



Consultation Toolkit

For use by individuals, community groups and community sector organisations to undertake community consultation to inform Western Australia's LGBTIQ+ Inclusion Strategy.

November 2024



Acknowledgement of Country

The Western Australian Government proudly acknowledges the traditional custodians of this country and recognises their continuing connection to land, waters and communities. We pay our respects to Aboriginal¹ cultures and to elders past and present.

Recognition of those who paved the way

The Western Australian Government respects the full diversity of our communities and recognises the past and ongoing advocacy of the members of the lesbian, gay, bisexual, trans, intersex, queer, and asexual plus (LGBTIQ+) community. The State Government recognises the prejudice and trauma many LGBTIQ+ people experience and celebrates their strength, resilience and contribution.

¹ Throughout this report, the Department of Communities uses the term ‘Aboriginal’ respectfully to refer to both Aboriginal and Torres Strait Islander people, as the preferred usage by Aboriginal people in WA.



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Introduction

What are we doing?

On 23 February 2024, the State Government announced the development of Western Australia’s (WA) first whole-of-government LGBTIQ+ Inclusion Strategy (the Strategy).

The Hon Hannah Beazley MLA, Minister for Youth is the lead minister responsible for the delivery of the Strategy and Department of Communities (Communities) is the lead agency for developing and implementing the Strategy.

The Hon Sabine Winton MLA, Minister for Community Services, is responsible for the administration of the four grants to LGBTIQ+ organisations.

The Hon Don Punch MLA, Minister for Seniors, is also playing an important role.

The Strategy will drive inclusion and promote the well-being and full social and economic participation of all LGBTIQ+ people in WA through identifying priority areas and associated actions to foster long-term change.

The Strategy will be supported by an Action Plan, which will detail key purposeful actions by government to promote positive change.

To support development of the Strategy, Communities will work with key partners to maximise community connection and engagement. Funding and governance have been established to support this collaborative approach, as outlined below:

- Rainbow Futures WA has been appointed as the Peak Body to support the development and implementation of the Strategy, including guiding engagement with LGBTIQ+ communities and organisations.
- Funding has been provided to three non-government organisations to support the development and implementation of the Strategy. These are: Living Proud; TransFolk of WA; and GLBTI Rights in Ageing (GRAI).
- A Strategy Reference Group (the Reference Group) is guiding consultation and engagement with LGBTIQ+ communities and sector organisations. It is co-chaired by Department of Communities and the peak body.
- Communities has formed a Government Project Steering Group, including representatives of key State Government agencies, to provide strategic guidance for the development of the Strategy and implementation.

Consultation Approach

Your views, your community

The consultation seeks to understand the views, lived experiences and perspectives of LGBTQIA+ people and other interested people, to help inform the development of the Strategy.

We know that good community engagement and consultation takes planning, trusted facilitation and support. As the lead agency, Communities is committed to assisting people and organisations to have their say in the way that suits them best.

This Toolkit was developed following a joint workshop with the Reference Group and State Government agencies. It guides you on how to plan and undertake consultation activities to inform development of the Strategy.

The Toolkit demonstrates Communities’ commitment to working in partnership with the Peak Body, Reference Group, and key partners to undertake engagement that informs the development of the Strategy in a way that is trauma informed, inclusive, and culturally and psychologically safe.

Figure 1 below shows the key activities planned for each stage.

