



# 25 Years and GLLO-ing

*Since 1990*

*A visual history of the NSW Police Force  
Gay & Lesbian Liaison Officer program*



# NSW Police Force



## Corporate Sponsor's Message

I am proud to commemorate 25 years of NSW Police GLOs. Formerly known as Gay & Lesbian Liaison Officers, today they support a range of individuals and communities who are sexuality, sex or gender diverse. I also want to acknowledge the courageous and dedicated individuals who conducted research and agitated with governments and police to create the GLO program during the 1980s. This program would not have existed if it were not for them demonstrating

the urgent need for the NSW Police Force to address the under-reporting of crime experienced by gay men and lesbians and their mistrust and fear of police.

I must also thank the Mardi Gras organisation for writing to the police minister and the Commissioner in 1989 requesting they continue the GLO program following Mr Fred Miller's retirement. Our GLOs – currently just over 200 in total – are a product of the LGBTI communities and the passion and commitment shown by them over many years to achieve social justice and promote equality and fairness.

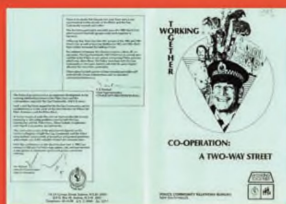
25 years and GLO-ing is a unique insight into the world of NSW Police Force GLOs. It is not a complete history of this period; rather it is a visual timeline of achievements and significant 'moments' experienced by the GLOs themselves. This project was researched and compiled by Senior Constable Dave Turner who was assisted by his GLO colleagues and our Corporate Design Team. I hope you enjoy taking this journey over 25 years of GLO history with us and look forward to another 25 years where we can continue to strengthen partnerships between NSW Police and the LGBTI communities.

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

**FEB 1983**

Representatives of the Gay Rights Lobby met with the Minister for Police suggesting the establishment of a Police Gay Liaison Group in response to ongoing concerns from the gay and lesbian community about police behaviour.

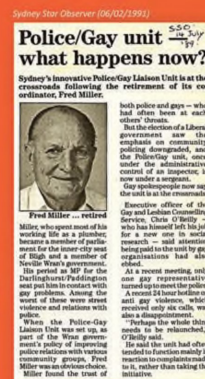
**24 SEP 1984**



The NSW Police Community Relations Bureau was formed as part of a move towards implementing 'Community Based Policing'. The bureau included a number of liaison portfolios: Aboriginal, youth, multicultural and gay/lesbian communities.

**MAR 1985**

Fred Miller, former State MP for the inner-Sydney seat of Bligh, was appointed coordinator of the 'Police Gay Liaison Unit' within the Community Relations Bureau. Mr Miller was responsible for dealing with community complaints, delivering training to officers and establishing liaison groups within metropolitan and regional areas. His regular meetings with community groups such as Sydney Gay & Lesbian Mardi Gras (SGLM), Gay Rights Lobby and others laid the foundation for collaboration in combating homophobic violence.









# 90

JAN 1990

## Sue Thompson appointed to the role of 'Client Group Consultant - Gay & Lesbian'

Sue Thompson won national and international acclaim for the ground breaking achievements in police gay and lesbian liaison during the 90s. Homosexuality had only been decriminalised six years earlier and Sue's mission was to build trust and confidence amongst lesbians and gay men to report to police. For many gay men, the police were the enemy - after all, homosexuality was a crime until 1984. Sue's early work was supported by the Police Commissioner John Avery and Police Minister The Hon. Ted Pickering, as well as Assistant Commissioner Alf Peate APM. She credits Alf Peate for being the "essential ingredient in the recipe for success in what was then a difficult, unpopular, taboo issue". Corporate Spokesperson for Gay/Lesbian issues for many years, Alf Peate worked with Sue to develop and formalise a cohesive program now known as the NSW Police Force GLLO Program.

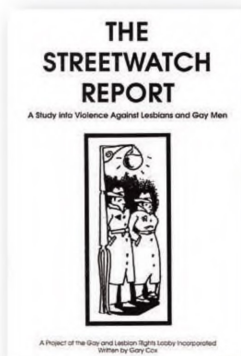


9 APR 1990

## 'Streetwatch Report' launched

'The Streetwatch Report' by the Gay & Lesbian Rights Lobby published the results of a phone in survey - the first study of violence and abuse against lesbians and gay men in NSW. The report was launched by The Hon. Ted Pickering, Minister for Police and Emergency Services at the Pride Club on Flinders Street.

This report and related work by the Gay & Lesbian Rights Lobby helped establish a partnership approach to addressing homophobic violence and provided evidence to support the need for a Gay & Lesbian Liaison Officer program for NSW Police.



