian, gay, bisexual, transgender, intersex or queer (LGBTIQ). In a Police Area or District Command, your job is to maintain a profile within the community to offer a contact point for follow up assistance, and to manage a range of issues relating to policing services for members of these diverse communities. A large part of your role is customer service oriented, with a focus on building the knowledge, skills and experience of fellow officers to provide the best customer service possible to LGBTIQ people.

GLLOs also have an internal role to play in supporting fellow officers and staff who may be sexuality or gender diverse, or intersex. The NSW Police Force is a member of *Pride in Diversity*, an employer support program designed to assist organisations to become more inclusive and supportive of diversity. As role models within and outside the organisation, GLLOs are ideally placed to offer support when needed.

This Participant Workbook contains information on the role of GLLOs and a number of key topic areas such as: working with young people and challenging homophobic and transphobic harassment and bullying; domestic and family violence experienced by LGBTIQ people; identification, recording and responding to bias crimes and violence directed at against LGBTIQ people; and understanding transgender and gender diversity and intersex variations.

It is a beginning only – as professional officers you are expected to continue to build your expertise as a GLLO and help others improve their practice.



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Our Policy on *Sexuality, Gender Diversity and Intersex 2016 – 2020: Working with gay, lesbian, bisexual, transgender and intersex people*, currently being updated, is a critical guiding document that you should all read and understand. This policy directs that GLLOs work in close collaboration with other officers including Youth Officers, Domestic Violence Liaison Officers as well as officers in other specialist roles, and general duties police, to achieve our corporate objectives. This policy, and related policy documents, can be found in **Appendix A** at the back of this workbook.

In 2015 the GLLO program commemorated its 25th year. GLLOs have been serving LGBTIQ communities for almost three decades. Many people within the LGBTIQ communities recognise GLLOs as ‘gay friendly’ police officers. Some will specifically request a GLLO. GLLOs will not always be available – indeed some commands will not have a trained GLLO. Whilst it is imperative that you maintain a high profile within your community as a GLLO and encourage contact, one of the most important messages for you to deliver and reinforce is to “report all crime and/or violence to any police officer. Police can be trusted to take reports in a sensitive and supportive manner.” Part of the GLLO role is to ensure that all police at your command are accessible, capable and motivated to respond to the safety needs of LGBTIQ community members.

Whilst as comprehensive as we can make it, the information in this book will get out of date. New research and information, as well as the changing experiences of community organisations working closely with LGBTIQ people, are all highly relevant to our understanding of key issues. With this in mind, it is important that the information remains relevant to your needs. Please inform the Senior Programs Officer, Sexuality, Gender Diversity & Intersex, of any research, projects or programs that could be included in this course, or of any initiatives you have piloted as well as any comments on how the course can be improved.

A key resource is the *Sexuality, Gender Diversity & Intersex Knowledge Map* on the New South Wales Police Force Intranet:

http://intranet.police.nsw.gov.au/strategy_and_knowledge_maps/gay_lesbian_bisexual_transgender_intersex_issues

Please refer to this Knowledge Map regularly as you undertake GLLO duties.

As the Corporate Sponsor I encourage you to be an active GLLO for your command and keep me and your Region Sponsor advised of any important issues as they arise.

Assistant Commissioner Tony Crandell



Chapter 1: Introduction

The GLLO Program formally began in 1990. We trained our early GLLOs to build trust and confidence in police amongst members of the gay and lesbian community. In the early days, training focused on metropolitan issues, in particular community experiences of 'anti-gay' violence and crime. Today topics in the course include working with transgender and gender diverse people as well as lesbian, gay and bisexual and queer identifying people, and those with intersex variations. Additionally the focus extends to regional and rural areas as well as metropolitan Sydney.

The GLLO course is currently a four day, face to face course aimed at assisting officers to become active and effective GLLOs.

After completing this course, participants should be able to:

- Understand the relationship between the NSWPF and LGBTIQ people/communities, today and in the past;
- Identify and evaluate the needs of local LGBTIQ people/communities;
- Maintain responsibilities and accountabilities associated with the GLLO role within a command;
- Respond to broader diversity issues;
- Develop policing responses to harassment and bullying of young people, bias crimes, violence against LGBTIQ people and communities;
- Develop policing responses to domestic and family violence experienced by LGBTIQ people;
- Develop policing responses to issues involving transgender and gender diversity and intersex variations;
- Identify and respond to educational needs within the command through a range of strategies including delivery or coordination of training.

This course consists of a combination of the following:

- Lectures and presentations – facilitated by both internal and external presenters.
- Case studies – comprising of a scenario with a number of questions
- Small group work
- Videos and class discussions
- Role playing activities

Course participants have all been asked to conduct a *Needs Assessment* of their local environment prior to the commencement of the course (see **Chapter 3 – The GLLO Role**). By the end of the course, each participant will have completed a draft



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Action Plan (also in **Chapter 3**) which will summarise the key tasks, projects and related activities that the participant intends to complete in the first 12-18 months following GLLO training. This document should be submitted through the participant's chain of command for notice and approval.

Throughout the course there may be a number of sensitive issues that arise for participants as well as guests. It is expected that all participants will behave in a professional manner at all times and inform the course facilitators should they have any concerns about any aspect of the course.

Should any issues arise that you wish to discuss further in private, please speak to the facilitators during a break.



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Chapter 2: History of the GLLO program

Historical context:

Up until 1978:

In NSW, male homosexual activity was a crime punishable by death until 1839. Since colonisation, incidents of 'poofter bashing' have been documented by historians and homosexuality in general was seen as a social menace, deserving a violent response. The police, reflecting the rest of mainstream society, did not approve of homosexuality and needless to say, relationships between police officers and homosexual people were not positive. Gay men in particular did not trust the police, and they had good reason not to.

Violence against gay men was condoned. People were scared of homosexuality – they did not know much about it, believed in stereotypes and misconceptions and generally lacked exposure to gay people.



Electric shock therapy as one of many prescribed 'cures' for homosexuality

Even as society progressed, attitudes towards homosexuality became slightly more tolerant but it was seen as a mental health issue. Homosexuality was considered a psychiatric disorder until 1975.

In 1978, the year some attribute to the birth of Australia's 'gay rights movement', violent confrontations between police and a group of protesters in Sydney ended in 53 arrests. This was the first Gay Mardi Gras. Additional protests in the same year resulted in a total of almost 200 arrests.

The history of Mardi Gras is a very important part of the history of the GLLO Program and remains highly relevant to the work of GLLOs today.

Law reform in the 1980s:

In 1982 discrimination law was introduced in NSW to create an offence to discriminate against a person on the grounds of their homosexuality (in areas of employment, public education, accommodation, provision of goods and services or by a registered club).

By 1984, homosexuality was decriminalised.

The 'gay hate' murders:

Although these advances in societal attitudes and law supported a more progressive approach towards homosexuality, during the late 1980s and early 1990s, a series of disappearances and murders of gay men and men presumed to be gay, many involving groups of young people specifically targeting these men and locations known as 'beats' (cliffs in Bondi and Tamarama and Marks Park), highlighted a change in focus on the homosexual as a 'lawbreaker' to a 'victim' of anti-gay violence.



Marks Park in Bondi – a number of bashings and murders have been linked to this location

Data collected during this period led to the establishment of a community based response – the *Lesbian and Gay Anti-Violence Project*. NSW Police worked closely with other government agencies and this project to explore the nature and extent of this violence, culminating in *Out of the Blue* – a report published in 1995 suggesting that lesbians were at least six times more likely than other Sydney women to experience an assault in a 12 month period and gay men at least four times more likely than other Sydney men.

Strikeforce Parrabell:

Although the results of this Strikeforce will be discussed in more detail under Bias Crime, it is important to note here that the issue of 'gay hate' murders and allegations of inadequate police responses remains a contentious and topical issue, reappearing in recent media stories, television dramas and documentaries.

Law reform from 1999

Further law reform from 1999 awarded most legal rights and obligations to individuals and same sex couples, for example:



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- 1999 – Property Relationships Amendment Act
- 2003 – Equal Age of Consent for gay men
- 2008 – 84 Commonwealth laws were reformed to include same sex relationships
- 2008 – recognition of both partners in a lesbian relationship when having children through assisted reproductive technology
- 2010 – NSW Adoption Act reformed allowing same sex couples to adopt
- 2010 – Surrogacy law reform allows children born through altruistic surrogacy arrangements to have their intended parents legally recognised
- 2013 – Transgender children no longer require Family Court approval to access puberty blockers (Federal)
- 2014 – NSW Parliament unanimously passed the Criminal Records Amendment (Historical Homosexual Offences) Bill 2014
- 2014 – Crimes Act amended in NSW to prevent use of ‘homosexual advance defence’
- 2014 - the High Court of Australia ruled that Australian law allows the registration of a "change of sex" to "non-specific" and does not require one to identify themselves as either male or female on identity documents (The case originated in NSW)
- 2017 – Same-sex marriage legalised in Australia
- 2017 - the Family Court of overturned existing law relating to transgender youth seeking access to oestrogen or testosterone treatment (“Stage 2”) for gender transition. Stage 2 treatment no longer requires court authorisation.
- 2018 - the Miscellaneous Acts Amendment (Marriages) Bill 2018 was passed by NSW to repeal the unmarried/divorced legal requirement to change one's gender on a birth certificate. The requirement to undergo sexual reassignment surgery was unaltered.
- 2018 - both houses of NSW Parliament unanimously passed an urgent bill without amendments called the Crimes Amendment (Publicly Threatening and Inciting Violence) Bill 2018 to repeal the anti-discrimination vilification laws within the Anti-Discrimination Act 1977 and replace it with criminal legislation with up to an explicit 3 year term of imprisonment within the Crimes Act 1900. The legislation went into effect on August 13, 2018.

Despite this clear progress in terms of law reform, there remains concerning evidence of discrimination and violence directed against people simply because they are or appear to be gay, lesbian or transgender, gender diverse.

Research eg *Private Lives 2012*, suggests that LGBTIQ people continue to experience high levels of harassment and violence, and fear of such violence. Reports to police however, seem to be declining, even though there has been substantial campaign activity by police, in partnership with community organisations to encourage reporting.

Whilst verbal and non physical harassment, abuse and bullying may be on the rise, or at least still very concerning, there does not appear to be the same level of extreme physical violence towards LGBTIQ people as we saw during the 80s and 90s. Nevertheless, literature from around the world suggests that under-reporting of

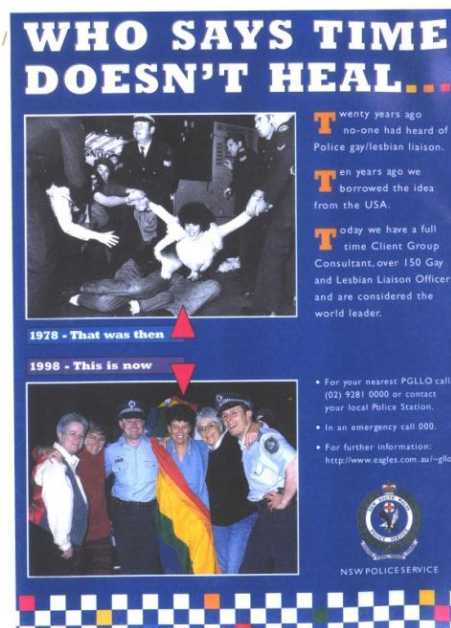


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bias crime is a major concern and police need to appreciate the challenges many people face when considering whether to report to police.

The GLLO Program:

In 2018, the 40 year anniversary of the first Mardi Gras, a number of important commemorative events included invitations to the NSW Police Force. The Police Band played at a concert on the eve of the anniversary in Taylor Square. The Commissioner invited the '78ers' to a gathering in August 2018 to personally apologise for the way they were treated back in 1978.



NSW Police campaign in late 1990s picturing photo taken in 1978

The last few years have been very significant for the GLLO Program. In 2015, we commemorated our 25 year anniversary and in March 2016, the NSW Police Force issued a formal apology to the '78ers' – the original group of men and women who marched in the first Mardi Gras in 1978. This police apology followed a formal apology from NSW Parliament and Fairfax media for the role they had to play in the treatment of the original protesters in 1978.

Also in 2016 the GLLO Mardi Gras contingent celebrated 20 years of participating in the Mardi Gras parade and 30 years of Aboriginal Community Liaison Officers.



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Key dates are important, as is history. The historical relationship between the police and the gay and lesbian community is particularly important to understand as a GLLO. The birth and development of the GLLO role owes a great deal to this history.

We trained our first four GLLOs in the early 1990s with the aim of building trust and confidence in police amongst members of the gay and lesbian community. In the early days, training focused on metropolitan issues and gay and lesbian people. Today topics covered include working with transgender and intersex people as well as lesbian, gay and bisexual. Additionally the focus extends to regional and rural areas as well as metropolitan Sydney and internal peer support issues as well as external community engagement.



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A visual history display – *25 Years and GLLO-ing* – was compiled by Senior Constable Dave Turner as part of the 25 year anniversary. This display travelled across the state, often accompanying the 100 Years of Women in Policing roadshow. Preparation is currently underway to install this display at the Police Academy to ensure that all our recruits, as well as other visiting officers, have access to this history and can learn a little more about the GLLO program.



A booklet version of this history is included in **Appendix B**.



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In 2016, the NSW Police Force released its fourth and most inclusive *Strategy on Sexuality, Gender Diversity and Intersex 2016-2020*. This document is currently being reviewed and updated in preparation for a updated edition to be released later this year.

Also on 4 March 2016, a formal apology was issued by the NSW Police Force to participants in the first Mardi Gras in 1978. This apology was reinforced by a personal apology delivered by Commissioner Fuller on 9 August 2018.



4 MAR 2016

NSW Police Force apologises to the '78ers

Just over a week after the NSW government and Fairfax media issued their apologies to the '78ers, on the eve of Mardi Gras 2016, the NSW Police Force issued their apology.

The NSW Police Force is marching proudly this weekend with the LGBTI community as we celebrate this year's Mardi Gras.

We will also be providing what we hope will be a very safe and secure environment for participants and spectators to enjoy themselves - free from any troublemakers.

This year's Mardi Gras does have special significance given the apology delivered to the original participants - the '78ers - issued by the NSW Parliament a week ago.

That was a very special moment for that group and for the broader LGBTI community.

I can tell you that I spoke with our Commissioner this morning - and I have his full support in saying that the NSW Police Force is sorry for the way that first Mardi Gras was policed back in 1978.

For that - we apologise - and we acknowledge the pain and hurt caused by police actions back then.

We do understand the apology issued by the Parliament was on behalf of all NSW government agencies but we felt it important that the NSW Police perspective is well understood.


I work very closely with the LGBTI community and I understand the depth of feeling about the role of police back in 1978. Our relationship these days is healthy, positive and progressive. That wasn't the case back then.

Today's Force is a very different organisation. We are diverse and we're proud of that diversity.

We have come a long, long way. We have had our own journey.

Last year we celebrated 25 years of our Gay and Lesbian Liaison Officer Program. These officers do wonderful work around the state and I know their work is very much appreciated.

We are very happy that our officers are welcomed again as part of the Mardi Gras - and I can assure you they will march with pride tomorrow night.



Superintendent Tony Crandell
NSW Police Force
Corporate Sponsor Sexuality & Gender Diversity



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Chapter 3: The GLLO (LGBTIQ Liaison Officer) Role

1. Duties of a GLLO

Preamble:

GLLOs are specially trained officers carrying the responsibility of building the capacity of their Commands to implement policy objectives outlined in the *NSWPF Policy on Sexuality, Gender Diversity & Intersex 2016 – 2020*. Please be aware, this document is currently in the final stages of being updated and a new edition will be released in 2018.

