

Department of Police, Fire
and Emergency Management

LGBTIQ_A+ Action Plan 2023 – 2026



Foreword

DPFEM has a strong commitment to supporting a diverse and inclusive workforce and community, I am pleased to endorse the Department of Police, Fire and Emergency Management (DPFEM) *LGBTIQA+ Action Plan 2023–2026*.

This Action Plan sets realistic and achievable goals over the next three years to continue to strengthen relationships with the LGBTIQA+ communities and support our LGBTIQA+ staff, volunteers, and their allies.

Our Action Plan is a significant step towards ensuring that every member of our community feels valued, respected, and supported, regardless of their sexual orientation, gender identity, or sex characteristics.

Our commitment to inclusivity extends to every aspect of our activities, including emergency services and first responders who play a crucial role in keeping the Tasmanian community safe.

The Action Plan includes several actions that encompass comprehensive training programs, community initiatives and policy reforms that will empower our staff, members, and volunteers to protect and serve the diverse Tasmanian communities with compassion, understanding and respect.

The Action Plan will be supported by Tasmania Police LGBTIQA+ Liaison Officers, and DPFEM's LGBTIQA+ Support Network members, and the Emergency Service LGBTIQA+ Strategic Working Group. It will directly benefit and empower LGBTIQA+ individuals by ensuring that they receive effective and sensitive responses from DPFEM personnel.

I wish to express my gratitude to all those who have contributed to the development of this Action Plan and thank the members of our LGBTIQA+ Strategic Working Group, liaison and support networks for your insights and efforts in strengthening our relationships and supporting our staff and volunteers.

Through our Action Plan, we commit to working together to break down barriers, eliminating discrimination and fostering a more compassionate and equitable Tasmania.

I look forward to making DPFEM a leading government agency in supporting the LGBTIQA+ communities.

Donna Adams

Secretary, Department of Police, Fire and Emergency Management
DPFEM LGBTIQA+ Supporter



Our vision

Objective 1 >

To continue to build the trust and confidence that the LGBTIQ+ communities have in DPFEM.

Objective 2 >>

To work collaboratively with organisations and members of the LGBTIQ+ communities to foster continuous improvement.

Objective 3 >>>

To provide ongoing training and education to our staff and volunteers to enhance their understanding of LGBTIQ+ issues, cultural competency and sensitivity.

Objective 4 >>>>

To support all DPFEM LGBTIQ+ staff, members, volunteers, and their allies.

Actions

Objective 1 >

To continue to build the trust and confidence that the LGBTIQ+ communities have in DPFEM.

Action	Responsible area/person	New or ongoing	Comments
To maintain and continue the development of the LGBTIQ+ Liaison Officer Network	LGBTIQ+ Coordinator	Ongoing	Continue with current training program, with continuous review and update where required Increase the number of LGBTIQ+ Liaison Officers from 11 to 30, with representation in every geographical district
Ensure the needs of LGBTIQ+ people in police custody are adequately addressed, with an especial focus on the safety and dignity of transgender, gender diverse, nonbinary people, and Indigenous people	Strategy and Support Police Districts	Ongoing	Data collection Policy review and updates
To support LGBTIQ+ sexual assault and family violence victim survivors through engagement and support	Family and Sexual Violence Command	New	Encouragement of inclusivity and support through a positive environment at the Arch Centres and engagement with specialist investigators
Provide trauma informed support to LGBTIQ+ victims of crime	Police Districts and Family and Sexual Violence Command	New	A victim centric approach to supporting the LGBTIQ+ communities, with an especial focus on safeguarding LGBTIQ+ victim-survivors experiencing intersecting forms of vulnerability (such as Indigeneity, disability, ethnicity, and/or mental health diagnosis)
Become one of the largest government agencies that actively recruits LGBTIQ+ staff	Police Recruiting, TFS Recruiting, and People and Culture	New	Embrace and encourage a diverse and inclusive workplace
Maintain and support the work of the DPFEM / LGBTIQ+ Strategic Working Group	DPFEM Agency Executive Group	Ongoing	DPFEM pioneered liaison with the LGBTIQ+ communities and we value the SWG's work

Objective 2 >>

To work collaboratively with organisations and members of the LGBTIQ+ communities to foster continuous improvement.

Action	Responsible area/person	New or ongoing	Comments
To maintain and strengthen further relationships with staff at Working it Out, TasCAHRD, Equality Tasmania, and other non- government organisations both through and outside the Strategic Working Group	LGBTIQ+ Coordinator	Ongoing	Ongoing with clear points of contact for NGO's
Engage with local communities groups to raise awareness of the Tasmania Police LGBTIQ+ Liaison Officer Program	LGBTIQ+ Coordinator Community and Engagement Inspector, Tasmania Police	Ongoing	Ongoing with clear points of contact for communities members Share promotional material to all known communities groups
Increase internal and external promotion of the Tasmania Police LGBTIQ+ Liaison Officer Program to make the program more accessible for the communities	LGBTIQ+ Coordinator Community and Engagement Inspector, Tasmania Police	New	Approved video promotion and updates to the Tasmania Police website. Consistently monitor and promote videos and related material to ensure sustained reach



Objective 3 >>>

To provide ongoing training and education to our staff, members and volunteers to enhance their cultural competency and understanding of LGBTIQ+ issues and sensitivities.

Action	Responsible area/person	New or ongoing	Comments
Ongoing presentation of LGBTIQ+ awareness training for police recruits	Education and training, Tasmania Police	Ongoing	100% training rate for recruits
Increase awareness and training to all members about LGBTIQ+ issues, with a clear focus on issues in rural and remote areas	LGBTIQ+ Coordinator	New	Development and implementation of online training package Reach 50% of officers trained within three years Include public safety issues and discrimination facing transgender and gender diverse Tasmanians
Incorporate mental health and suicide prevention training for LGBTIQ+ Tasmanians into recruit training	Education and training teams	New	Ongoing training at recruit level
Incorporate awareness about crime motivated by LGBTIQ+ prejudice and hate into recruit, officer and liaison officer training.	LGBTIQ+ Coordinator Education and training	New	



Objective 4 >>>>

To support all DPFEM LGBTQIA+ staff, members, volunteers and their allies.

Action	Responsible area/person	New or ongoing	Comments
To strengthen and grow the LGBTQIA+ Support Network	LGBTQIA+ Coordinator	Ongoing	Promotion of the support network through internal and external communications, including promotional videos and update of websites
To monitor feedback from the Tasmanian State Service and the Tasmania Police Employee Survey relating to questions about diversity	LGBTQIA+ Coordinator	Ongoing	Monitor and respond to survey results
Provide executive representation at annual events such as Pride Parade, IDAHOBIT, Pride in the Park and events around the state to support our people	LGBTQIA+ Coordinator	Ongoing	Ongoing presence at significant events Increased percentage of staff self-identifying as LGBTQIA+ 100% awareness within DPFEM of the existence of the support network
Continually review and amend internal policy documents to ensure inclusion of LGBTQIA+ staff	People and Culture / Strategy and Support	New	Create policy to support staff who may utilise Gender Affirmation Leave. Ensure policy guides supervisors as to how to support staff accessing this leave





For support, contact:
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