



City of Perth

Stakeholder Engagement Outcomes - Executive Summary

Equity, Diversity & Inclusion Framework



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The City of Perth (City) is developing an Equity, Diversity and Inclusion Framework (the Framework), which will be guiding principles that provide structure for an all of City approach which will help address the barriers preventing full community participation for marginalised groups.

In developing this Framework, the City conducted 213 engagements between March and April to help define the principles the City of Perth should employ to celebrate diversity, champion equity and promote inclusion in the community.

The table below shows a summary of the consultation undertaken.

Engagements undertaken			
1	Community workshops	1	Community questionnaire
1	Access and Inclusion Advisory Group workshop	1	Staff questionnaire
1	Elders Advisory Group workshop	1	Internal working group workshop
1	LGBTQIA+ Advisory Group workshop		
Who was engaged			
9	Community members	79	Community questionnaire respondents
8	Access and Inclusion Advisory Group members	71	Staff questionnaire respondents
6	Elders Advisory Group members	28	Internal working group members
12	LGBTQIA+ Advisory Group members		
213	Total individual engagements		

The purpose of engagement was to gather quantitative and qualitative data about:

1. Experience and perceptions related to diversity and inclusion in the City of Perth;
2. Vision for City of Perth; and
3. How the City of Perth could improve in celebrating diversity, championing equity and fostering inclusion.

The outcomes outlined in this report will be used to inform the development of the Framework as well as be used as a benchmark to help track its implementation.

Summary of Outcomes

Overall themes that came through were:

- Belonging;
- A fair opportunity for everyone to have equal opportunities and experiences;
- Community consultation and including diverse people in decision making;
- Celebrating diversity;
- Discrimination within discrimination (intersectionality);
- Removing barriers;
- Employing people from diverse backgrounds; and
- Top-down leadership on the matter.

Perceptions and experience from the community

The anecdotal sentiment of the community was hopeful that a Framework was being developed. They want to ensure it does not end up as a document that 'sits on the shelf' and is given the resources and supporting plans to ensure it is implemented for real change. The vision is for a future where a Framework is no longer necessary as these principles are business as usual.

Just over half of respondents feel included in the City of Perth community, 41% are uncertain if their experiences and perspectives are valued by the Council and 33% agree the Council is showing leadership in this space.

The responses to these questions suggest that respondents who were born overseas and/or speak languages other than English at home feel more included and heard than the average respondent. This compares to people living with a disability, the LGBTQIA+ community and people over 55+ years who feel less included, heard and comfortable with the City's leadership.

Perceptions and experience from within City of Perth

It was clear from the City of Perth internal engagement that staff want to see top-down commitment to equity, diversity and inclusion.

Following the staff session, 'gender equality' was added to the project scope with as specific call men in the organisation to use their privilege to be allies to and lift up marginalised groups in the City of Perth and community.

62% of respondents agree the City respects individuals and values their differences and 70% feel like they belong at the City of Perth. 56% agree that the workplace allows them to work without fear however, worryingly, this means 27% disagree or strongly disagree with this statement.

Almost 3 in 4 people understand the process for reporting harassment or discrimination related to diversity and almost half are confident incidents will be handled properly.

Next Steps

The *Stakeholder Engagement Outcomes Report* documents the range of stakeholder engagements undertaken within this project. This engagement followed stakeholder mapping and analysis, and the development of a stakeholder engagement plan.

The *Stakeholder Engagement Outcomes Report* is intended to facilitate an understanding of the purpose and context of the stakeholder engagement and to act as a benchmark for future consultation and evaluation.

The findings of this report will be analysed and will inform the content of the draft Equity, Diversity and Inclusion Framework to be presented to Council in July 2021.