CITY OF PERTH
City of Light

LGBTQIA+ Plan

2025 - 2029

Acknowledgement of Country

The City of Perth kaditj kalyakool moondang-ak kaaradj midi boodjar-ak ngala nyininy, Wadjuk Noongar yoongar wer bandany Aboriginal yoongar yooarme boodjar-ool. Ngalang woola Boorloo wer Derbarl Yerrigan kalakoorl, wongin kadadjiny wer, wirn-yoodan. Ngalang kaditj Birdiya koora wer yeyi moondang-ak kaaradjiny.

The City of Perth acknowledge the traditional custodians of the land we are situated on, the Whadjuk people of the Nyoongar nation and Aboriginal people from other lands. We celebrate the continuing traditions, living culture, and the spiritual connection to Boorloo and the Derbarl Yerrigan. We offer our respects to Elders past and present.

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Honouring the past and ongoing work of the LGBTQIA+ population

We would like to honour and recognise the past and ongoing work of the members of the lesbian, gay, bisexual, trans, queer, intersex and asexual (LGBTQIA+) population, and include anyone else who is diverse in sex, gender, or sexual attraction.

We would like to thank LGBTQIA+ people for their contributions to our society, particularly in the areas of health and equality and acknowledge their experiences of prejudice and discrimination. We celebrate their strength, resilience and perseverance.

Cover image: Christophe Canato, *Merri, Bird and Lily* (detail), 2024, Fine art giclée print 100 x 100cm, City of Perth Cultural Collections

Kaya Wanju
From the Lord Mayor and the CEO

Perth is, and always will be, a diverse city – it's one of the things I love most about it. As a Council, we recognise our responsibility to enhance the lives of everyone who lives, works, and visits our city.

It has been a privilege to witness the positive impact of our first LGBTQIA+ Plan, especially through our collaboration with the LGBTQIA+ Advisory Group and our partnership with Pride WA. Welcoming Pride WA into their new headquarters in Northbridge and investing in PrideFest has been crucial in establishing Perth as a vibrant event destination for all.

Our LGBTQIA+ Plan for 2025–2029 reaffirms our commitment to celebrating diversity and ensuring our city remains welcoming and inclusive for everyone.

Basil Zempilas
City of Perth Lord Mayor

I'm pleased to announce the City of Perth's LGBTQIA+ Plan for 2025 –2029, building on the success of our first plan from 2021.

Over the past three years, we've accomplished so much, including winning the 2023 IPAA WA Lotterywest Award for Best Practice in LGBTI Inclusion and being one of the first local governments in Australia to offer Gender Affirmation Leave.

A huge thank you to everyone who provided feedback on our progress thus far which has helped to develop this strategy. I especially want to recognise the City of Perth's LGBTQIA+ Advisory Group for their dedication and contributions. This bold new Plan reinforces our commitment to enhancing the experiences of our LGBTQIA+ community, and I can't wait to see what we achieve together!

Michelle Reynolds
City of Perth Chief Executive Officer

Kaya Wanju
From the LGBTQIA+ Advisory Group

In 2020, the LGBTQIA+ Advisory Group, consisting of fifteen members nominated from our community, embarked on a mission to create a plan with the City of Perth to make it a welcoming and supportive place to live, visit, and work for our beautifully diverse community.

Upon the launch of the inaugural plan, the first of its kind within WA local government, our Advisory Group's elected Co-Chairs, Paul-Alain Hunt and David Goncalves, quoted Harvey Milk from his 1978 Hope Speech: "Hope will never be silent."

Now, following the successful implementation of the inaugural LGBTQIA+ Plan, we present our updated vision for the next step in building and growing the LGBTQIA+ community within the City of Perth.

"There will not be a magic day when we wake up and it's now okay to express ourselves publicly. We make that day by doing things publicly until it's simply the way things are." – Tammy Baldwin, first openly gay USA Senator.

Tammy's quote resonates strongly with our mission here in the City of Light. It would be all too easy to celebrate the positive achievements of our inaugural plan and declare that Perth has become an LGBTQIA+ safe and welcoming city of choice. However, we will not rest on our achievements to date. Instead, we will strive to continue to lead by example, initiative after initiative, to include all members of our diverse community in every activity until it is "simply the way things are" here.

We would like to acknowledge the significant time and effort invested in closing out the inaugural plan's actions and developing this new plan. The numerous meetings, workshops, and community consultations involved a considerable number of volunteer hours and tireless support from the City of Perth Lord Mayor, Council, and administration. Together, we have developed a plan that draws on all our personal experiences and taps into our broad networks to ensure it reflects the right vision and focus our growing city deserves.

On behalf of the LGBTQIA+ Advisory Group, we proudly present the LGBTQIA+ Plan 2025 – 2029.

Steve Wellard & Alyce Schotte,
elected Co-Chairs
City of Perth LGBTQIA+ Advisory Group

Introduction

All people have an equal right to live free from violence, discrimination and stigma. Despite making headway in the last twenty years, the LGBTQIA+ community in Australia still faces a level of discrimination that sees people unable to access the same rights and dignity afforded to the broader community.

Historically, the LGBTQIA+ community has been under-represented, including in government. However, as an estimated 11% of the population identify as having a diverse sexual orientation, sex or gender identity[1], this community represents a significant part of Perth's fabric.

This document, the second City of Perth LGBTQIA+ Plan, has been developed with input from the community across 592 engagements and in close collaboration with the City's LGBTQIA+ Advisory Group. It articulates the outcomes that the LGBTQIA+ population have said they want to retain or see more of in Perth. As such, this plan represents an intentional and enthusiastic journey towards improving the visibility, social inclusion, safety and wellbeing of the LGBTQIA+ community in the city.

Christophe Canato, *Anthony and Jackenel* (detail) 2024, fine art giclée print, City of Perth Cultural Collections

TERMINOLOGY

For ease of reading, this plan uses the term *diverse communities*, which is intended to inclusively refer to all spectrums of diversity covered by the City of Perth's equity, diversity and inclusion plans, namely the LGBTQIA+ population, Aboriginal and/or Torres Strait Islander peoples and people with disabilities.

