

3Questions

Auckland Council Rainbow Communities Advisory Panel
Community Engagement Project



Working together with

**Auckland
Council**

Te Kaunihera o Tāmaki Makaurau





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About this report

This report has been commissioned by the Auckland Council Rainbow Communities Advisory Panel (RCAP) to identify key issues facing Rainbow Communities in Auckland.

RCAP is one of six demographic advisory panels established by Auckland Council to offer advice on regional policies, strategic issues and matters of interest to their community or sector. The Auckland Council advisory panels are vital to informing the work of council staff and recommendations presented to council decision-making authorities and committees.

Cissy Rock, Aych McArdle, Sam Orchard and Toni Duder worked on this project using collaborative design principles to involve as many Rainbow Aucklanders in the process as possible. The process was co-created by a small group of Rainbow Aucklanders with support from Auckland Council staff.



From the Panel

Tena Koutou katoa,

On behalf of the RCAP we are very pleased to present this report to our Rainbow whānau and communities across Auckland.

When our panel resolved to engage in this work, we did so with the aim of hearing the voices of our Rainbow communities to better inform our work programme for the current Auckland Council term.

This report has surpassed all expectations and we now hope that it will not only be used by us and the Council but also by the wider community as a unique and important insight into the views, concerns, aspirations, hopes and dreams of our vibrant Rainbow communities.

We look forward to working both within Auckland Council and also with our partners across Government and the community to implement the recommendations and empower the people this report gives voice to.

Ngā mihi nui,
John Kingi and Jules Radford-Poupard
Co-Chairs
On Behalf of the Rainbow Communities Advisory Panel







Executive Summary



A variety of methods were used to collect feedback were in place; online, face to face and written.

From the community feedback seven themes have emerged: housing, transport, visibility, becoming an internationally attractive city for Rainbow communities, spaces/events, healthcare and safety. We then went back out to communities via online and a hui to seek more information as to what each theme meant to them. It is from this information that we generated some recommendations.


Housing

-  1. Require all social housing providers, and aged-care providers contracted to council to have Rainbow cultural competency training.
-  2. Advocate the unique needs of Rainbow communities in housing conversations with central government.
-  3. Financially support housing partnerships with Rainbow organisations like the current RainbowYOUTH and Lifewise collaboration.
-  4. Support Housing First to provide targeted services to Rainbow Communities.

Transport




-  1. Develop a campaign for public transport that challenges cultural behaviour similar to the “Bug Bears” campaign by Auckland Transport. “Don’t be Rainbow Phobic!”
-  2. Utilise council expertise in environmental design to create public transport environments (eg. trains, bus stops, train platforms, cycle paths) where no one feels vulnerable or unsafe.

Visibility






-  1. Develop photo stock of Rainbow Aucklanders for use in council publications year-round.
-  2. Create “Rainbow Communities are welcome here” signage with Rainbow cultural competency training and checklist for all council facilities i.e. an online101 module like health and safety.
-  3. Commission artists from the Rainbow Community to create public monuments and public art representing/discussing/engaging with Rainbow Communities in Auckland
-  4. Documenting significant historical venues and places to Rainbow Communities in Auckland. Commemorate these spaces with specific Auckland Council branded plaques. A tour of these spaces would be a great tourist activity!
-  5. Create a mechanism for Rainbow Communities to access centralised community funding through the council.
-  6. Increase local board funding to projects and organisations that support Rainbow Communities in Auckland.



International City

-  1. Promote Rainbow Community businesses, services and support organisations in information about Auckland to travellers, tourists and migrants. Utilise ATEED in this project.
-  2. Suggest Business Improvement District programme investigate how to cater to Rainbow Communities
-  3. Tender research in relation to stigma, discrimination and violence experienced by Rainbow Communities in Auckland.


Spaces, Events and Venues

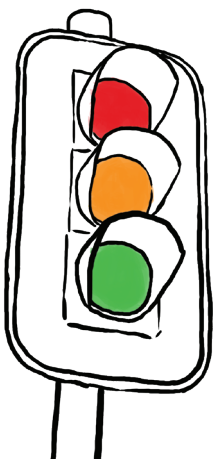
-  1. Secondment of a council staff member to work as a Rainbow Spaces Activator. Use a community led approach to increase celebration of relevant Rainbow diversity in each local board area.
-  2. Support Rainbow diversity initiatives within Auckland Council through staff network.
-  3. Create “Rainbow Communities are welcome here” signage with Rainbow cultural competency training and checklist for all council facilities i.e. an online 101 module like health and safety.
-  4. Mandate Rainbow cultural competency training for all liquor licenses.
-  5. Fund events, spaces and organisations that are family friendly, physically accessible and alcohol free.

Healthcare Recommendations

- 1. Council can advocate to Auckland DHB and central government about the unmet healthcare needs of Rainbow Communities in Auckland.
- 2. Identify collaborative opportunities between Auckland DHBs and central government for the development of Rainbow healthcare.




Safety

-  1. The implementation of this report’s recommendations in the previous 6 themes will help ensure that Auckland creates a holistically safe environment for the Rainbow community, and our diverse needs.



