

Standing Committee on Social Issues

Inquiry into Gay and Transgender hate crimes between 1970 and 2010

Inquiry hearing: Friday 13 November 2020
Macquarie Room, Parliament House, Sydney

**QUESTIONS TAKEN ON NOTICE
WITH ANSWERS**

(NSW Police Force)

1. Question, p13-14

The CHAIR: ...We understand that police officers are given their training at the academy at the beginning of their career but there is no refresher or revisitation of training in terms of dealing with the LGBTIQ communities, specifically; hate crimes more broadly.

There have been suggestions that every three years there needs to be a refresher on that issue and also when police are promoted that may be is a good time to refresh on hate, and hate more broadly in dealing with LGBTIQ communities specifically for us in this inquiry. Would you like to comment on that in terms of the level of training and regularity of it?

Assistant Commissioner TALBOT: As I mentioned in my opening statement there is a lot of training and education that is being undertaken across the organisation. If we talk about promotion, we currently have a new promotion process that has come out. It has a number of training components within that. We do talk around the expectations of leaders across the organisation but I think it is important that, given that is a new process, I take that question on notice around our promotion process so that you can see what is the type of training that we are putting in place. We do have the LGBTIQ allied training, which is for a range of officers. It is covered in our peer support officers course. It is covered in our domestic violence family course as well is custody, there are significant different ways that we put this training in and across the organisation.

We also have now, as I said before, that awareness training that was mandatory. It went out last year. Given everything else and all the other communities that we deal with, I think it is important that we are well measured when we do that training and that awareness training. But I do not disagree that awareness training is required.

Answer

All employees of the NSW Police Force were required to complete the mandatory online LGBTIQ Awareness and Inclusion module by mid-2020. The module will now form the first part of a proposed broader LGBTIQ training program. This program will see the production of three additional modules to support GLLO training, however they will be made available for all staff to access and complete.

As part of the development of the additional modules, the current mandatory module will enter a review process and will be updated accordingly. As part of that review, a two to three yearly recompletion requirement for the mandatory module will be proposed.

Further training opportunities include LGBTIQ Ally training, as well as broader unconscious bias and diversity & inclusion content within the NSW Police Force promotions training materials.

2. Question, p14-15

The CHAIR: Wow. And what is the size of the force?

Assistant Commissioner TALBOT: Can I take it on notice as to exact numbers?

The CHAIR: Broadly?

Assistant Commissioner TALBOT: Broadly, it is about 23,000.

The CHAIR: Okay. So it is nearly every officer?

Assistant Commissioner TALBOT: Or 22,000.

Reverend the Hon. FRED NILE: Approximately.

Assistant Commissioner TALBOT: Approximately, yes.

The CHAIR: So nearly every officer has been through that program?

Assistant Commissioner TALBOT: Yes. I could confidently state that about 99 per cent of officers have done that training and the 1 per cent who have not would be those who are not in the workplace.

The CHAIR: Can you explain that training to us? What is it—one day or half a day?

Assistant Commissioner TALBOT: It is an online package that is undertaken.

The CHAIR: Right.

Assistant Commissioner TALBOT: It might be good if I have that delivered to you.

The CHAIR: That would be good, yes.

Assistant Commissioner TALBOT: You can then see that.

The CHAIR: Take that on notice as well. We will have a look at that. If that is not confidential, we can add it to the evidence, but let us know beforehand if there is some sensitivity about it. That is encouraging to hear that.

Answer

The NSW Police Force has 21,675 employees as of 16 December 2020. This includes members of the organisation who currently may be on leave. The total number of employees who have completed the NSW Police Force Mandatory Online LGBTIQ Awareness and Inclusion Training Module, would include those who may have now left the organisation.

Please also find attached a copy of the Mandatory Online LGBTIQ Awareness and Inclusion Training Module – see **Annexure One**. This module takes on average 20-30 minutes to complete.

Unfortunately, it is not possible to provide links to the media content contained within the training.

3. Question, p17-18

Assistant Commissioner TALBOT: Absolutely. It is the point of what we do. We have to acknowledge the past to make sure that we do not do it again. We have to make sure that officers coming through—who are from a different generation. When you talk about 1970, I was not born. Sorry I do not want to throw it out, I know I look young, but it is important to acknowledge that such a period of time has passed that we have to make sure that we are continually talking about that so that people understand the context and the reason and the drive of why we do what we do. It is probably at this time that I would like to mention to the Committee that we did a Standing Together film. I am not sure whether you have seen it or you know about it. Standing Together is the result of a call to action by a 78er at the NSW Police Force Commissioner's apology in August 2018.

The CHAIR: For the purposes of the Committee, a 78er is someone who participated in what is called the first Mardi Gras, but what was actually a protest which was—

The Hon. MARK PEARSON: I think Rev. the Hon. Fred Nile might be one too, actually.

The CHAIR: For other reasons. I am sorry I interrupted you, Assistant Commissioner.

Assistant Commissioner TALBOT: No, it is alright. That film was a collaboration between—and please excuse me while I read it because it is very important that I explain it. It is a collaboration between NSW Police Force and a small group of 78ers to raise awareness and show how much has changed since the first Mardi Gras. The aim was to utilise this awareness to encourage young people in the community, LGBTQI in particular, to reach out and seek help if they are encountering homophobic or transphobic bullying or harassment. It was a collaborative piece of work with many community stakeholders like PCYC, Twenty10, Wear it Purple, PFLAG and a small group of 78ers. That film was formerly launched within the NSW Police Force and on Facebook on Wear it Purple Day, so it had some significance. This video helps raise awareness among our own officers, especially to share the historical relationship with members of the LGBTQI communities, to assist them to better understand those community concerns. A number of police, including myself and Mr Crandell, were on that video talking about how we got it wrong and how we need to do it better. Importantly, it does show wonderful young officers who are coming through our organisation who are open and proud to be out in our organisation as LGBTQI and to work with that community. They are just phenomenal and I would really like to be able to send this Committee that link.

The Hon. ROSE JACKSON: Please do.

The Hon. NATALIE WARD: Yes, please.

Assistant Commissioner TALBOT: Equally important, too, is in early 2020, ABC journalist Monique Schafter approached us to produce a short video demonstrating how much progress had been made by gay-identifying officers. The result was an episode of *Generations Apart*, which featured a recently retired gay officer who joined the NSW Police Force in 1980 and a wonderful young officer who has always been out and proud as gay within our organisation. Again, I would like to share that. I think they give a good story about how we have changed over time and will continue to do so.

Answer

The NSW Police Force is pleased to provide the Committee with the links to the two above mentioned films:

- Standing Together: <https://www.youtube.com/watch?v=nFoZ3DKcylc&feature=youtu.be>;
- Generations Apart: <https://www.facebook.com/policeglbti/videos/578268016388364/?t=4>.

