

Visioning a Pride Centre Engagement Report

March 2019



(Image Barbara @ feel the Love 2019)



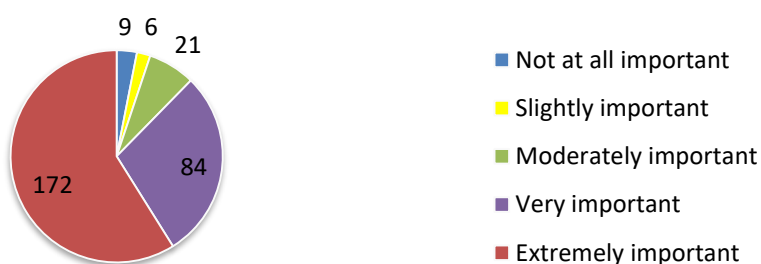
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Method	Response
Your Say Inner West project page	1,400 visitors
Community survey – online and paper	595 visitors
Survey completed	296 surveys submitted
Key stakeholder events and stalls	10 events
Fair Day	2000 people engaged
Feel the love	100 people engaged
Carnival of cultures	50 people engaged
Rainbow families event	50 people engaged
Queer stories/ Queer thinking events	100 people engaged
Queer screen	100 people engaged
Sydney stingers event	50 people engaged
UTS open day and USYD SUPRA event	300 people engaged
Facebook visitors	37, 612 hits
Front yard residency attendees	38 visitors + banner on main road
At events, in key social spaces	1000 flyers handed out

Response analysis

87% of respondents said it was very or extremely important to have a Pride Centre in the Inner West

How important is it to have a Pride Centre in the Inner West?



Why is it important to have a Pride Centre in the Inner West?

A Pride Centre in the Inner West represents many things for participants, yet the strongest theme was safety, which was mentioned 66 times in this question, as a place that is safe for expression, inclusion, connectedness, and belonging, also a place for identity to be seen, and to combat fractured communities and isolation.

Participants named the physical space as a hub with shared spaces, resources, information and support with the potential to foster local community.

“A physical location to be ourselves”

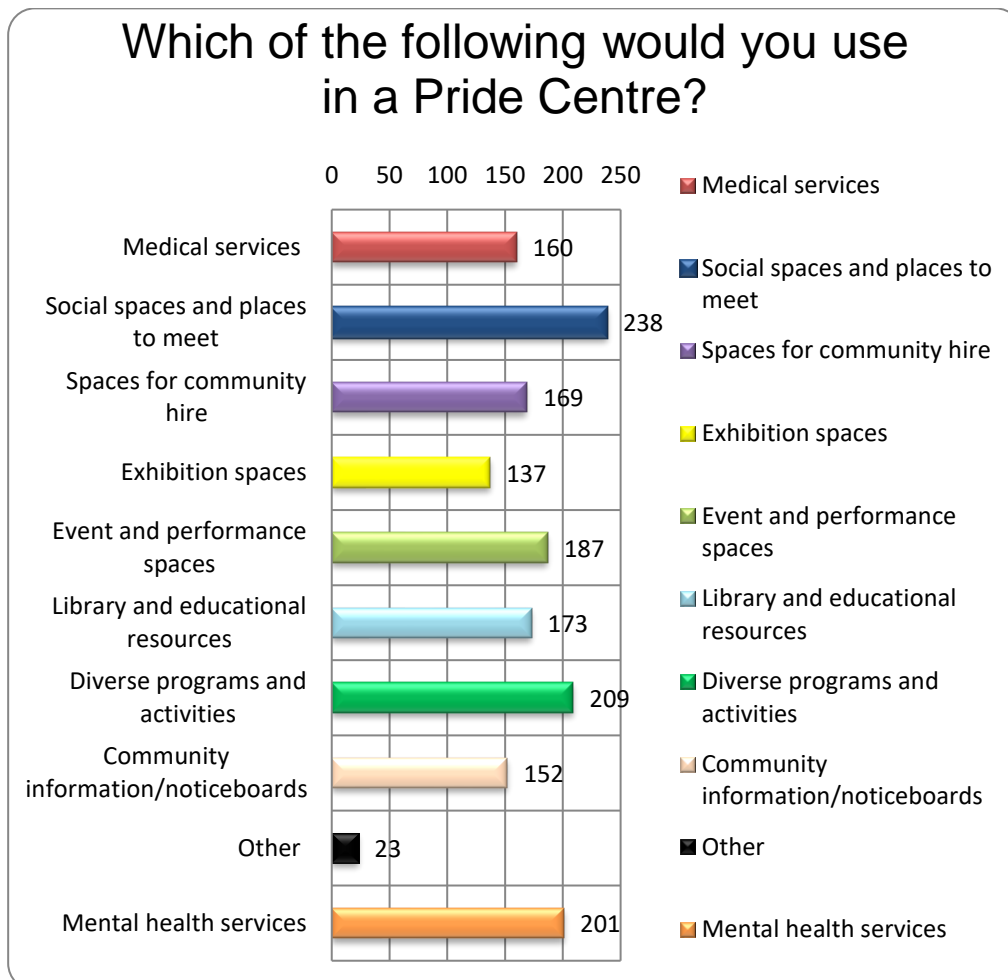
“The inner West has long symbolised the center of queer culture in Sydney”