NSW Police Force GLLOs are located in many metropolitan and regional commands and in a number of specialist areas. GLLO duties vary significantly depending on the location and size of the Command and the community it serves. Additionally, duties depend on the existing workload of the officer, the identified issues and needs as well as the skill set, knowledge and experience of the individual GLLO.

To ensure that GLLOs carry out the below duties and achieve identified outcomes for the Command, rostered time should be negotiated between the GLLO and the Crime Manager with the approval of the Commander.

It is recognised that some Commands will require a greater allocation of time than others. Also, some Commands will have greater capacity to support dedicated GLLO shifts. However, a general guideline is a minimum of one fully rostered shift per GLLO, per roster period. This is a flexible arrangement depending upon the Command.

Key Duties:

Communication and networking with LGBTIQ communities and relevant service providers:

- Establish and maintain a GLLO profile within the local area.
- Offer a community contact point by appointment - if you are not on duty, offer the opportunity to make an appointment at another time, **if it is not** an emergency.
- Establish and maintain effective communication and networking between police and the LGBTIQ communities through regular liaison with community organisation, groups and individuals.



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- Establish and maintain partnerships with key external agencies and organisations that provide a range of services to the LGBTIQ communities and maintain up to date referral and community contact lists for command use.
- Liaise with your Region Sponsor and GLLOs in surrounding Commands.

Demonstrated commitment to ongoing professional development and team building within the NSW Police Force GLLO Program

- Participate in ongoing professional development activities and events to ensure knowledge and skills on LGBTIQ issues are updated and improved.
- Establish and contribute to regional GLLO networking.
- Work as part of a state wide GLLO team contributing to the strategic goals and objectives of the GLLO program.

Promotion of a clear and positive commitment by NSW Police Force on issues and affecting the LGBTIQ communities

- Provide regular activity and progress reports including duties performed, significant events and meetings as well as key achievements, through the chain of command to the Commander, Region Sponsor and Corporate Sponsor, Sexuality, Gender Diversity and Intersex.
- Promote diversity and inclusion initiatives within the NSW Police Force including liaison with identified LGBTIQ 'allies'.
- Represent NSW Police Force at key LGBTIQ community and service provider meetings and events in the local area.



2. AKRS – GLLO (LGBTIQ Liaison Officer)

- Engage in research, eg a mapping process, for the Command to identify, communicate with and engage local LGBTIQ communities.
- Report to the LGBTIQ portfolio holder on a quarterly basis indicating GLLO activities undertaken, contacts made and records maintained for the information of Command, Region and Corporate Sexuality, Gender Diversity & Intersex Sponsors.
- Establish and maintain effective communication with key local LGBTIQ stakeholders through regular liaison with community organisations, groups and individuals.
- Create, maintain and regularly review up-to-date referral and community contact lists for Command use.
- Actively promote their identity, individual skills and contact details as a point of reference for LGBTIQ community members when urgent contact with police is **not** required.
- Work collaboratively with identified LGBTIQ ‘allies’ within the organisation to promote diversity and inclusion initiatives to support LGBTIQ staff.
- Promote the GLLO role¹ to the community and ensure contact details are accurate and up to date. Negotiate with the Command to attend community events.
- Participate in the development and implementation of local crime prevention and related strategies on policing LGBTIQ issues in conjunction with other police in the Command.
- Contribute towards regional GLLO projects under the direction of the Region Sponsor.
- Contribute towards state wide GLLO projects under the overall leadership of the Corporate Sponsor.
- Represent NSW Police Force at key LGBTIQ community and service provider meetings and events in the local area.

¹ In most situations, the GLLO role at a Command should be visible and accessible ie. Community members or groups/services should feel able to make direct contact with a GLLO through appointments – via phone or email. GLLOs will not be available 24/7 and it is critical that people are told to report a crime immediately via the usual methods; however a GLLO should be able to make follow up contact and offer ongoing support to victims of crime.



4. GLLO Community Engagement and Social Media

The NSW Police Force has a community engagement policy and guidelines. These are included in Appendix A.

Community engagement is a long-term process involving the NSW Police Force and individuals or groups, identifying problems and shaping and implementing decisions and programs together. The aim of community engagement is to enhance trust in, and legitimacy of police.

There are many examples of community engagement in the Sexuality, Gender Diversity & Intersex portfolio: Wear it Purple, Mardi Gras, International Day Against Homophobia and Transphobia, other 'diversity/visibility' days, Transgender Day of Remembrance, Rainbow Families events etc.

Most of these activities are actual or virtual events (eg social media campaigns), but some can be considered 'programs'.

Whilst social media is an important tool, adherence to the NSW Police Force social media policies and protocols is essential to protect the reputation of the organisation and the portfolio.



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Record key LGBTIQ dates and events below:

LGBTIQ Events for 20__			
January	February	March	April
May	June	July	August
September	October	November	December



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5. GLLO Action Plan Template *(A copy of this template is at Appendix D)*

Command:

GLLO Name:

Dates:

Issue/Project	Tasks	Timeframes	Stakeholders	Other Considerations
1.				
2.				
3.				
4.				

Comments:



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6. Key GLLO Contacts:

The GLLO contact list is available on the Sexuality, Gender Diversity and Intersex Knowledge Map on the intranet.

http://intranet.police.nsw.gov.au/strategy_and_knowledge_maps/gay_lesbian_bisexual_transgender_intersex_issues/key_contacts

Sexuality, Gender Diversity and Intersex Region Sponsors as at August 2018:

Region	Region Sponsor Name	Contact Details
Western Region	Det. Supt. Greg Moore	Central North PD
Southern Region	Supt. Christopher Schilt	The Hume PD
Northern Region	Supt. Tony Joice	Brisbane Water PD
South West Metro Region	Supt. Adam Whyte	Liverpool City PAC
Central Metro Region	Det. Supt. Julie Donohue	Inner West PAC
North West Metro Region	Supt. Jenny Scholz	Ku-ring-gai PAC
Police Transport & Public Safety	Det. Supt. Gavin Dengate	State Planning Unit

Performance and Program Support Staff:

Jackie BRAW – Senior Policy and Programs Officer – Sexuality, Gender Diversity & Intersex

E: braw1jac@police.nsw.gov.au

P: (02) 9768 0739 e/n 34739



7. Wearing of GLLO Badges

GLLOs wear an approved badge so that community members and NSWPF staff can easily identify a GLLO officer. At present, the SOPs direct GLLOs to wear the Badge when attending community events however a recommendation has been made to the Senior Executive to extend this approval to wearing the GLLO Badge whenever the officer may encounter a community member or staff member that may require the services of a GLLO.

http://intranet.police.nsw.gov.au/strategy_and_knowledge_maps/gay_lesbian_bisexual_transgender_intersex_issues

8. GLLO Lists

The most current list of GLLOs in each region is held by the Region Sponsor for that Region. However, lists are also available on the *Knowledge Map* but may not be as accurate and up to date as those held by Region Sponsors:

http://intranet.police.nsw.gov.au/strategy_and_knowledge_maps/gay_lesbian_bisexual_transgender_intersex_issues/key_contacts

9. Assessing issues and needs in your Command

It is important for the GLLO to appreciate the particular issues and needs of the Command and the local LGBTIQ communities. Before starting the course, each participant was asked to conduct a brief *Needs Assessment* of the internal and external environment. This exercise is worth repeating on a regular basis as issues and needs change.

Use this template to help you conduct regular assessments.





Needs Assessment for GLLO Role at

..... **PAC/DC**

Completed by (your name)Date:

Your PAC/DC has had a GLLO role for years.

Please list the main duties of the GLLO role at your PAC/DC:

Please list the main issues facing lesbian, gay, bisexual, transgender, intersex and queer/questioning people in your area:



What internal issues are there at your PAC/DC? Eg inappropriate attitudes:

Please describe what evidence you used to determine these issues? Eg consultation with community members and/or PAC/DC staff, research reports

Comparing the current duties of the GLLO in your PAC/DC with the list of issues facing LGBTIQ community members in your area, is there an unmet need in your area? If YES, please describe it.



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Finally, in your opinion and based on evidence you have gathered, what kind of need is there to build the capacity of staff within your PAC/DC to work more effectively with LGBTIQ issues?





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THE ROLE OF A GLLO IN A COMMAND



The role of a GLLO in a Command

By the end of this session, course participants will:

- Appreciate the need to analyse local needs and issues of LGBTIQ communities through research and other evidence
- Identify various methods to support officers and staff in understanding LGBTIQ needs and issues
- Describe the range of duties involved in performing a GLLO role in a Command
- Make links between identified and relevant needs in their particular areas/commands and a number of GLLO duties



NSW Police Force

The role of a GLLO in a Command

What is a GLLO?

- Police Gay and Lesbian Liaison Officer
- LGBTIQ Liaison
- Capacity builders
- Contact officers
- Specialist knowledge/training
- GLLOs do not have to be gay!



NSW Police Force



The role of a GLLO in a Command

Main functions of a GLLO:


- Maintain a profile within the community
- Offer contact officer support – follow up/by appointment
- Monitor relevant events, particularly bias incidents, domestic violence, beats
- Community engagement
- Policy on Sexuality, Gender Diversity & Intersex
- Reporting campaigns
- Leadership - role models, 'Diversity' champions/allies; peer support



The role of a GLLO in a Command

Main functions of a GLLO:

- EDUCATION!! Assist the Command to better respond to LGBTIQ issues:
 - Assist in responses to family & domestic violence experienced by LGBTIQ people
 - Assist in management of 'beats' issues
 - Assist in responses to violence perpetrated against people who are, or presumed to be, LGBTIQ
 - Follow up support to victims
 - Developing and recording community contacts and referrals



The role of a GLLO in a Command

Nature of the role:

- GLLOs are 'portfolio' positions – officers carry out GLLO duties **in addition to** their core policing role
- The GLLO is a well recognised role within the LGBTIQ communities
- The GLLO role will vary according to command contexts





The role of a GLLO in a Command


Who do you report to?



The role of a GLLO in a Command

Assessing needs and issues ...

- Environmental scans - conducting needs assessments – internal and external
- Different needs in different areas
- Variations in the GLLO role



The role of a GLLO in a Command

The GLLO role in crime management:

- The Crime Management Unit & other liaison roles
- GLLOs can play a fundamental role in response to crime through:
 - Investigation
 - Intelligence
 - Crime prevention
 - Tasking and deployment
 - Prosecution





The role of a GLLO in a Command

The GLLO role in responding to domestic violence experienced by LGBTIQ people:

- "We treat all domestics the same" ... should we?
- Supporting frontline officers and the DVLO in their responses
- Keeping up to date on latest research, community responses, resources & referrals
- Participating in relevant meetings & forums



The role of a GLLO in a Command



The GLLO role assisting other specialist police

- School Liaison Police
- Youth Liaison Officers
- Bullying & violence in schools
- Community education
- Participation in educational campaigns
- Working in partnership with other agencies



The role of a GLLO in a Command

Questions??





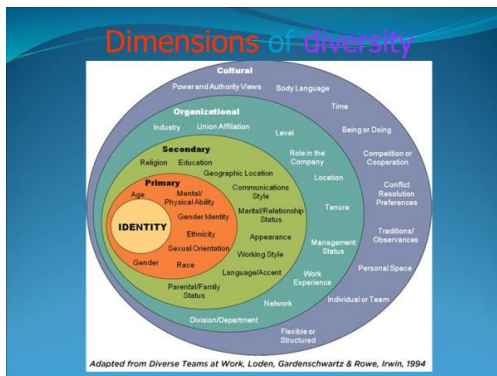
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Chapter 4: Diversity and Intersectionality

Session 3:

Diversity and Intersectionality



This framework is inclusive of all of us

- At the centre or core is the individual's identity – our unique world view, assumptions, experiences and values, personality and interactive styles
- Primary dimensions – age, sex, gender, ethnicity, race, sexual orientation, mental/physical ability ... all factors we cannot change yet frequently people judge us because of them
- The world sees us through these primary dimensions regardless of whether we think they are important
- Secondary dimensions – education, religion, socio-economic status, geographic location, marital/relationship status, parental/family status, language/accents etc.
- Contextual factors – organisation and environment



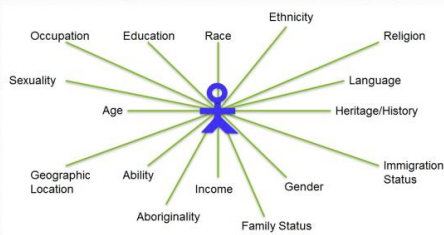
Defining diversity ...

- Race, sex, gender, sexuality, ethnicity, age, national origin, religion, disability
- Values, personality characteristics, education, language, physical appearance, marital status, lifestyle, beliefs, geographic origin, tenure with the organisation, economic status
- ALL the ways in which we differ
- Productive diversity – not an 'us' vs 'them' struggle but using and maximising diversity to accomplish both individual and organisational goals

Laverne Cox talks about Intersectionality

<https://www.youtube.com/watch?v=yY3F1plxHMA>

Defining Intersectionality





Defining Intersectionality

- each individual exists at the intersection of multiple aspects of identity
- opportunities available to us can be enhanced and/or limited by one or multiple aspects of our identities
- the experience of advantage or disadvantage can change from moment to moment
- CONTEXT COUNTS!

Questions??

Intersectionality is a concept often used in critical theories to describe the ways in which oppressive institutions (racism, sexism, homophobia, transphobia, ableism, xenophobia, classism, etc.) are interconnected and cannot be examined separately from one another.

Source: www.geekfeminism.wikia.com/wiki/Intersectionality

In short, intersectionality is a framework that must be applied to all social justice work, a frame that recognizes the multiple aspects of identity that enrich our lives and experiences and that compound and complicate oppressions and marginalizations. ...

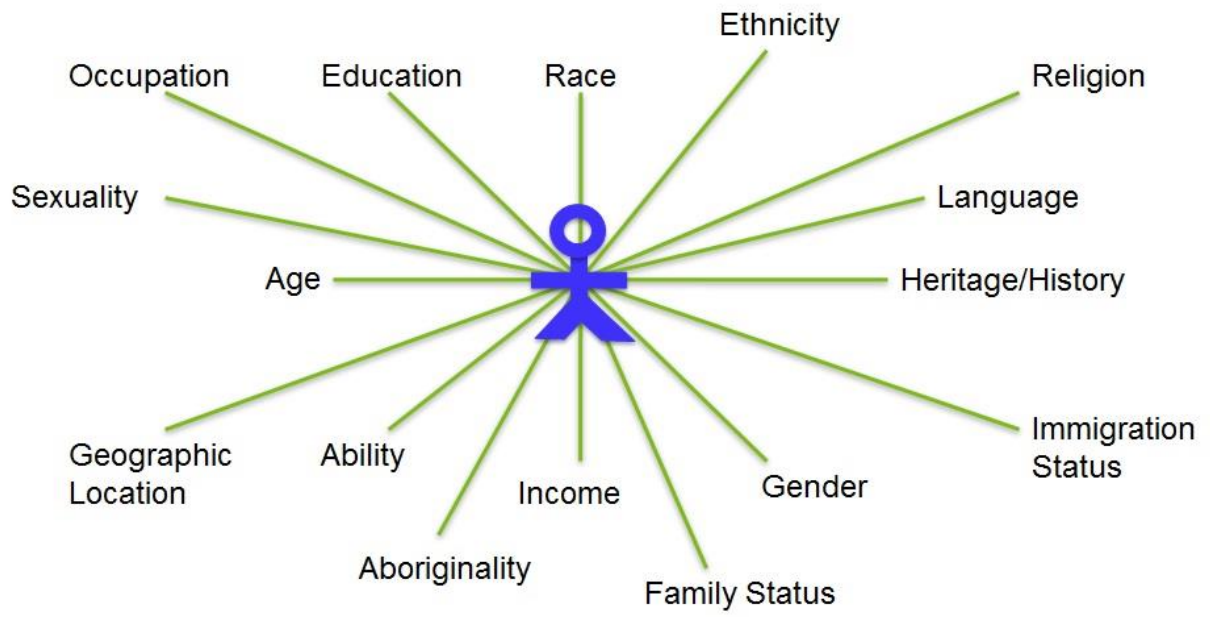
Intersectionality demands that we deliberately look within ourselves — at the places where we don't understand and where we feel challenged. We must take upon ourselves the desire to learn about issues and identities that do not impact us personally.