Decoding the Recommendations

We have implemented a traffic light coding system in order to clarify the intended timeframe of these recommendations:

-  Red light: long term
-  Orange light: medium term
-  Green light: short term



Methodology

We used a community led approach in the research design, engagement and analysis of this project. In this section we detail the key actions taken at each stage of project.

Project Design

In collaboration with representatives from the RCAP and key community stakeholders we hosted an initial project design meeting to agree on the scope of the project, define communities of interest for inclusion and work through possible approaches to gather the data we needed. This process was facilitated by Cissy Rock (the project lead) and culminated in a written plan of action for the Co-Chairs of the RCAP.

We agreed that we would ask these three questions of Rainbow Aucklanders:

- 1) What are your dreams for Auckland?
- 2) How can council help achieve this?
- 3) If you could change one thing about Auckland tomorrow, what would it be?

Engagement

We decided to use a “multi platform approach” to optimise methods of engagement. We wanted to make it as easy as possible for Rainbow Communities to participate in this project. Our multi method approach centred around an anonymous online survey, a series of community hui and anonymous postcard submissions available at Auckland Libraries locations across Auckland.

Digital

Our project artist Sam Orchard developed a one-minute project introduction video that was viewed 5,774 times over the course of the consultation period. Our project web developer Toni Duder created a project website that acted as an online hub for all of our project information, interviews, surveys and updates. We utilised the “Community Think Ltd” Facebook Page as a key social media touch point for the project.

To launch our website, online surveys to promote the in-person hui, we interviewed five Rainbow Aucklanders asking them our three questions. We edited their responses into short videos that we shared across our digital channels.

Community Hui

We wanted to make sure that face-to-face consultation could happen over the course of this hui in a way that worked for the broad spectrum of communities represented under the Rainbow umbrella.

Alongside one face-to-face consultation hosted by the project team, we also created a support mechanism that community organisations and groups could access to host their own hui. The



capacity for these “DIY hui” was built into the project budget and plan to address structural, geographic and identity barriers that could have existed for participants to engage with our open hui.

Postcards

We distributed 500 project postcards and collection boxes to 10 libraries across Auckland inviting library customers to answer our three questions in writing or attend our community hui. We utilised council spaces as a means of gathering feedback and also as a means of meeting one of our overall goals of promoting the work of the RCAP to Aucklanders.

Analysis

After our initial consultation period closed, we collated the data and conducted an initial thematic analysis. Looking for overarching themes or ideas we decided on key themes that each piece of data could loosely be assigned to.

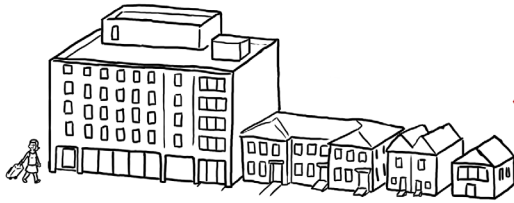
In keeping with our community led approach we reflected these themes back to our project participants to better understand their importance and meaning. We used a three-pronged engagement plan at this reflective analysis stage; hosting hui with our advisory panel, a hui open to the public and an online survey asking for anonymous feedback.

The project team then consolidated this feedback into a series of recommendations. These action items are listed in the executive summary and under the analysis of each of our themes detailed in this report.

Demographic information

Seven key themes emerged from the following community engagement (the online survey, community workshops and our anonymous feedback boxes at Auckland libraries). In this section we will discuss the feedback that lead to these themes and seek to generate action items for consideration by the Rainbow Communities Advisory Panel and Auckland Council.

Each theme will be briefly introduced with examples provided. We will discuss the prevalence of this theme within the community engagement and seek to unpack the meaning behind each key topic. We will provide some suggested action items that can be adopted into council work plans.



Housing

Transport



Visibility

International City

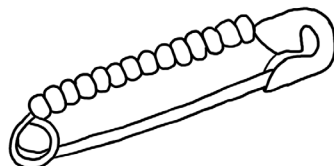


Spaces, Events & Venues

Healthcare



Safety





Housing

“We need housing that is safe, affordable, accessible and Rainbow friendly. Including emergency housing for our community”

Background

Housing in Auckland is tight. Rising costs of rentals and house prices are having a secondary impact on minority communities. Rainbow communities are particularly affected with Rainbow young people making up 40% of youth homeless statistics.¹ There are many reasons for housing insecurity in our communities, some of which include:

- Discrimination based on sexual orientation, gender identity and sex characteristics by landlords, leasing agents and potential flatmates in the rental market.
- Lower average wages particularly in single income and women headed households
- Scarcity of physical environments that feel safe for Rainbow families and communities
- Rejection by families, friends and flatmates when coming out creating immediate housing needs often resulting in homelessness, rough sleeping and couch surfing.
- Many non-government organisations providing social support, addiction services and homeless outreach programmes are often run by religious organisations or have historical religious affiliations which are often feel unwelcoming and unsafe for Rainbow communities.
- Aged-care facilities not providing training to staff to cater to Rainbow communities.

In all of our community hui participants agreed that housing, homelessness and the lack of accessible and affordable accommodation was of significant concern to Rainbow communities.

