



VICTORIA POLICE



# Victoria Police GLBTI Network Liaison Officer

Mikey Welsh

# My Background



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Member of Cheshire Constabulary for 19 yrs

Sergeant - Family Violence & Child Protection Unit

Inspector - Learning & Development Dept

Victoria Police - Senior Law Manager & Program Coordinator

And.. Yes I am!

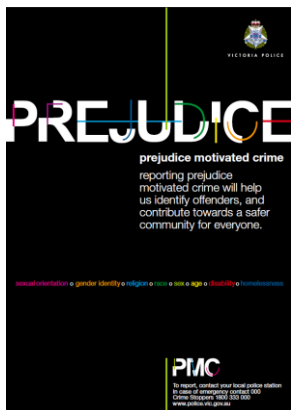


# Definition: Prejudice Motivated Crime



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A crime motivated by prejudice is a criminal act which is motivated (wholly or partly) by hatred for, or prejudice against, a group of people with common characteristics with which the victim was associated, or with which the offender believed the victim was associated.



sexual orientation • gender identity • religion • race • sex • age • disability • homelessness

# Characteristics include, but not limited to:



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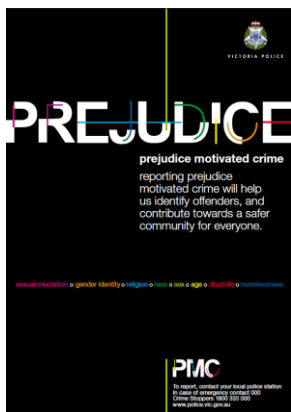
- race (including colour)
- religious belief or activity
- sexual orientation
- gender identity
- disability (as defined by the Equal Opportunity Act 2010)
- political belief or activity
- age
- homelessness
- sex

# Definition: Victim of Prejudice Motivated Crime



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- any individual or group of people with common characteristics - such as those previously mentioned
- a person associated with a group in the broader sense, such as a friend, relative or good Samaritan, who comes to the aid of a member of a group during the commission of a prejudice motivated crime
- an advocate or lobbyist for the group
- someone in the employment of or having an association with a group
- an acquaintance or family member of a group



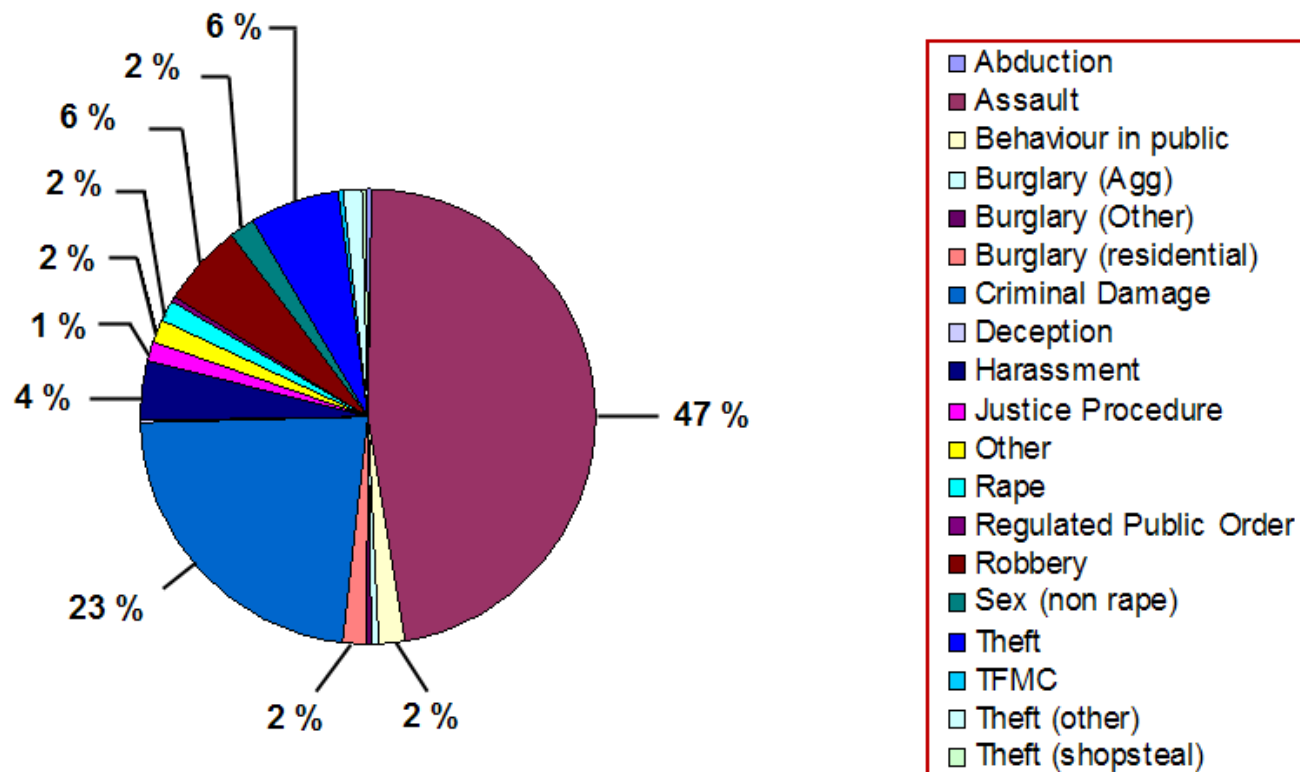
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# Incidents of Prejudice Motivated Crimes reported to Victoria Police