Thus, taking up the difficult work of investigating our own privilege is key to intersectional feminism.

Source: www.everydayfeminism.com



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Intersectionality (Source: www.zettaelliott.com)



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Chapter 5: Policy

There are a number of key policy commitments made by the NSW Police Force to the LGBTIQ communities and internal workforce:

1. NSW Police Force Sexuality, Gender Diversity and Intersex Policy Statement
2. NSW Police Force Strategy on Sexuality, Gender Diversity and Intersex 2016-2020
3. Sexuality and Gender Diversity Strategic Plan 2016-2020 – soon to be replaced by (draft) Sexuality, Gender Diversity and Intersex Action Plan 2018

The Policy Statement is duplicated here. All documents are available on the Intranet:

http://intranet.police.nsw.gov.au/strategy_and_knowledge_maps/gay_lesbian_bisexual_transgender_intersex_issues

A number of other important and relevant policy commitments GLLOs need to be aware of include:

- *NSW State priorities – NSW: Making it Happen*
- *NSWPF Corporate Plan*
- *NSWPF Statement of Values*
- *NSWPF Code of Conduct and Ethics*
- *NSWPF Customer Service Charter*
- *NSW Charter of Victim's Rights*
- *NSWPF Victims Support Policy and Procedures*
- *NSWPF Multicultural Policies and Services Plan 2017-2020*
- *NSWPF Aboriginal Strategic Direction 2018-2022*
- *NSWPF Disability Policy and Procedures*
- *NSWPF Domestic and Family Violence Strategic Plan 2014-2018*
- *Relevant Chapters in the NSWPF Police Handbook eg. Sex in Public Places, (soon to be published) Search and Custody sections*





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Sexuality, Gender Diversity and Intersex Policy Statement

The NSW Police Force works in partnership with lesbian, gay, bisexual, transgender and intersex (LGBTI) communities, and other sexuality and gender diverse groups, to prevent and reduce crime and the fear of crime. This policy statement is our commitment to these communities and to our officers to be supportive and inclusive of diverse sexuality, gender and intersex status within the community and in the workplace.

Our commitment is to ensure that the NSW Police Force will:

1. Prevent and reduce the fear, incidence and impact of crime and violence for LGBTI people and communities
2. Enhance the capability of NSW Police Force staff to adopt an equitable and inclusive approach to LGBTI community issues
3. Provide leadership to ensure the provision of high quality, professional and informed policing services to all members of LGBTI communities with a focus on victims and/or witnesses of crime
4. Provide an inclusive and supportive workplace for LGBTI employees and those performing GLLO and related duties

These objectives will be achieved through valuing:

- Accountability and professionalism
- Diversity and inclusion
- Equity and integrity
- Partnership and consultation

Responsibilities:


- Senior Executive – promote and support a culture that is inclusive of diverse sexuality, gender and intersex status within the community and in the workplace.
- Corporate Sponsor – approve and support the NSW Police Force Policy on Sexuality, Gender Diversity and Intersex, regularly monitor and review the policy and promote and support a culture that achieves its stated objectives.
- Operational Programs – design, develop, implement, monitor and improve the policy and related documents.
- Commanders/Managers and Region Sponsors – communicate, manage and achieve compliance with the policy within their command by identifying risks and obligations; developing controls; monitoring effectiveness of controls; reporting breaches; and attesting to the effectiveness of command compliance/adherence.
- GLLOs (Gay and Lesbian Liaison Officers whose duties include liaison across LGBTI communities) – lead by example and support others to better understand and appreciate the NSW Police Force commitment to LGBTI communities.
- All staff – know and comply with the policy; undertake tasks/actions required by the policy; and promptly report breaches/compliance issues/misconduct to management.

A handwritten signature in blue ink, appearing to read "Tony Crandell".

Superintendent Tony Crandell
Corporate Sponsor, Sexuality, Gender Diversity and Intersex
September 2016

Policy statement developed by: Operational Programs
Policy to be reviewed: June 2020
Contact Phone: 9768 0739 / 34739







NSW Police Force
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The NSW Police Force Sexuality, Gender Diversity & Intersex Policy Framework

Supporting frontline police to deliver better services
to all members of the community





Why have policy?

- Police relationships with LGBTIQ people has not always been positive
- Historic lack of trust & confidence in police
- Our first policy on gay and lesbian issues was in 1997
- Second policy in 2003
- Third policy in 2011
- Fourth policy in 2016
- About to release updated edition



Sexuality, Gender Diversity & Intersex ... what does this mean?



- Umbrella terms
- Diverse sexualities include: lesbian, gay, bisexual, queer
- Gender diversity includes transgender, transsexual, gender questioning
- The framework also includes intersex







Review of Definitions

- Sexuality or sexual orientation
- Gender Identity
- Transgender and gender diversity
- Intersex
- Any other terms?





Working with LGBTIQ people

- Customer service
- Building respect, trust and cooperation
- Recognising emerging profile of transgender, gender diverse & intersex communities
- Responding to victims of violence and crime



Working with fellow police and staff



- The GLLO role
- Internal & external focus
- Liaison/partnership work with SLPs, YLOs, DVLOs, CPOs etc
- Capacity building focus





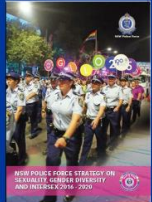


4 key objectives:

1. Prevent and reduce the fear, incidence and impact of crime & violence for LGBTIQ people and communities
2. Enhance the capability of NSWPF staff to adopt an equitable and inclusive approach to LGBTIQ community issues
3. Provide leadership and ensure the provision of high quality, professional and informed policing services to all members of LGBTIQ communities with a focus on victims and/or witnesses of crime
4. Provide an inclusive and supportive workplace for LGBTIQ employees and those performing GLLO and related duties



Questions?





Chapter 6: Young People

Key Issues:

- Fear/mistrust of police and under-reporting
- 'Coming out' – family, friends, workplaces
- Isolation
- Self harm & suicide
- Access to appropriate support
- Technology – Such as Facebook, Snapchat, Sexting etc
- Emerging range of identities eg. non-binary and gender fluid

Resources:

- Sexuality, Gender Diversity & Intersex Knowledge Map
- Various resources available from Performance and Program Support (carrying educational messages)
- The Australian Research centre in Sex, Health & Society, La Trobe University
<https://www.glhv.org.au/library>

Research:

- *Policing for same sex attracted and sex and gender diverse (SSASGD) young Victorians* (The Australian Research centre in Sex, Health & Society, La Trobe University, Melbourne) <https://www.glhv.org.au/sites/default/files/2018-05/Policing%20for%20SSASGD%20Young%20People.pdf>
- *Free2Be?* Exploring the schooling experiences of Australia's sexuality and gender diverse secondary school students, 2015 (Western Sydney University)
- *Growing Up Queer*, 2014 (Young and Well Co-operative Research Centre and Western Sydney University)
- *Private Lives 2*, 2012 (Gay and Lesbian Health Victoria) and *Private Lives*. A report on the health and well being of GLBTI Australians, March 2006 (The Australian Research centre in Sex, Health & Society, La Trobe University, Melbourne)
- *Writing themselves in3*: The third national study on the sexual health & wellbeing of same sex attracted young people in Australia, 2010 (La Trobe University, Melbourne); also two earlier reports: *Writing themselves in 1* (1998) and *Writing themselves in again* (2005)
- *Challenging Homophobia in Schools*, 2011 Safe Schools Coalition Victoria
- *Shaping a culture of Respect in our Schools: Promoting Safe and Healthy Relationships*, December 2008 – Safe Schools Action Team, Ontario, Canada
- *The School Report*, 2007 – Stonewall, UK



Services that can help:

- Twenty10 incorporating GLCS NSW – www.twenty10.org.au (LGBTIQA+ young people and families (02) 8594 9550 (Admin). (02) 8594 9555 (Support line for metro clients). 1800 65 2010 (Support line for rural/regional clients)
- ACON – www.acon.org.au (02) 9206 2000 or 1800 063 060
- The Gender Centre (Transgender & gender diverse clients and families) (02) 9569 2366
- QLife Australia – 1800 184 527 or ask@qlife.org.au
- Wear it Purple www.wearitpurple.org – a student led organisation aiming to foster supportive, safe and accepting environments for rainbow young people
- Inner City Legal Centre (statewide legal advice service for LGBTIQ people) – www.iclc.org.au – 1800 244 481

The following SMIT is a little out of date, particularly the references at the end:

SMIT: YI011 Identifying Young Victims of Homophobic / Transphobic Bullying

You are called to your local high school by the Principal who wishes to report that a year seven student has run off from class mid way through the first period after lunch. After speaking with the Principal you learn that this is not the first time the male student has left school at midday and that over the last few months he has had a number of unexplained absences. Further inquiries suggest the student has been bullied for some time.

Critical Issues:

1. What are some of the signs that the young person is experiencing bullying?

Not wanting to go to school or participate in school activities

- Sudden loss of friends or avoidance of social situations
- Decline in school performance
- Appearing fearful and anxious
- Unexplained injuries

2. What is bullying?

- Bullying is a pattern of repeated physical, verbal, psychological or social aggression that is directed towards a specific student by someone with more power and is intended to cause harm, distress and/or create fear. Bullying may be carried out overtly (e.g. face-to-face) or covertly (e.g. through repeated social exclusion or via technology). It is a sub-category of aggression and is different to, but also related to, harassment and violence. It is not the same as conflict or social dislike even though, in some cases, the outcome of both can be bullying.



3. What are the different types of bullying?

Face-to-face bullying or direct bullying

Involves physical actions such as physical assaults or overt verbal actions such as name-calling and insulting.

Covert

Is a subtle type of non-physical bullying which isn't easily seen by others and often conducted out of sight. It can include using offensive hand gestures, whispering, excluding, blackmailing, spreading rumours and gossiping.

Cyber bullying

Can be conducted in many ways such as Instant Messaging, text messages, social networks and emails, and may include sending abusive SMS or emails, taking and sharing unflattering or private images (including naked or sexual images), posing offensive messages on social media sites or assuming the identity of the victim online and representing them in a negative manner.

4. What is homophobic and transphobic bullying?

Homophobic and transphobic bullying are bullying behaviours that target the victim's **perceived** sexuality or gender. Young people who are questioning their sexuality or gender are often experiencing significant stress and feelings of isolation and shame. Bullying can exacerbate these feelings and have significant impacts on their mental health.

5. As the first responding police you speak with the principle and follow up with the young person and his parents/guardian. What are some of your considerations in responding to the incident?

- Are there any immediate concerns for the welfare of the young person?
- Have any specific incidents that may constitute an offence been disclosed?
- Are any signs of bullying evident?
- Have any steps been taken by the school to address the issues?
- Can you offer any referral to services / engage Youth Liaison Officer?

6. What programs do the NSWPF have that may be able to provide advice and referral?

- Child Wellbeing Unit (Child at Risk Incident in COPS)
- Youth Liaison Officer
- School Liaison Police
- Gay & Lesbian Liaison Officer



References:

National Safe Schools Framework Resource Manual (18 March 2011)

<http://www.deewr.gov.au/Schooling/NationalSafeSchools/Documents/NSSFrameworkResourceManual.pdf>

Law notes 10/14 Cyber bullying – Michael Knight – Prosecutions Command (September 2010)

http://intranet.police.nsw.gov.au/_data/assets/pdf_file/0005/325985/PoliceMonthly-September2010-LR.pdf#page=42

Bullying and Mobile Phones, Policing Issues & Practice Journal (June 2009)

http://intranet.police.nsw.gov.au/_data/assets/file/0009/250992/04MobilePhonesBullying.pdf



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Chapter 7: Bias Crime

Bias crimes are defined by the NSWPF as criminal offences **committed against persons, associates of persons, property or society** that is **motivated, in whole or in part, by an offender's bias against** an individual's or group's actual or perceived **race, religion, ethnic/ national origin, sex/gender, gender identity, age, disability status, sexual orientation or homelessness status.**

Another important concept is bias incidents, such as racist taunts. While not criminal acts, these incidents involve behaviours motivated by these same biases. Bias incidents are as important as bias crimes as they generally precede crimes and are capable of triggering public order incidents.

If you suspect an incident was motivated wholly or partially by bias, flag the 'Bias Motivated (Suspected)' associated factor. This factor should only be used for incidents suspected of bias on the following grounds:

- race (including bias within a racial group or sectarian bias)
- religion (including bias based on sectarian disputes within a religion)
- ethnic or national origin
- sex/gender
- gender identity (for example, transgender status)
- sexual orientation
- age
- disability status (including mental illness)
- homelessness status

It is likely, following the release of the **Strikeforce Parrabell²** Report and its recommendations, that the current process for identifying and responding to bias crime will change.

2

https://www.police.nsw.gov.au/safety_and_prevention/your_community/working_with_lgbtqi_a/lgbtqi_accordian/strike_force_parrabell



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Support is available to help you:

- deal with bias crimes or incidents
- build strategies to address bias crimes including at schools, tertiary education and community incidents
- analyse statistical data and mapping
- analyse intelligence relating to organised hate groups.



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Chapter 8: Sex in public places (Beats)

In Australia, the term 'beat' is sometimes used to describe a public location such as a park, beach or public toilet where men meet to negotiate and/or engage in social or sexual contact with other men.

Men using beats do not necessarily identify as homosexual. Available research and descriptive evidence suggest that many beat users identify as bisexual or heterosexual despite the homosexual nature of their activities.


Historically, police have not managed beats very well. Consequently, policy and guidance was developed to ensure an appropriate policing approach. GLLOs can assist by reminding officers of the existence of such policy and guidance and by explaining the importance of managing beats effectively and appropriately.

Recently, this policy was revised and placed under Chapter S in the Police Handbook, under Sex in Public Places (removed from Chapter B – Beats). This is to focus officers on the problem which is *not* men engaging with other men at beats. Rather, the issue refers to anyone engaged in sexual activity in a public location, regardless of their gender or the nature of the sexual activity.

GLLOs should be very familiar with NSWPF policy in this area:



http://intranet.police.nsw.gov.au/policy_and_procedures/operational_policies/police_handbook/chapter_s/sex_in_public_places





NSW Police Force
www.police.nsw.gov.au

BEATS MANAGEMENT ISSUES FOR POLICE



What is a 'beat'?

Beats are public meeting places - parks, beaches, public toilets - where men meet hoping to negotiate and/or engage in social or sexual contact with other men



Why do some men use beats?

- Some men use beats as a meeting place because it is the only way they know of, or are comfortable with, to meet other men
- Public places allow men a cover or alibi for being somewhere for a (socially) legitimate reason





Some specific reasons might be ...

