

# Sexuality, Gender Diversity and Intersex Action Plan 2023 - 2026



<b>OUR VISION</b>	<b>A safer community and inclusive workforce</b>
<b>PURPOSE</b>	<b>Police and LGBTIQ+ communities working together, enhancing capabilities to reduce violence and maintain safety.</b>
<b>CORPORATE SPONSOR MESSAGE</b>	<p>The New South Wales Police Force (NSWPF) continue to work with the community to increase public safety and reflect the diverse and inclusive community of NSW in our workforce. NSWPF will build on existing relationships and forge new community relationships to increase community trust and foster a collaborative approach to community safety. The NSWPF recognise the unique challenges LGBTIQ+ people may face and pay particular attention to LGBTIQ+ people who are most vulnerable: young people, transgender/gender diverse people, people living in regional and remote locations, mental health consumers, people who are experiencing homelessness, people who come from religious cultural and linguistically diverse backgrounds, persons in the sex worker industry and First Nations people.</p> <p>The NSWPF will focus on educating officers to drive awareness and understanding throughout the organisation. The GLLOs will champion community engagement across NSW, offer valuable support to LGBTIQ+ employees and assist in building the organisational awareness and understanding in responding to LGBTIQ+ issues. The NSWPF acknowledges LGBTIQ+ communities have a long history of personal and collective marginalisation and to continue work with communities to build trust, respect, empathy and humility. Working in partnership with LGBTIQ+ stakeholders and communities, together we can make a difference.</p> <p><b>Our policy objectives are to ensure that the NSW Police Force will:</b></p> <ol style="list-style-type: none"> <li>1. Ensure all LGBTIQ+ persons are treated with respect, dignity and care.</li> <li>2. Enhance the capability of NSW Police Force staff to adopt an equitable and inclusive approach to LGBTIQ+ community issues through continued education and training.</li> <li>3. 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>4. Develop and implement policies to reflect best practice policing within an evolving LGBTIQ+ community.</li> </ol> <p><i>Assistant Commissioner Tony Cooke - Corporate Sponsor Communities</i></p>
<b>COMMUNITY/ CUSTOMER / STAKEHOLDER ISSUES</b>	<ul style="list-style-type: none"> <li>• LGBTIQ+ communities expect consistent, respectful policing responses which reflect inclusion, compassion, empathy and understanding.</li> <li>• The diverse NSWPF workforce (GLLOs, 'allies' and LGBTIQ+ personnel) deserve a safe, inclusive and professional workplace.</li> <li>• Police officers require access to information and continued education to support the effective response to policing issues within LGBTIQ+ communities.</li> </ul>
<b>RISKS / OPPORTUNITIES</b>	<ul style="list-style-type: none"> <li>• [R] Difficulties attracting and retaining employees from sexuality and gender diverse communities to ensure NSWPF reflects society.</li> <li>• [R] A lack of meaningful community engagement to facilitate information sharing on contemporary and emerging issues.</li> <li>• [O] Greater awareness amongst frontline police officers of key LGBTIQ+ issues.</li> <li>• [O] Expand the GLLO network and reach beyond metropolitan areas and to ensure these communities are engaged and supported.</li> </ul>

<b>OUR APPROACH</b>	<b>OUR FOCUS OUR FUTURE</b>	<b>HOW WE WILL ACHIEVE (Strategies / Initiatives)</b>
<b>PREVENTION</b>	<b>INTERVENE EARLY</b> for at risk individuals and groups to limit escalation, minimise harm and positively influence behaviour	<p><b>Enhance partnerships to develop local solutions to community safety issues</b></p> <ul style="list-style-type: none"> <li>• Strengthen relationships with sex and gender diverse communities through active engagement and consultation to address barriers in policies and practice.</li> <li>• Build and maintain partnerships with Youth Officers, Crime Prevention Officers, Domestic Violence Officers, Multicultural Community Liaison Officers, Aboriginal Community Liaison Officers and Gay and LGBTIQ+ Liaison Officer (GLLO) program focusing on vulnerable communities.</li> <li>• Maintain an active GLLO Advisory Committee to support the GLLO program and partnerships.</li> <li>• Work with Youth Command and key LGBTIQ+ stakeholders to implement strategies to support young LGBTIQ+ people.</li> </ul>
<b>RESPONSE</b>	<b>DELIVER</b> professional policing services to maintain community confidence	<p><b>Deliver respectful and consistent customer service</b></p> <ul style="list-style-type: none"> <li>• Maintain accurate Intranet content enabling timely access to relevant information for NSWPF employees.</li> <li>• Maintain a contemporary and accurate social media and Internet presence to support effective and timely communications.</li> <li>• Work with Public Affairs to ensure events, campaigns and achievements are promoted across 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.</li> <li>• Ensure regular communication across regions and specialist commands reinforcing NSWPF expectations around the professional delivery of services to LGBTIQ+ communities.</li> </ul>
<b>CAPABILITY</b>	<b>DEVELOP CAPABLE AND RESILIENT PEOPLE</b> to maximise performance	<p><b>Ensure safe workplace, safe people and safe operations.</b></p> <ul style="list-style-type: none"> <li>• Develop and implement innovative strategies to encourage and support involvement of diverse employees across the NSWPF in key community activities and events.</li> </ul> <p><b>Actively contribute to respectful, inclusive and productive workplaces</b></p> <ul style="list-style-type: none"> <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>Promote and capitalise on workforce diversity</b></p> <ul style="list-style-type: none"> <li>• Work with Human Resources Command to strengthen the diversity and inclusiveness of our workforce and identify and resolve any roadblocks for LGBTIQ+ applicants.</li> </ul>
	<b>ENHANCE LEADERSHIP</b> to build an agile and innovative organisation	<p><b>Put people first to positively influence culture</b></p> <ul style="list-style-type: none"> <li>• Develop and support strategies to improve morale, recognition, visibility and support of GLLOs across the NSWPF.</li> </ul> <p><b>Capitalise on a diverse and inclusive workplace</b></p> <ul style="list-style-type: none"> <li>• Build and foster a collaborative GLLO network to enhance the organisation's knowledge and capacity in responding to LGBTIQ+ issues.</li> <li>• Increase the range of officers who are trained and informed on LGBTIQ+ issues e.g. Youth Officers, CPOs, DVOs, MCLOs, ACLOs.</li> </ul>
	<b>BUILD EFFECTIVE SYSTEMS</b> to future proof our service delivery.	<p><b>Progress infrastructure and asset modernisation</b></p> <ul style="list-style-type: none"> <li>• Actively engage with Police Property Group to ensure new stations and renovations are supportive of inclusive modern workplaces.</li> </ul> <p><b>Identify and share information, intelligence, and best practice.</b></p> <ul style="list-style-type: none"> <li>• Consult and engage with community groups, and other policing jurisdictions to share learning and ensure world best practice policing and policy are implemented.</li> </ul>