4. Question, p18

Ms ABIGAIL BOYD: Thank you so much for everything you have been doing to raise awareness within the organisation. With the online training that is provided, when you say online, do you mean a video link or a program with training modules?

Assistant Commissioner TALBOT: An interactive-type module.

Ms ABIGAIL BOYD: How long does it take to complete the training?

Assistant Commissioner TALBOT: Can I come back to your question for each one? Because there are different modules.

Ms ABIGAIL BOYD: Can you give a ballpark figure? Are we talking an hour, half a day or a day?

Assistant Commissioner TALBOT: Again, I do not want to mislead the inquiry, but each module would be about half an hour or 45 minutes and there are a number of different modules within that.

Answer

The current mandatory online training module takes on average 20-30 minutes to complete. The GLLO online training modules are currently under development. These will also take on average 20-30 minutes to complete. At the current time, three online modules are proposed in addition to the mandatory online module and face-to-face training. In order to access the final face-to-face training, officers who wish to become a GLLO (LGBTIQ Liaison Officer) will need to complete all 3 online modules in addition to the current mandatory online LGBTIQ Awareness and Inclusion module.

The three proposed modules will also be made available for all staff to access and complete, therefore further supporting the current LGBTIQ mandatory education and training module. Staff will be able to access each module separately, enabling them to complete modules with content relevant to their duties. At this stage, we hope to include LGBTIQ hate crime training in one of the proposed modules.

5. Question, p19

Ms ABIGAIL BOYD: How many complaints have been received and how many of those complaints have led to an improvement? It would be really good to see the figures of how successful that behaviour management strategy has been. How many people actually had to be let go or put in a different role and how many were actually successfully managed through that?

Assistant Commissioner TALBOT: If you do not mind, I will take that on notice because there is a lot of work that is done and there are different management actions that are put in place, different plans. I guess the measure for me for success is that someone does not come back before me. Those that are given certain action

Answer

The NSW Police Force has made sustained findings for 8 LGBTIQ related complaints/incidents over the last five years. Five further complaints that were received in 2020 are still under investigation.

In relation to the 8 sustained findings, there were no instances of repeated behaviour once the sustained finding was made and appropriate management action was taken. Management action taken included apologies to victims, formal counselling and training. Other subject officers resigned prior to the complaints being finalised.

6. Question, p19

The Hon. ROSE JACKSON: I accept that you are unable to identify the suggestion that fail to investigate occurred, but is that not something that might be a useful measure that you were able to undertake if there was some capacity to look back on, okay, there were 420 suggestions that an officer failed to investigate and that we are able to identify that a certain number of them or none of them was because there was a suggestion that the officer was biased or homophobic?

Assistant Commissioner TALBOT: That can be done, but I cannot give you that here in the inquiry. It is about the capture of that information at the time that it goes in, but each investigation that is done is reviewed entirely through the investigation process and looked at by the delegate or the commander that has that matter. It is hard to break that down here now.

The Hon. ROSE JACKSON: Are you able to provide that information to us on notice or is that something that is simply not available?

Assistant Commissioner TALBOT: I cannot give you the answer to that specifically at this time. So I will take that on notice as to the breakdown of those complaints.

Answer

In a review of LGBTIQ related complaints received over the last 5 years where a sustained finding was made, zero related to an allegation of fail to investigate.

The NSW Police Force is able to search for complaints via categories and keywords. For the purposes of the above review, we utilised six categories relating to homosexual and transgender harassment, discrimination and vilification, in addition to utilising numerous LGBTIQ keywords.

Annexure One

Respect and
Equality

LGBTIQ
Awareness and Inclusion



For Official Use Only

Education and Training




On completion of this online module, you will be able to:

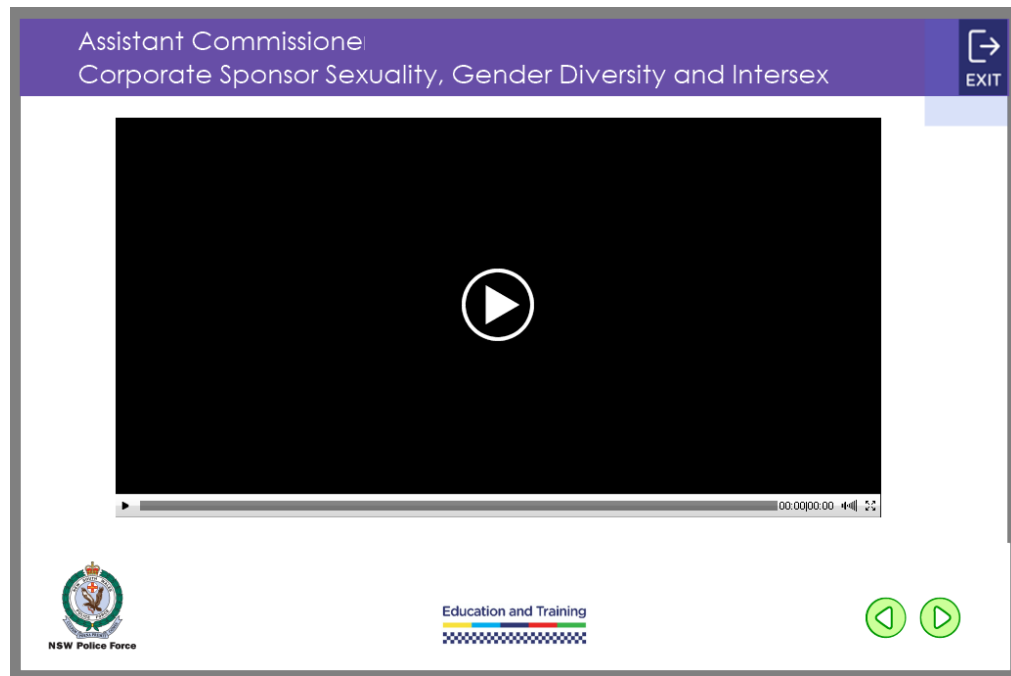
- Explain the importance of engaging with lesbian, gay, bisexual, transgender, intersex, queer and questioning (LGBTIQ) people respectfully.
- Apply key terms and concepts to support LGBTIQ communities.
- Use inclusive terminology and language.
- Apply inclusion and equality strategies within your role.

The NSW Police Force proudly supports LGBTIQ communities and provides a safe and secure environment for everyone.

We are a diverse organisation and we are proud of that diversity.



There are audio clips and videos within this module.
All music used is from www.bensound.com.



Synopsis

- What does it mean for NSW Police employees to engage w/ LGBTIQ respectfully and equally?
 - Statement of intent
 - Community engagement to provide a safe environment
 - Be respectful and courteous of colleagues and the community
 - Lead by example and be inclusive
 - Educate the community about bias motivated violence
 - Understand and advocate for vulnerable communities and know where to go for support using specialist police like YLOs
 - Its about respect and acceptance and that human rights are upheld.