- domestic situation
- anonymity
- they want “quick, easy sex”
- not comfortable socialising at gay venues
- exploring sexuality



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Are all beat users gay?

- Recent research indicates that approximately 70% of men who use beats **do not** IDENTIFY as gay
- some are married, with kids, and want to continue living a heterosexual lifestyle, but also engage in homosexual sex
- some are experimenting



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Why might police be concerned about beat activity?

- complaints from residents/locals – noise, litter
- assaults, robberies, stealing offences etc may have occurred at a location
- media attention
- ongoing monitoring of a known beat

Knowing the reasons behind policing a location gives you a better understanding of your role and the environment within which your actions will be viewed by members of the public



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What is the purpose of policing a known beat location?

- People who engage in acts of intimacy in public make themselves vulnerable to victimisation, as well as potentially committing offences
- Policing beats is the same as policing "lovers lanes" – we want to deter criminal activity and prevent people from being victimised



When you're aware of what to expect going into a situation, you can plan your potential response accordingly

COMPETENCE = CONFIDENCE



KNOW YOUR POWERS

- Move ons
- Person searches
- Wilful and obscene
- Offensive behaviour

Remember


RECORD EVERYTHING ACURATELY AND COMPREHENSIVELY





COLLECTING INFORMATION


- collection and storage of information must be ethical
- information should only be recorded in connection with police law enforcement functions
- Use appropriate intelligence categories



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What is expected of NSWPF officers when policing a beat?

- Professionalism (NSWPF Code of Conduct and Ethics)
- Provide a high standard of service to ALL members of the community
- Refer to our Police Handbook section on **Sex in Public Places** – under Chapter S



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USE OF LANGUAGE

- don't use emotive terms
- link comments to the offence itself (willful exposure, offensive) instead of the perpetrators ('suspicious homosexual activity')




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STRATEGIES TO ACHIEVE YOUR GOAL


- Would your mere presence be enough to deter criminal activity?
- Do you need to approach individuals to achieve the goal of policing a location?



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CUSTOMER SERVICE COMMITMENTS

- Be accessible
- Be professional and helpful
- Take appropriate action
- Keep people informed



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QUESTIONS??



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Chapter 9: Domestic and Family Violence

It is well established that domestic and family violence is a problem that affects every community, including LGBTI communities. This is also a problem that is a very high priority for every police officer across NSW.



Domestic & Family Violence STRATEGIC PLAN 2014 - 2018

OUR VISION: To break the cycle of domestic and family violence

PURPOSE

To reduce domestic and family violence by prioritising the NSW Police Force response to focus upon repeat victimisation and repeat offenders

OBJECTIVES

- Foster enhanced interagency collaboration, communication, information sharing and case management
- Improve NSW Police Force policing response through the sharing of successful evidence based strategies that have proven to increase reporting and decrease recidivism
- Provide improved policy and legal process regarding the investigation and management of domestic and family violence and the prosecution of offenders
- Increase NSW Police Force focus on prevention and early intervention in collaboration with partner agencies and the community
- Identify critical measures of success to increase victim confidence and reduce recidivism
- Provide timely, sensitive and appropriate victim support.

CUSTOMER / STAKEHOLDER ISSUES

- Improve working relationships between NSW Police Force and other government and non-government agencies
- Identify opportunities to engage in research partnerships to improve NSW Police Force knowledge of domestic and family violence
- Raise NSW Police Force awareness of the dynamics of domestic and family violence
- Tailor NSW Police Force policing responses to further increase reporting of domestic and family violence
- Continue to explore opportunities to utilise Information and Communication Technology (ICT) in the management and investigation of domestic and family violence.

RISKS / CHALLENGES / OPPORTUNITIES

- R: Unavailability of 24/7 support services for domestic and family violence victims which places demand on police
- R: Inconsistent policing responses, depending on location
- R/C: Lack of victim awareness of behaviours and risk factors that constitute domestic and family violence
- R/C: Victims are unaware of their options to escape abuse and the availability of support services
- O: Lead a change in thinking that the provision of a 24/7 response to domestic and family violence is not just a matter for police, but one that requires a coordinated, whole of government response
- O: Contribute to the provision of contemporary cross agency training in an environment which requires a 24/7 response to domestic and family violence
- O: NSW Police Force to lead the way and set the agenda
- O: Collaborating with other corporate portfolios to strengthen response to domestic and family violence (e.g. alcohol, CALD, ASD, vulnerable communities, GLBTI, youth)
- C: Working with NSW Police Force partners to address systemic issues within the criminal justice system
- C: Ensuring that victims of domestic and family violence are protected and supported.

SPONSOR'S MESSAGE



Domestic and family violence is an abhorrent crime. It causes immeasurable damage to our communities and is an associated factor in approximately 40% of all homicides.

The New South Wales Police Force is committed to reducing domestic and family violence and ensuring a timely and appropriate response to victims of this complex crime.

While reports to police have increased over the last 3 years, it is also important to acknowledge that there is still further work to be done to improve the consistency of the police response so that victims receives the same level of service no matter where in NSW they live.

This strategic plan aims to improve consistency in policing practice and highlights some of the strategies to improve the level of care, protection and support those who experience domestic and family violence look to us to provide.

Mark Murdoch APM

Corporate Sponsor

Until recently, there was little data and dialogue about domestic and family violence in LGBTI communities.

In 2015, *Calling it what it really is* was launched, reporting the results of 813 lesbian, gay, bisexual, transgender, gender diverse, intersex and queer experiences of domestic and family violence in NSW.

Also in that year, a new edition of *Another Closet* was released, containing useful information and referral details for those experiencing domestic or family violence and for those supporting people who might be experiencing such violence.



Both of these publications are available on the NSWPF Intranet, Sexuality and Gender Diversity Knowledge Map:

http://intranet.police.nsw.gov.au/strategy_and_knowledge_maps/gay_lesbian_bisexual_transgender_intersex_issues

Below is a useful summary from DV NSW: <http://www.domesticviolence.nsw.gov.au/get-help/lgbtiq>

The screenshot shows the NSW Domestic Violence website. At the top, there is a green header with the NSW Government logo on the left, the text "Domestic violence line (24 hours) 1800 65 64 63 if you are in immediate danger call 000" in the center, and an "Exit this site now" button on the right. Below the header is a dark blue navigation bar with the text "Domestic Violence" and a search box. A vertical sidebar on the left contains a list of categories: Legal & courts, Financial, Police, Health, Children, Immigration & visas, Drug & alcohol abuse, Aboriginal and Torres Strait Islander, LGBTIQ (highlighted), Disability, Culturally & linguistically diverse, Male victims, Age specific, Sexual assault, Helping someone else, Apps, People who use violence, Apprehended Violence Orders (AVOs), Making relationship decisions, Staying Safe, and Charter of victims rights. The main content area is titled "LGBTIQ" and contains the following sections:

- Abuse in LGBTIQ relationships**: A paragraph states that domestic and family violence can occur in all sorts of relationships, but LGBTIQ people may have unique experiences. It lists several bullet points:
 - The use of 'outing' as a means of asserting power and control if the abused partner is not 'out' to their friends, family or colleagues.
 - The association of experiences of violence with sexuality or gender identity rather than the relationship. People may see abuse as a result of their sexuality or gender identity.
 - The relatively small size of LGBTIQ communities, especially in smaller cities and rural areas, can make it difficult for the abused partner to seek help. They may feel embarrassed about the abuse, or their partner may have tried to turn others in the community against them.
 - An abusive partner may isolate the other from support options including contact with their community, attending venues or events or preventing them from seeing friends or family.
 - Services may not be aware of the needs of, or be prepared for working with, LGBTIQ people.
 - The lack of understanding and research about domestic and family violence and the experience of LGBTIQ people can further isolate people from support.
- A link: "For more information about domestic and family violence see [What is domestic and family violence?](#)"
- Another Closet: Domestic and family violence in LGBTIQ relationships**: A link to "[Another Closet](#)" provides information, tips, personal stories and training notes about domestic and family violence in LGBTIQ relationships.
- The Safe Relationships Project at the Inner City Legal Centre**: A paragraph states that the project offers domestic violence court assistance and support for people who are in same-sex relationships, transgender, transsexual or intersex. They offer help with applying for Apprehended Violence Orders, referrals for counselling and housing, and advice on family law and compensation for victims.
 - Call them on (02) 9332 1966 or visit the [Safe Relationships Project website](#).
- The Gender Centre Inc.**: A paragraph states that the centre offers a range of services for transgender and gender diverse people, their partners, families and friends in NSW. These supports include counselling, case management, accommodation, resources, training and workshops.
 - The Gender Centre is located in Annandale, NSW.
 - Call (02) 9569 2366 or free call 1800 069 115 during business hours or visit the [Gender Centre website](#).

Organisation Intersex International Australia (OI)

[Organisation Intersex International Australia](#) offers support and information for people who are intersex in Australia.

Police

Gay and Lesbian Liaison Officers (GLLOs) are specially trained to address LGBTIQ issues. For more information on GLLOs, [visit the Police website](#).

More help

- Call the NSW Domestic Violence Line on 1800 656 463 (24 hours)
- Call 1800 RESPECT (Australia-wide service)
- [What is domestic violence?](#)
- [Accommodation help](#)
- [Legal and courts help](#)
- Information and frequently asked questions about [Apprehended Violence Orders \(AVOs\)](#).
- [Police help for LGBTIQ people](#)
- [Health help](#)
- [Financial help](#)



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Chapter 10: Transgender and Gender Diversity

The topic of gender diversity is probably the most complex and challenging part of GLLO training. When in doubt, ask questions of those with knowledge in this area, particularly our community partner agencies eg *The Gender Centre*, *Twenty10* and *Inner City Legal Centre*. *Pride in Diversity* publications and resources are also very useful (www.prideindiversity.com.au).

This poster can be downloaded from the Intranet:

http://intranet.police.nsw.gov.au/strategy_and_knowledge_maps/gay_lesbian_bisexual_transgender_intersex_issues

TRANSGENDER and Gender Diversity

TRANSGENDER is an umbrella term used by many people whose gender identity or expression is not in line with the sex assigned to them at birth. There are many terms people use to describe their gender identity including: trans*, trans man, trans woman, just man or woman and non-binary identities like Gender Fluid and Gender Queer, to mention a few. **TRANSPHOBIA** describes discrimination, harassment, abuse, violence and disrespectful treatment of a person based on their gender identity or expression.

REPORTING TO POLICE is extremely challenging for many transgender and gender diverse people. Some may have had negative experiences in the past, or they may be anxious about identifying themselves to police, or may feel they will not be believed or that the support offered to them will not be inclusive.

AVOID ASSUMPTIONS AND GENDERED TERMINOLOGY – such as guys, bro, ladies, girls, mate, buddy, pal.

NEVER underestimate the importance of language. Names and pronouns are important ways to respectfully engage with a person. Use the person's preferred name and pronoun. A pronoun is used to refer to the person such as he, she or they, but the correct pronoun to use can be more complex when addressing a transgender or gender diverse person. Always ask the person how they would like to be addressed. If unsure, use gender neutral pronouns such as they, them or their, or you, or the person's name. If you make a mistake, apologise and correct it promptly. **DO NOT** make it worse by making a big drama out of your mistake and further embarrassing the person.

SAFETY concerns can include fear of being identified as transgender, embarrassment, violence or mistreatment. Many transgender and gender diverse people have experienced risks to their safety due to visibility and may choose to present in a way that minimises this risk. If you are required to search a transgender or gender diverse person, ensure they can request the gender of the officer conducting the search (Code of Practice for CFMEU).

GENDER IDENTITY and GENDER DIVERSITY are different things. Identity is a highly personal and subjective sense of self. Gender expression is the way a person expresses their gender – it is what the world can see. It may vary for each person, or not line up with society's expectations. **Misgendering** someone is when you accidentally – or deliberately – get it wrong when referring to someone in gendered language.

EDUCATE those around you to ensure everyone is treated with respect. Learn and teach others the sex and gender are distinct from gender. Learn also of the different ways people express their gender and sexuality. Teach others that sexuality refers to who you are attracted to and sex is about biological characteristics such as hormones, chromosomes and physical sex characteristics which encompass male, female and intersex variations.

NEVER ask anything that is not relevant to the interaction. Questions about whether someone has had surgery or is on hormones are not usually warranted and may be inappropriate and offensive. Questions about preferred names, if required, should be asked with sensitivity, explaining why the question is needed.

DISCRIMINATION and abuse should not be underestimated. Experiences of discrimination, violence, and/or emotional, psychological, verbal or physical abuse, put this community at an increased risk of mental health issues, including trauma, anxiety, depression, and suicidality.

Many transgender and gender diverse people experience abuse perpetuated by primary caregivers, families, social services and authorities. This can present as a barrier to asking for help or engaging with authorities and support services.

ENGAGE with colleagues and community members about ways to work in a culturally respectful way with transgender and gender diverse people. This can include challenging common myths and stereotypes and seeking out further education for your workplace.

REFER people to appropriate support services:

The Gender Centre www.gendercentre.org.au
(02) 9569 2366 or 18 00 06 9 115

The TAMP (Transgender Anti-Violence Project) www.tamp.org.au

Twenty10 (you)th and **GLCS** www.twenty10.org.au
(02) 8594 9550 or 18 00 65 2030

Call 131 450 for phone support & web chat: 1800 194 527

Safe Schools Project www.safeschoolsproject.org.au
(02) 9332 1965 or 180 0 244 481

Further information:
http://intranet.police.nsw.gov.au/strategy_and_knowledge_maps/gay_lesbian_bisexual_transgender_intersex_issues





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Transgender and gender diverse police officers conducting searches of people in custody should do so under the guidance of custody managers, with consideration of work, health and safety issues for the officers concerned. The general guideline is that the officer is of the same 'gender', regardless of biological 'sex', however in some cases, officers may not feel confident conducting a search.

NOTE that LEPRA currently states 'sex', not 'gender'. This is being discussed with NSWPF Legal area in relation to recommending amendments to LEPRA to comply with current thinking and Australian Guidelines on the Recognition of Sex and Gender³.

3

<https://www.ag.gov.au/Publications/Pages/AustralianGovernmentGuidelinesontheRecognitionofSexandGender.aspx>

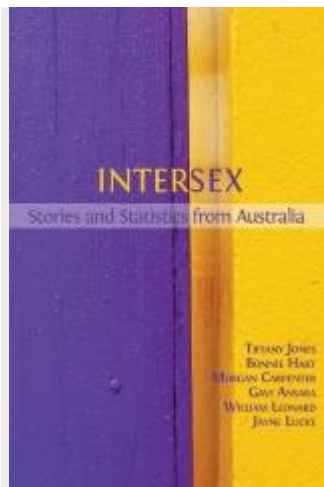


Chapter 11: Intersex

Intersex concepts and issues are not well known or understood generally and it is important for GLLOs to grasp the main issues. The following excerpt is taken from the Intersex Australia website: <https://ihra.org.au>. Additional resources are available on this website to assist services to become more inclusive and supportive of intersex people.

“Intersex: Stories and Statistics from Australia”

By [Morgan](#) on 3 February 2016



[“Intersex: Stories and Statistics from Australia”](#) by Tiffany Jones, Bonnie Hart, Morgan Carpenter, Gavi Ansara, William Leonard, and Jayne Lucke

Here is a quick summary of some key points:

- experience of medicalisation is often negative, with poor information, many poor outcomes, and “strong evidence suggesting a pattern of institutionalised shaming and coercive treatment”.
- rates of suicidality far exceed the average for Australia, including suicide attempts by 19% of respondents.
- education experiences are impacted by bullying and medical treatment that is coincident with puberty, with high rates of early school leaving.
- there are high rates of poverty: the majority of participants (63%) earned an income under AU\$41,000 per year, 41% earn less than AU\$20,000 per year (the minimum wage during the survey period was AU\$34,158).
- “52% of the participants were allocated a female sex at birth, 41% male, 2% X, 2% unsure and 4% another option. Whilst most identified as female or male now, a smaller portion now identified as male compared to the portion assigned male at birth; and a greater portion now used X or another option”
- intersex is the only widespread popular term for atypical sex characteristics; “disorders of sex development” is markedly unpopular, used by 3% of respondents rising to 21% situationally, when accessing medical services.