Services for community members in need, specifically youth, kids, older LGBTIQ, quiet gays, CALD, people experiencing homelessness, families, trans and bisexual people, people with mental health issues, refugees, people of colour, and religious LGBTIQ community members.

A Pride Centre in the Inner West was named as a space that could grow community wellbeing, by creating a community space where community lives as a visible beacon in the Inner West, would demonstrate the volume and impact of LGBTIQ communities, create role models, advocacy, and community services where community live, while creating more acceptance in the broader community.



Services that should be in the space



Respondents were interested in a diversity of services, programs and experiences in the space, as most people selected 4 or more options for services the space could provide. A slight preference shown in social spaces, diverse programs and mental health services.

Accessibility

The four key themes for participants identifying accessibility in the space were:

Physical access: ramps or lifts, Auslan, translation, hearing loop, autism friendly, gender neutral toilets, family facilities, pram access, food, education, sensory friendly, Accessible Design, Strategies in place for people with chronic social anxieties and panic disorders, print versions of resources, and quiet spaces.

Centrally located and long opening hours: open on weekends, close to public transport, on main road, discretion if needed, on site parking and wide smooth pathways.

A strong governance model and management: policy and approach to safety (trauma-informed, anti-racist, etc), trans and non-binary inclusion, diversity and cultural inclusion policy, plain and transparent complaints processes, clear LGBTIQ awareness training for all staff and volunteers, anti-racist, anti-colonialist and feminist values with a strong stance against trans-exclusionary radical feminism, socially just resources to assist others in making their events accessible, online platform to access information and connection remotely



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Welcoming environment: open and friendly, well-staffed, free, volunteer opportunities, accepting, proactive initiatives to get involved in space, culturally diverse and community focused

What makes a space welcoming to you

Welcome Space: comfortable friendly space with resources, free food, somewhere to just hang out, free WiFi, couches, open at night and weekends, on a main street, accessible space, security, free or subsidised event space, private entrance, gentle social activities for social support.

Welcome communities: prioritised communities that are often not included or welcomed in other spaces including a POC (Person of Colour)-centred space, child friendly, LGBTQI+ religious groups, building intergenerational networks, inclusive of trans and non binary, space for poorer community members, honours cultural diversity, inclusive of Aboriginal cultures and languages.

"Collaborative, community owned space that is representative of the diversity within our communities, so that no one person feels like they can't access it"

Welcoming structures and practices: including strong policy and frameworks against discrimination and promotes rights. A space that has educated and diverse community members as staff, that adapts to its clientele, provides gender neutral facilities, staff that is representative of all LGBTIQ communities, multicultural and diversity officers active in space, outreach on social media but also print for older members of our community



RESPECT Pride seats launch, initial Pride Centre engagement, Newtown Square, November 18 2018



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Safety

Creating Safe Physical Spaces:-

Accessibility: close to public transport, well-lit and located in an area known to be safe for the community, with alternate discrete entry, cater to the needs of differently abled people, gender neutral bathrooms “All gender bathrooms are a must...I don't think you could call yourself a pride centre and try to enforce a binary”,

Diversity of spaces: women's space, genderqueer and questioning space, spaces for meeting, hanging out, hiring, quiet spaces, education, family-friendly, children friendly, parents' rooms.

Developing Safe and Supportive Relationships:-

Staff as custodians: should be either LGBTIQ identifying or specifically trained to work with diversity, “custodians... who were able to ensure there wasn't any discrimination” and staff should be ‘trauma informed’.

