



SUMMARY GUIDE

TAKING BACK OUR PRIDE

A Prepare, Respond and Recover
approach to rural LGBTIQ+
events & community safety

OVERVIEW: A PREPARE, RESPOND & RECOVER APPROACH

In response to a rise in anti-LGBTIQA+ hate, vilification and violence throughout 2023 and 2024, and an inadequate state-wide response to supporting affected regional and rural communities, LGBTIQA+ leaders from regional and rural communities called for a safety resource focused on LGBTIQA+ events delivered by multiple stakeholders within regional and rural communities.

In a 2024 survey, Rural Pride Australia found that due to community safety concerns: 50% of respondents had an LGBTIQA+ event or gathering delayed, postponed or cancelled in their community; 75% of respondents had an LGBTIQA+ event or gathering changed or altered in their community; 62.5% of respondents hadn't planned or considered LGBTIQA+ events or gatherings in their community; and, 100% of respondents reported that online anti-LGBTIQA+ hate and vilification impacted their regional and rural LGBTIQA+ events and gatherings.

This project is all about keeping regional and rural pride events happening within a supportive, local and LGBTIQA+-first ecosystem, and ensuring regional and rural LGBTIQA+ leaders and communities are visible, safe and connected. We maintain our position that postponements and cancellations must be a last resort that can only be made in close consultation with key local LGBTIQA+ community leaders.

WHAT THIS RESOURCE IS

A summary of what regional and rural Victorian LGBTIQA+ leaders, community members and their supporters have told us about the last few years of LGBTIQA+ visibility and pride, and the impact of anti-LGBTIQA+ hate, vilification and violence;

- An “in the meantime” practical guide, with some of the best answers to some of the most common pain points in doing non-metropolitan pride safely; and,
- A plan to keep regional and rural LGBTIQA+ events happening and LGBTIQA+ community safe, designed to complement local plans, processes and partnerships.

WHO THIS IS RESOURCE FOR

- LGBTIQA+ leaders, community members and our most active allies who organise events, festivals and gatherings for their communities;
- Mainstream practitioners, services and organisations that have run LGBTIQA+ events, or have attempted to, and want to understand what has gone wrong, the pivotal role they can ideally play and how not to miss opportunities to keep events happening; and,
- Mainstream practitioners, services and organisations who are erring on the side of caution, or perhaps have decided that playing an active, public and central role in running LGBTIQA+ events, festivals and gatherings is too hard or too risky.

HOW TO NAVIGATE THIS RESOURCE

- Read this high-level summary, *Taking Back Our Pride: The Companion Guide*.
- Compare and contrast with your own event and community experience/s.
- Consider your supports, this can be a tough read.
- Reflect on your own community: are you preparing, responding and/or recovering?
- Refer to the relevant section of the *Taking Back Our Pride* resource for detail, practical steps and guidance. Suggested reading time for each section is: **Prepare (45 minutes), Respond (30 minutes) and Recover (15 minutes)**.

We've persisted with this project purposefully. When done well, LGBTIQA+ work is tough. Why? It has the very real potential to change, save and transform everyday LGBTIQA+ lives beyond opponents, gatekeepers and silos. Collectively we have the people, practice and wisdom to meet the current challenges of anti-LGBTIQA+ hate, vilification and violence.

Consistently, LGBTIQA+ leaders, community members and those that love them across regional and rural Victoria have told us that not enough people are showing up and turning up for them and the tough conversations. For showing up and turning up to this tough conversation, Rural Pride thanks you.