What our communities are saying:

- “Lack of emergency housing for LGBTIQ.”
- “We need funding to address Rainbow homelessness.”
- “Concerned about gentrification and housing affordability.”
- “Support our Rainbow young people, especially if thrown out of home.”
- “[addressing Housing is] first step to a secure society.”
- “We have a greying community and this will be more and more relevant”
- “Crucial that social housing be safe and inclusive”

What our communities want:

- “Affordable place for all people to live. People can find secure housing within or near their existing community. City that recognises its Pacific & Māori-ness. Easily accessible, non-eurocentric, free public services.”
- “Hold landlords accountable for providing see warm houses and educate Aucklanders about the importance of accepting people different from them.”
- “Invest in mandatory WOF for housing, especially boarding houses and lodges. Continue to fund homeless outreach services, aid social services and coordinate sector wide responses.”
- “More support around finding housing for our Rainbow young people or even having a Rainbow house where they can stay until they have the means to move out.”

1 <https://www.lifewise.org.nz/2016/12/12/Rainbow/>



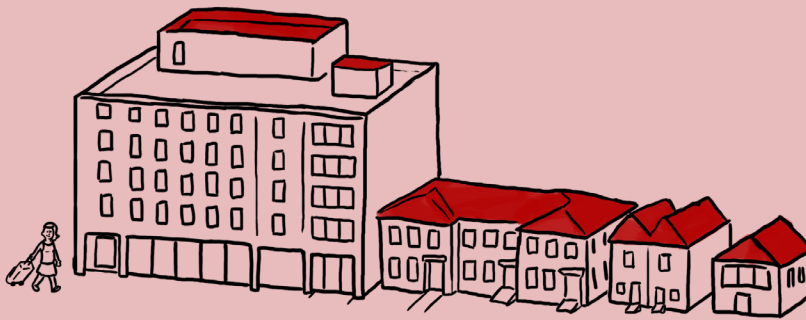
Intersectionality was acknowledged as a key feature in the housing insecurity that our communities experience. The relationship between health, poverty, disability, sexism, racism and transphobia in housing insecurity was widely acknowledged by all groups.

“Lots of Rainbow people are homeless at different times of their lives, when their families kick them out, they transition, they lose their jobs and can’t pay the rent or for other reasons. Existing emergency housing is often unsafe for queer and trans people - we need housing that’s safe for us!”

The needs of our aging communities were also acknowledged in this area, so that there were both aged-care facilities that had staff training to support our Rainbow communities, as well as specific aged-care facilities for only Rainbow community members.

Housing Recommendations

- 1. Require all social housing providers, and aged-care providers contracted to council to have Rainbow cultural competency training.
- 2. Advocate the unique needs of Rainbow communities in housing conversations with central government.
- 3. Financially support housing partnerships with Rainbow organisations like the current RainbowYOUTH and Lifewise collaboration.
- 4. Support Housing First to provide targeted services to Rainbow Communities.



A story about housing...

Jasmine has just moved to Auckland. She’s excited to move to a city where she can easily find accessible, safe housing. There are many housing options available to her - from inner city apartment living, renting with flatmates, or in a small house in the suburbs.

Jasmine knows that Auckland has a reputation for safe housing - which means that she doesn’t have to worry that she’ll be discriminated against for being transgender. She also knows that if, for whatever reason, she needs to access emergency housing it’ll be available and safe to use, and she’ll be treated with dignity and respect as a trans woman.



Transport

“We need transport that is safe, affordable, accessible and Rainbow friendly”

Background

Transport is a key infrastructure in a large city like Auckland. As the number of people and cars grows in Auckland we need to develop ways of getting around that work for all of our residents regardless of income, ability or identity. Some of the reasons why safe, affordable and accessible transport is a key issue to Rainbow communities include:

- Being able to socialise and access places where we can safely “be ourselves” increases our sense of community and connectedness.
- Our sense of “family” might not be the people we live with - particularly for young people who might be in tense living situations; so being able to easily get around the city becomes even more important.
- As housing costs rise we are living further away from our places of employment and the community facilities that are important to us.

Participants at our community hui expressed that accessible and affordable public transport increases productivity, economic opportunities and community connectedness. As discussed in theme one, these needs are intersectional and these transport concerns impact our community beyond simply getting from A to B.

What our communities are saying:

“We need accessible and safe public transport.”

“Public places [like transport stops] need to be Rainbow friendly.”

“I’ve felt very unsafe on trains and at platforms with no easy access to staff or security to assist.”

“There’s simply no chance that a person living on the outskirts of Auckland has the same opportunities we have living on K’Road. Auckland public transport is woefully lacking and not getting any better anytime soon. Also, a pedestrian/cycle way across the harbour is a necessity.”