The past



In the past society did not approve of homosexuality.

People were scared of homosexuality - they did not know much about it; they believed in stereotypes and misconceptions.

They generally lacked exposure to gay people.

It is not surprising that the relationships between police officers and gay people were not positive.

Gay men in particular **did not trust the police.**

Violence against gay men was condoned.



The first Mardi Gras



In 1978, the year that some people attribute to the birth of Australia's 'gay rights movement', there were violent confrontations between the NSW Police and a group of protestors in Sydney.

This ended in 53 violent arrests. This was the first gay Mardi Gras.

Following these arrests, names were publicised in the newspapers leading to the loss of employment and other serious family and personal consequences. Many "78ers" remain traumatised to this day.

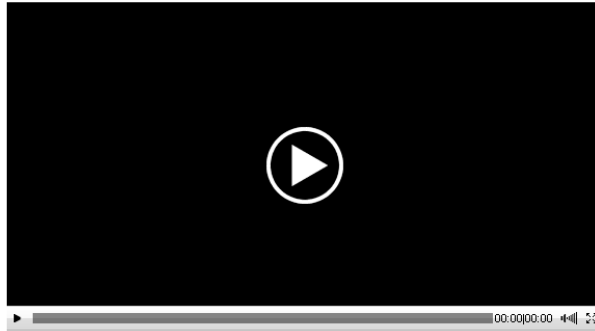
Additional protests in the same year resulted in a total of approximately 200 arrests.



Formal apology to the 78ers



In 2016, the NSWPF Corporate Sponsor formally apologised to the first Mardi Gras participants. This apology followed a formal apology from the NSW Parliament and the Sydney Morning Herald newspaper.



In 2018, to mark the 40th anniversary of the first gay Mardi Gras, the Commissioner of the NSW Police Force delivered a formal and heartfelt apology to the 78ers.

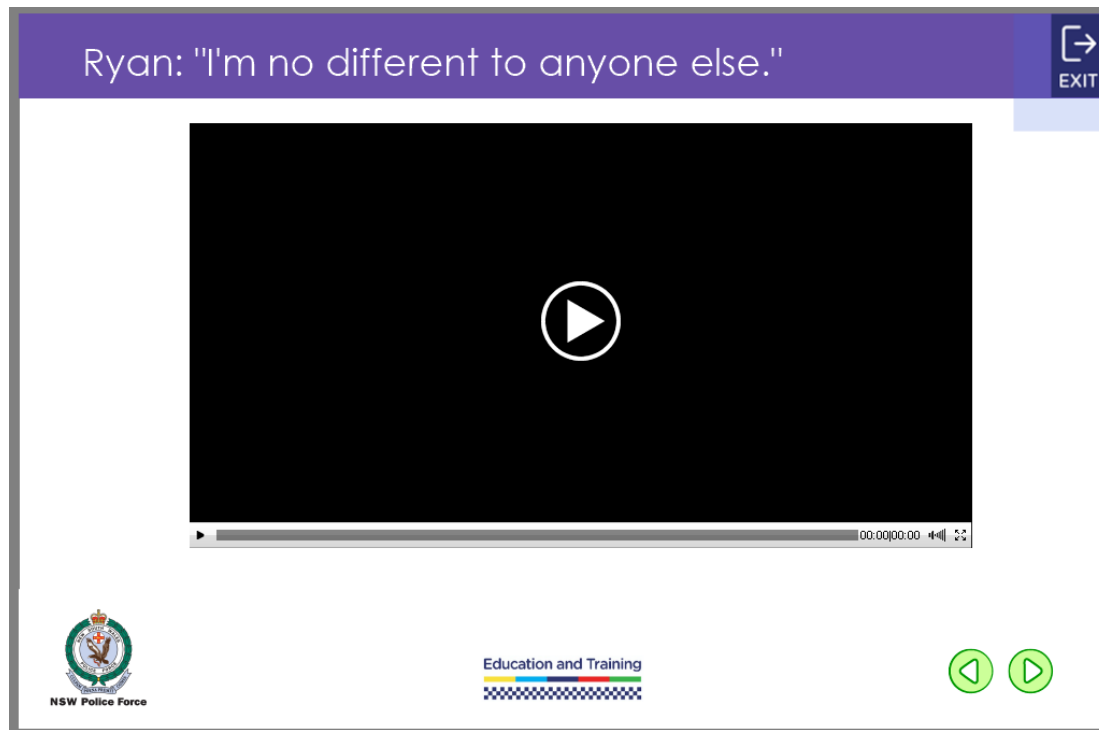


Education and Training




Synopsis

- Provide a safe and secure environment
- Parliamentary apology and NSWPF is sorry for how the 1978 Mardi Gras was policed.
- Acknowledge the pain and hurt at that event.
- Today NSWPF is one of diversity, particularly at the Mardi Gras.
- LGBTIQ liaison officers always perform well and their commitment to their duties is well received by the community.
- Happy that Mardi Gras has invited NSWPF to participate in the 20th year of the parade.



Synopsis

- It took me a long time to realise my sexuality but why does it make me different to someone else?
- We all have the same jobs, same ambitions.
- The only difference between you and me is who I'm sexually attracted to and that doesn't define me as a person.

If it makes no difference, why is this still an issue today?

PRIDE IN POLICE
SEXUALITY, GENDER DIVERSITY AND INTERSEX



Every single person has a sexual orientation (sometimes called sexuality); for most people its heterosexual.

The difficulty is that for many heterosexual people, their orientation doesn't even come into question. It's such an incredibly innate and acceptable part of who they are that it doesn't even occur to them that their orientation is on display for others to see 24/7.

Heterosexual people talk about their families, bring their partners to events, they may even have a photo of them on their desk at work. Yet, if someone mentions the name of a same-sex partner or if they tell someone they're gay, then suddenly that part of their persona takes over.

Source: Pride in Diversity



Education and Training



If it makes no difference, why is this still an issue today?

PRIDE IN POLICE
SEXUALITY, GENDER DIVERSITY AND INTERSEX



From here on in they might be labelled as the 'gay cop' instead of a 'great cop'. It's odd isn't it? Look at it from another perspective; would you refer to someone as a 'hetero cop'? Probably not.

While most of us go through daily life without giving our orientation a second thought, many lesbian, gay, bisexual and gender diverse people go through daily life safeguarding that part of themselves.

Why?

Because at the end of the day, that small piece of information can be detrimental to workplace, social and family relationships.



NSW Police Force

Education and Training



11% of the population identify as LGBTIQ



UP TO
11 in 100
Australians may
have a diverse sexual
orientation, sex or
gender identity.



What does this mean for the police?

If, in NSW, police are called out to domestic related matters every 3 minutes, that means, that every 27.5 minutes, police may be called to a LGBTIQ domestic related matter.