A PREPARE, RESPOND AND RECOVER APPROACH TO RURAL LGBTIQ+ EVENTS & COMMUNITY SAFETY

IDENTIFIED CRITICAL FACTOR ¹	PREPARE	RESPOND	RECOVER
Whole-of-Community Stakeholder Collaboration	Gather all stakeholders to understand their role in local LGBTIQ+ events and community safety; Develop an LGBTIQ+-endorsed <i>Safe & Proud LGBTIQ+ Event Plan</i>; and, Demonstrate allyship to the LGBTIQ+ community that is informed by local LGBTIQ+ community.	Gather all stakeholders ASAP to fully understand their essential role in responding to anti-LGBTIQ+ hate, vilification and violence whilst keeping local LGBTIQ+ community safe.	Gather all stakeholders to reaffirm ongoing allyship to the local LGBTIQ+ community, and plan an ongoing, collaborative recovery effort for LGBTIQ+ community, whilst centring local LGBTIQ+ community.
True Partnership with Local LGBTIQ+ Community	Take an LGBTIQ+-led and LGBTIQ+-first approach to planning safe and proud LGBTIQ+ events.	Take an LGBTIQ+-led and LGBTIQ+-first approach to response efforts to pre-event and event anti-LGBTIQ+ hate, vilification and violence.	Learning from and applying emerging LGBTIQ+ Individual Recovery Lessons.
Take an LGBTIQ+-First & Led Approach to Risk & Safety	Take an LGBTIQ+-led and LGBTIQ+-first approach to risk and safety planning for LGBTIQ+ events.	Take an LGBTIQ+-led and LGBTIQ+-first approach to risk and safety in response efforts.	Learning from and applying emerging LGBTIQ+ Community Recovery Lessons.
Role Clarity in Preparation, Response & Recovery	Develop an <i>Anti-LGBTIQ+ Hate, Vilification and Violence Response and Recovery Plan</i>; and, Develop an accompanying operational plan that outlines roles, resources and support.	All critical stakeholders follow the <i>Anti-LGBTIQ+ Hate, Vilification and Violence Response and Recovery Plan</i> .	All critical stakeholders follow the <i>Anti-LGBTIQ+ Hate, Vilification and Violence Response and Recovery Plan</i>. All critical stakeholders build on the <i>LGBTIQ+ Event (Response and Recovery) Communications Plan</i>.
Deliberate & Generous Community Communication & Engagement	Develop a <i>Safe LGBTIQ+ Event Promotional Plan</i>; Develop an <i>LGBTIQ+ Event (Response and Recovery) Communications Plan</i>; and, Partner for a Localised, Tailored Approach.	All critical stakeholders follow the <i>LGBTIQ+ Event (Response and Recovery) Communications Plan</i> .	

¹Note: For every Identified Risk Factor, regional and rural LGBTIQ+ Victorians have told us the risk to the event and community increases significantly. Whilst one or more Identified Risk Factors does not mean guaranteed anti-LGBTIQ+ hate, vilification and violence, the likelihood significantly increases.

PREPARE

Key factors for anti-LGBTIQA+ hate, vilification & violence-affected communities

IDENTIFIED RED FLAGS IN RURAL LGBTIQA+ EVENT & COMMUNITY SAFETY			
	Is this relevant in your community?		
▶ Collaboration between local mainstream and LGBTIQA+ stakeholders is tokenistic, lacking or missing, and/or, mainstream stakeholders aren't providing significant, support, resourcing and allyship for LGBTIQA+ event/s.	YES	UNSURE	NO
▶ Local LGBTIQA+ community isn't at the heart of planning for local LGBTIQA+ events, particularly in risk and safety planning.	YES	UNSURE	NO
▶ A traditional, mainstream approach to event risk and safety is applied for the LGBTIQA+ event.	YES	UNSURE	NO
▶ There's a lack of identified roles, clear role descriptions and/or a plan for resource allocation for key stakeholders in planning for anti-LGBTIQA+ hate, vilification and violence before, during and after LGBTIQA+ events.	YES	UNSURE	NO
▶ There's minimal, or no, communication, engagement with and/or requests for significant input between lead mainstream stakeholders and local LGBTIQA+ community before and after an LGBTIQA+ event.	YES	UNSURE	NO