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- 48% of respondents were heterosexual, 10% asexual; a third of people use multiple labels to define their sexuality. A minority of participants identify as transgender.
- 27% of respondents have a disability, higher than the average for Australians.
- peer and social support from people with intersex traits is really important.

The Darlington Statement:

This is a joint consensus statement by Australian and Aotearoa/New Zealand intersex organisations and independent advocates, in March 2017. It sets out the priorities and calls by the intersex human rights movement in our countries, under six headings: a preamble, human rights and legal reform; health and wellbeing; peer support; allies; and education, awareness and employment.

<https://darlington.org.au/statement/>



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Chapter 12: Key Referrals

Name of community organisation/contact	Website/email/address	Phone contact
ACON (formerly known as AIDS Council of NSW)	www.acon.org.au acon@acon.org.au	02 9206 2000
ACON Hunter	129 Maitland Road Islington 2296 hunter@acon.org.au	02 4962 7700
ACON Northern Rivers	27 Uralba Street Lismore 2480 northernrivers@acon.org.au	02 6622 1555
ACON Mid-North Coast	Shop 3/146-150 Gordon Street Port Macquarie 2444 mnc@acon.org.au	02 6584 0943
ACON Southern NSW outreach: Illawarra/Southern (to Bega) Southern/Murrumbidgee/ Far West	regionaloutreach@acon.org.au	02 9206 2113
Safety & Inclusion Project	www.acon.org.au/lgbti-health/safety	02 9206 2000
Domestic and Family Violence	www.acon.org.au/lgbti-health/domestic-and-family-violence	02 9206 2000
Young gay men	youth@acon.org.au	02 9206 2000
Asian Gay Men	asia@acon.org.au	02 9206 2000
Work with Aboriginal People	Aboriginal@acon.org.au ; www.facebook.com/AboriginalProjectACON	02 9206 2042
Women's health	www.acon.org.au/lgbti-health/womens-health	02 9206 2000
Mental Health	www.acon.org.au/lgbti-health/mental-health/#mental-health-basics www.peaceofmindproject.com.au	02 9206 2000
Alcohol & Drugs	www.acon.org.au/lgbti-health/alcohol-and-drugs	02 9206 2000
Ageing	www.acon.org.au/lgbti-health/ageing www.loveproject.org.au	02 9206 2000
The Gender Centre (Transgender)	41-43 Parramatta Rd Annandale 2038 www.gendercentre.org.au reception@gendercentre.org.au	02 9569 2366
Transgender Anti Violence project (TAVP)	www.tavp.org.au tavp@gendercentre.org.au	02 9569 2366 1800 069 115
OII Australia – Intersex Australia	www.oii.org.au info@oii.org.au	0405 615 942
Twenty10 (incorporating GLCS) (Youth)	Level 1, 45 Chippen St Chippendale 2008 www.twenty10.org.au info@twenty10.org.au	02 8594 9555 1800 652 010



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Name of community organisation/contact	Website/email/address	Phone contact
Gay and Lesbian Counselling Service (GLCS)	www.glcsnsw.org.au	02 8594 9500 (admin)
Qlife telephone Support & Web Chat	www qlife.org.au	1800 184 527 (daily 3:00pm - midnight)
Wear it Purple	www.wearitpurple.org www.facebook.com/wearitpurple	
Safe School Coalition	safeschools@fpnsw.org.au	02 8752 4363
PFLAG (Parents & Friends of Lesbians & Gays)	www.pflagaustralia.org.au info@pflagaustralia.org.au	(Sydney) 02 9869 1454
Gay and Lesbian Rights Lobby	www.girl.org.au femaleconvenor@girl.org.au maleconvenor@girl.org.au	
National LGBTI Health Alliance	www.lgbthealth.org.au	
Pride in Diversity	www.prideindiversity.org.au	02 9206 2139
Sydney Gay & Lesbian Mardi Gras	www.mardigras.org.au	02 9383 0900
Safe Relationships Project (LGBTI Domestic and Family Violence)	srp@iclc.org.au www.iclc.org.au/srp/	02 9332 1966 1800 244 481
Inner City Legal Centre Lesbian & Gay Legal Service	www.iclc.org.au	02 9332 1966 1800 244 481
LGBTIQ Domestic Violence Interagency	www.anothercloset.com.au	
Relationships Australia	www.relationships.org.au	1300 364 277
Domestic Violence Line		1800 656 463 1800 671 442 (TTY) 24 hours, 7 days a week
DV NSW	www.dvnsw.org.au admin@dvnsw.org.au	02 9698 9777 02 9698 9771
1800RESPECT National Sexual Assault, Domestic and Family Violence Counselling Service	www.1800respect.org.au	1800 737 732 24 hours, 7 days a week
NSW Rape Crisis	www.nswrapecrisis.com.au	1800 424 017 24 hours, 7 days a week



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Name of community organisation/contact	Website/email/address	Phone contact
RPA Sexual Assault Service (suitable for men)		02 9515 9040 02 9515 6111 (AH)
Victims Services & Support	www.victimsservices.justice.nsw.gov.au	02 8688 5511 1800 633 063
Anti-Discrimination Board of NSW	www.antidiscrimination.nsw.gov.au adbcontact@justice.nsw.gov.au	02 9268 5544 1800 670 812 (free outside Sydney)
Law Access (online information)	www.lawaccess.nsw.gov.au	1300 888 529
Legal Aid	www.legalaid.nsw.gov.au	1300 888 529
Community Legal Centres	www.clcnsw.org.au	
ADIS Alcohol & Drug Information Service (24 hr)	www.svhs.org.au	02 9361 8000 1800 422 599 (free outside Sydney)
HIV/AIDS Legal Centre	www.halc.org.au halc@halc.org.au	02 9206 2060
Bobby Goldsmith Foundation	www.bgf.org.au bgf@bgf.org.au	02 9283 8666 1800 651 010 (free outside Sydney)
Hep C Info & support	www.hep.org.au	1800 803 990 (free outside Sydney)
Sex Workers Outreach Service	www.swop.org.au swopconnect@swop.org.au	02 9206 2166 1800 622 902 (free outside Sydney)
Sexual Health Info Line	www.health.nsw.gov.au/sexualhealth/Pages/nsw-sexual-health-infoline.aspx	1800 451 624 (free outside Sydney)
FP Health	www.fpnsw.org.au	1300 658 886 02 8752 4360 (TTY)



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Appendix A: Policy documents



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Appendix B: History



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Appendix C: Guest Presenter PowerPoint Slides



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Appendix D: Templates





Peer support for LGBTIQ colleagues

2018 Peer Support Officer Course



Assessment task Case Study: **The Rainbow Flag**





NSW Police Force



NEWS 7

**Channel 7 News Story
26/2/18**





2 March at 5:28 pm · Surry Hills · 🌐

Great to leave work for the day and see the rainbow flag 🏳️🌈 flying proudly outside the Sydney Police Centre on Mardi Gras eve. You can certainly feel the celebratory atmosphere in Surry Hills this afternoon as locals and visitors arrive to kick off what will be a fantastic weekend. #happymardigras

- Dave



Very proud of my employer for taking this amazing and historical step. Raising the Rainbow Flag above the Sydney Police Centre 🏳️🌈

Congratulations to **Jord** and **Jackie** for organising this. Fabulous achievement! Happy Mardi Gras!



NSW Police Force

7 hrs · 🌐

The NSW Police Force raised the rainbow flag for the first time at the Sydney Police Centre during a ceremony this morning.



212,702 Views

NSW Police Force

26 February at 12:15 · 🌐

The NSW Police Force raised the rainbow flag for the first time at the Sydney Police Centre during a ceremony this morning. It will be raised every day for a we...
[See more](#)

👤 Your video is popular with men aged 25-34

Boost Post

👍 Like

💬 Comment

➦ Share



👍👍 Jude Bowler, Noel Hernández and 89 others

Chronological ▾

10 shares



Hammo Jah You are a champion Jordan. 🏳️🌈 👍❤️ 4

[Like](#) · [Reply](#) · [Message](#) · 3w

...



Suze Schnooze Can I love this twice? 👍 4

[Like](#) · [Reply](#) · [Message](#) · 3w



Brigid Gregory



👍 1

[Like](#) · [Reply](#) · [Message](#) · 3w



Justin Verran



[Like](#) · [Reply](#) · [Message](#) · 3w



Kath Power

I think it's great, the police are showing they are moving with the times, great for their staff and the community. Go Police!


2 w

[Like](#)

[Reply](#)

👍 2



Samira Abu Bakr
That's disgusting  2

2 w Like Reply



Victoria Middendorp
Next thing, we will have a special flag for sex offenders, unbelievable.

2 w Like Reply 




Keira-Lee Kieth Longstaff
Why?

2 w Like Reply



Write a reply...



Steve Papas
Putrid  2

2 w Like Reply



Daryl Faulkner
Why not go all the way and let the Gays wear rainbow uniforms will they be happy then ?

3 w Like Reply   3



Louis Fourth
These idiots should be catching crooks not rasing flags

3 w Like Reply   4



Matthew Clarke
Just another pointer to the fact that the LBGT community or just plain erosion of man kind is alive and well.
Why don't they just fly a flag saying "Sin" on it so they can solute it every morning.

3 w Like Reply 



Pete Benzito



2 w Like Reply





Peer support for LGBTIQ colleagues

2018 Peer Support Officer Course



Objectives of this session:

- Define LGBTIQ and Allies within the NSWPF – who are we?
- Examine the current climate in NSWPF for LGBTIQ staff
- The GLLO role and PSOs supporting LGBTIQ staff – how we can work together?
- Where to from here?



Activity – LGBTIQ?

prideindiversity®

Welcome Introductions

- Name
- Scale 1 – 10 – Knowledge
- Scale 1 – 10 - Ally
- "One thing"

0
Don't even
know what
LGBTI means

5
Reasonably
comfortable

10
Could run
this session



equality ● empathy ● partnership ● courage ● diversity ● community



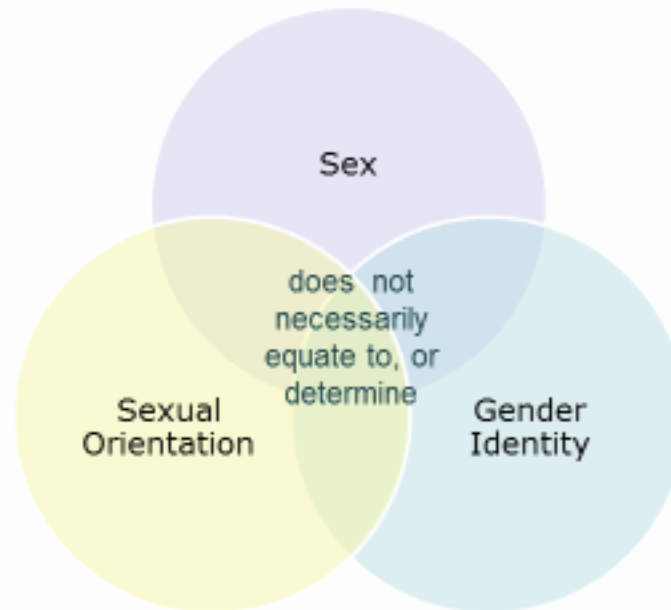
NSW Police Force

Understanding the diversity within LGBTI (Q....)

- History has grouped
- Ignorance has grouped
- Activism has grouped

"NOT THE SAME"

but may experience
similar levels of
discrimination and share
similar desire for basic
human rights



Add to that Gender Expression

LGBTIQ

Lesbian

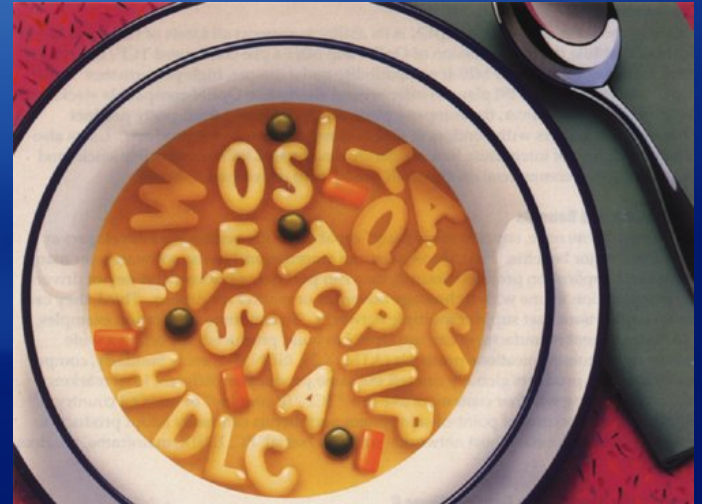
Gay

Bi Sexual

Transgender

Intersex

Questioning / Queer



References: NSWPF Policy/Strategy on Sexuality, Gender Diversity & Intersex glossary of terms

Knowledge Map on Intranet:

http://intranet.police.nsw.gov.au/strategy_and_knowledge_maps/gay_lesbian_bisexual_transgender_intersex_issues



NSW Police Force

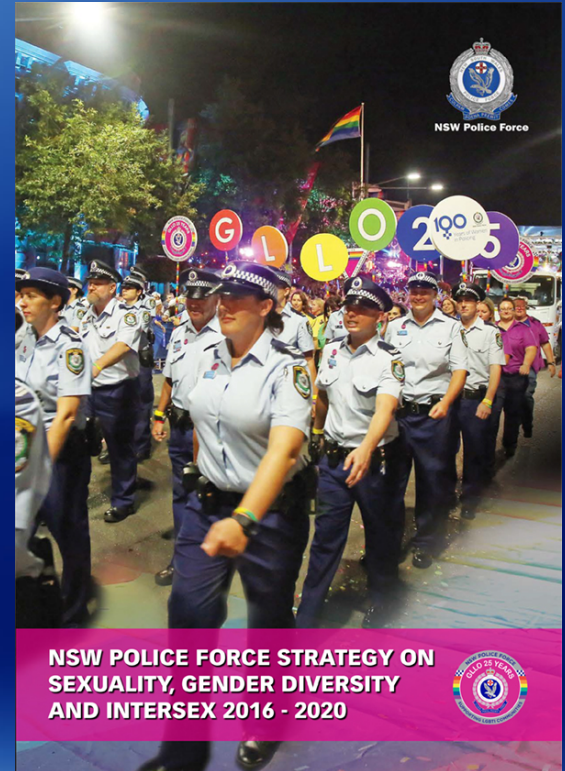
Lesbian and Gay

generally refers to people who self identify as being same sex attracted

Bi Sexual

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refers to someone who self identifies as being attracted to the same and the opposite sex



Questioning / Queer ...

Questioning (gender)

an individual may question the usefulness or validity of their current biological sex and/or assigned gender, including those who see the binary categories of male and female as meaningless or unduly restrictive, and those who feel their gender does not align with the sex assigned to them at birth

Queer

an umbrella term for anyone who prefers to identify as queer or who feels somehow outside of societal norms in relation to gender and/or sexuality. Queer is a more fluid label than many others

(Note the changed meaning of this term which used to be a derogatory reference)



NSW Police Force

Transgender

or 'gender diverse'

any person who feels their assigned gender does not completely or adequately reflect their internal gender (how they feel). Transgender people may or may not take steps to live as a different gender. A transgender person may express any sexuality – heterosexual, homosexual or bisexual.