Addressing Diversity Within the Community: many acknowledged diversity within LGBTIQ community and subsequent tensions – “all gender spaces are great but there's still a lot of misogyny in the queer community and men still dominate a lot of spaces.” Need to allow autonomous groups to exist without gender essentialism or the policing of others. Respondents identified cultural sub-groups to be included in policy, practice and staff representation, these were: children, elders, queer people of colour, Aboriginals and Torres Strait Islanders, asexuals, diverse nationalities and religious beliefs and people living with disabilities, many specific requests for recognition of bisexuals, people of trans experience and intersex variations.

Security, Trauma and Authority: some expressed fears of the Centre being targeted, some asked for police to be excluded, others want security cameras, many want a clear code of conduct.

Safety through the implementation of policies and practices:-

Demonstration of respect: policies and practices that demonstrate respect towards people and that ensure privacy and confidentiality are upheld. Transparency within the organisation. “Safer space policy, no discrimination, equality, all queer people are welcome and accepted.... Zero tolerance for discrimination. Zero tolerance for bad behaviour”

Clear service framework: practice framework that recognises diversity within the community and is inclusive and sensitive to people's needs. Use of gender inclusive language in all communication, a clear code of conduct for users and inclusivity training for staff.

Trauma Informed: respondents identified the need for awareness around trauma and potential triggers in the environment, including situations that reduce choice, control or perpetuate discrimination or victimisation.

Safe Space Policy: establishes ground rules that are inclusive of all and that ensure everyone feels welcome, comfortable and safe. It also determines how to address any problematic behaviour that does arise.

[illegible]

- Safety
- Connection
- A hub
- A vibrant, colourful, inviting, real representation of 'our rainbow'
- Free, Accessible, Intersectional, Intergenerational space
- Autonomous, Community run, inclusive space with no one left behind
- A space for self-expression, communication, understanding and a place to be proud of
- A place that prioritises those at the margins, specifically catering the needs of Aboriginal people and trans women first and breaks down systems of oppression
- Provides outreach to regions, elders and builds community
- Celebrates community and creates inclusive, non-intimidating space, creating a real sense of belonging
- A place to thrive instead of just survive

"A place that would be known for its open door policy. Open to all those in need that need a friend or someone to connect with. It is a safe place to express yourself. To be your self. To find unconditional love and services. Home."

Home.”



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Further council initiatives for LGBTIQ community

Activities, services and events:

- LGBTIQ specific events
- Website with events
- Access to specific medical and mental health services
- Subsidies for community ventures
- Counselling services
- Fund existing queer programs
- Mardi Gras float
- Drag queen story time
- Programs specifically for older people and community members who have a lower income
- Create Queer specific community spaces, programs & activities

Internal policies and facilities:

- Adopt broader policies that impact the mental health and wellbeing of LGBTIQ people
- Internal inclusions for trans and gender diverse people
- Gender neutral language and facilities (with trans people designing and leading these initiatives)
- PID/ AWEI membership

Broader relationships and support:

- Encourage businesses and other organisations to be LGBTIQ inclusive including encouraging visibility and openness.
- Provide access to business partnerships and corporate support
- Funding for a Centre coordinator or support to have volunteers
- Provide queer-focused crisis housing, particularly accessible housing
- Mentoring support - a peer-based support program
- Financial support

Education:

- Inclusive language and practices
- LGBTIQ awareness in council staff and service providers in the Inner West



Peter Du Waal RESPECT event on pride bench, november 18



Suggested name for space

The most popular name was the Pride Centre with 75 responses for this name, other popular names used the words, queer, rainbow, inner west and LGBTIQ.

Some other themes include:

- need to demonstrate clarity of centre's function and audience in the title
- use of local Aboriginal language in the title
- use of important local LGBTIQ activists in the title