This document uses the acronym LGBTQIA+, which refers to lesbian, gay, bisexual, transgender, queer, intersex and asexual, with the + symbol acknowledging the diversity of gender and sexuality not otherwise captured.

See page 26 for a full glossary of terms.

1. Department of Health, 2012.

Current State

Significant milestones in the fight for LGBTQIA+ equality in WA

1971
One of Australia's first gay rights activist groups, Campaign Against Moral Persecution (CAMP), established.

1973
Australian Medical Association removes homosexuality from its list of illnesses and disorders.

1975
Connections Nightclub opens and eventually becomes the longest running LGBTQIA+ nightclub in the southern hemisphere.

1983
AIDS Council forms in WA following the first recorded Australian death from HIV/AIDS.

1984
Sex Discrimination Act 1984 passes which prohibits discrimination based on sex, marital or relationship status, sexual orientation, gender identity and intersex status, among other things.

1989
First march for rights held, with the "89ers" marching to the steps of Parliament House.

1990
WA decriminalises consensual sex between two males.

1997
Giz Watson, first openly out lesbian parliamentarian elected to WA Legislative Council.

1998
Brian Grieg, first openly out LGBTQIA+ Federal Senator, representing Western Australia.

2000
On 8 July, ratepayers of the City of Perth voted via an extraordinary election in the City's "Referendum about Parade", endorsing that the City of Perth supports the staging of a "gay and lesbian parade" (City of Perth (Referendum about Parade) Order 2000).

2002
Acts Amendment (Lesbian and Gay Law Reform) Act 2002 passes in WA, the first significant passage of legislation protecting and supporting the rights of LGBTIQA+ people in WA.

2008
WA abolishes the gay panic defence.

2011
Federal Government passes passport legislation allowing for an 'x' gender option, and the ability for transgender people to select their gender without medical intervention.

2013
Federal Government legislates an amendment to the *Sex Discrimination Act* making it unlawful to discriminate against lesbian, gay, transgender, bisexual and intersex people. Religious schools and hospitals are exempt.

2017
Australia votes 'yes' to make same-sex marriage legal, with 61.6% in favour. 71.5% of the Perth Federal Electorate votes 'yes'.

2018
WA passes a bill expunging historical homosexual convictions. Premier Mark McGowan formally apologises to the LGBTQIA+ community for the anti-homosexuality laws of the past.

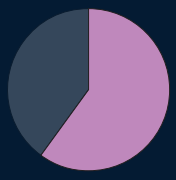
2021
City of Perth establishes LGBTQIA+ Advisory Group, the first of its kind at local government level in WA.

2022
The WA State Government states that the Gender Reassignment Board will be abolished. This will mean that people with a transgender experience will not need to demonstrate that they have undertaken surgical or medical intervention. Instead, a certificate of clinical treatment from their medical practitioner or psychologist is sufficient to have their identity documents reflect their gender appropriately.

Mental health challenges & supports

LGBTQIA+ people may experience homophobic and transphobic discrimination, harassment and abuse which results in poorer mental health outcomes compared to the general population.

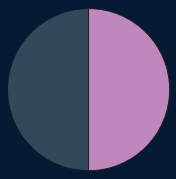
20% young the LGBTQIA+ population experience physical homophobic abuse [1]



60% young the LGBTQIA+ population experience verbal homophobic abuse [1]

60% of the LGBTQIA+ population have hidden their identity at work [2]

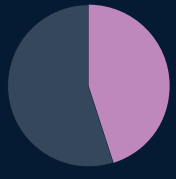
39% of the LGBTQIA+ population have experienced family conflict or rejection [2]



51% of 60-64 year old WA LGBT people experience moderate or high levels of loneliness [3]

60% of the LGBTQIA+ population have experienced domestic or family violence [4]

74% of trans and gender diverse people aged 14 to 25 have been diagnosed with depression in their lifetime [5]

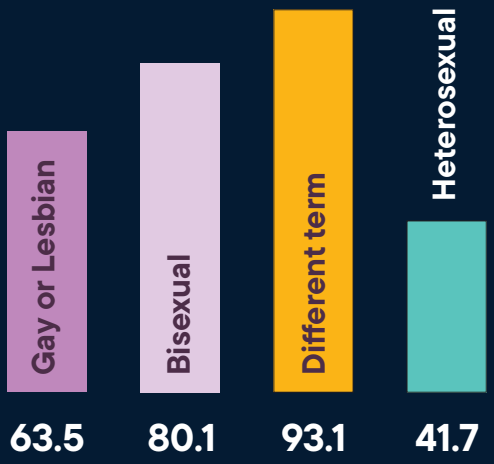


45% of LGBTQIA+ Aboriginal and/ or Torres Strait Islanders have attempted suicide in their lifetime [6]

It's important to seek help if you're feeling distressed. Appendix B lists options if you want to talk to someone now over the phone or chat online.

Young LGBTI people are 5 TIMES more likely to attempt suicide than the general population. [7]

Percentage of the LGB+ population experiencing a mental health disorder in their lifetime [8]



> I feel like my sexuality is a way for me to dismantle the patriarchal and colonial influences in my life and the lives of all indigenous people. My disconnect from the status quo and the way western culture views sex and love make me feel like my existence is powerful, that I am strong by just existing
>
> **Anonymous Aboriginal, LGBTQIA+ individual [6])**

> You are stronger than you think, and you will build on this strength by being true to yourself. Do what you know is right and you will find friends and support when you least expect it
>
> **Rachel Mead, Head of Diversity and Inclusion, Woolworths Group.**

> There is a better and deeper understanding of our community, and people are more willing to come to the party, be active allies, and stand up to discrimination in all of its forms.
>
> **Lauren Wilkerson, Chairperson Mercer Pride Business Resource Group**