APR 1990

## 'Stop The Bashings, Report The Violence'

'Stop the Bashings' posters appeared across community sites statewide in 1990, one of the many reporting campaigns police have initiated, in partnership with the community, to increase reporting of homophobic violence.

These were designed by artists from the gay and lesbian community.



20 JUL 1990

## Establishment of Gay Contact Officers

A key recommendation of the Streetwatch Report was to establish Police Gay & Lesbian Liaison Officers. It took just three months for the first 'Gay & Lesbian Contact Officers' to be appointed at six metropolitan police stations.



Village Voice (20/07/1990)

29 NOV 1990

## Launch of mobile police station at Taylor Square

Establishing a mobile police station at Taylor Square was a key safety strategy designed to provide a highly visible police presence in the area. It demonstrated a clear commitment to the gay and lesbian community and they loved 'the bus'.

The bus was at Taylor Square on Thursday, Friday and Saturday nights and continued until 1994. Following community consultation it was discontinued in favour of mobile foot patrols.



Sydney Morning Herald (14/12/1990) Photo by Michele Mossop



Commissioner John Avery and Wendy Cole outside the mobile police station

The bus continues to make appearances on Oxford Street today as part of targeted campaigns such as 'Street Safety' led by ACON's Anti-Violence Project.



Photo by Robert Knappman

## Protest against Rev. Fred Nile at 'Festival of Light'

Despite significant gains, a protest in Kings Cross against Rev. Fred Nile resulted in 22 arrests prompting wide criticism of police in the gay and lesbian media. This raised questions about the level of commitment police had to improving relationships with the community. In response, the Police Commissioner called for a 'Street Marches Consultative Group' to be established.

1 OCT 1990



Campaign Magazine (1990) Photo by Peter Murphy

29 NOV 1990





Sydney Star Observer (06/02/1991)

91

1991

**Police at Fair Day**

GLOs have a long history of involvement in Fair Day, which now includes our own stall and the NSW Police Band performs each year. 1991 was a more low key event but we had to start somewhere.

APR 1991

**GLO on Commissioner's agenda**

NSW Police put gay and lesbian liaison on the agenda of the Police Commissioners' Conference of Australasia and South Pacific with the paper 'Prejudice, A Barrier to Professionalism'.



1992

**Nineteen police in the role of GLO in their patrol**

By 1992 nineteen police had taken up the GLO role at police stations across the state.

92

FEB 1992

**First police stall at Fair Day**

1992 saw the GLOs first official involvement in Mardi Gras Fair Day and our first stall. The response from the community was extremely positive and the police motorbike has become a regular feature. Posing for a photo on the bike has become a popular Fair Day pastime to raise money for charities.



**Police present Mardi Gras with an award for crowd control and safety**

Management of an event the size of The Sydney Gay & Lesbian Mardi Gras and ensuring the safety of participants and spectators is no mean feat. To acknowledge the highly professional and coordinated approach of the organisers, NSW Police awarded SGLMG for Outstanding Crowd Control & Safety.

1991

**Senior working party established**

A 'Senior Working Party on Improving Police Gay/Lesbian Relations' including Assistant Commissioners, Region Commanders, the Gay/Lesbian Client Consultant, GLOs and most importantly community representatives, was established. After 1993 it was chaired by the Sponsor on Gay/Lesbian issues and developed strategies addressing crime reduction, customer service, police gay/lesbian relations, education and training, professional policing and gay and lesbian employees.

1992



Sydney Star Observer (10/01/1992)

**Outing 35 gay cops**

A threat by an organisation called 'Gays Against Institutionalised Homophobia' to 'out' 35 police officers prompted the Police Commissioner to respond by publishing a message in Police Weekly conveying his support for gay police and condemning the actions of GAIH.

JAN 1992

Police Service Weekly (20/01/1992)

**FROM THE COMMISSIONER**

The NSW Police Service has recently received intelligence that a group calling itself Gays Against Institutionalised Homophobia (GAIH) is planning to disclose the sexuality of gay/lesbian police sometime in the New Year (this tactic is known as 'outing').

I abhor this practice and condemn such tactics as an invasion of privacy and a form of intimidation. A person's sexuality has nothing to do with how well they do their job, their service to the community or their level of professionalism and skill. Furthermore, Police are entitled to be as honest or protective about their sexuality as they choose to be. In neither situation should you be harassed, threatened or ostracised. I would personally like to encourage any Police who find themselves subject to such harassment to do three things:

1. Firstly, report these incidents to your Patrol Commander or District Commander for full and proper investigation.
2. Secondly, ensure that the EEO Unit is advised of the incidents.
3. Thirdly, remember that the New South Wales Police Service is covered by the Anti-Discrimination Act which makes it illegal to discriminate against another person because of their homosexuality or perceived homosexuality.