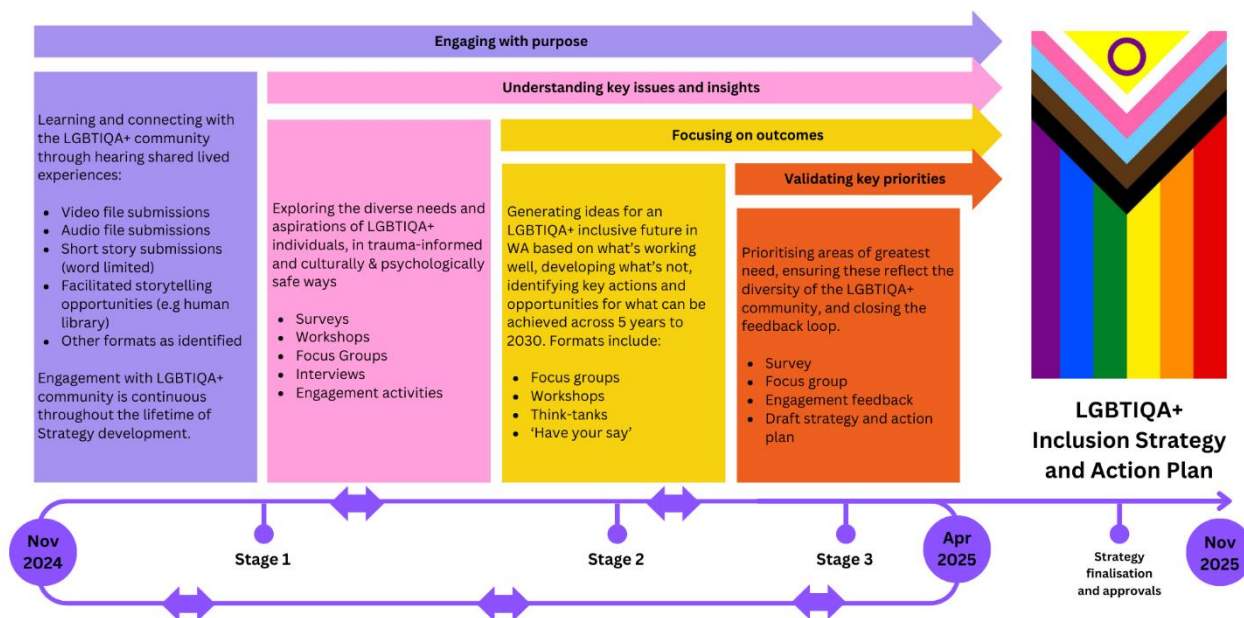


Figure 11 - Engagement stages

During consultation, people may share their personal experiences, including experiences which have been difficult. The Consultation Toolkit provides guidance on how to ensure that consultations are safe and supportive for all.

Any personal information and input provided will be kept confidential and treated according to privacy regulations, including the *Privacy Act 1988*. Analysis of feedback that is received

will be collated and reported in a way that protects people’s identities and will only be used to inform the development of the Strategy.

Consultation Principles

The following consultation principles have been developed to guide and support organisations to undertake their consultations in a safe and respectful way. Consultations will be designed to be:

1. Inclusive and Accessible
2. Trauma Informed and Supportive
3. Transparent and Strengths-based Communication
4. Ethical
5. Flexible and Adaptable

The User Guide outlines these principles in detail and provides guidance on how to practically apply these in your consultation. By consulting with the community, you are agreeing to these principles and undertaking to engage respectfully and meaningfully with people.

Goals and questions

Through consultation we are seeking to understand:

- What a more LGBTIQ+ inclusive WA would look and feel like in daily life
- How the WA Government can best work with and for LGBTIQ+ people and communities in WA.
- What the main challenges or barriers are that prevent the full inclusion and participation of LGBTIQ+ people in WA.
- What are key opportunities that can enhance the full inclusion and participation of LGBTIQ+ people in WA.

Refer to the User Guide for prompts to help generate discussion with consultation participants.

It is important in consultation to ensure that people have an opportunity to express their views on matters that are important to them. These questions are intended as a guide but are not intended to constrain conversations. Stakeholders will also have the option to answer these questions in an online survey, available throughout the consultation period.

Getting started

Effective community consultation does not happen by accident. It relies on significant behind-the-scenes preparation – from the big-picture to making sure that the small, but important details, are covered off. Time spent early on will result in better conversations. It will also make sure that you have everything you need to summarise your consultation and report back to Communities. Community consultation activities have been broken into four key phases, which are detailed in Figure 2 below.

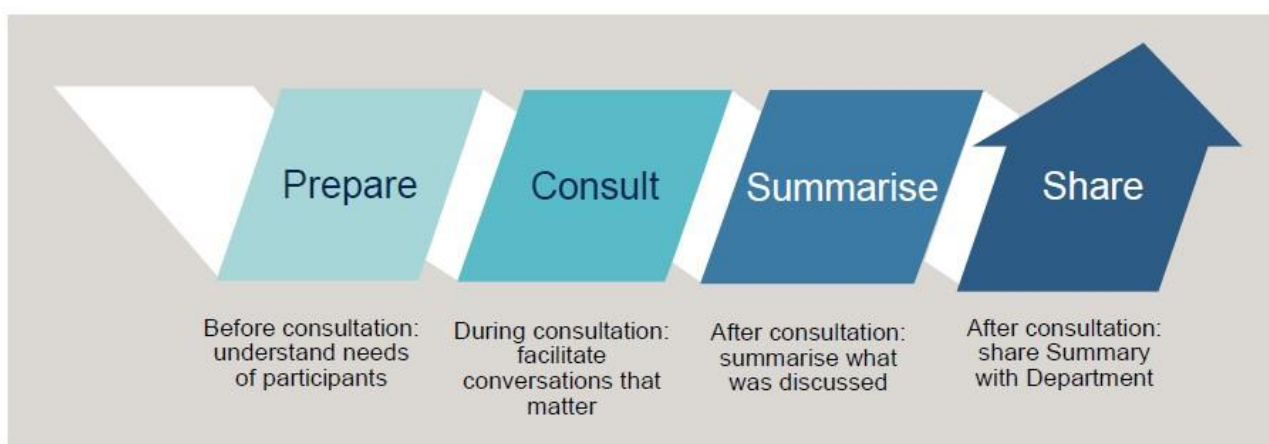


Figure 2 – community consultation process

Included in this Toolkit:

Supporting materials available for facilitators and participants include:

- **The Consultation Toolkit** –provides guidance and a process on undertaking consultations.
- **Consultation User Guide** – discusses the consultation process and planning considerations; presents questions for consideration with your consultation participants; and provides a reporting and feedback template.
- **Frequently Asked Questions** – outlining questions which may arise in the course of consultations.

Once you have decided on a date and location for your consultation activity, please let Communities know, at lgbtiqa@communities.wa.gov.au including whether your consultation activity will be open to the public or by invitation only. This will help Communities determine what additional consultations might need to be undertaken and any support required.