What our communities want:

That we have decent public transport (including cycle paths) so that everyone can easily commute without a car, and visit all areas of Auckland

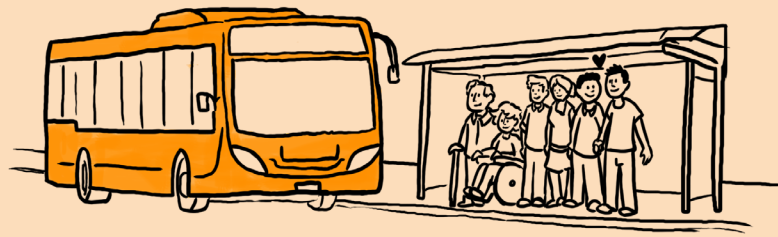
A liveable city for everyone, regardless of skin colour, sexuality, religion or income bracket, where getting around on foot, bicycle, or public transport is a joy. Where projects that support people get funded and where there are no unsafe places.

Accessible, and efficient public transport and cycle network across Auckland.



Transport Recommendations

1. Develop a campaign for public transport that challenges cultural behaviour similar to the “Bug Bears” campaign by Auckland Transport. “Don’t be Rainbow Phobic!”
2. Utilise council expertise in environmental design to create public transport environments (eg. trains, bus stops, train platforms, cycle paths) where no one feels vulnerable or unsafe.



A story about transport...

Rahul and Anton are catching the bus across town to Otahuhu to go to FAFSWAG’s latest performance. The buses are affordable, run smoothly and can get them there and home again with ease.

Rahul and Anton hold hands as they wait for the bus, because they know it’s safe to do so.



Visibility

“We want visibility and celebration of our Rainbow community around the Auckland region through public events, public art, signage, Rainbow monuments.”

Background

Visibility of Rainbow Communities in Auckland has been for many years centred in the central suburbs around the February Pride Festival. We want to live in a city where we feel safe to express our identities all year round and region wide.

Participants at our community hui expressed frustrations at what representations of Rainbow communities look like in our city. There was concern that the stock images in council publications relating to Rainbow communities rely on pictures of drag queens. Expanding councils' commitment to celebrations/events/art for Rainbow communities beyond the Auckland Pride Parade was also a central discussion.

“Make this place mosaic full of colours where all of us are beautifully connected with our cultures and beautiful background embraced. You lose the beauty when it is uniformed. Like a piece of art you have to look at the whole picture”

What our communities are saying:

“We want a true celebration of diversity and our visibility through events, community spaces, public art, signage and Rainbow monuments.”

“...Dissatisfaction with the disproportionate amount of money spent on sports vs the arts and minority communities.”

“We want council funded Rainbow community activators.”

“Rainbow events need to be city wide.”

“Council to fund/commission public art by Rainbow artists representing our communities.”

“Council to make funding available for more events that are inclusive and community led.”

What our communities want:

“Promote events that connect people, support Rainbow Youth events, have non-gendered bathrooms or signs that say use the bathroom you most comfortable using, have public art that confirms and supports the council stance that all people have worth, value and a place in Auckland. Discredit and call out any racism or discrimination”

“Targeted funding for Rainbow artists”

“Fund the Pride festival and other Rainbow events”

“More Rainbow community artworks so that we have a visual presence. E.g mural / statue in K Rd. Continued support for Big Gay Out and diversity parade.”

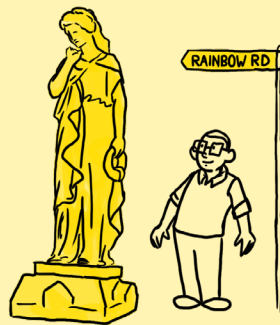
“We are concerned about the funding needs of our community.”

“Visibility campaign and the city's commitment to Rainbow communities”



Visibility Recommendations

1. Develop photo stock of Rainbow Aucklanders for use in council publications year-round.
2. Create “Rainbow Communities are welcome here” signage with Rainbow cultural competency training and checklist for all council facilities i.e. an online 101 module like health and safety.
3. Commission artists from the Rainbow Community to create public monuments and public art representing/discussing/engaging with Rainbow Communities in Auckland
4. Documenting significant historical venues and places to Rainbow Communities in Auckland. Commemorate these spaces with specific Auckland Council branded plaques. A tour of these spaces would be a great tourist activity!
5. Create a mechanism for Rainbow Communities to access centralised community funding through the council.
6. Increase local board funding to projects and organisations that support Rainbow Communities in Auckland.



A story about visibility...

Wiremu is connected to their Rainbow community and history because of the public art, and signage across Auckland. They feel a sense of pride as they discover new things about their city, and it's Rainbow history when they see monuments to Rainbow community members.

Wiremu can see themselves reflected in the art and events in Auckland that have visible Rainbow themes, and feature Rainbow artists. This helps Wiremu to feel connected, supported and celebrated to Auckland.



International City

“We want Auckland to be known and promoted as international Rainbow friendly city.”

Background

Attracting international visitors is a key component of the economic success of Auckland. We want to live in a city that is celebrated as an international destination for the Rainbow traveller, where workers and owners in Rainbow owned businesses thrive and to live in a city that we are proud of on the international stage. Some of the reasons why this theme is important to Rainbow communities in Auckland include:

- Helps businesses understand the value that council places on Rainbow cultural competency and the impact a positive experience has on their Rainbow customers and employees.
- Increases profitability of Rainbow friendly businesses by increasing numbers of local and international customers.
- Develops capacity of Auckland to deliver positive service and consumer experiences that work for Rainbow communities.

