



# Sexuality, Gender Diversity and Intersex Action Plan 2021

<b>OUR VISION</b>	An inclusive community and workforce where people of diverse sexuality and gender feel safe and belong
<b>PURPOSE</b>	Police and LGBTIQ (Lesbian, Gay, Bisexual, Transgender, Intersex and Queer) communities working together to reduce violence, crime and fear
<b>CORPORATE SPONSOR MESSAGE</b>	<p>Within the context of COVID-19 and having a community 'safety-first' approach, Sexuality, Gender Diversity and Intersex (SGDI) portfolio activities will continue to facilitate alternative methods of community engagement to achieve our strategic objectives. This Action Plan will intersect with almost every other NSWPF corporate portfolio. We will pay particular attention to LGBTIQ people who are most vulnerable: young people and transgender/gender diverse people, people living in regional and remote locations, those with mental health issues, those who are homeless, and those who have been forced to move back to their family homes where they may have experienced a lack of support, abuse or violence. A focus on domestic and family violence (DFV) and working collaboratively with the LGBTIQ DFV Interagency and DFV services will be a priority. We will focus on educating all of our officers to drive awareness and understanding throughout the organisation. We have created a number of LGBTIQ online modules in partnership with Education and Training Command. These modules will increase access to LGBTIQ education for all officers across the state and reduce the length of the face-to-face component of the GLLO (LGBTIQ Liaison Officer) course. The GLLO program is a positive, well-known and trusted policing strategy that enables the NSWPF to foster cooperation and support within LGBTIQ communities. Whilst primarily focussed on community engagement, our GLLOs also provide support for LGBTIQ employees and assist in building the organisation's awareness, understanding and capacity to respond to LGBTIQ issues. It is anticipated that the newly formed LGBTIQ Employee Network will work in partnership with the GLLO Network to provide this internal support. The SGDI portfolio will continue to support and complement inclusion and diversity strategies led by Human Resources Command through the Inclusion and Diversity Council and the LGBTIQ Employee Network. We will continue to expand our reach internally and externally, to support communities across regional and remote NSW as well as new and emerging community groups. Travel may be restricted however the portfolio will utilise all available technologies to ensure our regional and remote staff and communities are engaged and supported. Finally, the portfolio will utilise all available technologies to ensure our regional and remote staff and communities are engaged and supported. Finally, the portfolio will utilise all available technologies to ensure our regional and remote staff and communities are engaged and supported. Finally, the portfolio will utilise all available technologies to ensure our regional and remote staff and communities are engaged and supported.</p> <p><b>Our Policy<sup>1</sup> objectives are to ensure that the NSW Police Force will:</b></p> <ol style="list-style-type: none"> <li>1. Ensure that all LGBTIQ persons are treated with respect, dignity and care.</li> <li>2. Prevent, disrupt and respond to the incidence and impact of crime and violence upon LGBTIQ people and communities</li> <li>3. Enhance the capability of NSW Police Force staff to adopt an equitable and inclusive approach to LGBTIQ community issues</li> <li>4. 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</li> <li>5. Strengthen partnerships with LGBTIQ stakeholders through community engagement to improve the lives of LGBTIQ communities</li> </ol> <p><i>Assistant Commissioner Gelina Talbot - Corporate Sponsor Sexuality, Gender Diversity and Intersex</i></p>