The EEO Unit headed by Inspector Dennis Perry is always available to assist if needed as is Sue Thompson, the Police Gay and Lesbian Client Group Consultant. Both are stationed in the Avery Building.

I would like to encourage Police at all levels to remember that this is a sensitive and serious matter and that I would expect a high degree of support and understanding on these issues.

A R Lauer  
Commissioner

Sydney Star Observer (20/03/1992)  
Photo by Brian Merland

**PERSPECTIVE Working with the cops**



20 MAR 1992

**Volunteer street patrols underway**

Volunteer street patrols in Darlinghurst and Newtown were underway in response to ongoing concerns about safety.



93

FEB 1993

### Professional Conduct: Police Relations with the Homosexual Community

'Professional Conduct: Police Relations with the Homosexual Community' was the first formal training developed by NSW Police to address gay and lesbian issues. The training package included modules on definitions, legislation, history and hate crimes. This was the first training of its kind developed in Australia and 50 police education officers received training in delivery of the package.



Capital G (October 1992)

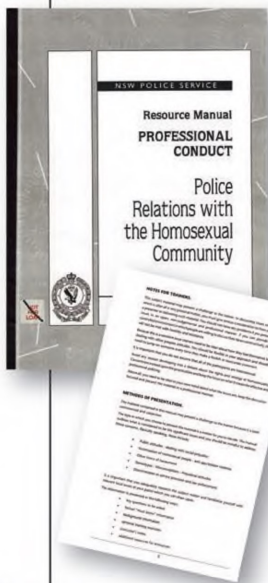
OCT 1992

### First full time GLO at Surry Hills

The role of GLO is traditionally taken up by an officer as a 'portfolio role'.

This means their GLO duties are undertaken in addition to their regular day-to-day work. 1992 saw Constable Steve Ford appointed as the first full time GLO at Surry Hills.

Constable Ford continued in the role until 1994. Since then other GLOs performed their role in a full time capacity at Surry Hills, usually in support of specific projects including the 2002 Gay Games.



### Police may join gay mardi gras

By MARGRA HARVEY A proposal to include a NSW police float in the next Sydney gay Mardi Gras parade may be considered by senior police next year. The idea for a police float surfaced at a meeting of the gay liaison officers at the Crestview Police Academy last month. The co-ordinator for Police Gay and Lesbian Liaison, Mr Ian Thompson, said he would like to see a police float that focused on the issue of equality. 'It would carry a message encouraging people to work with police to prevent violence, that we are here to help you,' he said. Mr Thompson said the police officers who supported the float were developing the program, which would be discussed when the officers returned to their stations. If the proposal was accepted, it would go to the State Commissioner for approval. Mr Thompson said: 'I think quite a few police would want to go forward. A float is an exciting and sensitive' idea. The float would be a 'float' in the Mardi Gras parade, which is held in Sydney each year. The float would be a 'float' in the Mardi Gras parade, which is held in Sydney each year. The float would be a 'float' in the Mardi Gras parade, which is held in Sydney each year.

Float idea sunk POLICE Commissioner Terry Griffiths yesterday ruled out suggestions of police featuring in the next Gay and Lesbian Mardi Gras, saying it was an inappropriate way for police to behave. He was responding to a proposal that police have a float in the Mardi Gras.

Top: Sydney Morning Herald (30/05/1993) Above: Daily Telegraph Mirror (01/06/1993)

31 MAY 1993

### Proposal that police join Mardi Gras

When posed with the question of how NSW Police could demonstrate their support and commitment to the gay and lesbian community participants in the first GLO course responded with a proposal that they participate in the Mardi Gras Parade.

While NSW Police executive were initially supportive of the concept the Police Minister ruled it out when questioned about it on talkback radio after media coverage of the proposal.

JUN 1993

### First GLO newsletter published

The GLO newsletters provided an important medium for internal networking, knowledge sharing and promoting the latest accomplishments and activities of GLOs.

Today GLOs are connected by email distribution groups as well as social media, however the humble newsletter remains a key way of staying connected in some commands.



8 MAY 1994

### Leather Pride

Given the success and community interest in the GLO stalls at Fair Day and that police already had suitable outfits, GLOs donned their leather duty jackets for Sydney Leather Pride Street Fair in Forbes Street, Darlinghurst.



### First GLO course

Three years after the appointment of the first GLOs a comprehensive five day training course was developed - again a first for Australian law enforcement.

It was very well received by participants, many providing feedback that it was one of the best courses they had undertaken.