Participants at our community hui expressed their desire to see Auckland on the world map when it comes to Rainbow friendly cities. Many participants discussed their experiences of visiting Rainbow meccas in Sydney and San Francisco.

What our communities are saying:

“We want to be known as a friendly/ helpful city for Rainbow communities.”

“Auckland [could be] the most queer-friendly city in the world and most diverse possible picture of queer.”

“We need to have something to be proud of before claiming it to be true”

“A small step has huge effects worldwide”

“Want this to be based on genuine rainbow friendliness rather than simply a marketing hook. Auckland as an internationally rainbow friendly city should be a vocal and visible leader on issues of inclusion, and should speak out about discrimination overseas.”

What are communities want

“To be internationally recognised as one of the most accepting cities in the world where people of diverse genders and cultures flourish!”

“Make a stand and be the leader in this area which in many ways Auckland Council have demonstrated...Be good to also showcase this in an international platform and make a stronger statement that this will be embedded in the policy and will not change regardless who the mayor is...Which has happened in the past.”



International City Recommendations

1. Promote Rainbow Community businesses, services and support organisations in information about Auckland to travellers, tourists and migrants. Utilise ATEED in this project.
2. Suggest Business Improvement District programme investigate how to cater to Rainbow Communities
3. Tender research in relation to stigma, discrimination and violence experienced by Rainbow Communities in Auckland.



A story about an international city...

Auckland is the best destination for Rainbow tourists. It has an international reputation for being a safe, friendly and fun city for Rainbow visitors.

With hospitality and tourism organisations having access to Rainbow training and support, customer service providers feel confident in providing a gold standard service they can to Rainbow customers.

Visitors travel with a sense of ease knowing that they are welcome and celebrated in Auckland.



Spaces, Events and Venues

Background

Physical spaces are important to many communities - they represent safe environments to relax, socialise and connect with who we are in a shared environment. Auckland Council has an important part to play in the spaces that are important to Rainbow Communities:

- The council owns many community facilities and venues in the Auckland region that are utilised by Rainbow Communities.
- There are many venues and events in Auckland that are privately operated that must meet council regulations eg. liquor licensing and safety rules.
- Most public bathrooms are built and maintained by Auckland Council.
- Council creates road and public signage that represents key locations and places of significance

Participants at our community hui discussed the importance of Rainbow friendly places to socialise and relax. Many participants recalled bars no longer in operation and the fond memories they had going there. Some participants were frustrated that the majority of “gay venues” were privately owned and centred around the consumption of alcohol. Many participants highlighted that binary gendered bathrooms can be particularly stressful for some transgender, gender non-conforming and intersex people.

Rainbow community organisations in Auckland run mostly on volunteer time and expertise with skeletons of paid staff in some organisations. Long term investment is needed in Rainbow Community support organisations, events, and initiatives to provide greater security in long term planning. The sustainability of many of our community run services is often in jeopardy.

Collaborating with grassroots activations, campaigns, and organisations offers the council the opportunity to diversify its knowledge base, expand community connections and enhance the wellbeing of Rainbow communities.

What our communities are saying:

- “Council should produce diverse events in public spaces - dancing etc”
- “Concern: gentrification leading to more gay bashing - feeling unsafe eg. K’Road. No spaces for us left. We want a vibrant safe community space”
- “[There should be] funding available for facilitated community spaces and a Rainbow hub - a space for community organisations to come together”
- “[We want] intersectionality in blended spaces - not just for gay men or certain age groups or alcohol”

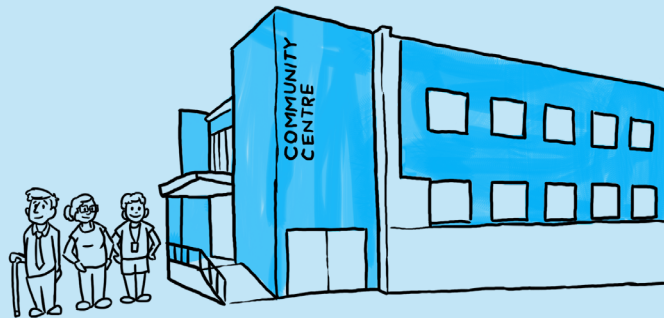
What our communities want:

- “Community service centres and libraries: visibly welcoming e.g. Rainbow stickers and staff training in Rainbow issues and customer service.”
- “More events that are inclusive and community lead”
- “Proper resourcing for Rainbow community and organisations”
- “Support for Rainbow organisations including RainbowYOUTH and Outline



Venues, Spaces and Events Recommendations

1. Secondment of a council staff member to work as a Rainbow Spaces Activator. Use a community led approach to increase celebration of relevant Rainbow diversity in each local board area.
2. Support Rainbow diversity initiatives within Auckland Council through staff network.
3. Create “Rainbow Communities are welcome here” signage with Rainbow cultural competency training and checklist for all council facilities i.e. an online 101 module like health and safety.
4. Mandate Rainbow cultural competency training for all liquor licenses.
5. Fund events, spaces and organisations that are family friendly, physically accessible and alcohol free.