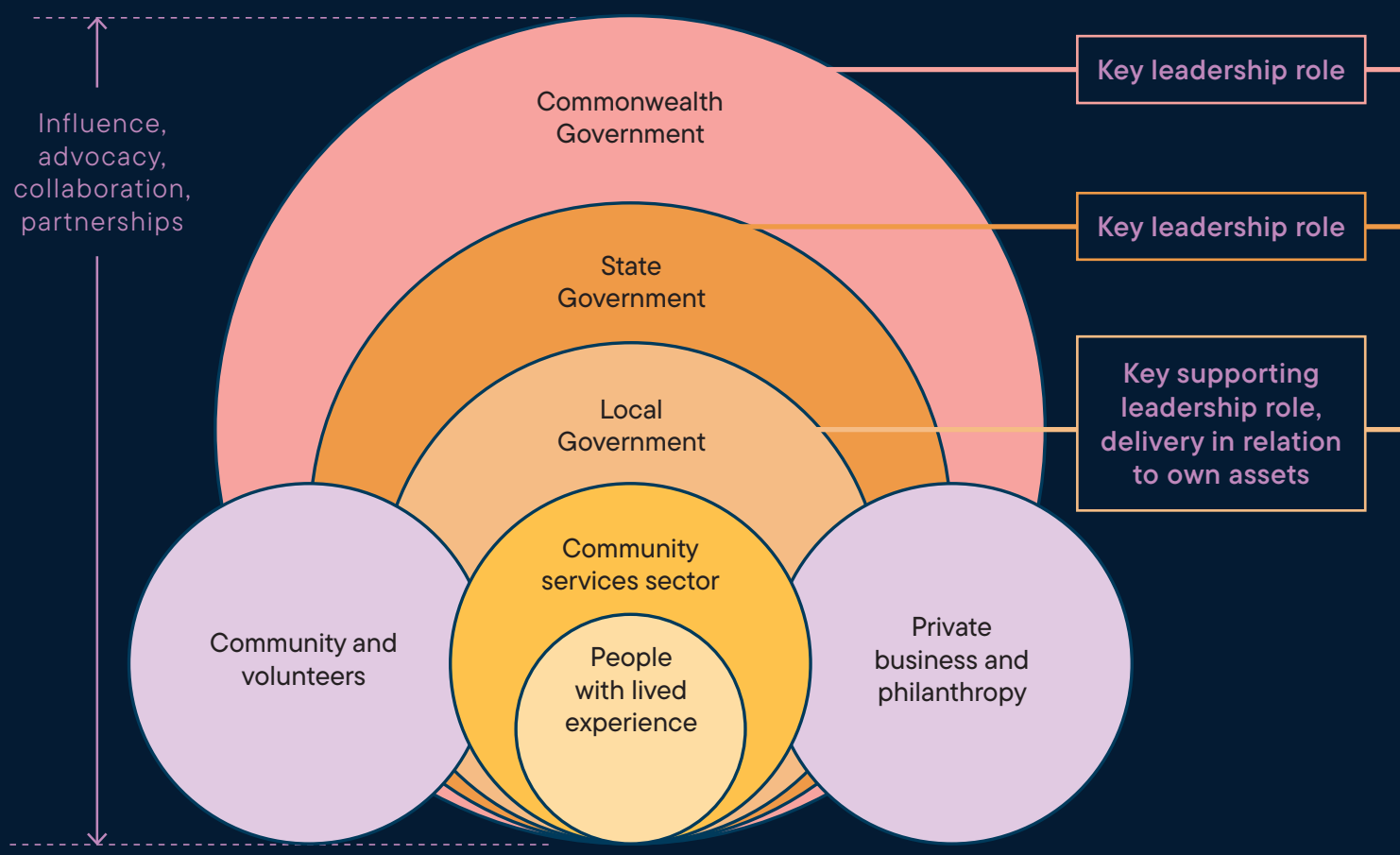
[1] Hillier et al. 2010
[2] Emery et al., 2024
[3] Brooker, Rowan & GRAI 2024
[4] LGBTQ DV Awareness Foundation 2021
[5] Strauss et al. 2017
[6] Liddelow-Hunt et al., 2023
[7] National LGBTI Health Alliance 2020
[8] Australian Bureau of Statistics 2023

Strategic context

The City of Perth is proud to role model the use of advisory groups (people with lived experience) to support the City in its programs and initiatives, championing the mantra 'nothing for us without us'. The below diagram illustrates the roles that the whole community has in supporting and progressing outcomes for the LGBTQIA+ population.

Noting that state and federal governments are in the process of developing their own LGBTQIA+ plans, the City appreciates their leadership and looks forward to supporting these plans from a local government perspective. We also call on these levels of government to address the areas where our community consultation identified opportunities for improvement in state and federal government services. These areas include addressing the specific needs of the LGBTQIA+ population experiencing homelessness and improving inclusivity in policing, education and the health system.

Illustration of the stakeholders in supporting the LGBTQIA+ population



Kaya from organisational members
of the City of Perth LGBTQIA+ Advisory Group

"An inclusive community is a stronger and more vibrant community. When we embrace, include, and celebrate diversity – allowing others to be their true selves, we unlock the full potential of everyone. Our progress as a society comes from recognising that inclusivity not only uplifts individuals but enriches us all, creating a more compassionate, united, and resilient future."

Michael Felix, Pride WA Chairperson

In 2023, the Commonwealth Government announced it would co-design a 10-year National Action Plan for the Health and Wellbeing of LGBTQIA+ people with an expert advisory group.

In 2024, the WA government announced it will develop a 10-year LGBTQIA+ Inclusion Strategy.

It will be informed by a reference group of representatives from the WA LGBTQIA+ community.

In 2020, the City of Perth announced it would develop its first LGBTQIA+ Plan. The City established an ongoing reference group of representatives from the LGBTQIA+ community to co-design the Plan and the support the City in fulfilling the actions.

