

Item No: C0618 Item 3

Subject: PRIDE IN THE INNER WEST

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SUMMARY

In October 2017 Council resolved (C10117 Item 23), *Pride in the Inner West* that a further report be provided on how Council can instigate and support a range of programs and initiatives with the LGBTIQ communities. This included engaging a dedicated LGBTIQ Community Engagement Officer, establishing a Pride Centre, ensuring all Council facilities were inclusive, accessible and LGBTIQ safe spaces, training of staff, commissioning a gateway mural, lobbying for Fair Day at Camperdown Memorial Park, establishing an awards scheme and ensuring Council forms reflect ACON guidelines on the recognition of sex and gender. Each of these items have been responded to in the following report together with an assessment of resource impacts.

RECOMMENDATION

THAT Council:

1. **Identify a funding source to fund a dedicated part time LGBTIQ Project Officer (\$60,000 per annum for 2 years) and engage the Project Officer for the 2 year pilot period whilst establishing the Pride Centre;**
2. **Actively pursue engagement towards establishing the first phases of developing a Pride Centre in alignment with Council's Land and Property Management Strategy;**
3. **Actively promote it's subscription to the ACON *Pride and Diversity Program* and that all Council staff, Councillors and volunteers be provided with access to diversity and inclusion training;**
4. **Use the ACON guidelines (sexuality and gender indicators) where possible to progressively update Council forms and data collection information sources;**
5. **Note a mural installation on the Council property known as Newtown Neighbourhood Centre as part of the Perfect Match program. The intent of the installation would reinforce and embrace the Inner West as a safe, positive and friendly community; and**
6. **Seek to have all Council facilities engaged with the ACON, Welcome Here project to ensure they create and promote environments that are visibly welcoming and inclusive of Lesbian, Gay, Bi, Trans, Intersex and Queer (LGBTIQ) communities**

BACKGROUND

The Notice of Motion (C10117 Item 23) tabled at the 12 October 2017 Council meeting moved:

That Council staff provide a report through the General Manager to Council on how the Inner Council will:

- 1. Support the work of the Inner West LGBTIQ Forum and strengthen its activities by dedicating an LGBTIQ Community Engagement Officer;***

2. Identifying options to provide a Council facility for the purpose of establishing a Pride Centre in the Inner West, including options for potential funding partner/s to support the Centre;

3. Lobby the Sydney Gay and Lesbian Mardi Gras to keep Fair Day at Camperdown Memorial Rest Park;

4. Update Council forms to reflect the 2013 guidelines on the recognition of sex and gender;

5. Commission a gateway mural at a prime location reinforcing the Inner West as a safe, positive and friendly community;

6. Establish an awards scheme to recognise LGBTIQ-friendly businesses in each ward; and

7. Work towards making all Council facilities inclusive, accessible and LGBTIQ safe spaces, including training staff.

Social Profile

Australian Bureau of Statistics (ABS) 2016 Census shows that the Inner West has had an increase in people identifying as being in a same sex relationship and living together. This is up by 13% (from 3,217 to 3,636 people) since the 2011 Census. It is important to note that there is currently nowhere on the Census form for people to identify as a same sex attracted person unless they identified as a same-sex couple who were living together at the time of the census. Therefore it may be reasonable to note that the overall figures of people identifying as LGBTIQ will be seemingly higher.

The 2016 Census counted just under 46,800 same-sex couples living together in Australia, with over 35 percent of people in same sex couples living in New South Wales. The top ten (10) suburbs with the highest proportion of same-sex couples in 2016 included Newtown, Enmore, St Peters and Tempe.

Resolution Item 1 - LGBTIQ Community Engagement Officer

Inner West Council continues to support the LGBTIQ community through established activities such as Feel the Love, the Rainbow Roundtable (LGBTIQ Forum) and the LGBTIQ Working party. The LGBTIQ Working Party is a group of local inner west residents who have been working in a consultative manner with Council staff to actively assist with the design and delivery of a diverse range of wellbeing programs, partnerships and initiatives to engage, support, celebrate and progress the needs of the LGBTIQ community of the Inner West.