A story about spaces, events and venues...

Beverley feels reassured knowing that the Rainbow organisations that she gets support from have sustainable and secure funding, so they can operate at their best, and they are not in danger of closing down. She knows she has a safe place to go, a place where she is understood, and a place where she can get what she needs.

Beverley has a full calendar of events to go to in Auckland - many of which have Rainbow themes, or are made by Rainbow artists. She is able to go to a variety of venues across Auckland region, knowing that she'll be welcomed and treated with dignity.



Healthcare

“We need healthcare for our community that is accessible, affordable and Rainbow friendly.”

NOTE: While not part of the core business of Auckland Council, healthcare emerged as a key theme from this consultation. We will document feedback below in the same format and provide recommended actions for council, but we will not offer a coded timeframe for implementation.

Background

Many community hui participants expressed frustration with lack of access to healthcare that is accessible, affordable and Rainbow friendly in Auckland. Participants shared stories about times where they had experienced discrimination and refusal of health services that met their needs.

What our communities are saying:

“Training for health providers and others on how to serve Rainbow communities including: public services, employers, council services, education, healthcare.”

“All health/ therapeutic/ education practitioners to learn how to meet needs of our communities e.g. compulsory training. That we are understood!”

“[We are] concerned about our health: especially HIV, transgender, Takatapui, living with disabilities, older mental health.”

“Advocate government agencies on relevant issues: Police (safety), MOH (mental health)”

What our communities want:

“Trans healthcare that is wrap-around and funded surgeries to make meaningful difference in the lives of trans people.”

“That trans and gender diverse people can access trans-inclusive general health services and gender affirming care through the public health system”

“Free mental health support so everyone can be their best self.”

“For more Rainbow community groups being established, particularly in South and West Auckland, and for suicide rates and mental health amongst our community to be better recognised.”

“Actual and cheaper access to hormones, surgeries, doctors and mental health”

“Shorter sex reassignment surgery waiting lists. More government funding to help people get gender affirming surgeries.”

Healthcare Recommendations

1. Council can advocate to Auckland DHB and central government about the unmet healthcare needs of Rainbow Communities in Auckland.
2. Identify collaborative opportunities between Auckland DHBs and central government for the development of Rainbow healthcare.



A story about healthcare...

Tom knows that he is able to access the healthcare that he needs, that it is funded adequately, and the waiting time isn't too long. He feels reassured knowing that any medical centre in Auckland will treat him well, as they have all had Rainbow competency training.



Safety

“We need to feel safe. We want a city that is free of violence.”

Violence, stigma and discrimination toward Rainbow Communities is a significant issue in New Zealand. Rainbow communities have experienced violence in our society through law, religion and social norms that have sought to punish, stigmatise and exclude us. Due to continuing discrimination in these areas, Rainbow communities in New Zealand are often over represented in negative health and wellbeing statistics. There are many reasons that contribute towards the phobic attitudes that manifest in the violence and exclusion that we experience. Some of these include:

- Historical laws: Consensual sex between adult men was illegal here until 1986. There was no option for similar gender civil unions in New Zealand until 2004 and we did not achieve marriage equality until 2013.
- Current law: Gender identity, gender expression and sex characteristics are not covered as grounds of non-discrimination in the New Zealand Human Rights Act. This has particular implications for our transgender, gender non-conforming and intersex communities with no right to legal redress when such discrimination occurs.
- Social “norms”: Hegemonic gender roles, gender presentation and relationship types are reinforced in New Zealand through religious ideology, popular culture and other historical records.

This theme was expressed most strongly by participants at our community hui. Many people shared experiences of violence, stigma, or discrimination based on their sex, gender or sexuality in Auckland.

What our communities are saying:

“Queer friendliness and eliminate all Rainbow phobic violence.”

“[We need] non-gender specific public toilet options”

“Gentrification leading to more gay bashing
- feeling unsafe eg. K Road. No spaces for us left. We want a vibrant safe community space.”

“Council should advocate government agencies on relevant issues: Police (safety), MOH (mental health) etc.”

“You can acknowledge and work toward mitigating the safety issues our community faces; there are still places where we are unsafe to walk hand in hand or even alone. That I could walk safely down the road anytime and not fear for my safety.”

What our communities want:

“Transfeminine people, especially non-white trans women are the most endangered. Talk to them ask them what they need to feel safe. Pronoun and language training works wonders. Making specific Uber’s or buses that are safe for us is one option, mandatory neutral bathrooms in schools, universities and libraries. Multilingual resources! RainbowYOUTH is already doing great work [in this area], it’d be great if some similar resources were available for migrant families etc.”

“Care is shown by doing care, not by talk or resolutions.”



“Through the support of diverse communities and driving the message of safety and even protection to the wider public.”