The current document is the second LGBTQIA+ Plan, guiding the next four years of City actions (with a review at the two-year mark).

"The increased celebration of LGBTIQA+ people and communities within the City of Perth and the City's enhanced inclusion and proactive allyship are important ways to show the celebration and safety foci for LGBTIQA+ people in Perth. Perth Inner City Youth Service see all these as vitally affirming for LGBTIQA+ communities and for the young people we support. A safer, more friendly and inclusive city benefits everyone."

Andrew Hall, CEO, Perth Inner City Youth Service

To be bi+ (bisexual, pansexual, fluid, and multi-gender attracted) is to navigate a paradox. On the one hand, identifying as bi+ is about freedom, the freedom of being attracted to multiple genders. On the other hand, so few bi+ people are actually out, even though we form the largest group under the LGBTIQA+ umbrella. This relative invisibility is why bi+ activists work towards making spaces and events as inclusive as possible. Bi+ Community Perth is working with the City of Perth towards the goal of bi+ inclusion.

Dr Duc Dau, Bi+ Community Perth

Metropolitan Perth at a glance

The City of Perth's community is comprised of the residents within the City's boundaries, plus the approximately 200,000 people who work, visit or study in the city. Therefore, when measuring demographic data and outcomes, this Plan refers to the population and wellbeing of all residents in the WA metropolitan area.

Demographic cohorts (residents)	City of Perth		Greater Perth	
Total population [1]	28,463	(100%)	2,116,647	(100%)
People with diverse sexual orientation, sex or gender identity **Note:** 11% is a Department of Health estimate from 2012. However, due to social, economic and political environments, the LGBTQIA+ population is typically at a higher density in capital cities [3]	3,131 (based on 11% estimate)	(11%) [2]	232,831 (based on 11% estimate)	(11%) [2]
People who are intersex (born with physical characteristics that are seen as different from modern medical norms about 'female' and 'male' bodies) [4]	484	(1.7%)	35,983	(1.7%)
Aboriginal and/or Torres Strait Islander population [1]	360	(1.3%)	42,083	(2.0%)
People who require assistance with day-to-day self-case, mobility and/or communication due to long-term health condition/s, disability lasting six months of more, or old age [1]	624	(2.2%)	97,694	(4.6%)
People receiving National Disability Support Scheme (NDIS) support [5]	348	(1.2%)	56,185 (Aust)	(2.6%)

1. Australian Bureau of Statistic, 2021 Census
2. Department of Health, 2012
3. Doan, P.L. 2023. Queering the city: understanding gravitational forces. Transatlantica
4. Intersex Human Rights Australia, 2019
5. NDIS data, March 2024. https://dataresearch.ndis.gov.au/explore-data

Summary of stakeholder engagement

The City conducted community consultation to inform the LGBTQIA+ Plan's Outcomes and Key Focus Areas.

A summary of this consultation is shown below.

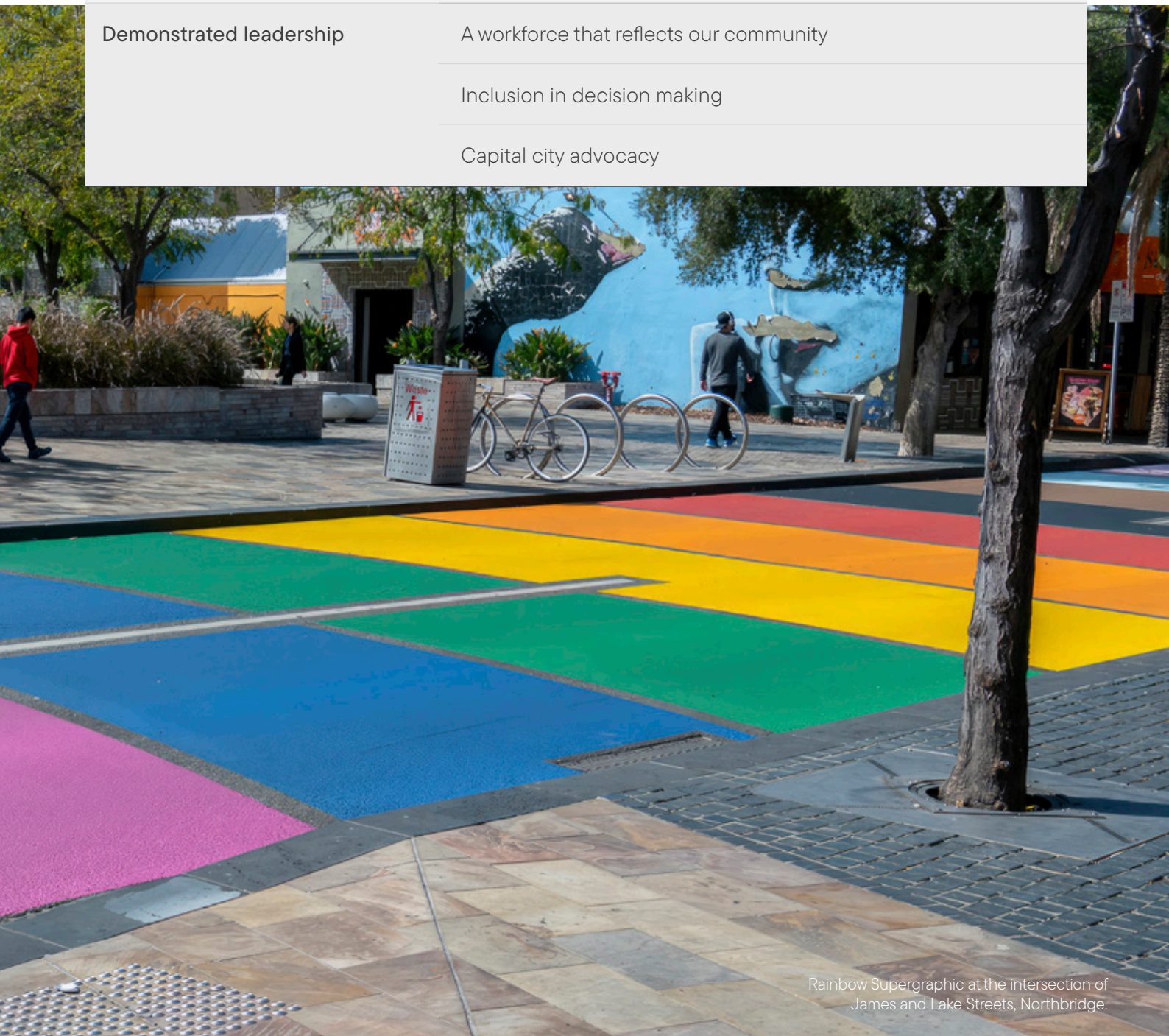
Image: City of Perth LGBTQIA+ Advisory Group, October 2024