What does LGBTIQ stand for?



Click on each to reveal.

Lesbian and Gay

Bisexual

Transgender and
Gender Diverse

Intersex

Questioning
(Gender or Sexual
Orientation)

Queer

Generally refers to people who self identify as being attracted to the same sex.



What does LGBTIQ stand for?



Click on each to reveal.

Lesbian and Gay

Bisexual

Transgender and
Gender Diverse

Intersex

Questioning
(Gender or Sexual
Orientation)

Queer

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



NSW Police Force

Education and Training



What does LGBTIQ stand for?



Click on each to reveal.

Lesbian and Gay

Bisexual

Transgender and
Gender Diverse

Intersex

Questioning
(Gender or Sexual
Orientation)

Queer

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.



NSW Police Force



What does LGBTIQ stand for?



Click on each to reveal.

Lesbian and Gay

Bisexual

Transgender and
Gender Diverse

Intersex

Questioning
(Gender or Sexual
Orientation)

Queer

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.



What does LGBTIQ stand for?



Click on each to reveal.

Lesbian and Gay

Bisexual

Transgender and
Gender Diverse

Intersex

Questioning
(Gender or Sexual
Orientation)

Queer

An individual may question the usefulness or validity of their current biological sex and/or assigned gender, including those who see 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.

Individuals may also question their sexual orientation at various stages of their lives.



NSW Police Force

Education and Training



What does LGBTIQ stand for?



Click on each to reveal.

Lesbian and Gay

Bisexual

Transgender and
Gender Diverse

Intersex

Questioning
(Gender or Sexual
Orientation)

Queer

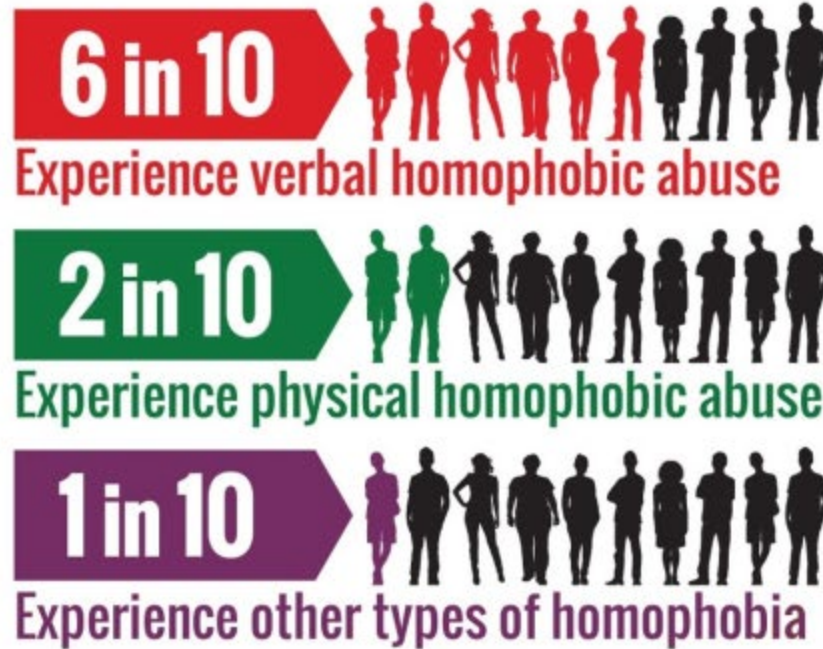
An umbrella term for anyone who prefers to identify as queer or who feels somehow outside of the societal norms in relation to gender and/ or sexuality. Queer is a more fluid label than many others.

This term used to be derogatory reference in the past and sometimes is still used negatively today.

Please be mindful when using the term.



Let's look at some facts - LGBTIQ communities



Source: AHRC



Let's look at some facts - Transgender and Gender diverse communities



35% of transgender people aged 18 and over have attempted suicide in their lifetime.

40% of transgender and gender diverse people aged 18 and over have been diagnosed with an anxiety disorder in their lifetime.

57% of transgender and gender diverse people aged 18 and over have been diagnosed with depression in their lifetime.

An Australian national online survey found almost 80% of young transgender and gender diverse people aged 14-25 years had self-harmed compared to almost 11% of adolescents in the general Australian population (Trans Pathways 2016).

Source: Telethon Kids Institute, LGBTI Health Alliance



Walking in rainbow shoes



What do you know about LGBTQ inclusion and how do you feel about people who identify as LGBTQ? Click the buttons to reveal the answers.

How do I Feel?

A bit uncomfortable...

That's ok, this module will help you **feel more comfortable** with LGBTQ inclusion.

Don't care either way...

That's ok, hopefully this module will give you **some reasons to care** about LGBTQ inclusion.

I'm cool with it...

Great. Hopefully you'll be **keen to actively support** LGBTQ inclusion once you learn more.

I'm a quiet supporter...

Excellent. Hopefully you'll be **keen to actively support** LGBTQ inclusion once you learn more.

I'm an active supporter...

Fantastic. Perhaps this module will give you more **ways to actively support** LGBTQ inclusion.

What do I Know?

Nothing...

That's ok. Hopefully this module will give you **a great introduction** to LGBTQ inclusion.

A little...

Great. Hopefully this module will **help you learn more** about LGBTQ inclusion.

More than a little, less than a lot...

Excellent. Hopefully this module will **help you learn more** about LGBTQ inclusion.

A lot...

Fantastic. Perhaps in this module **you will learn something new**.

Source: Pride in Diversity



Education and Training



The genderbread person



Understanding LGBTIQ is understanding gender and how it relates. Click on the blinking items to reveal.

Gender Identity

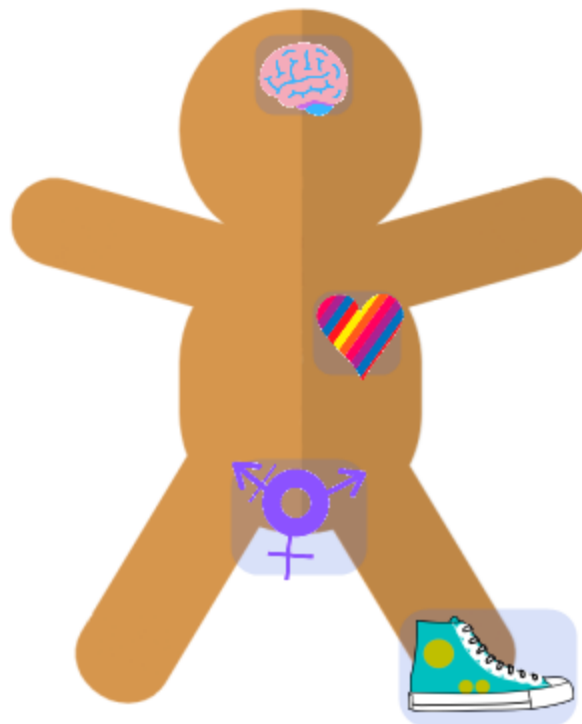
This is how you - in your head - experience and define your gender. It's based on how much you align - or not - with what you understand the options for gender to be.