To date this has included delivery of local Mardi Gras events including Feel the Love, Rainbow Flag Raising and the Rainbow Roundtable. Their advice and insights have been invaluable in advising Council of critical issues and trends impacting the local LGBTIQ community including the Marriage Equality Campaign, installation of Pride Seats, Gender and Diverse Aquatic and Recreation Programs, and prioritising actions and strategies to improve the health and wellbeing of LGBTIQ communities in the Inner West as identified through the Roundtable.

Council's Community Wellbeing staff currently deliver these functions/activities through multiple positions and dedicate specific time and resources to major initiatives when required. It is proposed that additional resources are required to fulfill the resolution as existing staff

cannot absorb the significant planning, programming and implementation required to deliver this leading practice initiative.

Council allocate the necessary resources to engage a dedicated full time LGBTIQ officer to this role for a pilot period of two years. The role would be responsible for consultation and engagement with the LGBTIQ Working Party and interested members of the community regarding the establishment and use of a Pride Centre; establishing the governance model for the Pride Centre; sourcing potential partners, tenants, funding opportunities and sponsors of the Centre; activating the Pride Centre with a mix of community and cultural development initiatives to improve health and wellbeing; consider longer term vision, community engagement and ongoing support for the Centre.

The role would also be a resource for LGBTIQ community activation and engage Council, the community and key stakeholders in embedding equity and inclusion practices across the inner west.

Resolution Item 2 - Pride Centre

Worldwide there are a number of Pride Centre models such as the Pride Centre of Edmonton, Canada, Pelangi Pride Centre, Singapore with the San Francisco LGBT Centre, in particular demonstrating successful outcomes for their local community. In Australia, the Victorian government has allocated \$15 million to the development of a purpose built Victorian Pride Centre in St. Kilda which is due to open in 2020.

According to population demographics the inner west would appear to be a logical location for the establishment of a Pride Centre in NSW and could facilitate many positive outcomes for the LGBTIQ community and the broader community.

Direct feedback from the Rainbow Roundtable forum, August 2017 prioritised the need for diverse wellbeing and health support programs and services for LGBTIQ communities to help address issues of social isolation, bullying, harassment and access to services including mental health services for example to support people transitioning. A co-location model where support services in conjunction with wellbeing programs based in the same building could be one way of facilitating this necessary access to support and social connections.

Inner West Council has been approached by key stakeholders such as The Gender Centre and ACON who are interested in contributing to the development of a Pride Centre. The establishment process is critical and requires careful consideration as to the purpose, functions, operational model to identify key organisational partners and funding sources. Council is wanting to undertake comprehensive community engagement to ensure diverse representation and input from the broader LGBTIQ community and key stakeholders in order to establish an effective business case, governance framework and operational model that will be credible and inspiring to potential service and funding partners.

A dedicated Officer would facilitate the following phases for the successful development of a Pride Centre in the inner west:-

- Scope the Pride Centre project
- Undertake engagement with community and key stakeholders
- Determine centre purpose and vision (short and long term)
- Further research successful Pride Centre models
- Identify potential sites for a Pride Centre in alignment with Council's Land and Property Management Strategy
- Undertake centre feasibility and cost analysis to determine business case

- Develop governance structure and centre operational framework
- Activate a Pride Centre in the inner west

Resources are allocated on 3 days per week by a suitably qualified Community Development Specialist over a 2-year period to undertake these actions.

Table: Inner West Council - Potential Pride Centre locations to be considered in conjunction with Council's Land and Property Management Strategy.

Proposal is to pilot the establishment of a LGBTIQ Pride Centre— establish Centre's purpose, governance model, functions, partners and operational framework. Initial premise considerations include:

Venue	Description	Status	Recommendation
Rainbow Room Newtown Neighbourhood Centre 1 Bedford St, Newtown	<p>This building is currently leased by Newtown Neighbourhood Centre who are a long term tenant providing a diverse range of programs and services to the community including people experiencing homelessness, boarding house tenants, seniors, people with a disability and carers.</p> <p>Upstairs carpeted meeting room 9m x 8m. Natural light catering for max 50 people. Access to small kitchen</p>	Newtown neighbourhood Centre are a long term tenant of the premises. They hire out the Rainbow room as part of existing lease agreement.	<p>Not viable option.</p> <p>Rainbow room limited capacity to deliver vision of a Pride Centre. Newtown Neighbourhood Centre and Rainbow Room already well activated.</p>
St Peters Town Hall 39 Unwins Bridge Road, Sydenham	<p>3 decent size rooms downstairs including a kitchen Upstairs small hall with kitchen and large meeting room with natural light and lino floors. Further carpeted meeting room with natural light and windows opening to Unwins Bridge Rd.</p> <p>Independent access to external area.</p>	<p>Facility requiring significant capital work to create welcoming accessible space and to attract potential partners, co-located tenants for a Pride Centre.</p> <p>Suitable for individuals or groups for multipurpose arts uses including performances, music, dance and holding workshops.</p> <p>Further potential to have additional artist spaces on grounds external of building.</p>	<p>Not preferred option for Pride Centre</p> <p>More suitable to deliver Council resolution to deliver a further 6-10 artist residencies. Excellent location close to transport and community activities - Sydenham Creative Hub.</p>

		Disability access to upstairs to be installed June 2019. Downstairs occupied by library.	
Marrickville Town Hall 303 Marrickville Rd, Marrickville	<p>The Centre contains a large hall, kitchen and toilet amenities available for hire by the community</p> <p>The facility currently provides office space for Council's library services on ground floor and first floor</p> <p>Ground floor - 2 meeting rooms / office space</p> <p>First floor - 4 large carpeted meeting rooms including kitchen & toilet amenities</p>	<p>Space could be immediately activated upon Council Library staff vacating premises</p> <p>Potential co-location spaces for Pride Centre partners / tenants</p> <p>Capacity to host diversity of health and wellbeing events, activities, programs and workshops.</p> <p>Would not alter the existing use of hall facility and the premises by the community</p> <p>Disability access to first floor to be installed by June 2019</p>	<p>Preferred location to establish Pride Centre</p> <p>Excellent location close to public transport, on a busy high street, night time economy and community activities. In the heart of the LGBTIQ community of the inner west</p> <p>Would retain community use of the town hall</p>

Resolution Item 3 - Fair Day

Fair Day is a family friendly event that attracts over 80,000 people and is one of the many events organised by Sydney Gay and Lesbian Mardi Gras (SGLMG), a non-profit community based organisation, which also organise the annual Sydney Gay and Lesbian Mardi Gras Parade and program. Fair Day 2017 was moved to Camperdown Memorial Rest Park because improvement works rendered the usual Victoria Park venue unavailable. In 2018 Fair Day was again returned to be held at Victoria Park and it is understood that staff at SGLMG would like for this arrangement to continue in 2019.

Resolution Item 4 - Council Forms

ACON in consultation with Parliament, the LGBTIQ communities and Primary Health services have developed the following sexuality and gender indicators to standardise the collection of information captured. This information can build a data set to support LGBTIQ health and community needs and grant applications. These standards are being used by health, LGBTIQ and other organisations. For further details see:

<http://www.acon.org.au/what-we-are-here-for/policy-research/#recommended-sexuality-and-gender-indicators>

Inner West Council will endeavour to use the ACON guidelines where possible and appropriate to progressively update Council forms and data collection information sources.

Resolution Item 5 - Gateway mural

As part of EDGE and the Perfect Match program, Council have investigated a mural to be installed in the prime location opposite Newtown Train Station and on the Council property known as Newtown Neighbourhood Centre. The intent of the installation would reinforce and embrace the Inner West as a safe, positive and friendly community. It is envisaged that this installation would align with the Newtown Neighbourhoods 40th anniversary of Newtown Festival in November with no additional funds required for this installation.

Resolution Item 6 - Business Awards

Please note that a separate report will be presented to Council over coming weeks which will respond to a Council resolution regarding Harmonising Inner West Council Awards Programs.

The existing Inner West Business Environment Awards has a category, Community Leadership, encourages businesses to take leadership on community and social issues, one of which could be supporting LGBTIQ communities.