Engagement events		Who was engaged	
3	LGBTQIA+ Advisory Group workshops	15	LGBTQIA+ Advisory Group members
6	Community questionnaires and workshops	398	Community participants
3	Staff questionnaires and a staff workshop	179	City of Perth staff participants
12	**Engagement events**	**592**	**Total engagements**

Outcomes and key focus areas

The outcomes and focus areas are based on feedback from the community, City of Perth staff and the LGBTQIA+ Advisory group. Each focus area is explained in more detail in the following pages, including the key continuing actions and future projects.

Outcomes	Key focus areas
Welcoming and accessible events and services	A capital city that celebrates diversity
	Empowering organisations
Safe, inclusive and accessible buildings and infrastructure	Enhance accessibility through thoughtful, contemporary design
	Promote social inclusivity through visible markings
Demonstrated leadership	A workforce that reflects our community
	Inclusion in decision making
	Capital city advocacy



Rainbow Supergraphic at the intersection of James and Lake Streets, Northbridge.

OUTCOME

Welcoming and accessible events and services

Key focus area:
A capital city that celebrates diversity

Celebrating diversity recognises our cultural tapestry, fostering a welcome environment of respect, understanding and innovation. Embracing diverse communities ensures that Perth is a vibrant hub where all people thrive.

Continuing examples

- Celebrating the LGBTQIA+ community and its history, for example through:
  - The annual Boorloo Heritage Festival
  - Pride Month programs
  - Lighting of Council House on days of significance in the LGBTQIA+ calendar
- For the ease of library patrons searching for LGBTQIA+ fiction, the City of Perth library has created this as a subject heading in its catalogue and has rainbow flags on relevant adult and young adult fiction

What does an LGBTQIA+ friendly Perth look like to you?

"'Events that celebrate the wonderful diversity of Perth'

'A place that embraces everyone, no matter who they love or you they are'

'Inclusive FUN!'"

Community survey

"The long-term goal is ... 'to be known as a safe, inclusive city to relocate from interstate or overseas'"

Workshop with the LGBTQIA+ Advisory Group

Key focus area:
Empowering organisations

Leveraging our grants and sponsorship programs, services and assets supports other organisations to achieve intersectional and inclusive services, events and assets for the community.

Continuing examples

- Inclusive Event Guide for any organisation wishing to host an event, particularly for applicants for City of Perth grants and sponsorship
- The community lease for Pride WA at Northbridge Piazza

What does an LGBTQIA+ friendly Perth look like to you?

‘Community friendly village spaces ... LGBTQIA+ friendly restaurants and cafes’

‘PrideFEST and pride parade!’

Community survey

An effective strategy in addressing the challenges would be:

‘assisting in the establishment of a self-sustainable, co-located services/hub’

Workshop with the LGBTQIA+ Advisory Group

‘I arrived in Perth in December 2021. Since then I have joined 6 clubs (5 sports clubs and 1 social club). Love it!!!’

Community survey

OUTCOME

Safe, inclusive and accessible buildings and infrastructure

Key focus area:
Enhance accessibility through thoughtful, contemporary design

The City aims to provide an environment where every individual can thrive and participate in social life. Public buildings and infrastructure should be welcoming, easily usable, support the dignity of all, and respond to the challenges faced by people of diverse gender identity or sexuality, or ability.

Continuing examples

- The all gender bathrooms created at the Citiplace Rest Centre (upper concourse at the Wellington Street train station) and Moort-ak Waadiny (Wellington Square, East Perth).

Key future projects

- The public toilet upgrades that will create all gender toilets at Supreme Court Gardens, Langley Park and Pier Street carpark.

What does an LGBTQIA+ friendly Perth look like to you?

> ‘Include ALL of us, no matter our descriptors, in events, programming and new facilities. We are normal, please treat us that way.’
>
> **(Community survey)**

> ‘More all gender toilets’
>
> **(Community workshop)**

> ‘I have seen progress and new ideas under the last LGBTQIA+ Plan’
>
> **Staff workshop**

Key focus area:
Promote social inclusivity through visible markings

Markings such as flags, window signage, or public artwork representing historically marginalised groups play a significant role in ensuring a feeling of acceptance and inclusion. It does this through the following ways.

Signaling support: Symbols prominently displayed in public spaces shows support from allies and the broader community, sending a message that discrimination will not be tolerated.

Sense of Belonging: Visible markings help counter feelings of invisibility or marginalisation and creates a welcoming environment.

Empowerment: Symbols empower and validate identity, encouraging self-expression without fear of judgment or discrimination.

Continuing examples

- The Pride flag is permanently flown at Council House
- The Pride Progress supergraphic that has been installed on the road on James Street, Northbridge
- The City's photographic collection showcasing the diversity of the city's LGBTQIA+ community for use in art events and in marketing material

Key future project

- Visibly showcasing the history of the LGBTQIA+ community in the city

What does an LGBTQIA+ friendly Perth look like to you?

'I would like publicly visible things please'

'Could have more permanent LGBTQIA+ affirming features e.g. large rainbow flag, sculptures, rainbow crossing.'