Intersex

refers to people born with genetic, hormonal or physical sex characteristics that are not typically 'male' or 'female'. Like all of us, intersex people have a diversity of bodies and identities.

TRANSGENDER and Gender Diversity

EDUCATE It is important to educate others to help people understand the diversity of gender identities. This includes educating the public, the media, and the police. It is important to educate others to help people understand the diversity of gender identities. This includes educating the public, the media, and the police.

REPORTING TO POLICE It is important to report any incidents of discrimination or harassment to the police. This includes reporting to the police any incidents of discrimination or harassment.

AVOID ASSESSMENT AND GENDER TALK It is important to avoid any assessment or gender talk. This includes avoiding any assessment or gender talk.

NEVER It is important to never engage in any form of discrimination or harassment. This includes never engaging in any form of discrimination or harassment.

DISCRIMINATION It is important to avoid any form of discrimination or harassment. This includes avoiding any form of discrimination or harassment.

ENAGE with colleagues It is important to engage with colleagues in a positive and respectful manner. This includes engaging with colleagues in a positive and respectful manner.

POLICE It is important to report any incidents of discrimination or harassment to the police. This includes reporting to the police any incidents of discrimination or harassment.



NSW Police Force

Non binary

What does this mean?

“I’m definitely not an expert on this, but my understanding of nonbinary is simply someone who exists outside the two option male/female gender binary.” *by Cee*

From: <https://www.autostraddle.com/what-it-means-to-call-ourselves-non-binary-an-autostraddle-roundtable-377060/>



NSW Police Force

Activity – The energy of self-edit

prideindiversity®



The energy of a self-edit

- Can't say anything that would give away your orientation
- Can't give away the sex of the person you are talking about
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equality ● empathy ● partnership ● courage ● diversity ● community



NSW Police Force

Workplace Allies

prideindiversity®

Characteristics of an effective Ally

- Understanding of LGBTI terminology, myths, challenges
- Advocate for inclusion, equity and respect for all employees (not just LGBTI)
- Strong sense of self and awareness of your own language and assumptions
- Willingness to play a part (small or large)
- Willingness to ask questions
- Willingness to respect privacy and confidentiality
- Ability to focus and role model person-centred language



11-12

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NSW Police Force

What can you do as an Ally?

prideindiversity®

Levels of Engagement

- Correct destructive myths or use of negative stereotypes
- Call inappropriate behaviour or derogatory use of the term 'gay'
- Participate in LGBTI internal/external networking events
- Increase visibility as an ally (GLLO, inclusion postcards etc)
- Talk openly and naturally about LGBTI friends/family*
- Take a stand
- Allow the network to promote you as an ally E.g. join the network
- Share what you learn
- Be aware of your own language and assumptions
- Ask questions, learn
- Be a supporter of inclusion generally



31

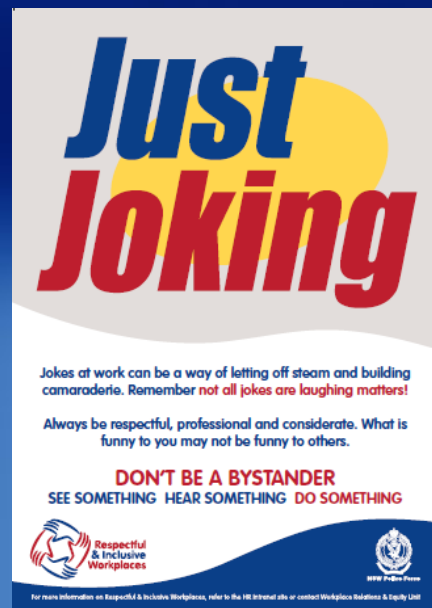
equality ● empathy ● partnership ● courage ● diversity ● community



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Activity – Being a workplace Ally

- Scenario 1: 'Just Joking'
- Scenario 2: Mardi Gras
- Scenario 3: Non binary identity
- Scenario 4: Posters & fliers



NSW Police Force

What is NSWPF workplace culture for LGBTIQ people?

Staff Survey results (2016)

Who responded?

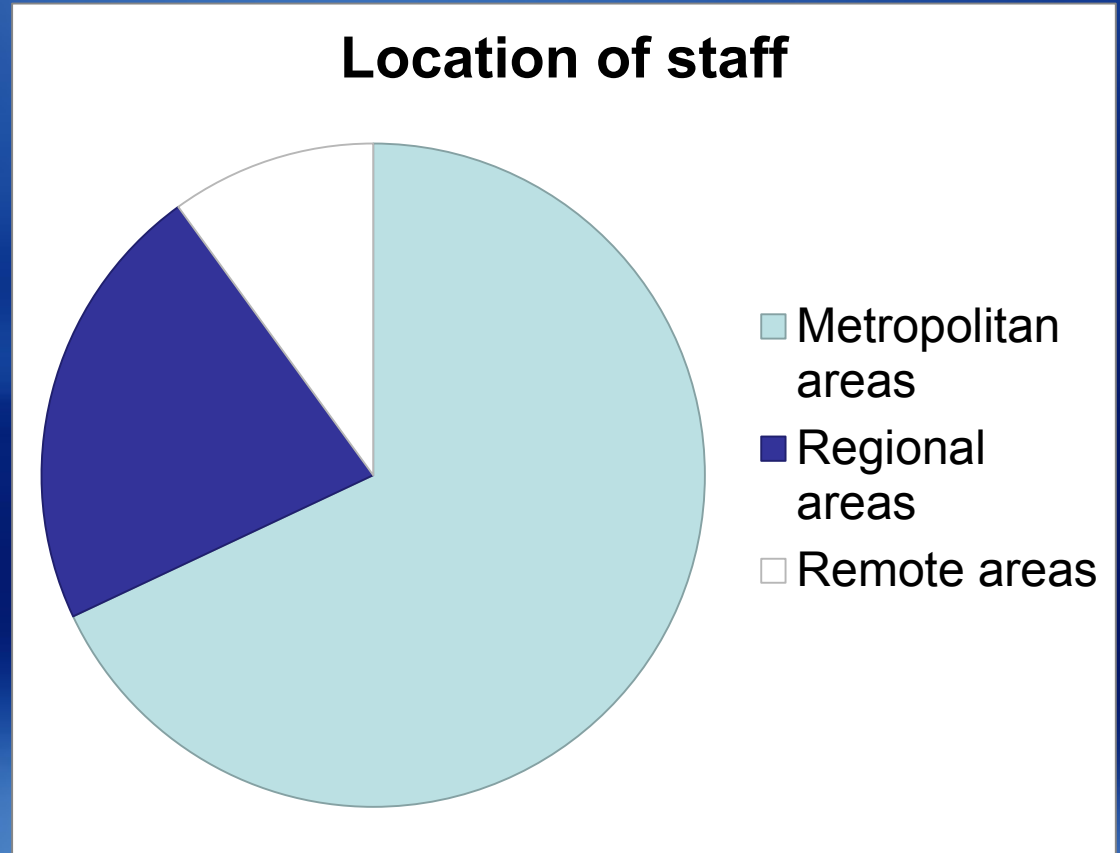
n = 1010

Approx 5% of the total workforce

68% metropolitan

22% regional

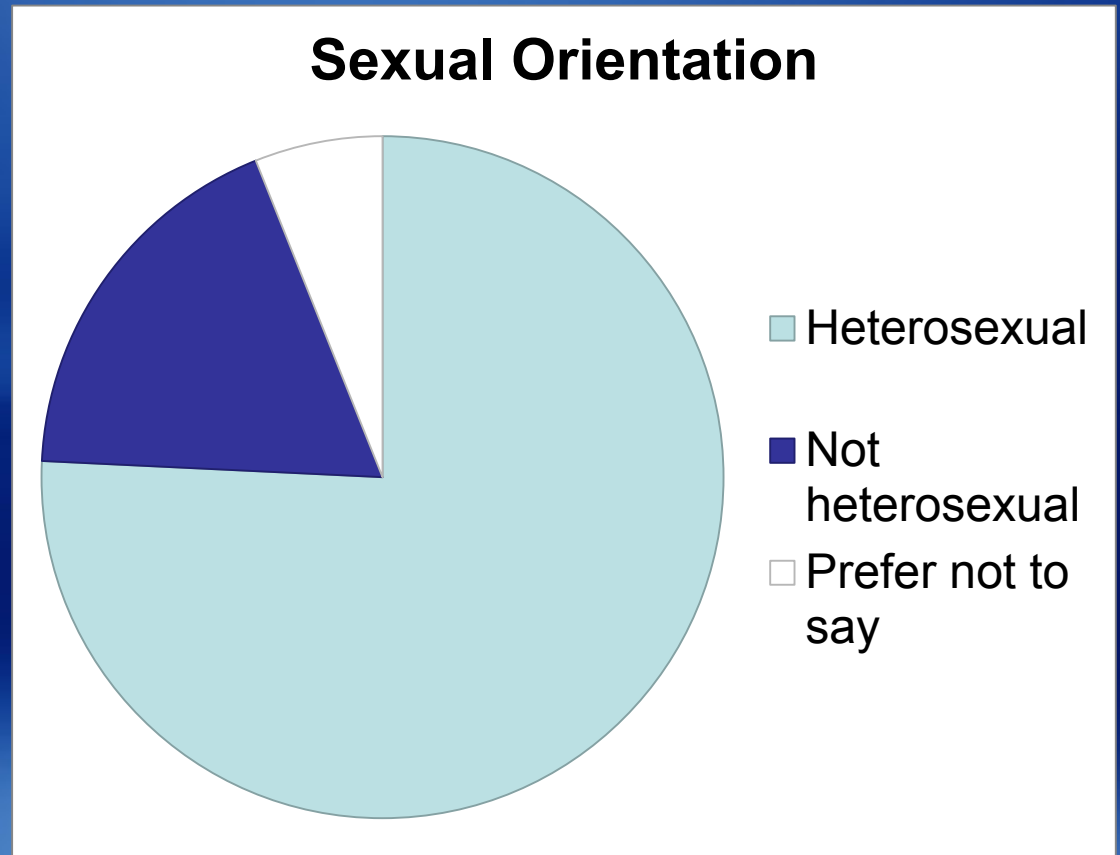
10% rural or remote



NSW Police Force

Who responded?

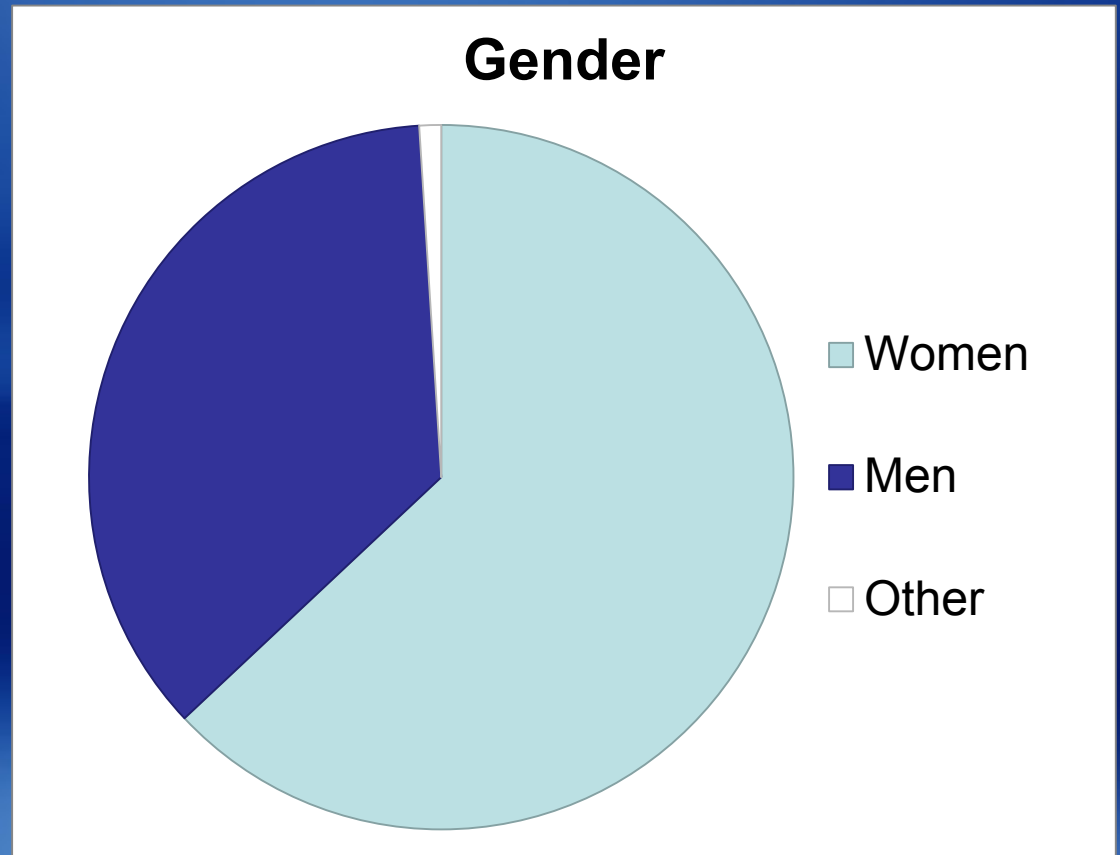
75% heterosexual
18% not
heterosexual
6% preferred not to
say



Who responded?

Amongst those who are not heterosexual (18% or n = 186):

63% women
36% men
1% other



How important is LGBTI inclusion?

67% felt LGBTI inclusion was very or somewhat

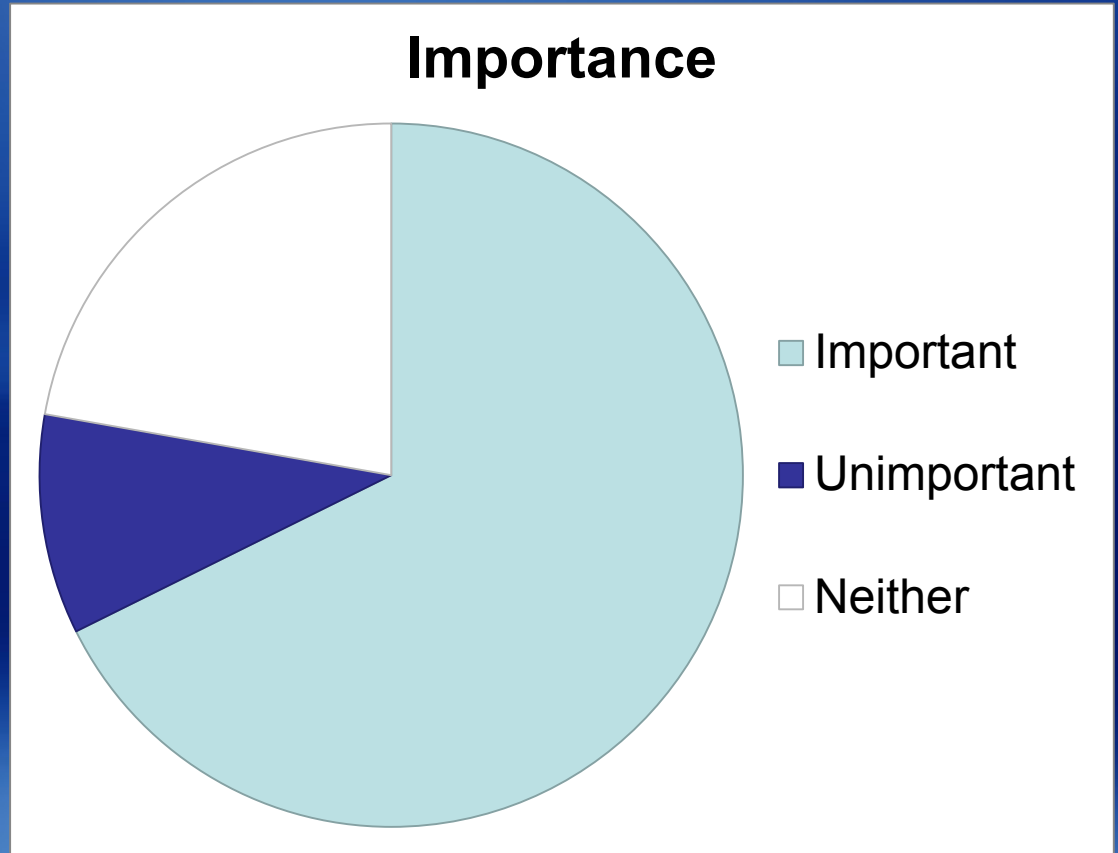
important

10% said very or somewhat

unimportant

22% said 'neither'

Only 35% said they understood to a large extent, 32% moderate and 26% some or little.