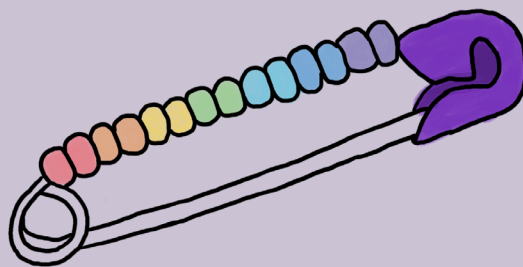
“I want more safety for our young Rainbow people in Auckland. I want there to be more safety and inclusivity in the workforce. A lot of our youth don’t know their rights and even when they do the steps to report homophobia and transphobia are hard and a lot of the work force find ways to take the problem out of their own hands and place it in ours.

“Don’t assume ‘Rainbow community’ is any different to other communities, AND acknowledge that there are some challenges to overcome still. Homophobia and transphobia lead to violence against our community, young people need more support, - youth hubs, clinics and services - 18-25. Let the idea of what is good for minority groups is good for everyone, be a guide to decision making.”

Safety Recommendations



1. The implementation of this report’s recommendations in the previous 6 themes will help ensure that Auckland creates a holistically safe environment for the Rainbow community, and our diverse needs.



A story about safety...

Dejan feels safe in Auckland - she feels affirmed, supported and celebrated by her community. She is able to move about the city, at any time of the day or evening, without worry. She also knows that her friends and community are also able to feel affirmed and safe.



Demographics Data

In this section we will provide further detail on the respondents who engaged in this project:

Digital Engagement

Website statistics

Over the course of the engagement period we had a total of xx visitors to our custom website www.3questions.co.nz

Video statistics

We created a total of seven videos for this project:

1. Engagement promotion: 5497 views on Facebook, 277 views on Vimeo
2. Interview with Stace: 295 views on Facebook, 64 views on Vimeo
3. Interview with Nunu: 377 views on Facebook, 24 views on Vimeo
4. Interview with Maria: 306 views on Facebook, 17 views on Vimeo
5. Interview with Robert: 181 views on Facebook, 15 views on Vimeo
6. Interview with Anne: 207 views on Facebook, 7 views on Vimeo
7. Community hui video: 2700 views on Facebook, 2 views on Vimeo

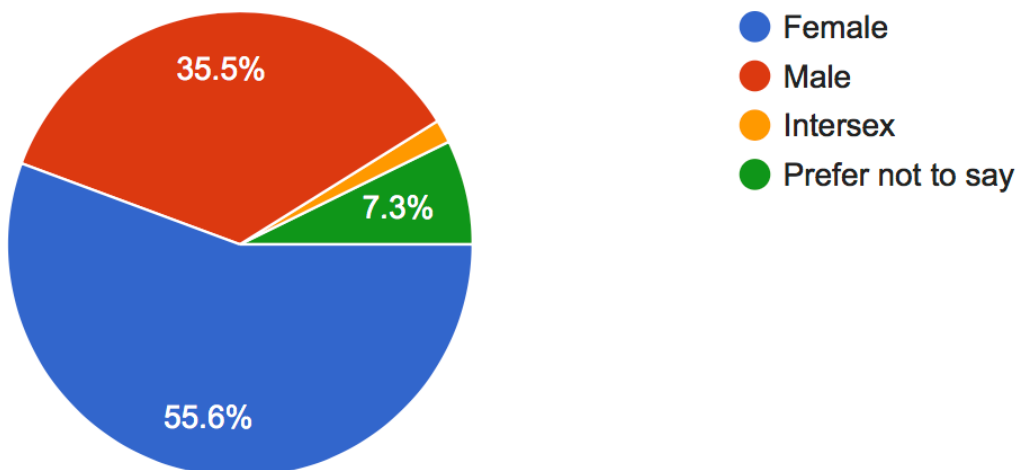
Survey data

In total 130 people completed the first online survey asking our three research questions.

In total 32 people completed our second survey reflecting on our key themes.

Survey respondents had the option of answering an additional set identity data on completion of the 3questions survey:

Sex:



(55.6% Female, 35.56% Male, 7.3% Prefer not to say, 1.6 % Intersex)



Gender Identity

In line with best practice on gathering data on gender identity we let respondents self-identify their gender identity. We didn't provide a list of options. Several people identified with more than one gender identity and this is reflected in the total number of entries. The number of respondents have been compiled below in order of prevalence of gender identity:

- | | |
|------------------------------------|--------------------------------|
| - Female (32) | - Male (31) |
| - Trans (12) | - Cis female (8) |
| - Transgender (7) | - Woman (5) |
| - Queer (3) | - Takatāpui (2) |
| - Nonbinary/ NB (2) | - Trans man (2) |
| - Gender queer (2) | - Fluid (2) |
| - Trans woman (1) | - Nonbinary transgender (1) |
| - Gender neutral (1) | - Trans masc (1) |
| - Mostly female (1) | - FTM (1) |
| - Androgynous (1) | - Feminine Transgender Man (1) |
| - Mrs. (1) | - Cis woman (1) |
| - Cis male (1) | - Man (1) |
| - Lesbian (1) | - Other (1) |
| - Abolish gender (1) | - :) (1) |
| - I don't know what that means (1) | |