Community survey

OUTCOME

Demonstrated leadership

Key focus area:
A workforce that reflects our community

A workforce should exemplify a diverse and inclusive culture. A place where employees feel they belong, are treated fairly and successful as their authentic self.

Continuing examples

- Inclusive workforce practices such as our Gender Affirmation Leave
- Opportunities to demonstrate allyship, such as the City stall at PrideFEST Fairday and staff float in the Pride Parade

> ‘I feel supported as there are others at the City of Perth who are similar to my situation’
>
> **LGBTQIA+ staff member, staff survey**

> **What does an LGBTQIA+ friendly Perth look like to you?**
>
> ‘LGBTQIA+ diversity built into all decision making, policies and processes’
>
> **Community survey**

Key focus area:
Inclusion in decision making

The City commits to having mechanisms in place to ensure our programs and projects are informed by insights of people from diverse communities.

Continuing examples

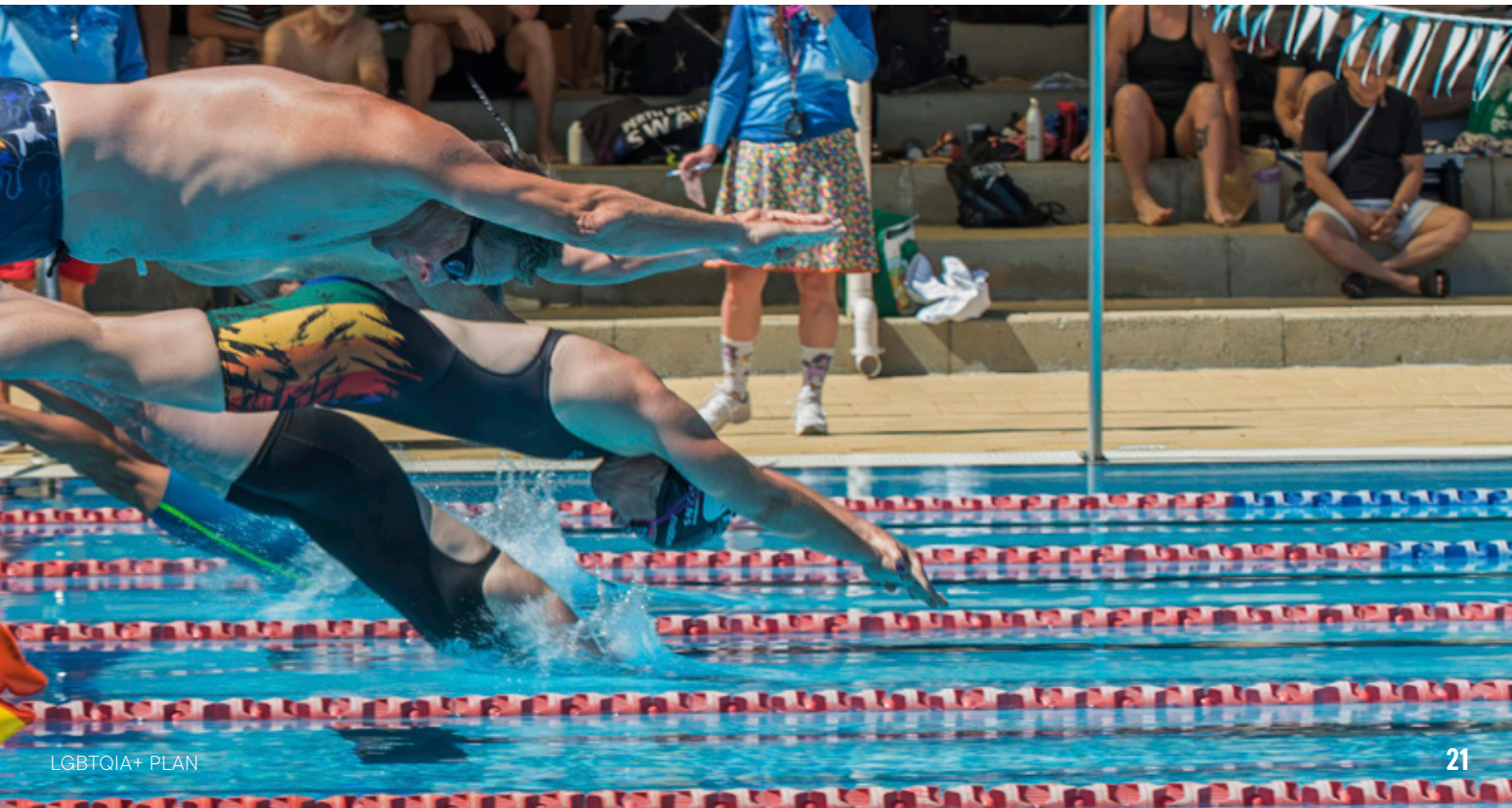
- The City's LGBTQIA+ Advisory Group (comprising of community members)

Key future project

- An internal co-design group comprising of LGBTQIA+ staff, Aboriginal and/or Torres Strait Islander staff and staff living with disability

> [I have seen] 'massive improvements through the city and valued input heard from the advisory groups and opportunities to have input throughout events and design'
>
> **Community survey**

Christophe Canato, *Pride WA Swimming Carnival*, 2023



Key focus area:
Capital city advocacy

The City of Perth will influence positive, progressive social change through relationships and projects with external organisations, including government, community and private.

Continuing examples

- Influencing other organisations and local governments by showing best practice e.g. in 2023, the City was awarded the Institute of Public Administration Australia WA (IPAA) Lotterywest Best Practice in LGBTI Inclusion
- Leveraging collaboration opportunities e.g. the City hosted a Wear it Purple panel event to CEOs of health care organisations. The City's LGBTQIA+ Advisory Group were also part of a panel in a leadership gathering with WA school principals discussing how to provide an inclusive environment

Key future project

- City of Perth support for Pride WA's bid for Perth to be the host city of the Gay Games 2030

What are our long-term (5-10 year) goals?

