

Engagement summary - LGBTIQA+ Inclusion Plan

Background

The Inclusive Ballarat consultation engagement process was open from early April until early May 2022. This engagement process was designed to inform the Inclusion Framework and five other plans including the LGBTIQA+ Inclusion Plan.

Engagement

The engagement process sought input from Ballarat residents through a range of engagement tools including a survey, community conversations, mapping tool, community poll and interactive activities. It specifically attempted to both engage the general community and to target specific groups, including LGBTIQA+ people.

Engagement findings were analysed using a combination of quantitative analysis and qualitative thematic analysis, grouping responses into overarching themes that shaped priorities.

Demographics

Overall, 886 people provided input to the Inclusive Ballarat engagement process. Demographic information was only collected for those who responded to the survey and some of those who recorded these details for community conversations. This is a trade-off between gathering full demographic data and the provision of a range of methods requiring different levels of input to encourage the broadest possible engagement across the community.

Community survey

The Community Survey included a number of sections related to inclusion for different groups. These sections included:

- General inclusion questions
- Promotion of reconciliation and better outcomes for Aboriginal and Torres Strait Islander People
- Inclusion for LGBTIQA+ people
- Inclusion for older people
- Inclusion for people from diverse cultural and religious backgrounds
- Inclusion for people with disability

People were able to choose which sections they wanted to respond to and which questions within those sections they were interested in.

LGBTIQA+ inclusion inputs

More than 190 inputs were received into the LGBTIQA+ consultation. These inputs include:

- 139 responses to the LGBTIQA+ survey section
- 32 community conversation participants, all of whom were LGBTIQA+ people
- 19 mapping inputs pinpointing LGBTIQA+ inclusive spaces in Ballarat
- A submission and supplementary submission received from the Victorian Pride Lobby.

Within this overall figure, there were:

- LGBTIQA+ community survey section: 55 responses from LGBTIQA+ people, 110 responses with links to the LGBTIQA+ community (including LGBTIQA+ people with links to community)

- LGBTIQ+ survey combined with community conversations: 87 responses from LGBTIQ+ people, 142 responses with links to the LGBTIQ+ community (including LGBTIQ+ people).

All respondents to LGBTIQ+ inclusion questions		
Gender Total: 171 (survey + conversation)	Age Total: 171 (survey + conversation)	Intersectionality Total: 139 (survey only)
<ul style="list-style-type: none"> • 49 per cent women (n=84) • 25 per cent men (n=42) • 12 per cent non-binary (n=20) • Seven per cent trans (n=12) • Four per cent prefer not to say (n=7) • Two per cent self-described (n=3) • One per cent gender fluid (n=2) 	<ul style="list-style-type: none"> • Nine per cent 12-17 years (n=15) • Six per cent 18-24 years (n=11) • 11 per cent 25-34 years (18.5 averaged) • 28 per cent 35-49 years (48.5 averaged) • 18 per cent 50-59 years (n=31) • 16 per cent 60-69 years (n=27) • Nine per cent 70-84 years (n=15) • Two per cent prefer not to say (n=4) 	<ul style="list-style-type: none"> • 29 per cent with a disability (n=40) • 21 per cent culturally and linguistically diverse (n=29) (including self-described other) • Four per cent Aboriginal/Torres Strait Islander (n=6)
LGBTIQ+ respondents		
Gender Total: 87 (survey + conversation)	Age Total: 87 (survey + conversation)	Intersectionality Total: 55 (survey only)
<ul style="list-style-type: none"> • 39 per cent women (n=34) • 23 per cent non-binary (n=20) • 17 per cent men (n=15) • 13 per cent trans (n=11) • 3.4 per cent self-described (one queer, two male sex) • 2 per cent gender fluid (n=2) • 2 per cent prefer not to say (n=2) 	<ul style="list-style-type: none"> • 16 per cent 12-17 years (n=14) • 11 per cent 18-24 years (n=10) • 15 per cent 25-34 years (13.5 averaged) • 29 per cent 35-49 years (25.5 averaged) • 13 per cent 50-59 years (n=11) • Eight per cent 60-69 years (n=7) • Six per cent 70-84 years (n=5) 	<ul style="list-style-type: none"> • 38 per cent with a disability (n=21), of these two Aboriginal and Torres Strait Islander (two per cent) and one culturally diverse • 18 per cent culturally and linguistically diverse (n=10)

Key Findings

Key findings from the LGBTIQ+ community consultation are outlined below:

Community survey

Of LGBTIQ+ respondents:

- 75 per cent have experienced discrimination in Ballarat
- 53 per cent feel safe in Ballarat
- 60 per cent feel valued and accepted in Ballarat

- 53 per cent feel safe in Ballarat
- 50 per cent believe Council services are inclusive
- 45 per cent believe Council information is accessible and inclusive
- 32 per cent believe that Council buildings are inclusive

Mapping tool

19 places were identified as providing safe spaces for LGBTIQ+ people, including the Ballarat Art Gallery, A Pot of Courage, Betty's Red Star Café, Mallow Pub, Yarrowee River, Barkly Square (two responses), Ballarat Rowing Club, Gov Hub Park, Ballarat Library (two responses), Observatory, Sebastopol Men's Shed, Ballarat Neighbourhood Centre, Buninyong township, Lake Esmond, and Ballarat Botanical Gardens.

General feedback

- LGBTIQ+ is not a catch-all category: LGBTIQ+ communities are diverse and intersectional. Some LGBTIQ+ people and groups are more marginalised and/or isolated e.g. youth, aged, trans people.
- The City of Ballarat should advocate for LGBTIQ+ inclusion at local, state and federal levels, underpinned by continuous engagement and consultation with LGBTIQ+ communities.
- Education & inclusivity training are essential to creating safer spaces for LGBTIQ+ people.
- LGBTIQ+ visibility and representation through public art/displays, events, photos/communications, flags/stickers and a diverse workforce are important to normalise gender diversity.
- LGBTIQ+ friendly information needs a digital and/or physical home, to connect LGBTIQ+ people with supportive services, businesses, events and each other.
- Auditing/reporting mechanisms and up-to-date data are crucial for accountability in LGBTIQ+ inclusive plans, services and infrastructure.
- The most common activities LGBTIQ+ people like to take part are Arts and Culture events (77 per cent), Pride Festivals and events (69 per cent), and small group gatherings (63 per cent).

Key Actions suggested by LGBTIQ+ people

Key actions suggested by LGBTIQ+ people in their survey responses included:

Supporting:

- Opportunities to connect with LGBTIQ+ community (86 per cent of LGBTIQ+ respondents)
- Opportunities to increase mental and physical health (85 per cent)
- Dedicated LGBTIQ+ spaces (79 per cent)
- Amenities inclusive of all genders (77 per cent)

Providing:

- Inclusivity training for all levels of Council staff (83 per cent)
- Consultation and engagement with LGBTIQ+ people (79 per cent)
- Permanent LGBTIQ+ Officer at Council (77 per cent)

Ensuring:

- Displays of flags, posters and safe space stickers (81 per cent)
- Public facing materials (websites, newsletters) are LGBTIQ+ inclusive (77 per cent)
- Support for LGBTIQ+ Days of Significance (69 per cent)
- LGBTIQ+ performers/artists at Council events (67 per cent)