It would be important in any LGBTIQ-friendly business award scheme/category, that all staff had undergone appropriate diversity and inclusion training as the critical factor in receiving an award, would be to ensure the longevity and accuracy of the award as staff change. It would be important for businesses to incorporate regular training as part of their induction and professional development programs. This can be supported through the Rainbow Tick program.

There is a national register of LGBTIQ accredited organisations, with these organisations demonstrating their commitment to pride, diversity and inclusion. The Rainbow Tick standards are applicable to any organisation regardless of industry and could be used by private businesses, sporting clubs, gyms as well as health and community organisations and government. Uniting, for example, was the first faith-based organisation to receive Rainbow Tick accreditation in 2015. ACON can support organisations become accreditation ready through their training program. More information is available at these links, <http://www.prideinclusionprograms.com.au/rainbow-tick-readiness/> and <http://www.qip.com.au/standards/rainbow-tick-standards/>

Resolution Item 7 - Inclusive facilities

Inner West Council is a member of the *Pride in Diversity* program delivered by ACON. This program provides employers with the experience, expertise, support and advice to assist their staff with all aspects of LGBTIQ inclusion through training and other resources. One of the issues raised at the Rainbow Roundtable was the need for pride and diversity training for all frontline staff including child care centres, libraries, aged care services and aquatic centres.

Council staff have been investigating opportunities to ensure all Council facilities are LGBTIQ inclusive, friendly and accessible. Additionally Council can actively participate in ACON's recently launched *Welcome Here* program, a mechanism for businesses and facilities to identify that they are operating in a safe and inclusive manner. No cost is incurred for this program.

To join the Welcome Here project Council venues and facilities prioritized to join this project would need to:

- Display the 'Welcome Here' sticker and charter at each nominated site, continuously in highly visible places.
- Pledge that LGBTIQ customers/clients/patrons will be welcomed, included, and treated with respect and dignity every time they visit us.
- Conduct a staff survey to assess staff's level of understanding and experience of being welcoming and inclusive of diversity (ACON provide the survey).
- Complete an online survey each year for project evaluation.
- Celebrate 15 Diversity Days per annum <https://www.welcomehere.org.au/diversitydays> ACON provide resources for these including posters and social media.
- Provide LGBTIQ diversity inclusion training for our staff to be able to join the project with integrity.

Active engagement in this program would be supported by the proposed dedicated LGBTIQ Community Project Officer role. It also has potential opportunity for staff diversity champions or staff LGBTIQ inclusion working party to run some of the Diversity Day activities.

More about the program is available at: <https://www.welcomehere.org.au/>

FINANCIAL IMPLICATIONS

Council has used existing budget allocation in Human Resources to join membership to the ACON Pride and Diversity program – membership levels range \$3,500 - \$10,000 + GST

The proposal for a temporary 2 year engagement officer for 3 days per week will cost Council approximately \$60,000 per annum. This has not been included in the current or draft budget currently on exhibition. Council will need to identify a project to not continue with in the 2018/19 year of equivalent value or a funding source to fund such position. Further costs of the Pride centre will be made available to Council upon commissioning of the project.

The proposed Gateway mural will be funded through existing resources under the Perfect Match program.

The costs to undertake community engagement for the development of a Pride Centre will be attributed to the proposed LGBTIQ Project Officer role and existing resources in the Community Engagement team.

A further report will be provided to Council following the community and stakeholder engagement process and in alignment with the outcomes of Council's Land and Property Management Strategy. It is expected that this report will outline the proposed costs, business case and suggested governance structure for the development and implementation of a Pride Centre.

OTHER STAFF COMMENTS

Consultation with Property, Major Projects and Facilities; Library and History Services; Community Services and Culture have informed this report.

PUBLIC CONSULTATION

Council staff continue to actively engage and consult with the LGBTIQ Working Party to involve the broader LGBTIQ community in the inner west to ensure meaningful outcomes. The Rainbow Roundtable forum outcomes have provided an invaluable resource and action plan for the working party.

CONCLUSION

Council's strong commitment to LGBTIQ, access, equity and wellbeing would be strengthened by dedicated program resources, additional funds of \$60,000p.a. would need to be identified to implement Resolution C10117 and engage Council, the community and key stakeholders in bedding equity and inclusion practices across the inner west.

ATTACHMENTS

Nil.