"'Be the most inclusive Local Authority in Australia"

Workshop with the LGBTQIA+ Advisory Group

What does an ideal future for Perth's LGBTQIA+ communities look like to you?

"'A community that has even more vibrancy, visibility and opportunities for LGBTQIA+ people across all stages of life to seek participation'

(Community survey)

Perth being a destination of choice for LGBTQIA+ travellers'

(Community workshop)

Christophe Canato, *Squeals, Yo Gabba and Nail 'Er Swift, WA Roller Derby*, 2024

Alignment with other City of Perth plans

The LGBTQIA+ Plan is supported and aligns with other City of Perth plans, as shown in the following table.

Welcoming and accessible events and services **Key focus areas:** • A capital city that celebrates diversity • Empowering organistions	**Strategic Community Plan 2022 – 2032** Diversity in the community is acknowledged, catered for and celebrated. This looks like: • The many cultures of Perth are celebrated • Diversity is recognised in the design, planning and delivery of services
	Social, Health and Wellbeing Strategy • Promote a social environment that supports mental and physical health while balancing the needs of our diverse community. • A sustainable and inclusive economy
	Make your city event shine (a best practice guide for external event holders seeking City of Perth sponsorship/support) • Use inclusive messaging for diverse groups such as the LGBTQIA+ community • Incorporate areas of your event designated for community members, such as accessible areas, low-sensory spaces, or safe zones for LGBTQIA+ • Does the event have unisex, accessible toilet/s
	Library Strategy 2023 – 2027 • Build our leadership role in delivery of equitable, accessible and inclusive Library services and programs • Increased co-creation and co-delivery of Library programs with external partners and groups • Borrowing collections diversified to meet community needs and demands, particularly for residents
	Events Strategy 2025 • Develop an annual portfolio of events that generates year-round vibrancy, caters to our community, and offers something for everyone • Enable and building capacity in community/neighbourhood groups

Safe, inclusive and accessible buildings and infrastructure

Key focus areas:

- Enhance accessibility through thoughtful, contemporary design
- Promote social inclusivity through visible markings

Public Toilet Plan 2022 – 2032

- Increase provision of all gender toilets

Public Lighting Framework 2019 - 2029

- Improve safety and people's perceptions of Perth as a safe place
- Enhance a sense of place by enhancing the unique aesthetic characteristic of our significant buildings, monuments and public spaces

Heritage Strategy 2020 - 2024

- We will work with the community to regularly research and identify significant places, and stories that represent the history and diverse cultures of Perth
- We will work with community and Government to develop events, networks and experiences that showcase and celebrate Perth's unique history and heritage for the benefit of residents, visits, tourists and businesses

Local Planning Strategy

Celebrate our cultural uniqueness:

- Perth city has been a place of human settlement for thousands of years. Its rich cultural make-up is influenced by the Whadjuk Nyoongar culture and the various groups that have occupied Perth post-settlement. Future planning for the Capital City provides opportunities to highlight and enhance these qualities and to support greater understanding of Perth's heritage, culture and tourism potential.

Demonstrated leadership

Key focus areas:

- A workforce that reflects our community
- Inclusion in decision making
- Capital city advocacy

Strategic Community Plan 2022 – 2032

The City collaborates effectively with key partners. This looks like:

- Meaningful engagement with neighbouring local governments, community groups, and other key stakeholders to optimise outcomes and promote a shared vision for Perth

Workforce Plan 2021/22 – 2024/25

- Implement Equal Opportunity Management Plan and employment related initiatives of plans under the Equity, Diversity and Inclusion Framework

Glossary

This glossary is not exhaustive and is provided merely as a guide as language is constantly evolving and as our understanding of who we are evolves. However, inclusive language is free from words, phrases or tones that reflect prejudiced, stereotyped or discriminatory views of particular people or groups. It does not deliberately or inadvertently exclude people. Inclusive language is about welcoming all people to take part in and contribute to our communities and workplaces.

The City of Perth supports the right of people to identify their sexual orientation, gender identity or intersex status as they choose.

Ally

A friend and active supporter of the LGBTQIA+ community. They may be someone who does not identify as LGBTQIA+ themselves, however members within the community can be also be Allies to each other.

Agender

A person who does not self-identify with any gender (the prefix 'a' means 'no' or 'none'). Some agender people describe it as having a 'lack of gender' and others describe it as being 'gender neutral'.

Aromantic

The experience of feeling little or no romantic attraction for anyone. Note that people who are aromatic may, or may not, experience sexual attraction.

Asexual

A person who experiences little to no sexual attraction, although may experience romantic attraction.

Bisexual

Someone who is sexually, emotionally and / or romantically attracted more than one gender.

Brotherboy and Sistergirl

Used by some Aboriginal and Torres Strait Islander communities to describe trans people. Brotherboy usually refers to masculine spirit people who may be assigned female at birth. Sistergirl usually refers to feminine spirit people who may be assigned male at birth.

Cisgender (also abbreviated as '**cis**')

People whose gender identity matches the sex they were assigned at birth.

Cisnormative

The assumption that everyone is cisgender and erases the existence of people with a transgender and gender diverse experience.

Deadname

The name a transgender or non-binary person used prior to transitioning, such as their birth name, but no longer identifies with or uses. It is considered disrespectful and harmful to use a deadname as this is a gender-associated name that they no longer feel identified with and may trigger hurtful recollections.

Demisexual

A person experiencing sexual attraction based on information not instantly available and following the development of a strong emotional bond with the person. Demisexuality is usually categorised on the asexuality spectrum is it refers to a sexual orientation where the person does not experience sexual attraction from observable characteristics, such as appearance.

Dyke

A slang term for lesbian. Although originally, and still often used in a derogatory manner, it has been reclaimed by many lesbians as a positive term, for example, the lesbian motorcycle group 'Dykes on Bikes'.