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Key Themes

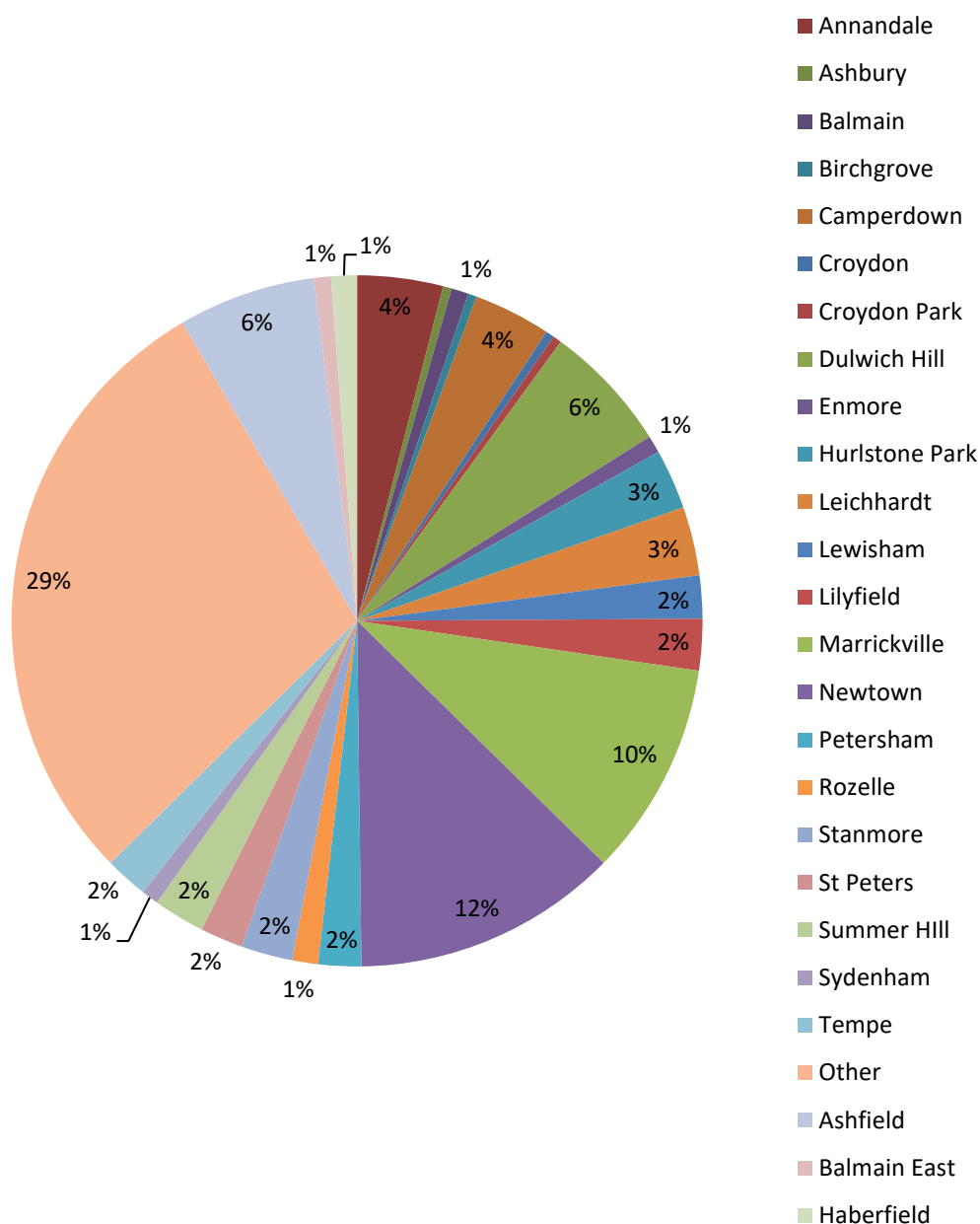
Theme	Topics included in theme:	Number of mentions
Safety	<ul style="list-style-type: none">• safety in language• visibility• policies that prioritise vulnerable community members• security in access to the space with the possibility of anonymity in space• safety in representation of diversity• safety in inclusive practice, and zero tolerance of discrimination and bigotry• safety through educating people using the space and working in the space about best practice in working with LGBTIQ communities	251
Community	A huge amount of people referred to LGBTIQ people in the inner west with the word community. Naming the need for community connection, fostering networks and valuing histories of connections and struggles	861
Free/low cost	Need for access for all community, social space without cost, access to services	76
Youth and senior focus	Focus on services for these demographics was notable throughout the survey, predominantly naming social spaces, connections and service provision and vulnerable age groups	149
Trans and gender diverse inclusion	TGD (trans and gender diverse) community members were named as a group in need of specific support, visibility, resources, facilities and policy	176
Public transport	The need for an easily accessible location for the centre was named throughout the responses, both main road access, easily found and visible location with multiple public transport options and physically accessible for community members with disabilities	64
Social space	One of the strongest themes was the need for social space, as a welcome, open, free space, where intergenerational connections, resilience, and community building can be fostered and celebrated	367
Access and inclusion	Accessible facilities, inclusive practices, informed and comprehensive practices that are created by community for community to make the space representative and adaptable to community needs	220
Cultural diversity	The need for diverse cultural diversity in representation, inclusive practice, autonomous spaces, connection to multiple communities and religion was throughout the responses including specific Aboriginal connection to place and culture	52