Sexuality

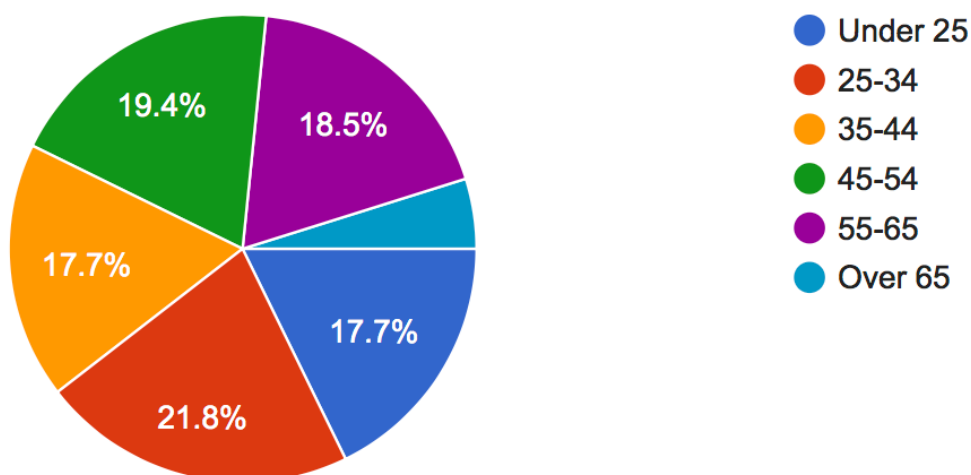
In line with best practice on gathering data on sexuality we let respondents self-identify their sexuality. We didn't provide a list of options. Several people identified with more than one sexuality and this is reflected in the total number of entries. The number of respondents have been compiled below in order of prevalence of sexuality:

- | | |
|--------------------------|-------------------------|
| - Gay (26) | - Lesbian (25) |
| - Queer (16) | - Bisexual/ Bi (13) |
| - Pansexual / Pan (9) | - Straight (4) |
| - Heterosexual (4) | - Asexual (3) |
| - Same sex attracted (2) | - Takatāpui (1) |
| - Demiromantic (1) | - Homoromantic (1) |
| - Queer-lesbian (1) | - Homosexual female (1) |
| - Poly (1) | - Polysexual (1) |
| - Not sure yet (1) | - Hetro (1) |
| - :) (1) | |



Age

Respondents identified with one of our six age brackets:



(Under 25: 22 respondents (17.7%), 25-34: 21.8 respondents (21.8%), 35-44: 22 respondents (17.7%), 45-54: 24 respondents (19.4%), 55-64: 23 respondents (18.5%), 65+: 6 respondents (4.8%))

Ethnic Identity

We used a drop-down menu option for this question and listed the ethnic groupings used by Statistics New Zealand the national census. We also included an “Other” box where respondents could self-identify their ethnic identity. We allowed respondents to be able to select more than one ethnic identity and this is reflected in our total numbers.

- Pākehā / New Zealand: 86 respondents (71.1%)
- Māori: 20 respondents (16.5%)
- Chinese: 12 respondents (9.9%)
- Indian: 5 respondents (4.1%)
- Australian: 2 respondents (1.7%)
- European: 2 respondents (1.7%)
- Filipino: 2 respondents (1.7%)
- Sāmoan: 2 respondents (1.7%)
- Cook Islands: 2 respondents (1.7%)
- Fijian: 2 respondents (1.7%)

The following ethnic groups and identities had 1 respondent (0.8%): Tongan, Niuean, Canadian, Hawaii, Permanent Resident, Malaysian, Kiwi, Irish, Asian, Indian, South African, Japanese, American, Native American, Latino, Dutch, Nepali, Portuguese.

**Local board area:**

- Don't know: 19 respondents (16.2%)
- Albert - Eden: 21 respondents (17.9%)
- Devonport - Takapuna: 4 respondents (3.4%)
- Henderson - Massey: 9 respondents (7.7%)
- Hibiscus and Bays 2 respondents (1.7%)
- Howick: 5 respondents (4.3%)
- Kaipatiki: 4 respondents (3.4%)
- Mangere - Otahuhu: 2 respondents (1.7%)
- Manurewa: 1 respondent (0.9%)
- Maungakiekie - Tāmaki: 2 respondents (1.7%)
- Orākei: 5 respondents (4.3%)
- Otara - Papatoetoe: 2 respondents (1.7%)
- Papakura: 3 respondents (2.6%)
- Puketāpapa: 2 respondents (1.7%)
- Rodney: 3 respondents (2.6%)
- Upper Harbour: 1 respondent (0.9%)
- Waiheke: 5 respondents (4.3%)
- Waitematā: 20 respondents (17.1%)
- Waitākere Ranges: 2 respondents (1.7%)
- Whau: 5 respondents (4.3%)

We had no respondents living in the Franklin or Great Barrier local board areas

Community hui

- We had 20 participants attend our community hui hosted at Studio One on 11//9/17.
- DIY hui were arranged across Auckland ranging in number from 4 to 12 participants.

Postcards

- In total we printed 500 postcards and distributed these to 10 libraries across Auckland.
- The postcards acted as both an advertisement for the online survey and face to face hui at Studio One alongside offering an opportunity to give anonymous hard copy feedback.

For further information:

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