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### Homophobic Reported Crime 2011 - 2012



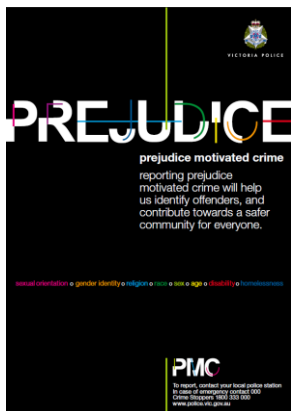
# Specific Legislative Provisions



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The *Sentencing Act 1991* requires that courts consider the presence of any aggravating or mitigating circumstances concerning the offender and of any other relevant circumstances.

In December 2009, an amendment was made to the Victorian Sentencing Act to provide that where prejudice or hatred is established as the motive for committing a crime, the motive must be taken into account at sentencing. What this means, is that where a court is satisfied that an offence was motivated (either wholly or partly) by hatred for or prejudice against a group of persons with common characteristics with which the victim was associated, or with which the offender believed the victim was associated, it may impose a higher penalty for the aggravating circumstances.



sexual orientation ◦ gender identity ◦ religion ◦ race ◦ sex ◦ age ◦ disability ◦ homelessness

# Gay and Lesbian Liaison Officers (GLLOs) Mission Statement



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The Gay and Lesbian Liaison Officer mission is to ‘contribute to the creation of mutual trust between police, lesbians, gay men, bisexuals, transgender and intersex persons so that they have increasing confidence in police through the provision of fair and equitable policing service’.



# The Role of a Gay & Lesbian Liaison Officer (GLLO)



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The role of a Gay and Lesbian Liaison Officer (GLLO) involves assisting in both Police and members of the GLBTI community by:

- liaising with the gay, lesbian, bisexual, transgender and intersex (GLBTI) community to provide a direct line of contact between the GLBTI community and Victoria Police
- assisting other police obtain statements from victims and/or witnesses where appropriate
- referring victims to appropriate support services
- providing information and education to police about GLBTI community issues
- attending local meetings, media launches, community events and annual events that relate to GLBTI issues
- monitoring prejudice motivated crime trends within GLBTI communities



# Transparency: Supporting our Community



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The International Day Against Homophobia and Transphobia ('IDAHO') was created to promote a world of tolerance, respect and freedom regardless of people's sexual orientation or gender identity. As much as it is a day against violence and oppression, it is a day for freedom, diversity and acceptance.

The International Day Against Homophobia and Transphobia is not one centralised campaign, but an opportunity for all to fight for sexual diversity and gender freedom according to the context they work in.

Victoria Police made the decision to fly the Pride flag, where it sent a visible sign of dedication to eradicating homophobia, transphobia and crime related offences.

On a bigger scale, this formed a part of the larger commitment to tackling hate crime in all its forms and sent a clear message to victims and offenders that offences involving disability, race, religion, sexual orientation or transgender will not be tolerated by Victoria Police.

# GLBTI Network Liaison Officer



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Victoria Police Academy

**GLBTI**  
GAY LESBIAN BI-SEXUAL TRANSGENDER AND INTERSEX

Support if and when you need it

## Gay Issues?

Do you need help, support or guidance either on a personal or organisational level? Then the GLBTI support workers are here to help you.

I am committed to ensuring that equality and diversity issues are addressed and available for advice on gay issues to anyone needing them.

For help or further advice including any operational issues please call

**Mikey Welsh**  
0431 263829 or 9566 6729

All contact will be treated with the strictest confidence.

The Victoria Police crest logo is located at the bottom right of the leaflet.

The role of the GLBTI Network Liaison Officer at the Victoria Police Academy is there to provide advice, support on a personal or organisational level.

(1700+ new members and 940 Protective Services Officers)

Victoria Police is committed to ensuring that equality and diversity issues are addressed appropriately and where possible the network liaison officer is available for advice on gay issues to anyone needing them.

# Day in the life of a 'Bobby'!



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Thank you!