IDENTIFIED GREEN FLAGS IN RURAL LGBTIQA+ EVENT & COMMUNITY SAFETY			
	Is this relevant in your community?		
▶ Gather all stakeholders to understand their role in local LGBTIQA+ events and community safety; ▶ Develop an LGBTIQA+-endorsed Safe & Proud LGBTIQA+ Event Plan; and, ▶ Demonstrate allyship to the LGBTIQA+ community that is informed by local LGBTIQA+ community.	YES	UNSURE	NO
▶ Taking an LGBTIQA+-led and LGBTIQA+-first approach to planning LGBTIQA+ events.	YES	UNSURE	NO
▶ Taking an LGBTIQA+-led and LGBTIQA+-first approach to risk and safety planning for LGBTIQA+ events.	YES	UNSURE	NO
▶ Develop an Anti-LGBTIQA+ Hate, Vilification and Violence Response and Recovery Plan; ▶ Develop an accompanying operational plan that outlines roles, resources and support.	YES	UNSURE	NO
▶ Develop a Safe LGBTIQA+ Event Promotional Plan; ▶ Develop an LGBTIQA+ Event (Response and Recovery) Communications Plan; and, ▶ Partner for a Localised, Tailored Approach.	YES	UNSURE	NO

RESPOND

Key factors for anti-LGBTIQA+ hate, vilification & violence-affected communities

IDENTIFIED RED FLAGS IN RURAL LGBTIQA+ EVENT & COMMUNITY SAFETY			
	Is this relevant in your community?		
► Collaboration between local mainstream and LGBTIQA+ stakeholders is tokenistic, lacking or missing, and/or, mainstream stakeholders aren't providing significant, support, resourcing and allyship for LGBTIQA+ event/s.	YES	UNSURE	NO
► Local LGBTIQA+ community isn't at the heart of planning for local LGBTIQA+ events, particularly in risk and safety planning.	YES	UNSURE	NO
► A traditional, mainstream approach to event risk and safety is applied for the LGBTIQA+ event.	YES	UNSURE	NO
► There's a lack of identified roles, clear role descriptions and/or a plan for resource allocation for key stakeholders in planning for anti-LGBTIQA+ hate, vilification and violence before, during and after LGBTIQA+ events.	YES	UNSURE	NO
► There's minimal, or no, communication, engagement with and/or requests for significant input between lead mainstream stakeholders and local LGBTIQA+ community before and after an LGBTIQA+ event.	YES	UNSURE	NO

IDENTIFIED GREEN FLAGS IN RURAL LGBTIQA+ EVENT & COMMUNITY SAFETY			
	Is this relevant in your community?		
► Gather all stakeholders ASAP to fully understand their essential role in responding to anti-LGBTIQA+ hate, vilification and violence whilst keeping local LGBTIQA+ community safe.	YES	UNSURE	NO
► Take an LGBTIQA+-led and LGBTIQA+-first approach to response efforts to pre-event and event anti-LGBTIQA+ hate, vilification and violence.	YES	UNSURE	NO
► Take an LGBTIQA+-led and LGBTIQA+-first approach to risk and safety in <i>response</i> efforts.	YES	UNSURE	NO
► All critical stakeholders follow the <i>Anti-LGBTIQA+ Hate, Vilification and Violence Response and Recovery Plan</i> .	YES	UNSURE	NO
► All critical stakeholders follow the <i>LGBTIQA+ Event (Response and Recovery) Communications Plan</i> .	YES	UNSURE	NO

RECOVER

Key factors for anti-LGBTIQA+ hate, vilification & violence-affected communities

IDENTIFIED RED FLAGS IN RURAL LGBTIQA+ EVENT & COMMUNITY SAFETY			
	Is this relevant in your community?		
► Collaboration between local mainstream and LGBTIQA+ stakeholders is tokenistic, lacking or missing, in <i>recovery</i> efforts to pre-event and event anti-LGBTIQA+ hate, vilification and violence.	YES	UNSURE	NO
► Local LGBTIQA+ community isn't at the heart of <i>recovery</i> efforts for local LGBTIQA+ events when there is to pre-event and event anti-LGBTIQA+ hate, vilification and violence.	YES	UNSURE	NO
► A traditional, mainstream approach to event risk and safety is applied to post anti-LGBTIQA+ hate, vilification and violence.	YES	UNSURE	NO
► There's a lack of identified roles, clear role descriptions and/or a plan for resource allocation for key stakeholders in <i>recovery</i> efforts to pre-event and event anti-LGBTIQA+ hate, vilification and violence.	YES	UNSURE	NO
► There's minimal, or no, communication, engagement with and/or requests for significant input between lead mainstream stakeholders and local LGBTIQA+ community post-anti-LGBTIQA+ hate, vilification and violence.	YES	UNSURE	NO