<b>COMMUNITY / CUSTOMER / STAKEHOLDER ISSUES</b>	<ul style="list-style-type: none"> <li>• LGBTIQ communities expect consistent, high quality policing responses that reflects inclusion, compassion, empathy and understanding. This is particularly important in a COVID-19 environment due to high levels of stress and an increased police presence.</li> <li>• LGBTIQ communities expect acknowledgment and respect from police they interact with. This will reduce barriers and impediments for reporting crime.</li> <li>• Our gender diverse workforce (GLLOs, 'allies' and LGBTIQ personnel) expect fair treatment, inclusion and support from the NSWPF. They expect to feel safe in the workplace. Additional stress, during periods of major disruption, will need to be monitored and responded to in order for the workforce to feel supported and included.</li> <li>• Our Senior Executive expects high quality, accurate and timely advice on complex and sensitive issues. In periods of major disruption to service delivery, community and portfolio issues may change very quickly, placing even greater pressure on timely and accurate advice.</li> <li>• Frontline police officers expect access to information, guidance and support to effectively respond to policing issues within LGBTIQ communities. The COVID-19 environment and likely impacts on some increased crimes and vulnerabilities will place additional stress on information, guidance and supports to frontline police.</li> </ul>
<b>RISKS / OPPORTUNITIES</b>	<ul style="list-style-type: none"> <li>• Not attracting and retaining employees from sexuality and gender diverse communities that reflect modern society; additional risk in the current environment of major disruption due to added stress and concern experienced by LGBTIQ communities.</li> <li>• Maintaining current event and educational engagement activity with limited resources and within current restrictions; greater reliance on technology and knowledge relating to its use.</li> <li>• Greater awareness amongst frontline police officers of key LGBTIQ issues including transgender (youth) and gender diverse experiences with law enforcement, LGBTIQ sexual assault, family and domestic violence, within the context of likely increased rates of DFV, hate motivated violence and other impacts caused by periods of major disruption.</li> <li>• Perceptions of police within LGBTIQ communities are currently negatively impacted by the Black Lives Matter movement and related campaigns/activities such as Pride in Protest, and by negative media coverage of incidents involving police officers and members of Indigenous communities. Perceptions may also be negatively impacted policing duties relating to social distancing – potentially triggering community trauma in relation to historical negative relationships with police.</li> <li>• Proactive and consistent messaging to the community about policing policies and practice, including responses to negative public and media commentary.</li> <li>• Building capabilities within all NSW employees to respond to complex and sensitive situations, and in preparation for World Pride 2023.</li> <li>• Collaboration with other public sector and emergency service organisations to support a coordinated and comprehensive response during periods of major disruption.</li> <li>• Regional and rural networking and education in support of existing GLLOs and to expand the GLLO network and reach beyond metropolitan areas and to ensure these communities and NSWPF staff are engaged and supported.</li> <li>• Implementation of Strikeforce Parrabell's recommendations and those of the NSW Parliamentary Inquiry into Gay and Transgender Hate Crimes Between 1970 and 2010.</li> <li>• Changing political and legislative environment such as the introduction of new legislation impacting on LGBTIQ communities.</li> </ul>