Attraction

Is how you find yourself drawn - or not drawn - to others in a sexual, romantic and/or other ways.

Biological Sex

Refers to the physical traits you're born with or develop that we think of as "sex characteristics" as well as the sex you are assigned at birth such as male, female, intersex.



Expression

This is how you present gender (through your actions, clothing, demeanour etc.).

It's how these presentations are viewed based on social expectations such as masculine, feminine, both, neither or fluid.

For some people, these don't always align with each other or follow societal expectations.

Adapted from
www.itspronouncedmetrosexual.com



NSW Police Force

Education and Training



What is LGBTIQ?



Drag and drop all 6 terms on the left onto the circles and click Submit to progress. Each circle will have at least one. To reset, drag the terms back to the left and try again. If you need further help go back to the Genderperson and What does LGBTIQ Stand For screens.

Gender Identity

Transgender

Questioning / Queer

Correct!



Attraction

Lesbian
Bisexual
Gay

Biological Sex

Intersex

Submit



NSW Police Force

Education and Training

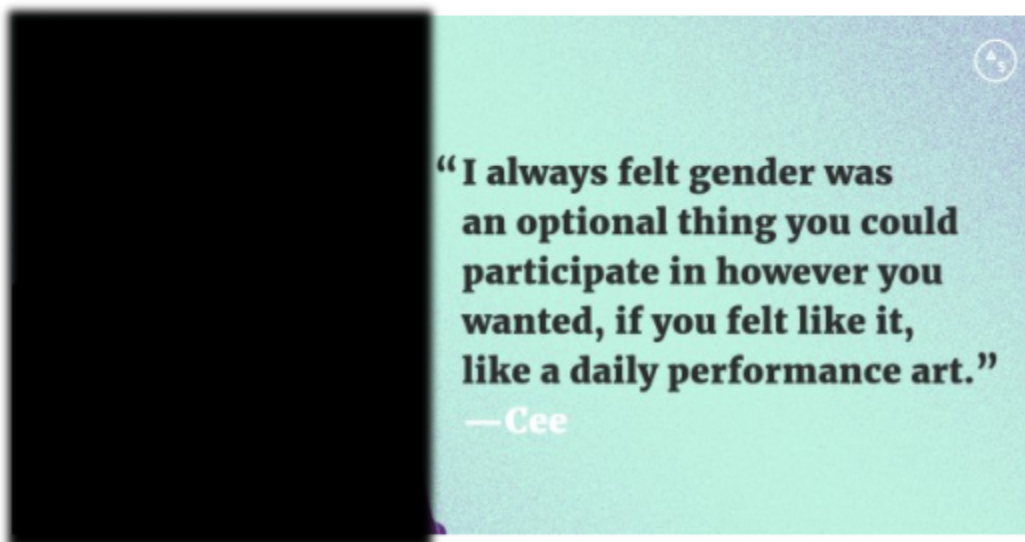


What about people who identify as 'non binary'?



Non Binary

Someone who feels their gender identity is outside the male and female categories.



"My gender has always been a bit different. I was an artsy tomboyish nature kid who liked to read and harass amphibians. I started to question my sexuality in 1994, in high school. During that time I loved playing with gendered clothing, mixing vintage dresses with knee high combat boots and started wearing men's clothing as a teenager.

I now identify as a genderqueer / non-binary, and I'm thankful for the new vocabulary to describe myself.

The more people interact with and see me the way I feel I am inside, the more comfortable I feel in my skin."

Cee, Tech Director

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



What is LGBTIQ Awareness and Inclusion? Why is it Important?

The locker room



Inclusion at work is extremely important.

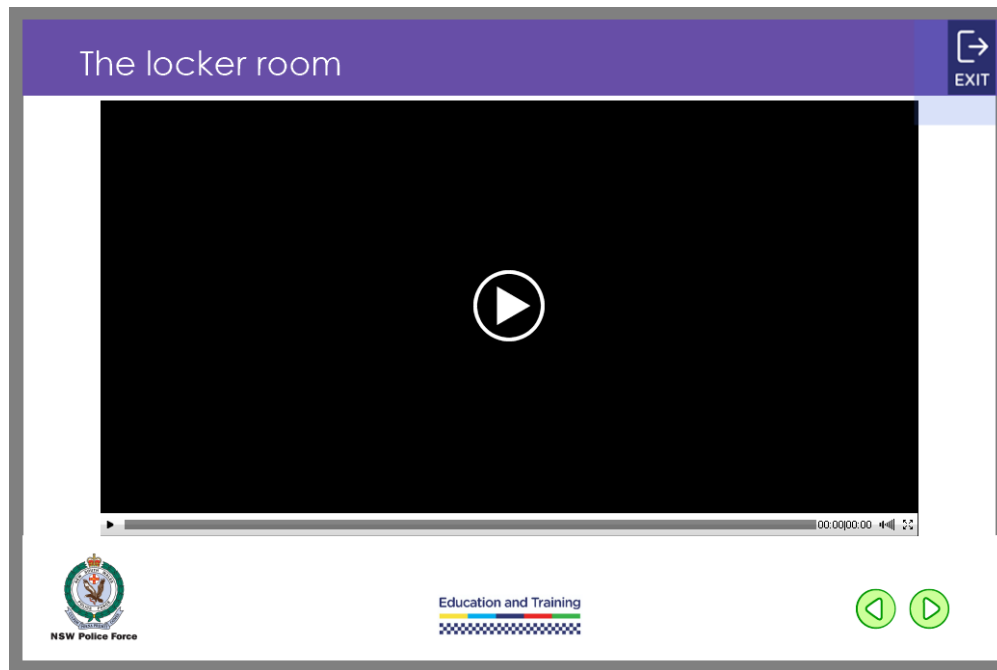
Watch the next scenario and consider what behaviours are or are not inclusive.



NSW Police Force

Education and Training





Synopsis

- 2 officers in change room at end of shift
- Officer 1 "What are you up to now pretty boy?"
- Officer 2 "just going for drinks"
- Officer 1 "Thought you were getting ready for your boyfriend"
- One on one with Officer 1 "I was just stirring him up. He never told me had a problem. It was just a joke."
- Officer 2 "I'm sick of all the jokes about my appearance and perceived sexuality. Its getting me down."
- Officer 3 "It's al jokes but that's how it is here. Just needs to suck it up."

The locker room



Was there a problem with the previous video? Click the appropriate answer.

No, nothing was wrong in this situation.

Yes, there were a few issues.