14 APR 1993



### GLO numbers increase

Interest in the GLO program continued to grow and, by 1994, 53 police stations had GLOs appointed. By the end of year this number would increase to 83 GLOs across 70 police stations.

1994

- With an emphasis on customer service and improved values, uniform of choice...
- Provide a strong, confident and professional commitment to the Police Service...
- Provide a strong, confident and professional commitment to the Police Service...

### GLO Statement of Duties

The first 'Statement of Duties and Accountabilities' was prepared in consultation with GLOs and subsequently endorsed.

1994



### 15 JUL 1994 Streetwatch Committee

The Streetwatch Committee Final Report was launched by the Hon. Garry West, Minister for Police and Emergency Services at Parliament House, highlighting some significant achievements of NSW Police in relation to anti-gay violence and improving police gay and lesbian relations.

The findings provided an important opportunity to showcase some of the ground-breaking work being conducted by GLLOs in close partnership with the community.



### 21 FEB 1995 Out of the Blue

NSW Police were keen to continue the momentum created by the Streetwatch Report and decided to conduct further research into violence and harassment experienced by gay men and lesbians. A survey of 1994 Mardi Gras Fair Day participants informed 'Out of the Blue' – a research report that continues to be referenced today, despite its age.

The report explored the level of victimisation of lesbians and gay men and measured victim satisfaction with the services provided by police. Out of the Blue findings informed future police strategies to combat homophobic violence, increase reporting, address police training needs and improve customer service.



# 95

### MAR 1995 Stop the Violence

'You Can Help Stop the Violence', a joint NSW Police, Anti-Violence Project and NSW Health initiative to encourage reporting of homophobic violence, was a popular and highly visible campaign including posters, brochures, fridge magnets, stickers and coasters.

Police Service Weekly (05/03/1995)



### Policy on beats

The policing of 'beats' has always been an important issue. Historically, men who were victims of crime at 'beats' would not report to police and policing practices used during those years were not helpful. In order to continue to strengthen our relationship with the community and reduce homophobic violence, action was required.

After two years of collaboration with community agencies the Commissioner articulated clear expectations of police in managing crime at 'beats' in a circular published in Police Weekly. With a focus on 'High Visibility' policing and engaging with community agencies to address problems, the circular was adopted as official policy and later included in the 'Police Handbook' under 'B' for 'Beats'.

### First NSW Police Lesbian & Gay Policy Statement and Action Plan

The 'Senior Working Party on improving Gay/Lesbian Relations' drafted the first NSW Police Lesbian & Gay Policy Statement and Action Plan in 1995. Significant consultation with the community was undertaken in its development and it was later recognised with a Premiers Certificate of Achievement in 1997.

### First corporate sponsor appointed

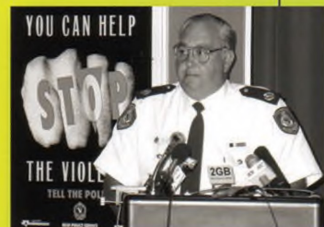
Assistant Commissioner Alf Peate APM was the first senior executive appointed as NSW Police Corporate Spokesperson for Gay & Lesbian issues. Corporate Sponsors have continued to play a vitally important leadership role both within and outside of NSW Police.



Accepting the Award: Asst. Comm. Alf Peate with Sue Thompson (left), NSW Police Service Gay & Lesbian Client Services Consultant, with members of the Gay & Lesbian Anti-Violence Project.

### Australian Violence Prevention Award

In acknowledgement of the work of NSW Police and GLLOs in targeting hate crimes and improving gay and lesbian relations police were joint winners of the prestigious Australian Violence Prevention Award.



FEB 1995

# GLLO numbers pass 100

1995

1995



SEP 1995





**1996** First GLLO posters produced

The first GLLO poster was designed and distributed to commands and community groups in 1996. You might find these posters on some police station noticeboards almost 20 years later.

**MAR 1997** Police to march

Commissioner Peter Ryan attended Mardi Gras as a guest of the Sydney Gay & Lesbian Mardi Gras Association.

It was a very proud moment indeed for Sue Thompson when she attended the Gay & Lesbian Business Association dinner with the Commissioner shortly after the 1997 parade and announced that uniformed police would march in the 1998 parade for the very first time. They received a standing ovation.



**1997** GLLO Course gets national attention

The GLLO training course was attracting attention not only from other Australian police organisations but also internationally. Officers from Victoria, Western Australia and Federal police attended NSW Police GLLO training in 1997. Since then South Australia, Queensland, Tasmania and even UK police have attended GLLO courses. Pictured here are NSW Police and guests from Victoria Police as well as NSW Attorney Generals Department.