<sup>1</sup> [http://intranet.police.nsw.gov.au/\\_\\_data/assets/file/0003/780681/Final\\_Policy\\_Statement.pdf](http://intranet.police.nsw.gov.au/__data/assets/file/0003/780681/Final_Policy_Statement.pdf)

## Sensitive: Law Enforcement

OUR APPROACH	CORPORATE PLAN STRATEGIES	HOW WE WILL ACHIEVE (Strategies / Initiatives)
<b>PREVENTION</b>	SAFEGUARD and STRENGTHEN individuals, communities, assets and infrastructure to deter crime, improve personal safety, and build resilience	<p><b>Build safe and resilient communities</b></p> <ul style="list-style-type: none"> <li>Maintain regular and proactive relationships with key LGBTIQ community stakeholders face-to-face (where COVID safe) and through phone calls, emails, visual online platforms and other communications [Corporate Sponsor (CS) &amp; Senior Policy and Projects Officer (SPPO) and Region Sponsors]</li> <li>Strengthen relationships with Transgender and Gender Diverse communities through active engagement and addressing systemic barriers in policies and practice [CS &amp; SPPO]</li> <li>Actively engage in building and maintaining partnerships with all Youth Officers, Crime Prevention Officers, Domestic Violence Officers, Multicultural Community Liaison Officers, Aboriginal Community Liaison Officers and the GLOO program with a focus on our vulnerable communities in the context of the COVID-19 environment [GLOOs]</li> <li>Maintain an active GLOO Advisory Committee to support the GLOO program and partnerships with other police specialists and frontline police</li> <li>Work with Youth Command and key LGBTIQ stakeholders (eg 78er Working Group, Twenty10, Wear it Purple) to implement strategies to support young LGBTIQ+ people eg. 'Standing Together' short film within schools and community settings, as well as within NSWPF</li> </ul> <p><b>Increase public awareness and understanding of crime</b></p> <ul style="list-style-type: none"> <li>Collaborate with other Corporate Sponsor portfolios such as crime prevention, youth, Aboriginal engagement, people with a disability, older persons and homelessness, cultural and linguistic diversity and international students, mental health, family and domestic violence, in the provision of policing services and community engagement activities [GLOOs]</li> <li>Develop and implement innovative methods to commemorate and support IDAHOBIT (International Day Against Homophobia, Transphobia, Biphobia &amp; Intersexism in May and Wear it Purple Day in August 28 to raise awareness within the organisation and to promote safety and inclusiveness and help build resilience within the community [CS &amp; SPPO]</li> <li>Implement Strikeforce Parrabell and Parliamentary Inquiry recommendations in conjunction with other key areas within the NSWPF</li> </ul>
<b>RESPONSE</b>	DELIVER professional policing services to maintain community confidence	<p><b>Build trust and confidence in policing across NSW</b></p> <ul style="list-style-type: none"> <li>Closely monitor LGBTIQ community activity and feedback to ensure current policing practice responding to the COVID-19 environment is appropriate and professional [Region Sponsors]</li> <li>Disseminate and maintain records of resource materials using a variety of methods including online to promote GLOO operations to increase the visibility of LGBTIQ support [Region Sponsors]</li> <li>Maintain a contemporary and accurate social media and Internet presence to support effective and timely communications</li> <li>Maintain an up to date and accurate Intranet supporting NSWPF officers with current information on LGBTIQ issues</li> <li>Work with Public Affairs to ensure key events, campaigns and achievements are promoted throughout various media and social media platforms</li> <li>Monitor hate related incidents and crimes to ensure accurate identification, recording and appropriate support for LGBTIQ victims [Region Sponsors]</li> <li>Ensure regular communication across regions and specialist commands reinforcing NSWPF expectations around the professional delivery of services to the LGBTIQ communities [Region Sponsors]</li> </ul>
<b>CAPABILITY</b>	<p>Right People, Right Place, Right Time</p> <p>Staff Education, Training &amp; Development</p> <p>ENHANCE LEADERSHIP to build an agile and innovative organisation</p>	<p><b>Create a highly-skilled and adaptable workforce</b></p> <ul style="list-style-type: none"> <li>Develop and implement innovative strategies to encourage and support involvement of diverse areas across the NSWPF in key community activities and events eg IDAHOBIT, Wear it Purple</li> <li>Work with Education &amp; Training/Recruitment to identify opportunities to encourage LGBTIQ applicants and remove any existing roadblocks</li> </ul> <p><b>Build an agile and responsive workforce</b></p> <ul style="list-style-type: none"> <li>Develop and support strategies to improve morale, recognition, visibility and support of GLOOs throughout the organisation</li> <li>Increase the range of officers who are trained and informed on LGBTIQ issues eg. Youth Officers, CPOs, DVOs, MCLOs, ACLOs</li> <li>Work with Human Resources Command to strengthen the diversity and inclusiveness of our workforce by participating in the Australian Workplace Equality Index (Pride in Diversity)</li> <li>Develop and implement innovative strategies to deliver LGBTIQ awareness training to every recruit class at the Police Academy, including representation from community organisations</li> </ul> <p><b>Enhance staff knowledge, skills and expertise</b></p> <ul style="list-style-type: none"> <li>Work with Education &amp; Training to develop and design online LGBTIQ training for staff at all levels, including specific training for Youth Officers and pilot a blended GLOO course program of online modules and a face-to-face component [CS &amp; SPPO]</li> <li>Special focus on training and resource materials to increase awareness and understanding of the LGBTIQ experience of domestic and family violence, particularly for officers interacting with victims and specialist officers such as DVOs and GLOOs [CS &amp; SPPO]</li> </ul> <p><b>Strengthen our program design, innovation and implementation</b></p> <ul style="list-style-type: none"> <li>Provide timely and accurate advice to CET and NSWPF as needed on corporate risks and other portfolio issues, particularly as they relate to the impact of COVID-19 on LGBTIQ communities</li> <li>Provide advice and support NSWPF to ensure all policy and related materials, including Intranet and Internet text, reflect current standards for inclusive language eg. sexual orientation</li> </ul>

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