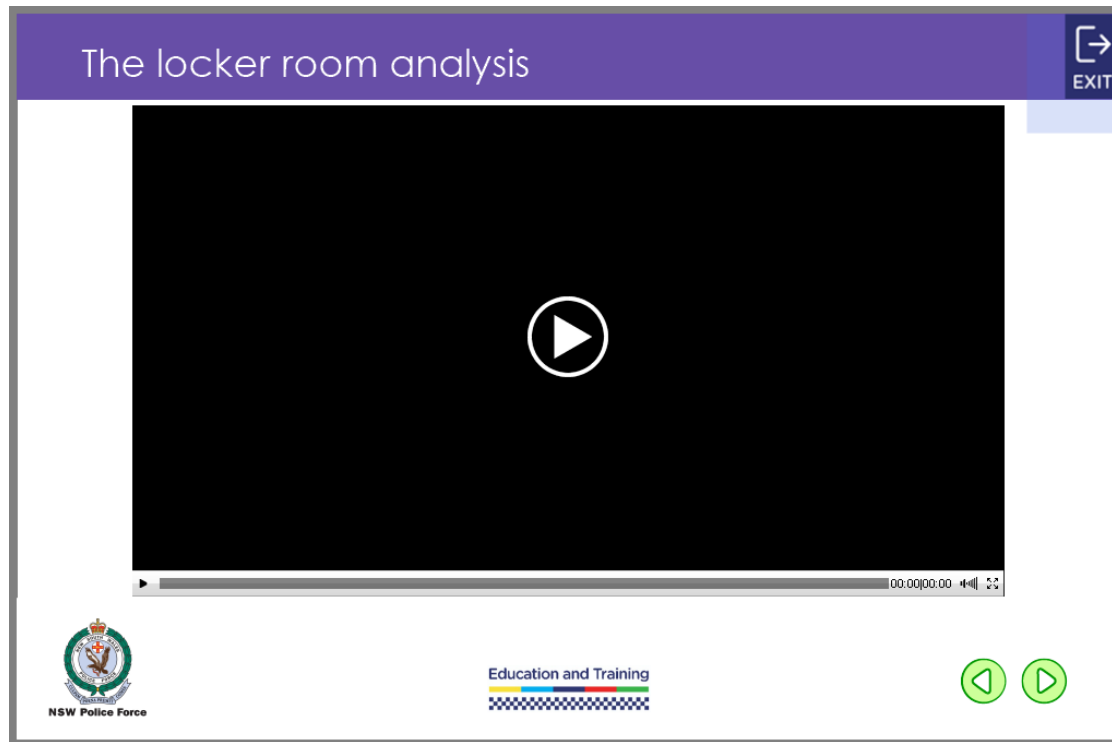
Not quite right.

Correct, the officer's behaviour is not consistent with the standards of behaviour as set out in the NSWPF Respectful Workplace Behaviours Policy and Guidelines and the NSWPF Code of Conduct and Ethics, specifically the comments "pretty boy" and "getting ready for your boyfriend".

According to NSWPF Policy, harassment can include jokes based on gender, race, marital status, homosexuality, disability, age, marital status carer's responsibilities or transgender status.

Remember, before you engage in banter-like behaviour, what is funny to one person may not be funny to another as everyone has different backgrounds, experiences and beliefs.





Synopsis

- NSWPF solicitor and psychologist
 - Anti-discrimination laws – it is not ok to ridicule somebody because of a particular characteristic.
 - Psychological effects like anger, frustration, depression and in the longer term anxiety
 - Possibility of avoiding work and even trauma
 - Safer to say nothing for fear of more targeting
 - If someone doesn't complain it means it wasn't harassment – this is not the case. A one-off comment can still be harassment.

How does this apply to you?



Make sure you **understand** the key concepts and terms so you can support LGBTIQ people.

Accept and support differences – we are all unique.

Lead by example – you are a role model in the community, so be visibly supportive and inclusive of all people including LGBTIQ people. Treat everyone with respect.

Take opportunities to **educate** others.

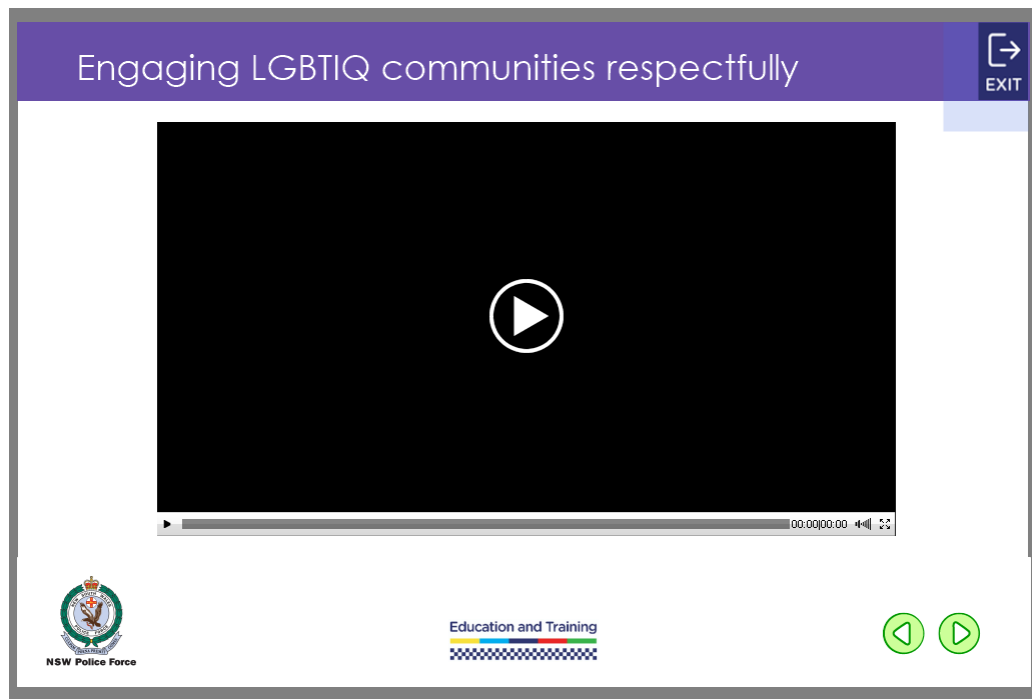
Challenge negative behaviours.

Know where to find **more information and referrals**.

Don't be a passive bystander – if you see or hear inappropriate behaviour, speak out!

Source: Twenty 10





Synopsis

- It's simple, being a good human is to be kind to all people, everyone deserves to be treated fairly and with respect
- Even more so as a police officer to ensure this happens

Your role in the community



"The anticipation of how police will handle a matter is a particular concern for some LGBTIQ people. Treating a victim with respect and dignity will often help to overcome this concern.

Acknowledging the experiences of a victim in a sensitive manner will assist victims to feel more comfortable when talking to police. It may also encourage the future reporting of similar incidents and assistance in other non-related investigations by members of LGBTIQ communities.