**1 MAR 1998** Police march in Mardi Gras for the first time

30 uniformed officers marched in the 20th Mardi Gras parade. Police marchers formed up near the 78rs as a symbolic gesture of respect and the police minister sent a message of support on the night.

The marching contingent banner read "We're here because we care" and a community announcement ran in the Mardi Gras guide: "Who says time doesn't heal". But 1998 was not all good news for GLLOs. Public criticism over police being paid to march in the Mardi Gras prompted the decision that officers would not be paid and were only allowed to participate on a voluntary basis. This position continued until 2001 when approval was granted for police to march on rostered duty and paid accordingly.



**1978 - That was then**

Twenty years ago no-one had heard of Police gay/lesbian liaison. Ten years ago we borrowed the idea from the USA.

**1998 - This is now**

Today we have a full time Client Group Consultant, over 150 Gay and Lesbian Liaison Officers and are considered the world leader.

**NSW POLICE SERVICE**

**4 MAR 1996** Police enter Mardi Gras parade

1996 marks the very first time NSW police entered the Mardi Gras Parade with a police bus carrying large banners "Stop Violence Against Gays & Lesbians - Tell The Police"



**4 MAR 1996**

**JOIN THE NSW POLICE. WE GUARANTEE YOU'LL GET SENSIBLE SHOES.**

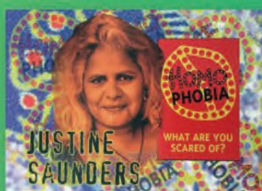
**A CAREER OPPORTUNITY FOR GAY MEN THAT DOESN'T PUT YOU IN A STRAIGHT JACKET.**

**JUN 1997** Gay and lesbian recruitment campaign

The police targeted recruitment campaigns of the 90s were playfully building further trust and confidence within the community.

**22 MAY 2000** AVP 'Community United Against Violence' campaign

Like the 'Homophobia - What are you scared of?' campaigns in the 90s, celebrities as well as other influential role models appeared in the 'Community United Against Violence' campaign supported by the NSW Police.



Get to know your **GLLO**

**NSW POLICE GAY & LESBIAN LIAISON OFFICERS**

**JUL 2000** GLLOs statewide

The year 2000 - there are 123 GLLOs located across NSW; 67% metropolitan, 33% regional; 59% male, 41% female. Today we have 176 Local Area Commands GLLOs; 60% metropolitan and 40% regional; 61% female and 39% male. We also have an additional 33 GLLOs based in specialist commands.

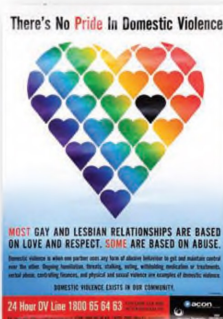
**JUL 2000**



6 DEC 2000

### Launch of 'Passionate Acts' at Parliament House

GLOs have been tasked to do a range of community engagement activities but never before, and not since, have they been asked to escort a popular drag queen down the steps of the NSW Parliament House theatre to launch 'Acts of Passion' – an educational guide to the 1999 law reforms affecting same sex couples – *The Property (Relationships) Legislation Amendment Act 1999*.



2001

### Formation of the SSDV Interagency

In response to increasing calls from gay men in the Darlinghurst area experiencing domestic violence but unsure of who and where to go to for help, the 'Same Sex Domestic Violence' or 'SSDV' Interagency – now called the LGBTIQ DFV Interagency formed in 2001. Government agencies partnered with non-government services and groups to provide a collaborative response to the issues surrounding SSDV. GLOs have been active participants consistently since its formation. Today, Domestic Violence Liaison Officers (DVLOs) as well as GLOs attend meetings and share information on a regular basis.

2003

### Matt O'Neil receives Pride Award

Acting Sergeant Matt O'Neil, full time GLO at Surry Hills for some years, was the first NSW police officer to be awarded a 'Pride Award' which he received for services to the gay and lesbian community.



### Proud Achievement

For the first time in their history a Pride Week award for services to the gay and lesbian community has been given to a serving police officer.

Acting Sergeant Matt O'Neil, the Police Officer of the Year, was awarded the award for his services to the gay and lesbian community. He was the first NSW Police Officer to receive the award.

The award was presented to him by the NSW Police Commissioner, Peter Spence, at a ceremony held at the Sydney Opera House.

Acting Sergeant O'Neil has been a member of the NSW Police Gay & Lesbian Liaison Officers (GLOs) since 1996. He has been instrumental in the development of the GLO program and has been a strong advocate for the gay and lesbian community.

Acting Sergeant O'Neil has also been involved in a number of community events and has been a strong advocate for the gay and lesbian community.