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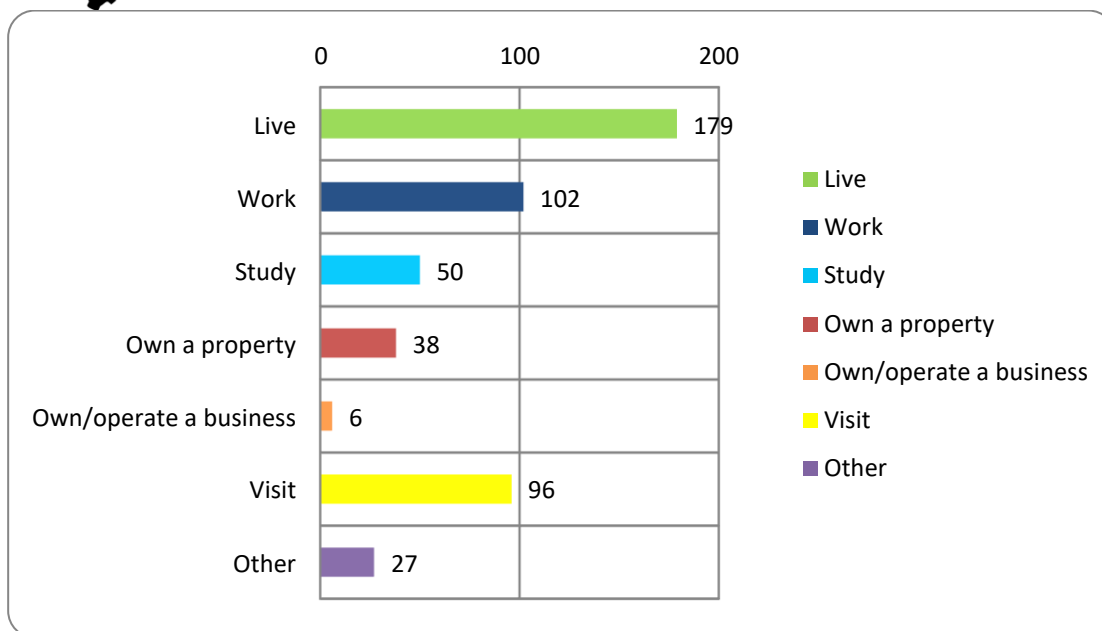
Suburb respondents live and relationship to the Inner West

The majority of survey respondents are locals with one quarter from outside the Inner West local government area (24.6%). Most of these are Sydney metropolitan.





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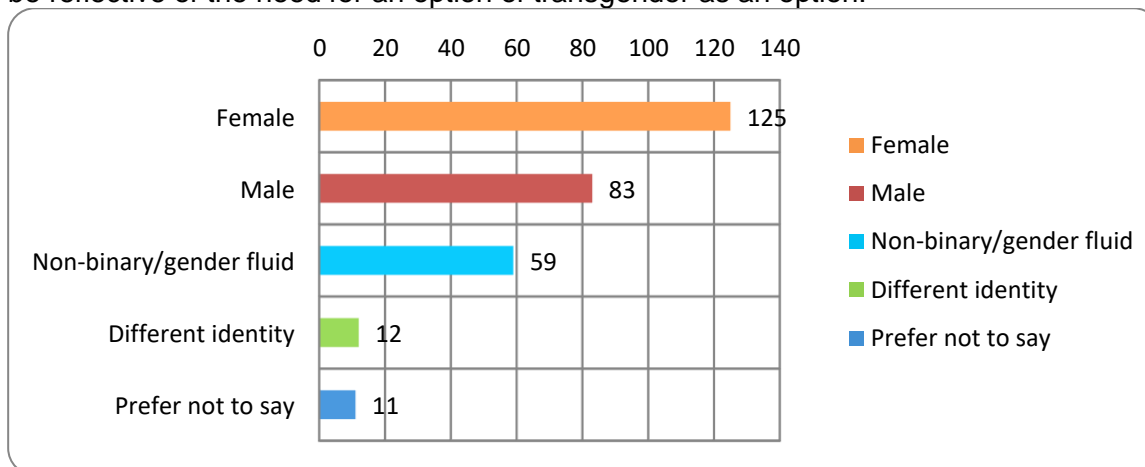
There is a large cross section of LGBTIQ residents across the LGA who live, work and visit the area.