It only takes one negative interaction to significantly damage the reputation of police."



Young people



Young people are amongst the most vulnerable within the community.

Those who are sexuality or gender diverse, and those questioning their orientation or identity are no exception.

Evidence suggests that they are even more at risk of social exclusion, discrimination, violence, unemployment and homelessness.

This can lead to mental health issues, drug and alcohol misuse and suicidal behaviours.

How does
this apply to
your role?



Young people



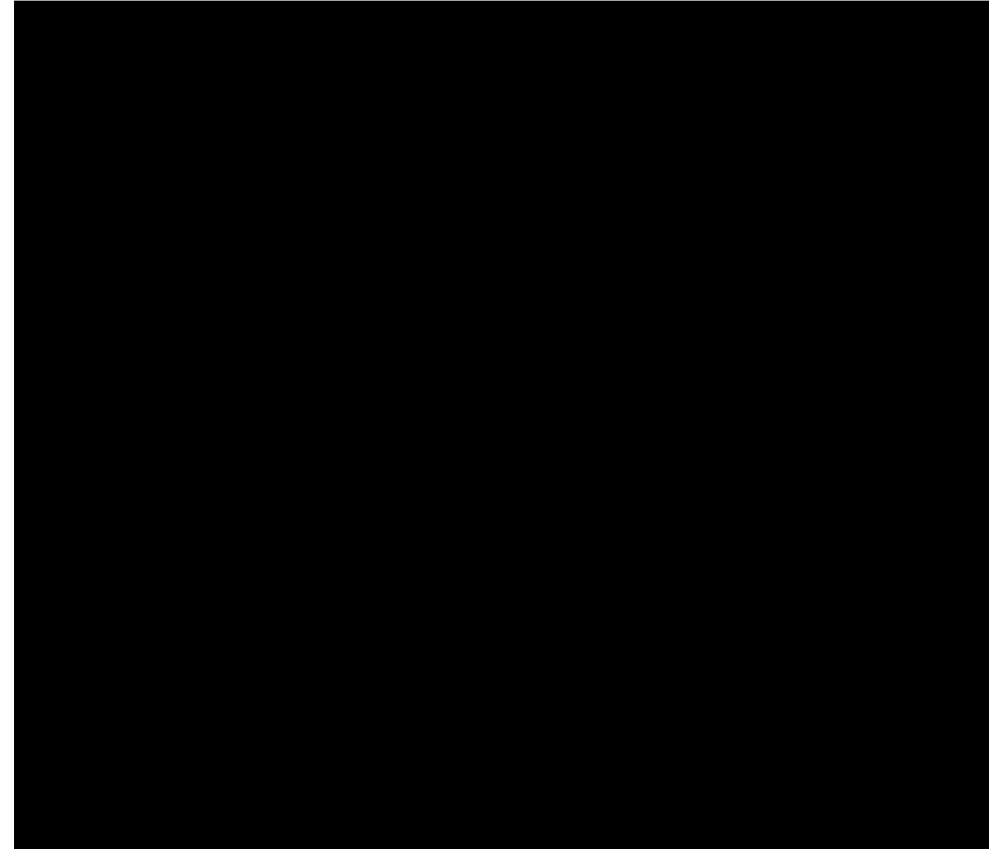
Young people are amongst the most vulnerable within the community.

Those who are sexuality or gender diverse, and those questioning their orientation or identity are no exception.

Evidence suggests that they are even more at risk of social exclusion, discrimination, violence, unemployment and homelessness.

This can lead to mental health issues, drug and alcohol misuse and suicidal behaviours.

As a Police Officer, you may engage with particularly vulnerable groups within LGBTIQ communities; young people, transgender and gender diverse people.



How can you improve on your own practice in relation to working with LGBTIQ people in the pursuit of crime prevention, detections, addressing the fear of crime and ensuring an appropriate and sensitive response to victims and witnesses of crime?

Click to reveal.

- Be non-judgemental.
- Ask the person for their name and pronouns.
- Use inclusive language.
- Help to create an environment of acceptance and safety.

The use of inclusive terminology respects individuality and enables visibility of important issues. The rights of people to identify their sexual orientation, gender identity or intersex status as they choose is also supported.

Source: Twenty 10

Using inclusive language



Using inclusive language makes a real difference to LGBTIQ people.

If someone discloses to you that they're from one of the LGBTIQ communities; respectfully ask what pronouns they use to describe themselves, then use those pronouns.
Example: He / She / They

Use language that acknowledges diversity. This can mean using words like "partner" instead of "wife" or "husband".

Practise makes perfect so keep trying. If you make a mistake, apologise and move on.

Don't question or make assumptions about someone's gender, sexuality or relationship. Respect how people define their gender and sexuality.

Don't ask to satisfy your curiosity - we all have a right to privacy.



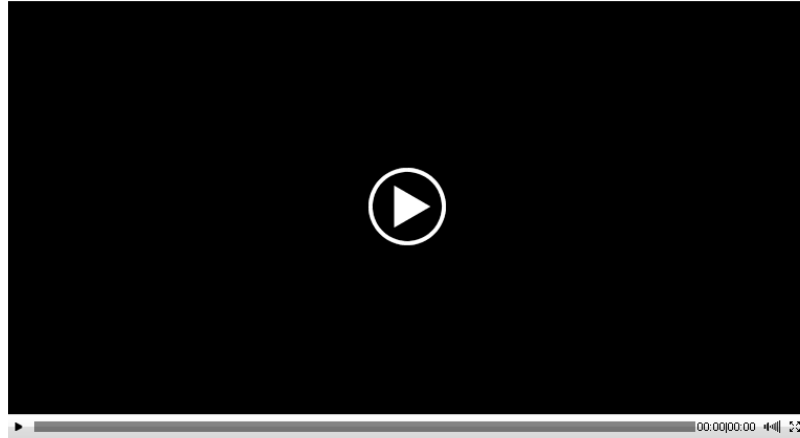
Ask

Q. *What should I do if a transgender person asks me to call her Jessica, but WebCOPS says her name is John?*

A. The use of inclusive terminology respects individuality and enables visibility for those people who are acknowledged appropriately. The right of people to identify their sexual orientation, gender identity or intersex status as they choose is very important.

You can address Jessica by her name, however you may come across legal documents, records and interviews that display her former name and you may want to let her know.

Using inclusive language and a person's pronouns can help us build a safer, more inclusive and respectful environment for transgender and gender diverse communities.



Synopsis

- NSWPF in purple shirts. Officer interviews 2 people.
- Officer “Does it make you feel good that you have the support of the NSWPF?”
- Person 1 “Yes absolutely, When we were walking through the crowd to do the performance we didn’t know what type of crowd would be here. Seeing all of you guys in purple shirts was awesome.”