The Sentinel (Issue 2 2003)

2005

### Vale David Toolan

On 20 November 2005 David Toolan died suddenly. His friends, family and colleagues, including the many GLOs he had befriended, were deeply saddened by his passing. A memorial service was conducted by the GLOs to honour him personally and for his contributions to the NSW Police Force and the GLO Program.

28 FEB 2003

### Major review of GLO training

This period saw a comprehensive review of the GLO training course. Although GLOs were not formally liaison officers for transgender people, they were often required to provide education to fellow officers and support to transgender victims of crime. These and many other complex issues were incorporated in GLO training which became more operationally focussed. The new course was piloted in 2005.

Today GLO training remains operationally focussed and incorporates new topics such as Intersex, social media management, and working effectively with the diversity of portfolio areas within the NSW Police. Transgender issues form a significant component of training and guest presenters from all key community agencies help deliver course material.

### Second policy endorsed

In 2003 David Toolan, Senior Programs Officer (Gay, Lesbian and Transgender Issues), developed the second policy on gay and lesbian issues which was endorsed by the Commissioner and CET (Commissioner's Executive Team).

Since 1995 NSW Police policy has focused on violence prevention, customer service and improving the relationship between police and the gay and lesbian community. These core issues remain focal points throughout the second and third policies. A major difference in the 2011-2014 document however, is the formal acknowledgment of the diversity of sex, gender and sexuality within the community and the need for police to understand and support this diversity. Our current policy is regarded as one of the most inclusive law enforcement policies of its kind worldwide.

### Policy Statement on Gay and Lesbian Issues 2003-2006



Strengthening relations between Police and the Gay and Lesbian Community



### GLO pins endorsed

The GLO logo was originally designed by GLOs in 1996. In 2001 official approval was granted for GLOs to wear the logo as a GLO pin on their uniform during the 2002 Mardi Gras parade (although some GLOs had begun wearing the pin sometime before this approval). GLOs are now presented with a GLO pin on completion of the training course.



20 DEC 2001

### Gay Games

NSW Police, and particularly the GLOs, are increasingly being seen as allies for organisers of large gay events. In 2002, NSW Police received a commendation by Gay Games organisers for their assistance in contributing to a safe and successful international event.

The successful policing of the Gay Games involved the largest mobilisation, coordination and deployment of GLOs in the history of the NSW Police.



2002

2005



2006

### Jackie Braw joins NSW Police

Our current Senior Programs Officer, Sexuality & Gender Diversity, joined the NSW Police Force in 2006, having recently come from the (then) NSW Attorney General's Department as their first ever Gay & Lesbian Policy Officer.

Jackie came to the role with key objectives to consolidate the work David had begun in relation to improving and operationalising the GLO course, conducting a survey of GLOs statewide to gain a better understanding of their activities and needs and concerns, and further strengthening partnerships with key community groups.



MAY 2007

### Capacity building

In response to ongoing concerns about safety and criticism of police, particularly in an area where most gay and lesbian people should feel safe and protected, NSW Police decided to train every officer at Surry Hills Command to ensure they were aware and sensitive to issues facing the gay and lesbian community, especially the fear of homophobic violence.

The expertise of one of our longest serving GLOs, Sergeant Brad Scanlan, was called on to deliver training to all officers attached to Surry Hills Command.

### Gay ed for Surry Hills cops

POLICE ARE SEEKING TO IMPROVE RELATIONS WITH THE GAY AND LESBIAN COMMUNITY WITH ADDITIONAL TRAINING AND MORE GLOs TO FOLLOW. HARLEY DENNETT REPORTS.



Sydney Star Observer (10/5/2007)

### A national approach

NSW Police was a key partner in the country's first whole of government commitment to preventing violence against gays, lesbians, bisexual and transgender people – Strategic Framework (2007-2012). Working Together - Preventing Violence Against Gay, Lesbian, Bisexual and Transgender People.

Partnership continues to be a recurring theme for the NSW Police Force. Increasingly, both government and community are recognising the benefits of collaborating to achieve common goals of safety and well being.



### Pride in participation

Every year before the parade, GLOs gather in the basement of the Sydney Police Centre to brush up on their marching skills.



Believe it or not, police get very nervous about marching in time and want to look their best on Mardi Gras night!

The crowd's response in 2007 is

fairly typical of what to expect if you are a GLO on Mardi Gras night. It is a great way to acknowledge the work of GLOs throughout the year and a perfect morale booster!



3 MAR 2007

### GLO poster

The 2007 GLO poster and postcard featured GLOs participating in the traditional Fair Day tug-o-war (original photo taken in 2002).