Demographic analysis

The community survey requested demographic data from respondents. An analysis of responses is as follows:

Gender

There was a large representation of non-binary respondents at 29% and differently identified, this could be reflective of the need for an option of transgender as an option.

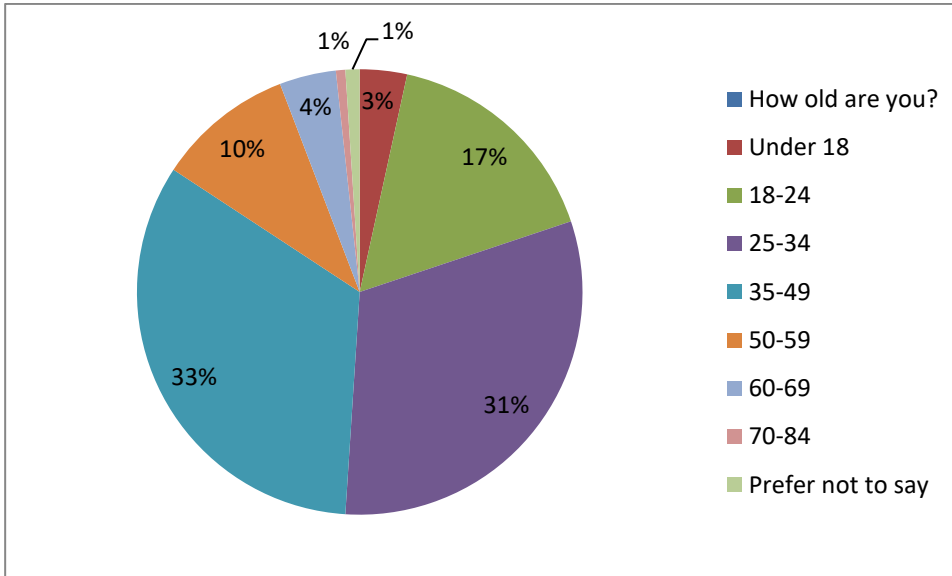




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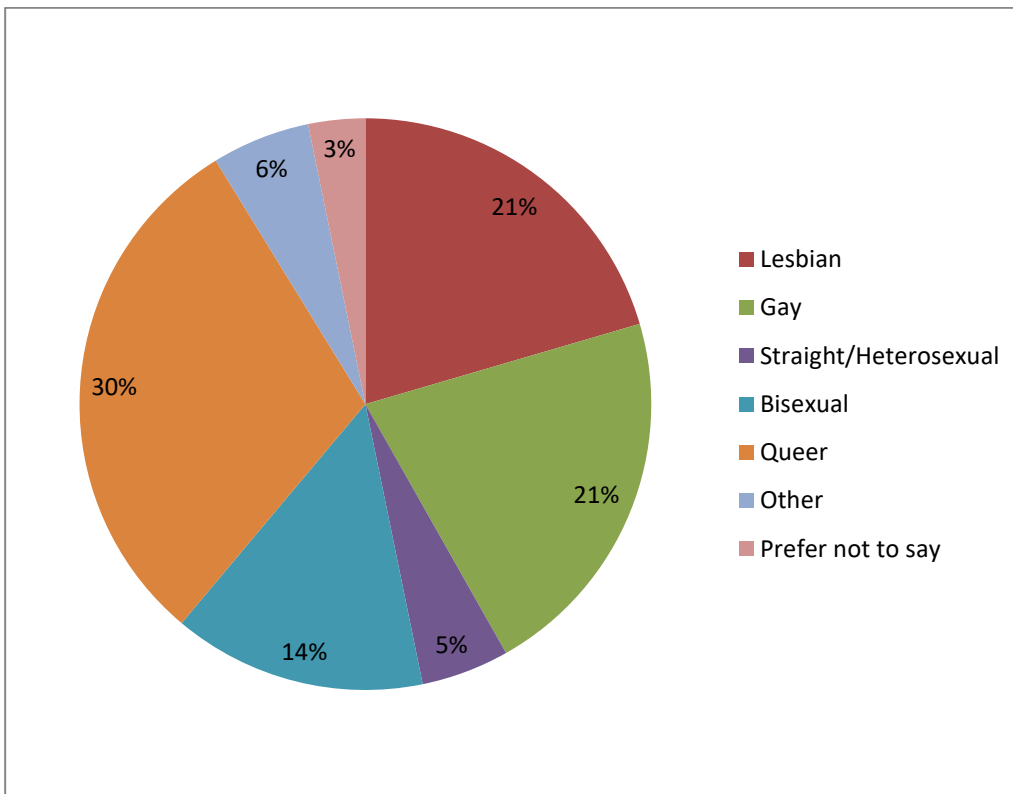
Age