GLLOs, DVLOs, SLPs, YLOs, PSOs



Take a **coordinated approach** and utilise:

- GLLOs (LGBTIQ Liaison Officer)
- DVLOs
- SLPs
- YLOs
- PSOs
- Other specialist police.



A GLLO's main purpose is to help build a bridge between the local LGBTIQ communities and police.

Partnership and collaboration across all relevant portfolio areas are the keys to engaging all sworn and unsworn staff in inclusive practice.



LGBTIQ Events - click on each picture to find out more



Sydney Gay and Lesbian Mardi Gras is a festival held in February / March each year, culminating in the world famous Mardi Gras Parade and Party. It aims to raise visibility of the LGBTIQ communities through a strong focus on celebration and the promotion of social justice for LGBTIQ communities.



Local Community Events

Local LGBTIQ communities are now celebrating visibility and awareness all over NSW including Parramatta, Broken Hill, Northern NSW, Wagga and Albury.



Wear it Purple Day

Wear it Purple Day is conducted on the last Friday in August, encouraging people to wear purple to show support for young sexuality or gender diverse ("rainbow") people. It aims to foster supportive, safe, empowering and inclusive environments.



Transgender Day of Remembrance

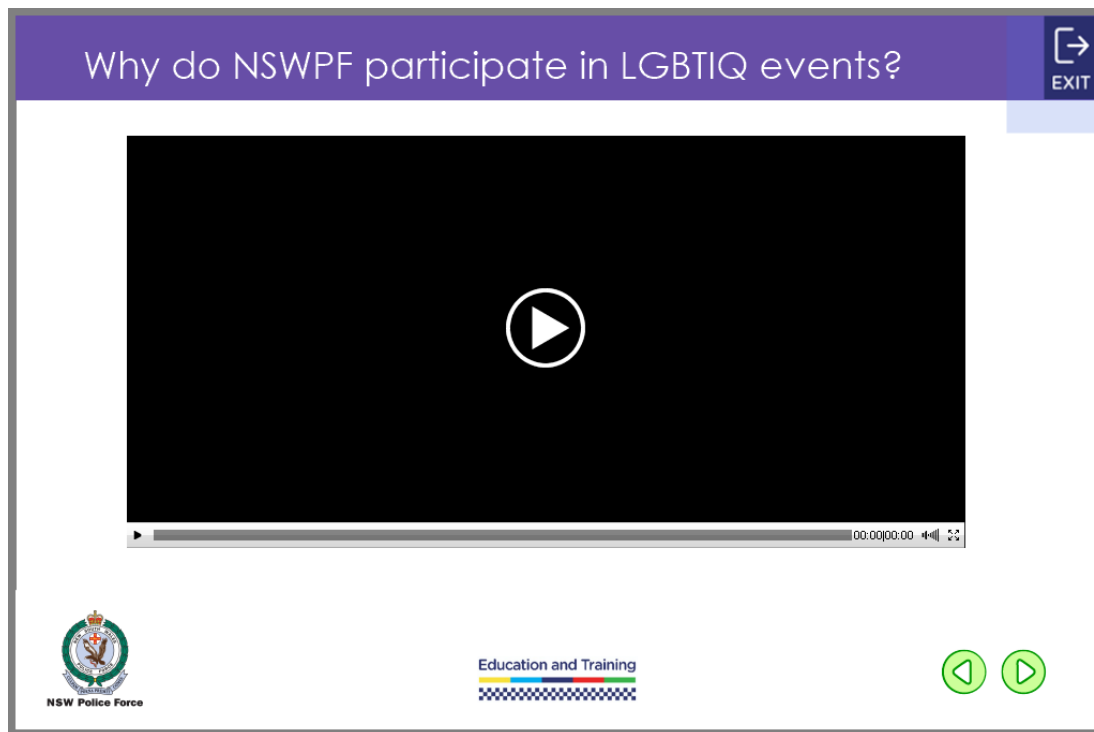
Transgender Day of Remembrance, on the 20th November each year, is an international event to remember and honour transgender people who have experienced anti-transgender violence, including those murdered, assaulted, harassed and discriminated against.



International Day Against Homophobia, Biphobia and Transphobia

IDAHOT is a worldwide celebration of diverse sexual orientations, gender identities and expressions of sex characteristics and is held on the 17th of May each year.





Synopsis

- Important to create greater visibility, recognition, acceptance and celebration of an important group of people who identify in a broad group of diverse sexuality and gender.
- The organisation supports these days as they education the organisation and the wider community.
- Encourages greater visibility for those who have been frightened and have been hiding their true selves. It helps NSWPF to create safer places for all inclusive communities.
- Gives the opportunity to call out and challenge unacceptable behaviours that can lead to criminal and civil and violations such as harassment, violence, discrimination and vilification – such behaviour will not be tolerated.
- Transgender and gender diverse people face daily threats / actual violence, discrimination, harassment and rejection.
- Wear it Purple is to help young people to be their true selves, to feel safe and be proud of who they are. Family and peer rejection, homelessness, isolation as well as negative physical and mental outcomes. By wearing purple the organisation demonstrates their support to a vulnerable and marginalised group of young people in the community.
- The organisations' involvement drives conversation about diversity, inclusion, acceptance and respect. It also supports the fundamental human right that all persons are born equal before the law with a freedom to live without discrimination, not be subject to violence and torture and the right to seek life in a safe community.

Message from the Commissioner



Today's police force is a very different organisation to the agency that it was in 1978. Just over forty years ago, when the first 'Mardi Gras' in Darlinghurst resulted in a violent confrontation with police and 53 arrests, homosexuality was a crime. Police were recruited for their physical size and strength and there was little diversity within our ranks.

Today's police recruits are introduced to sexuality and gender diversity issues at the start of their training.

Our current approach maintains an ongoing commitment to improving the way we manage LGBTIQ issues in a policing context, and provides officers with a clear direction for the future.

It reflects our commitment to increasing trust and confidence in the NSW Police Force amongst members of the LGBTIQ communities and a collaborative approach to preventing crime and supporting all those affected by crime.

Thank you for completing this awareness module and I look forward to working with each and every one of you to realise this commitment.



What else can you do? How can I be more involved?



Click on the below for further information.

[Police intranet on Sexuality, Gender Diversity and Intersex](#)

[Strategy in Sexuality, Gender Diversity and Intersex 2019-2022](#)

[Sexuality, Gender Diversity and Intersex Policy Statement](#)

[Sex in Public Places](#)

[Key Contacts and LGBTIQ Support Services](#)

If you would like further training to become a GLLO or an 'ally', please click [here](#).



Module Complete

Congratulations! You have completed this module.

Click the 'EXIT' button at the top right corner to close this module.



NSW Police Force

Education and Training

A logo for Education and Training featuring a horizontal bar with yellow, blue, red, and green segments, and a checkered pattern below it.