Gay

A person whose emotional, sexual and / or romantic feelings are mainly for the same sex or gender. People of any genders may identify as gay however this term is more typically used in reference to men who are attracted to men.

Gender

Gender refers to the characteristics, usually associated with women, men, girls and boys, that are socially constructed. This includes norms, behaviours and roles associated with being a woman, man, girl or boy, as well as relationships with each other. As a social construct, gender varies from society to society and can change over time (adapted from World Health Organization).

Gender affirmation/ sex affirmation/ transition

The process a trans or gender diverse person may undertake to live as their defined gender identity. It involves socially, physically and/or legally changing their gender and/ or sex. It could include changing names, using different pronouns, presenting differently through clothing or hairstyles etc. But it may also involve physically changing one's body through hormonal therapies, surgeries or cosmetic procedures and/or changing the legal sex markers on officially documents like birth certificates, passports and licenses.

Gender identity

Someone's own understanding of who they are (e.g., woman, genderqueer, man, no gender, etc.), as distinct from their physical characteristics (Q Life).

Genderqueer

A gender identity that is fluid, changing, or exists outside of the binary categories of man and woman. While it is similar to nonbinary, it's not exactly the same. A "queer" gender may fall outside of, fall in between, or fluctuate among the binary gender categories of man and woman. People who are genderqueer often experience their gender as fluid, meaning it can shift and change at any given time. Genderqueer can also describe a position of questioning one's gender identity during a particular period or in an ongoing way.

Heteronormative

The world view that promotes heterosexual relationships as the normal or preferred sexual orientation and is the main cause of discrimination for people with different sexual orientations.

Homophobia/Biphobia

Negative beliefs, prejudices and stereotypes about people who are not heterosexual.

Intersex

An umbrella term for people with physical characteristics that are seen as different from modern medical norms about 'female' and 'male' bodies. There are a variety of different intersex variations and intersex physical characteristics do not reliably determine someone's gender identity or sexual orientation (Q Life).

Lesbian

Someone who self-identifies as a woman and is primarily sexually, emotionally and / or romantically attracted to other people who identify as women. Some women use other terms to describe their attractions.

Non-binary

An umbrella term covering people whose gender identity does not neatly fit as being either 'male' or 'female' (the traditional gender binary). For example, their experience of gender may be a mix of male and female, fluid between male/female, or something else entirely. (See also to pronouns.)

Pansexual

Someone whose sexual, emotional and / or romantic attractions are not defined by gender.

Pronouns

Pronouns are words used to refer to a person. They include gendered pronouns like he/him/his and she/her/hers, or gender-neutral pronouns they/them/theirs. Neopronouns are pronouns are those that do not exist in the nonbinary person's language such as ze/hir/hirs. It is best to ask a nonbinary or genderqueer individuals how to pronounce or write their pronouns avoid misgendering and to offer your pronouns. Suggests if you are unsure or addressing a group include: friend, folks.

Queer

'Queer' has been used as a slur in the past but has since been reclaimed by a portion of the LGBTQIA+ community. It is an umbrella term encompassing a wide range of identities and is often used by people wishing to indicate that their sex, gender and/or sexuality sits outside of the normal ideas of sex, gender and/or sexuality. However, given how this word has been used historically, it is best to only refer to someone as 'queer' if they have used that term themselves.

Sex characteristics

Sex characteristics are biological and physiological characteristics that includes chromosomal configuration, hormonal profile, reproductive organs and secondary sex characteristics such as breasts, body hair and voice (WA Department of Health, 2019).

Sexuality

An individual's sexual, emotional and/or romantic attraction to another person.

Sexual orientation

An individual's sexual, emotional and/or romantic attraction to another person. Someone can identify with a sexual orientation/sexuality regardless of their sexual or romantic experiences.

Sistergirl

Refer to 'Brotherboy and Sistergirl' listing in the glossary.

Transgender & gender diverse

People whose gender identity is not typically associated with their assigned sex at birth. Transgender people may or may not take steps to live as their affirmed gender through dress, legal status and/or medical treatment and surgery. Trans people have the same range of sexual identities as anyone else and their sexuality is related to their gender identity, not their sex assigned at birth.

A variety of terms may be used by transgender people to describe themselves including: man, woman, transwoman, transman, trans masculine, trans feminine, trans or non-binary.

Transphobia

Negative beliefs, prejudices and stereotypes about people who are transgender or gender diverse.

+

A symbol that represents everything on the spectrum of sexuality and gender that isn't otherwise captured.

Appendix A – LGBTQIA+ History in Perth

The City of Perth has a rich history as the home of events and venues that celebrate LGBTQIA+ social life including most notably:

- Pride WA's Pride Parade
- Perth Festival
- Fringe Festival
- Connections Nightclub
- The Court

Useful reading and references for LGBTQIA+ history in Perth	
WA Museum Boola Bardip	Queering the museum: an LGBTQIA+ tour
Dexter Wong's architecture dissertation	Invisible Queer Spaces in Perth, Western Australia https://issuu.com/dexterwong9/docs/23225293_historical_queer_space_dissertation_dexte
State Library WA archives	https://slwa.wa.gov.au/plan-my-visit/spaces-visit/state-archives
WestPride Archives (formerly known as the Gay and Lesbian archives)	https://www.murdoch.edu.au/library/resources/special-collections/lgbtqi-womens-studies-collections

Appendix B – Places specialising in LGBTQIA+ support

It's important to seek help if you're feeling distressed. The following provides options if you want to talk to someone now over the phone or chat online.	
Lifeline:	131 114 or www.lifeline.org.au
13YARN:	13 92 76 or 13yarn.org.au
Brother to Brother:	1800 435 799
QLife:	1800 184 527 or www.qlife.org.au
Suicide Call Back Service:	1300 659 467
Kids Helpline:	1800 55 1800 or kidshelpline.com.au

For immediate assistance, please call 000 or go to your closest Emergency Department.

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Christophe Canato, *Cougar Morrison and Fay Rocious drag artists and cabaret performers*, 2024

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