IDENTIFIED GREEN FLAGS IN RURAL LGBTIQA+ EVENT & COMMUNITY SAFETY			
	Is this relevant in your community?		
► Gather all stakeholders to reaffirm ongoing allyship to the local LGBTIQA+ community, and plan an ongoing, collaborative recovery effort for LGBTIQA+ community, whilst centring local LGBTIQA+ community.	YES	UNSURE	NO
► Learning from and applying emerging LGBTIQA+ Individual Recovery Lessons.	YES	UNSURE	NO
► All critical stakeholders follow the <i>Anti-LGBTIQA+ Hate, Vilification and Violence Response and Recovery Plan</i> .	YES	UNSURE	NO

RECOMMENDATIONS

1. Future funding for events, festivals and gatherings to reflect the new anti-LGBTIQ+ hate, vilification and violence reality.

- ✓ To acknowledge that more preparation and planning is required to keep communities safe, including the need for LGBTIQ+-safe security for permanent, fixed venues.
- ✓ To reflect there's now a likelihood that there could, and will, be some response and recovery effort required.

2. Deliver a series of state-wide webinars, including information about anti-LGBTIQ+ hate, vilification and violence.

- ✓ These webinars should include information about the implications of new anti-LGBTIQ+ hate, vilification and violence laws, especially in a regional, rural and local government context; and,
- ✓ These webinars should socialise this resource, and the work for each of the *Prepare*, *Respond* and *Recover* stages.

3. Establishment of a central, LGBTIQ+-safe reporting option in Victoria for those affected by anti-LGBTIQ+ hate, vilification and violence

- ✓ There needs to be a central place for capturing this information, and the stories behind them, given the implications for LGBTIQ+ community safety in its absence

"We experience it, but we didn't have a platform to report it"

- ✓ Pilot a Queer Crimestoppers Program
"we're hypervigilant for a reason"

"it's our job to notice, and to let people know who can respond, who will respond; the community know it's happening and it's coming"

4. Better coordination of state-wide services and supports in regional and rural communities

- ✓ Better facilitation of links to, and clearer offering from, state-wide organisations and services
- ✓ Pilot localised funding for better understanding how communities can realise the full potential of promoting, coordinating and accessing state-wide services and supports.

- ✓ Connecting LGBTIQ+ leaders and community members affected by anti-LGBTIQ+ hate, vilification and violence for peer support and strengths-based support.

5. Pilot Localised Regional and Rural Safety Summits

- ✓ Build on existing LGBTIQ+ work to creating tailored, localised LGBTIQ+ community safety plans that centre local LGBTIQ+ community and draws on multiple mainstream stakeholders, resulting in LGBTIQ+ communities being centred, supported and safe before, during and after events.
- ✓ Consider holding regular high-level roundtables that include LGBTQIA+ leaders, police, mainstream organisations, including Council and its executives, support services and first-responders.
- ✓ Host them regionally.

6. Develop resources to respond to online anti-LGBTIQ+ hate, vilification and violence.

7. Pilot a program of upskilling LGBTIQ+ event organisers in emergency management, in partnership with leading Victorian organisations, such as Emergency Recovery Victoria and the Municipal Association of Victoria.

8. Fund LGBTIQ+ Community Leadership Sustainability programs, particularly LGBTIQ+-safe, trauma-informed counselling support for all LGBTIQ+ community leaders (and agreed standards for them).

9. Develop a Shared Collaborative Care Model

- ✓ Work with regional and rural LGBTIQ+ communities and leaders to develop a shared collaborative care model that reflects the best of regional and rural communities, accounts for the opportunities and challenges, allows localised adaptation and the ability to draw on a state-wide community of practice.