64% respondents require some education



NSW Police Force

“Just joking”

Just Joking

Jokes at work can be a way of letting off steam and building camaraderie. Remember **not all jokes are laughing matters!**

Always be respectful, professional and considerate. What is funny to you may not be funny to others.

DON'T BE A BYSTANDER
SEE SOMETHING HEAR SOMETHING **DO SOMETHING**

Respectful & Inclusive Workplaces

NSW Police Force

For more information on Respectful & Inclusive Workplaces, refer to the HR Intranet site or contact Workplace Relations & Equity Unit

24% personally witnessed negative comments or jokes targeting LGBTI people in the last 12 months.

A further 19% witnessed this to a little extent.

45% did nothing.

43% called it out or challenged the behaviour.



NSW Police Force

What about the 18% (not heterosexual)

186 people (18% of the sample)

72% were completely 'out' at work

14% moderately 'out'

8% were 'out' to a little extent

6% not at all 'out'



The vast majority (82%) indicated they **had not** experienced harassment/bullying but 33 people had and 21 did not report it.



NSW Police Force

Reasons why people did not report harassment/bullying

“It would make things worse within my team”

“It would not be taken seriously”

“It would be career limiting”

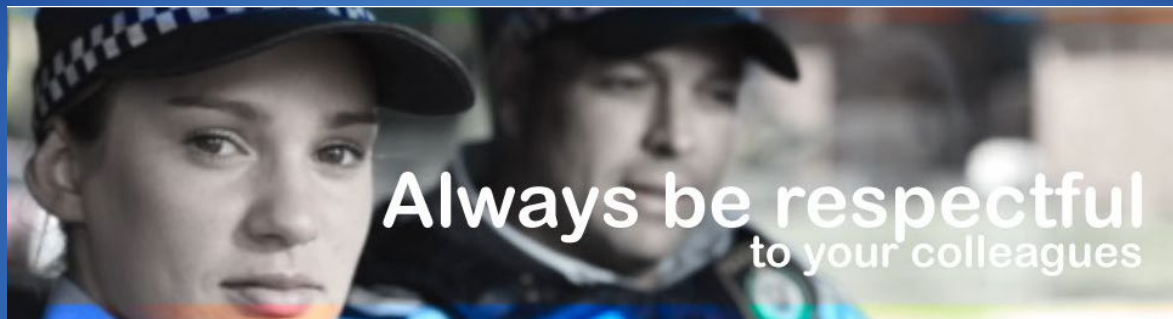
Reasons to not seek help from EAP or external counselling services employed by NSWPF:

“I don’t need counselling”

“I don’t trust it”

“EAP (are) inexperienced”

“I can cope”



NSW Police Force

Transgender, Gender Diversity & Intersex

56 people (6%) identified as Gender Diverse

2 people identified as Intersex (but preferred to be classified as male or female)

17 people preferred not to further identify

1 person identified as a trans man

1 person identified as a trans woman

5 people identified as male (female to male transgender)

6 people identified as female (male to female transgender)

15 people identified as non binary



NSW Police Force

Current environmental context

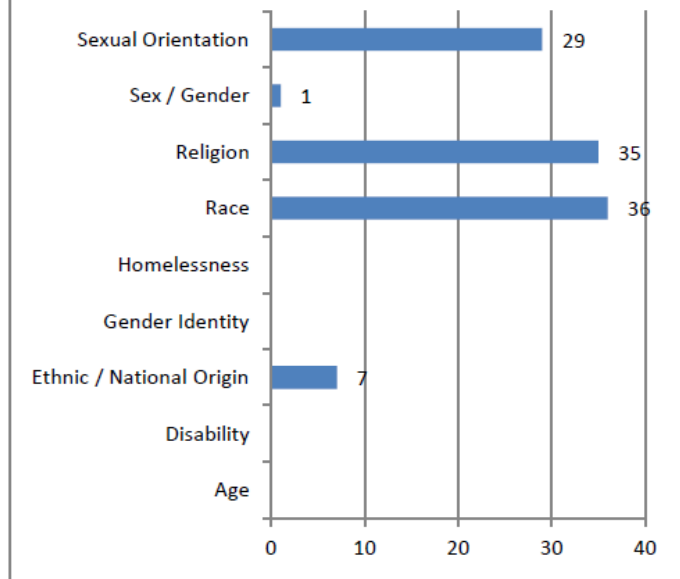


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SENSITIVE - LAW ENFORCEMENT

- The third quarter of 2017 saw a total of one hundred and eight (108) Bias Crimes, Suspected Bias Crimes or Bias Incidents across NSW State wide. This was a **46%** increase from previous quarter of seventy four (74) incidents.
 - All Field Regions including Police Transport Command recorded bias motivated incidents within July – September, 2017. *Central Metropolitan Region* again recorded the highest number of incidents.
 - Forty five (45) Commands recorded (actual or suspected) bias motivated incidents within July – September, 2017.
 - Although **Race** was the highest recorded category the most notable increase was in the **Sexual Orientation** category. There was a **400%** increase of incidents targeting **Sexual Orientation**. The previous quarter saw only seven (7) incidents recorded, this quarter recorded twenty nine (29).
- (This is directly attributable to the current plebiscite regarding legislation changes concerning Same Sex Marriage).** Data shows that Gays, Lesbians and Heterosexuals were all targeted by opposing activists / lobbyists / supporters on both sides of this plebiscite involving various incident types.

All nine (9) Protected Categories across
NSW - State wide Jul - Sep, 2017



** Data relates to incidents classified as Bias Incidents, Suspected Bias Crimes and Bias Crimes, includes multiple motivated events

Source: NSWPF Bias Crime Unit
3rd Quarter 2017 Statewide
report



NSW Police Force

Role for PSOs in supporting LGBTI staff

- Understand key terms and concepts, advocate for LGBTI staff and be willing to play a part
- Know where to find more information & referrals
- Don't be a passive bystander if you see or hear inappropriate behaviour
- Work with GLOs and other 'o's (SLPs, YLOs etc)
- Check out the Intranet:

http://intranet.police.nsw.gov.au/strategy_and_knowledge_maps/gay_lesbian_bisexual_transgender_intersex_issues/policy_and_strategy



Where to from here?

- PSO training for interested & selected GLOs
- LGBTI training for PSOs
- Extension of the GLO network to embrace 'Allies' including PSO trained 'Allies'
- Become a GLO (optional)!

Jackie Braw

S Cst Jordan Manfred

braw1jac

manf1jor

e net 34739

e net 54144

Thank you!





Supporting your LGBTIQ colleagues

2018 Inner West PAC Training

Dedicated to Inspector Steve Johnson, a great ally of the LGBTIQ community – both within the NSWPF and beyond. He will be sadly missed.



Objectives of this session:

- Define LGBTIQ and Allies within the NSWPF – who are we?
- Examine the current climate in NSWPF for LGBTIQ staff
- The GLLO role, PSOs and other ‘allies’ supporting LGBTIQ staff – how we can work together?
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Activity – LGBTIQ?

prideindiversity®

Welcome Introductions

- Name
- Scale 1 – 10 – Knowledge
- "One thing"

0
Don't even
know what
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Reasonably
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equality ● empathy ● partnership ● courage ● diversity ● community



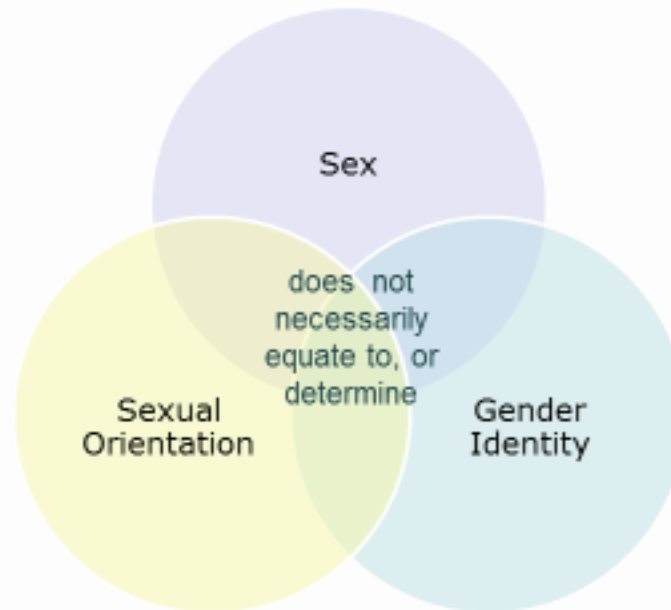
NSW Police Force

Understanding the diversity within LGBTI (Q....)

- History has grouped
- Ignorance has grouped
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"NOT THE SAME"

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human rights



Add to that Gender Expression

LGBTIQ

Lesbian

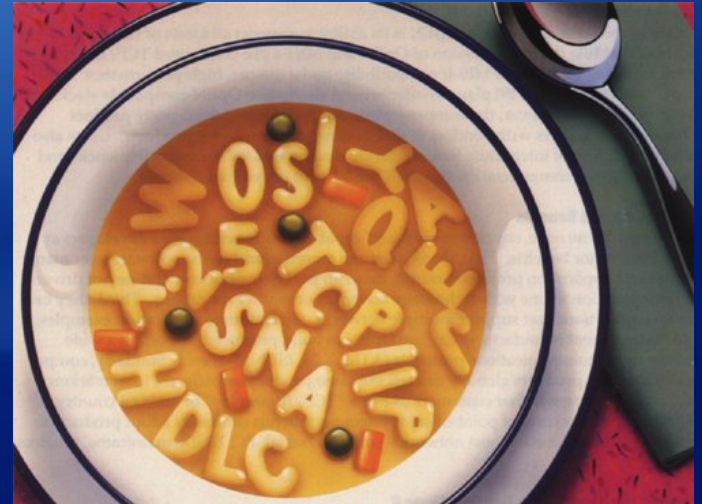
Gay

Bi Sexual

Transgender

Intersex

Questioning / Queer



References: NSWPF Policy/Strategy on Sexuality, Gender Diversity & Intersex glossary of terms

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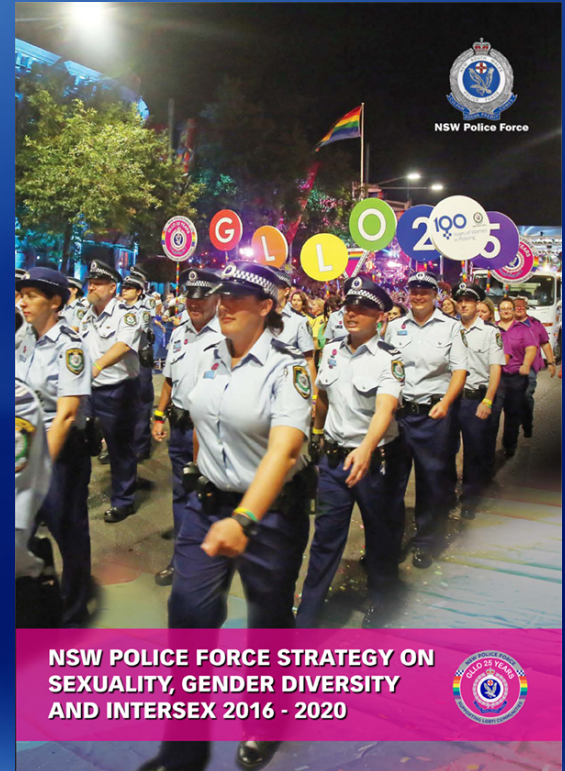
NSW Police Force

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NSW Police Force

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Intersex

refers to people born with genetic, hormonal or physical sex characteristics that are not typically 'male' or 'female'. Like all of us, intersex people have a diversity of bodies and identities.

TRANSGENDER and Gender Diversity

EDUCATE It is important to educate others to help people understand the diversity of gender identities and expressions. Education is a key to reducing discrimination and violence against transgender people. Education should be provided to all staff and the public. Education should be provided to all staff and the public. Education should be provided to all staff and the public.

REPORTING TO POLICE It is important to report any incidents of discrimination or violence against transgender people to the police. The police should be made aware of the issues and the support available to them.

AVOID ASYLUM APPEALS AND GENDER TRAVEL ID - such as passports, visas, etc.

NEVER - never use a gender identity that is not your own. Never use a gender identity that is not your own. Never use a gender identity that is not your own.

DISCRIMINATION - discrimination against transgender people is illegal. Discrimination against transgender people is illegal. Discrimination against transgender people is illegal.

ENAGE with colleagues and community members about your gender identity. Engage with colleagues and community members about your gender identity. Engage with colleagues and community members about your gender identity.

FIGHT - fight for your rights. Fight for your rights. Fight for your rights.

NSW Police Force

NSW LGBTIQ+ Community Support Unit



NSW Police Force

Non binary

What does this mean?

“I’m definitely not an expert on this, but my understanding of nonbinary is simply someone who exists outside the two option male/female gender binary.” *by Cee*

From: <https://www.autostraddle.com/what-it-means-to-call-ourselves-non-binary-an-autostraddle-roundtable-377060/>



NSW Police Force

Activity – The energy of self-edit

prideindiversity®



The energy of a self-edit

- Can't say anything that would give away your orientation
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equality ● empathy ● partnership ● courage ● diversity ● community



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Workplace Allies

prideindiversity®

Characteristics of an effective Ally

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11-12

equality ● empathy ● partnership ● courage ● diversity ● community



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What can you do as an Ally?

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Levels of Engagement

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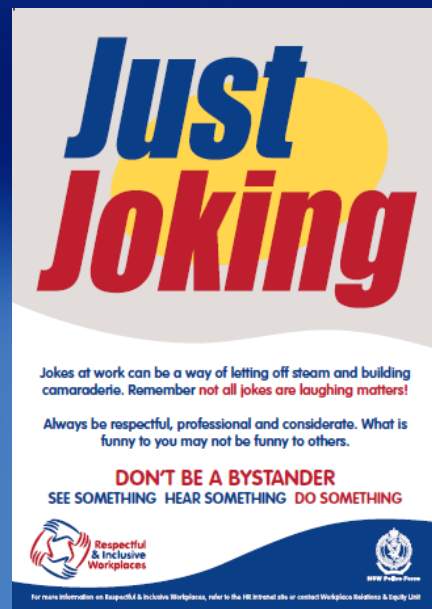
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Activity – Being a workplace Ally

- Scenario 1: 'Just Joking'
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What is NSWPF workplace culture for LGBTIQ people?