2007

### 'That's so gay' conference

Since the early years of the program GLOs have been actively involved as speakers on panels and related activities in schools helping to challenge myths and stereotypes as well as homophobic harassment and bullying. In 2008 a very successful conference was conducted by the NSW Anti-Homophobia Interagency – a committee that NSW Police continues to actively participate in.



2008

### Student police lectures

The first recruit lecture by a Corporate Sponsor specifically on LGBTI issues was conducted. From here on, every recruit class would receive an introduction to sexuality and gender diversity issues from the Corporate Sponsor.

Recruit lectures now also include presentations from community organisations such as Mardi Gras, Twenty10, The Gender Centre, ACON and Pride in Diversity.



2009

### An ally of LGBTI communities & GLOs

Clover Moore – formerly Member for Bligh and now Lord Mayor of Sydney – has been a long time supporter of LGBTI communities, championing civil rights, social justice and safety. NSW Police have joined forces with the City of Sydney with many projects aimed at improving safety for LGBTI people and increasing reporting.

In November 2007, amidst increasing community concern about homophobic violence on Oxford Street and allegations of inadequate policing, Clover Moore and the Minister for Police, The Hon. David Campbell, called for a forum on homophobic violence.



NOV 2007





**9 MAY 2011**  
**'Transgender Anti-Violence' campaign**  
 NSW Police demonstrated its growing commitment to partnering with the transgender community in the launch of the Transgender Anti-Violence Project. This project aims to improve reporting rates amongst transgender people and raise awareness within the community.



**7 SEP 2012**  
**Wear It Purple**  
 Working with young people to prevent homophobia and violence has been an ongoing focus of the GLO program since 1990 when a three day intensive program was run at a school in response to the murders of two men by students connected to the school. Since then, GLOs have continued to provide support to schools and youth organisations. 'Wear It Purple' presented an opportunity to work in partnership with a grass roots student led organisation to continue this important work. Wear It Purple promotes the simple yet profound message that everyone has the right to be proud of who they are. 2012 saw police turn purple to speak out against bullying.



The following years saw more purple than ever before – in 2014 the NSW Police Force brought together all the emergency services to 'Join Forces to Support Diversity'.  
 On Wear It Purple Day each year GLOs and local police attend schools, public transport hubs and other community sites to spread the message.

**2009**  
**GLLO course approved**  
 NSW Police formally approved the GLLO training course for the first time despite it being conducted since 1993.



**MAR 2012**  
**Going for gold**  
 The NSW Police GLO contingent won the Gold Award for Show Stopping Parade Entry in acknowledgement of the support and commitment shown to the LGBTI communities over the years.



**2010**  
**Find us on Facebook**  
 The GLO program has always been an early adopter of technology to improve its reach, even winning a National Computer Award in 1996 for the GLO internet page. The policeglbt Facebook page was initially launched as a trial in 2012 but continues today as a popular means to keep in touch with the NSW Police Force and the GLOs.

**Speak Up!**  
 The 'Speak up' campaign called out to gay men and lesbians in particular to report violence. This poster series included community members as well as the NSW Police Corporate Sponsor appealing to community members to report.



**FEB 2012**  
**Label Free for IDAHOT**  
 International Day Against Homophobia & Transphobia has fast become a key event on the GLO calendar. 2012's theme was 'label free' in recognition of the many people within the community who have rejected labels and judgement and simply want to be free to be themselves.



**7 SEP 2012**



MAR 2013

## Concerns over policing of Mardi Gras

A number of incidents during Mardi Gras 2013 attracted a great deal of media attention and community concern – focussed mainly on allegations of excessive force and the manner in which police conducted drug operations.

Police took the concerns of the community very seriously and immediately began to respond including investigating complaints, participating in a community forum and working closely with partner organisations and community groups. The corporate sponsor led this response and GLLOs were tasked to rebuild trust and confidence in local communities.

## pride in diversity

### Workplace inclusion

Also in 2013 the NSW Police Force officially joined Pride in Diversity, an employer support organisation aimed at assisting employers become more inclusive and supportive of their LGBTI staff.

Pride in Diversity now assists police to provide training to GLLOs as well as new recruits and provides an ongoing employer support service in relation to internal policies and practice.

2013



### Region Sponsors

Six region sponsors for Sexuality & Gender Diversity were appointed in 2014 and met for the first time in April.

One of the first things they did was complete a Pride in Diversity Allies training session.

DEC 2013



### Mardi Gras Accord

In February 2014 the NSW Police Force and Mardi Gras entered an agreement to jointly plan a consistent approach to policing Mardi Gras events. Specifically, the Accord highlights policing levels appropriate to the scale, risk, cultural sensitivities and visitation outcomes of the Mardi Gras Festival.