Almost two thirds of participants are aged between 25-49 years old, with Twenty percent aged 25 and under and fifteen percent over the age of 49.



Sexuality

94% respondents were LGBTIQ community members, with over a third of respondents identifying as queer and two thirds are gay, lesbian or bisexual.

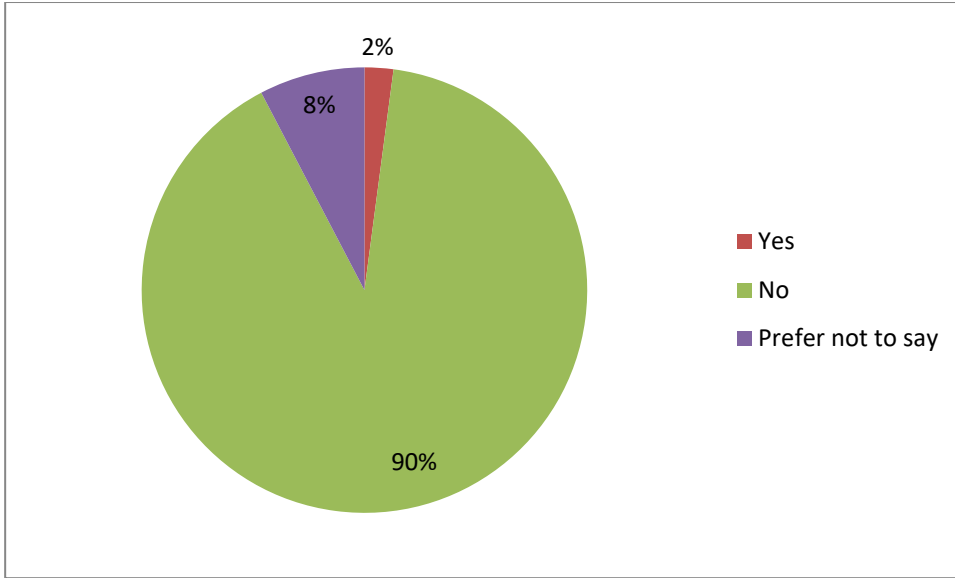




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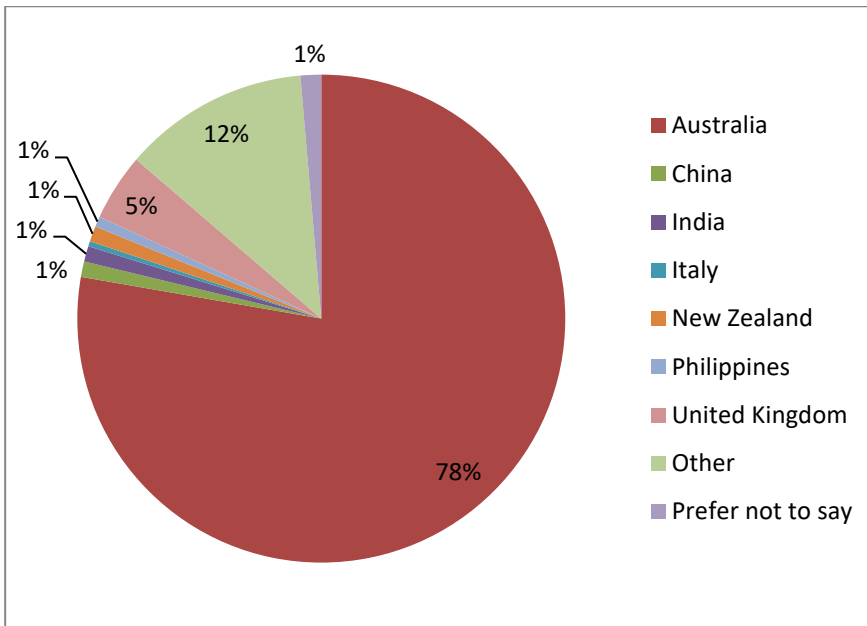
Intersex variations

Just over 2% of respondents have intersex variations while 7% preferred not to say their intersex status. This is reflective of broader statistics where intersex people represent 1% of the broader population.