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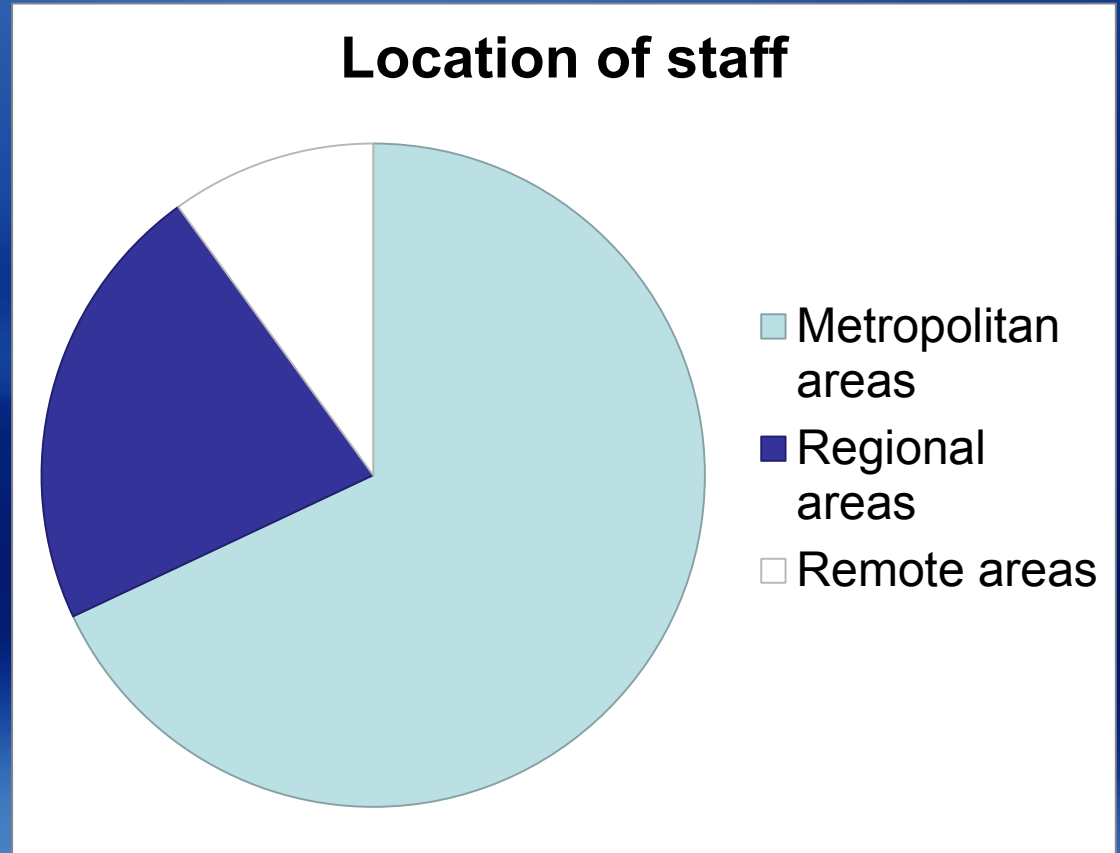
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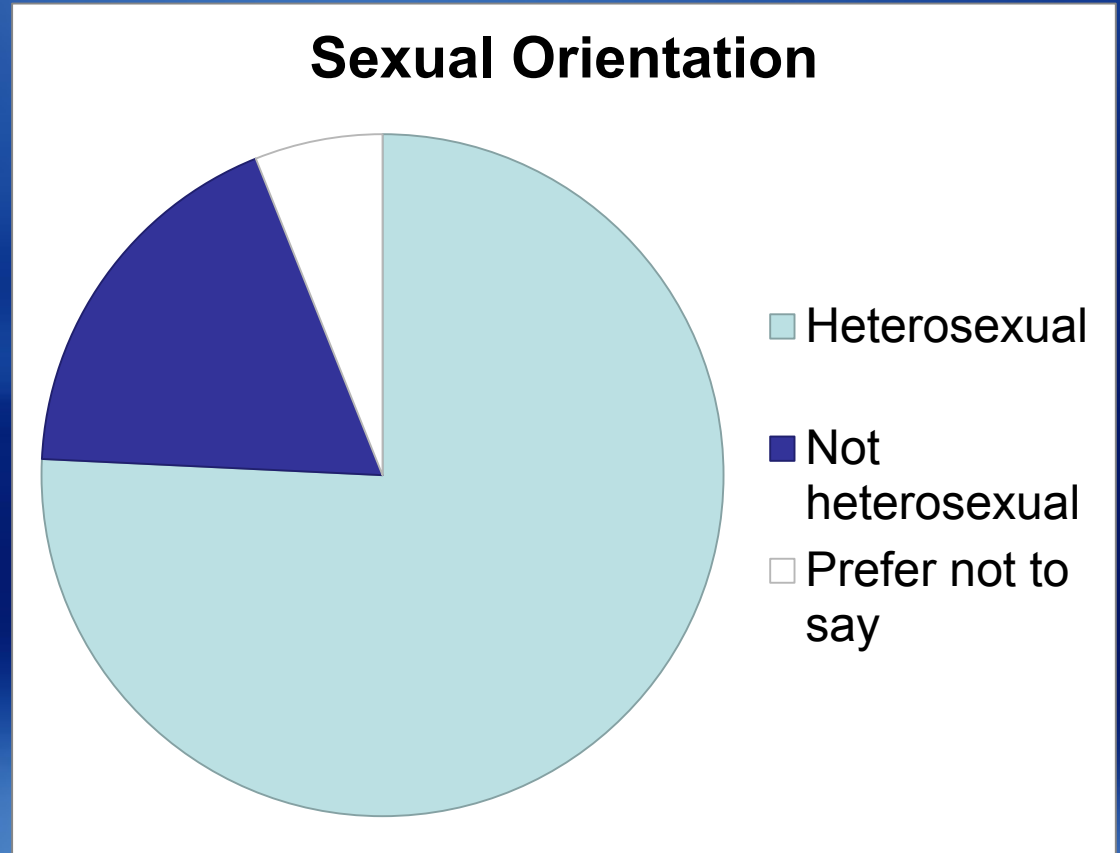
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NSW Police Force

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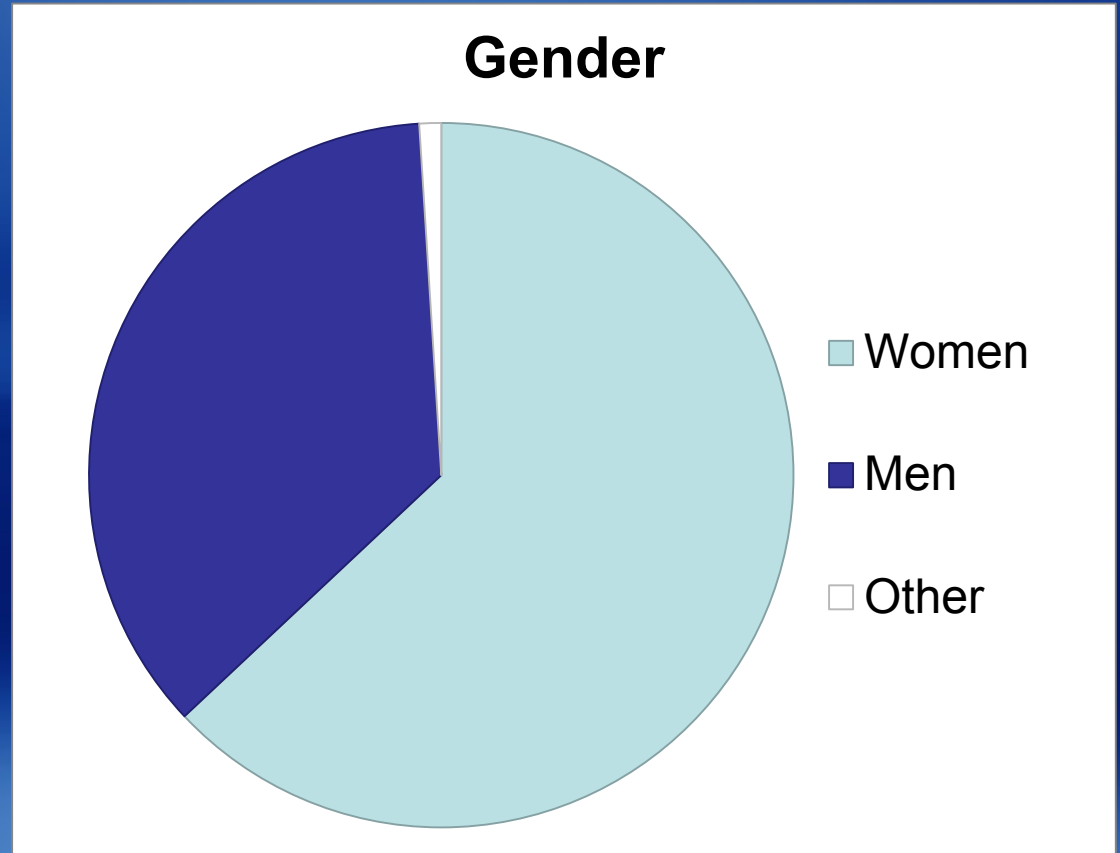
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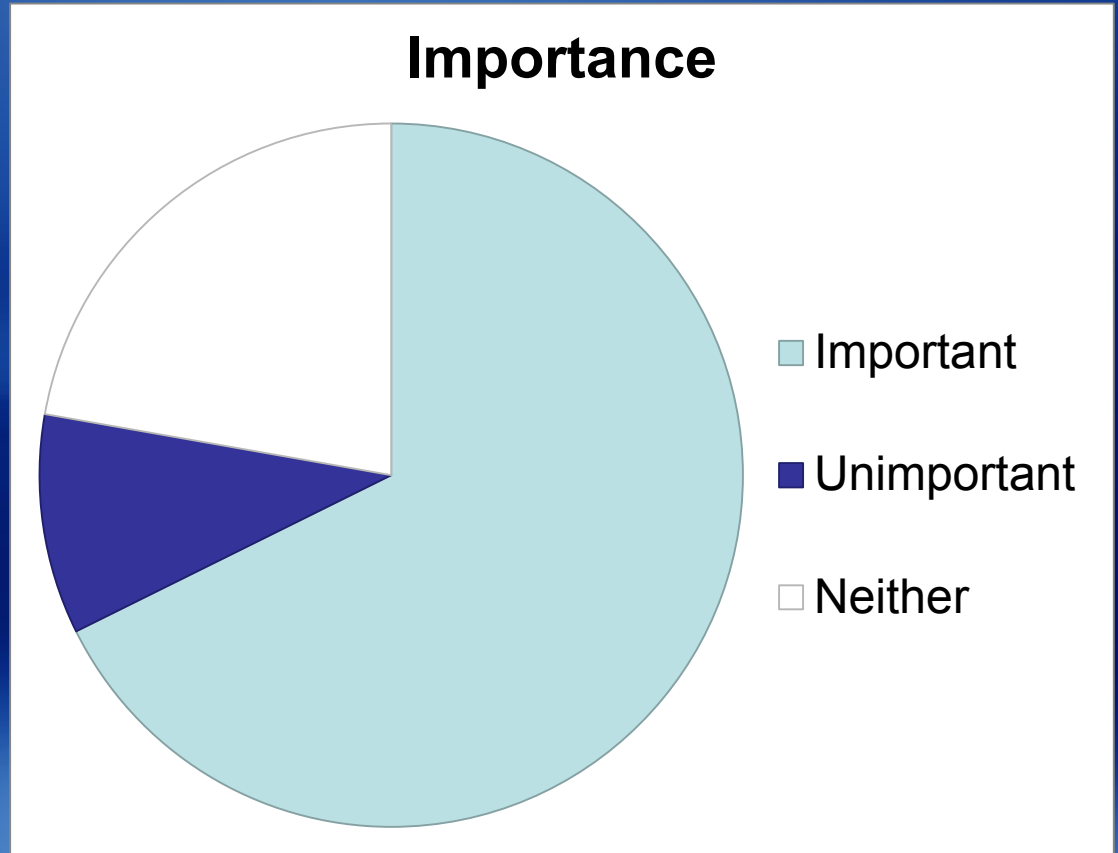
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NSW Police Force

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NSW Police Force

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NSW Police Force

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NSW Police Force

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“It would not be taken seriously”

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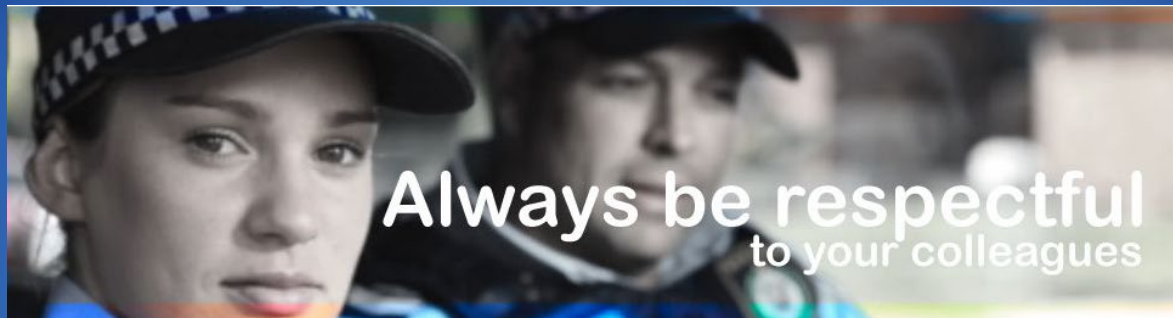
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NSW Police Force

Current environmental context

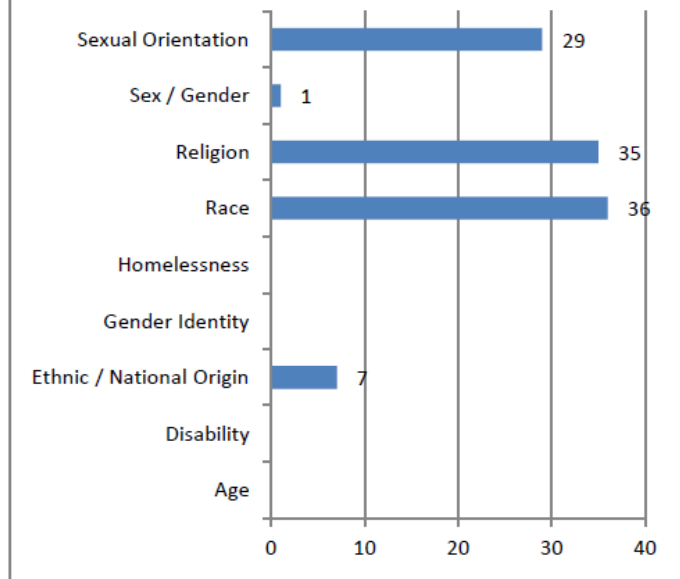


NSW Police Force

SENSITIVE - LAW ENFORCEMENT

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report



NSW Police Force

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NSW Police Force

Where to from here?

- PSO training for interested & selected GLOs
- LGBTI training for PSOs
- Extension of the GLO network to embrace 'Allies' including PSO trained 'Allies'
- Become a GLO (optional)!

Jackie Braw

S Cst Jordan Manfred

braw1jac

manf1jor

e net 34739

e net 54144

Thank you!