Part of the agreement ensures continuing education and training of police to facilitate the best possible experience for participants and visitors to Mardi Gras.

A measure of the success of this Accord and related activities of the NSW Police Force, Mardi Gras and partner organisations is that there were no complaints to police in 2014 in relation to policing of the festival.

FEB 2014

### Bingham Cup

A major community event in 2014 was the Bingham Cup – the 'world cup' of gay rugby! GLLOs from Surry Hills and other metropolitan commands were actively involved in welcoming visitors and participants to the Bingham Cup events and our own Corporate Sponsor, Supt Tony Crandell, was honoured to give an award during the event.



AUG 2014



### Building on our strengths

Since the first education on gay and lesbian issues was delivered in 1993, the NSW Police Force have come a long way in developing and implementing comprehensive LGBTI training for its officers. Today, GLLO training involves four intensive days of face to face education. Guest presenters from every key community organisation offer their expertise and insights in an environment where GLLOs feel comfortable enough to ask the tricky questions. Community members are invited to share more personal stories, most recently a 'Community Encounters' speed dating session borrowed from Victoria Police's GLLO course proved very popular.

GLLOs also learn about bias crime, domestic and family violence, transgender and intersex issues, beats management issues and community engagement through the ever increasing list of community events that GLLOs participate in.

In the last 10 years a total of 167 police officers have undertaken GLLO training.

25 years and GLLO-ing indeed – the program continues to evolve and change to keep up with law reform, social change and policing practice. The achievements of the GLLO program over the last 25 years have never been comprehensively recorded in one place. Our hope is that this history will continue to live, changing when new information comes to light and with further progress in years to come.

2015 & BEYOND







## Corporate Sponsor for Women in Policing – Detective Supt Karen Webb APM



Women have played a significant role in supporting and promoting diversity within the NSW Police Force for 100 years. They have enthusiastically taken on liaison roles within the organisation including the GLLO role, showing empathy and compassion for the needs and concerns of members of LGBTI communities. From the pioneering work of Sue Thompson in the 90s, through to the leadership demonstrated by our Region Sponsors for Sexuality and Gender Diversity (five are women), and our former

Corporate Sponsor Superintendent Donna Adney, awareness of the challenges faced by LGBTI people in reporting crime and accessing support has been enhanced greatly across the state. Currently, 60% of our GLLOs are women and here is a snapshot of their stories.



## GLLO women

There are currently six region sponsors across NSW championing social justice for LGBTI people – five of them are women.



Three Corporate Sponsors for Sexuality & Gender Diversity (or Gay & Lesbian Issues as it was formerly known) have been women: Christine Nixon (who later became Victorian Police Commissioner), Detective Superintendent Karen Webb – currently our Corporate Sponsor for Women – and Superintendent Donna Adney.



One of our region sponsors, Inspector Gemini Bakos, joined the police in 1994 and started doing GLLO duties the following year, working at Burwood, Eastwood, Cabramatta, North Shore, Northern Beaches, Quakers Hill and Hawkesbury, before coming to Orana (Dubbo) where she is now based. She also spent a year travelling to remote Indigenous agencies and communities all over the country while on secondment with the Australian Crime Commission. Gemini formally trained as a GLLO in 2000 and has continued supporting LGBTI issues for 20 years. Before coming to the police she was the fifth female in the state to be recruited as a full time firefighter with Fire & Rescue NSW.



Not all of our GLLOs are police officers. Ruth Edwards is a civilian region domestic violence coordinator for the Northern Region of NSW. She has been in this role since 2008 and performed a GLLO role since 2011, finally undertaking formal GLLO training in 2014. She trained as a GLLO to 'give back' to her host command, Mid North Coast, and to better understand and respond to domestic and family violence experienced by LGBTI people and can now more effectively support police in her area. Ruth was instrumental in adapting a domestic violence poster for the LGBTI community.



Some GLLOs are also school liaison officers. Senior Constable Amy Epstein is based in Albury and provides GLLO services to her command as well as schools and young people in her area. She is proud to have the opportunity to be a positive and supportive role model for young LGBTI people and the local community, challenging homophobic bullying in schools and offering support.



GLLOs may not all begin their careers as police. Senior Constable Veronica Stephens, currently based at Brisbane Water Local Area Command, was a chef before joining the police. Last November, Veronica hosted the first ever Transgender Day of Remembrance event at Gosford Police Station.

Increasingly there are community concerns about safety on public transport. GLLOs also work with the Police Transport Command. If you live in Sydney you might bump into Senior Constable Sophie Savage on the public transport network. As a GLLO she aims to help people feel comfortable and safe on public transport and enjoys working with young LGBTI people in particular.