Country of birth

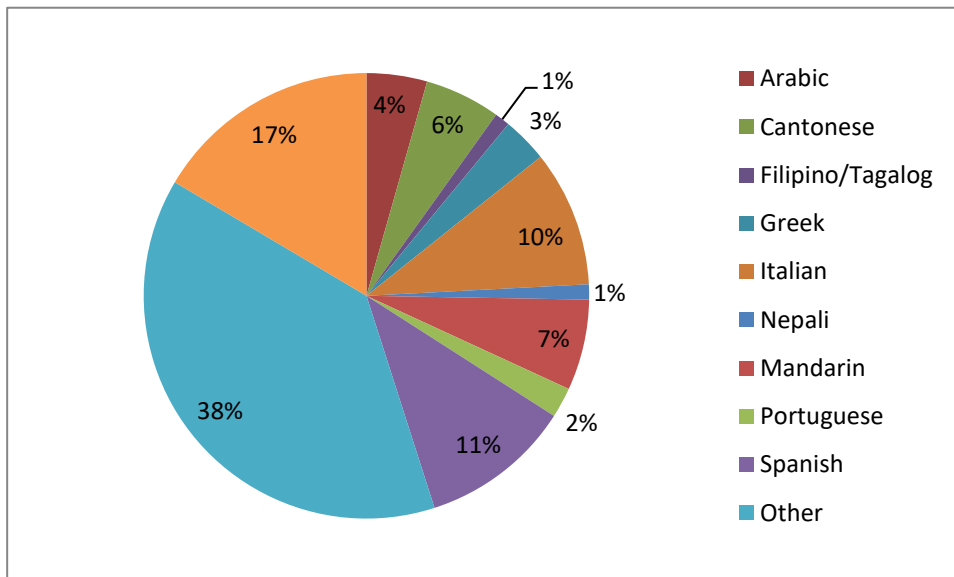
Over 77% of respondents were born in Australia, with 12% born in in a country not listed.



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Language spoken at home other than English

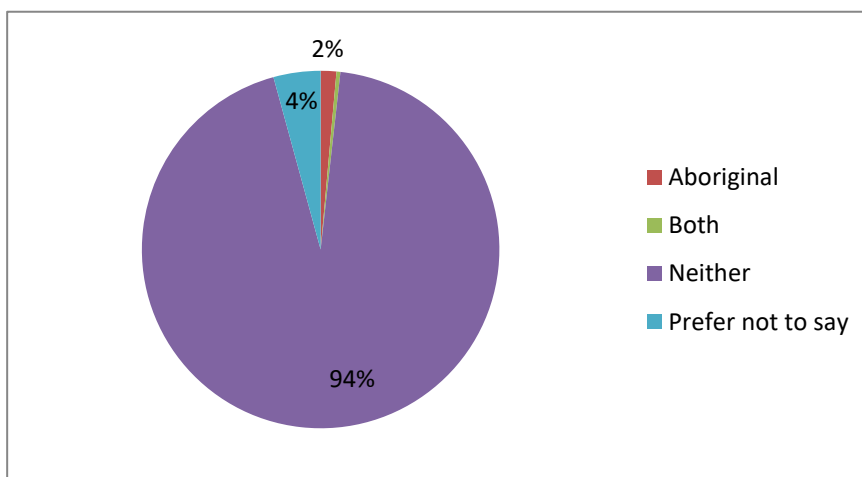
12% of respondents spoke languages not listed with Spanish and Italian being the most common languages spoken outside of English. When comparing this to broader data, this could demonstrate the need to expand engagement to a more culturally diverse audience



Aboriginal and Torre Strait Islander respondents

Four percent of respondents were Aboriginal and/or Torres Strait Islander, this is comparable to the general population of 3%*.

*<https://www.aihw.gov.au/reports/australias-welfare/australias-welfare-2017-in-brief/contents/indigenous-australians>





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Disability

24% of respondents identified as having a disability, this is 6% more than the general population statistics *. The survey has provided some comprehensive data around access and inclusion from community members and a priority for people with disabilities was prominent in the responses.

*<https://www.and.org.au/pages/disability-statistics.html>

