

THE VICTORIAN  
PRIDE CENTRE



## **BUILDING PRIDE: AUSTRALIA'S FIRST NATIONAL PRIDE CENTRE**

THE VICTORIAN PRIDE CENTRE

2020-21 PRE-BUDGET SUBMISSION, OCTOBER 2019

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### THE VICTORIAN PRIDE CENTRE: A VISION FOR A SAFE, EQUAL AND INCLUSIVE AUSTRALIA

In 2016, members of Australia's Lesbian, Gay, Bisexual, Trans, Gender Diverse, Intersex and Queer/ Questioning (LGBTIQ) communities came together to discuss their vision for a safe, equal and inclusive future for all. From these discussions, a promise was made to create Australia's first purpose-built LGBTIQ Pride Centre.

A state-of-the-art, 6,000 square metre building, the Pride Centre will bring various organisations together to deliver a holistic, multi-faceted approach to celebrating and empowering LGBTIQ communities and individuals. Through modern facilities and innovative programs, visitors will receive unprecedented access to technology, essential health and social services, and shared learning opportunities.

As a symbol of Australia's freedom of expression and diversity, the Pride Centre will be Australia's most renowned and visited home for LGBTIQ communities, their friends, family and the broader Australian and international community.

This submission describes how the Pride Centre is a holistic, integrated, cross-portfolio project, and asks the Federal Government to be an equal partner in its development, fulfilling a vision of equality, diversity and respect.

Our ask is for a one-off Federal Government contribution of approximately of \$13.5 million, totalling 25.2% of all funding for the completion of the Pride Centre, which will ensure its success and future sustainability.

#### RENAMING TO 'THE AUSTRALIAN PRIDE CENTRE'

The Victorian Pride Centre has commenced discussions with state and local government and will consult community, with a view to changing its name to the **Australian Pride Centre**.

If Federal Government funding is secured, the Victorian Pride Centre will actively seek to make this name change, subject to approval from existing stakeholders.



# THE VICTORIAN PRIDE CENTRE BOARD

The Victorian Pride Centre Ltd is a not-for-profit organisation structured as a company limited by guarantee. It is a registered Charity with DGR 1 status and governed by an independent, skills-based board of non-executive directors led by Chair Jude Munro AO.

Jude was a founding member of Melbourne's gay-liberation movement in the early 1970s. In 2010, she was awarded the Order of Australia as well as the keys to the City of Brisbane in recognition of her achievements as CEO of Brisbane City Council for 10 years.

The Victorian Pride Centre Ltd is guided by values of respect, honouring our past, valuing difference, and planning for a sustainable future.

## **Jude Munro AO – Chair**

VPC Chair. Chair of the Victorian Planning Authority. Director of Newcastle Airport. Director of Sun Central Maroochydore Pty Ltd. Director of Metro Tasmania.

## **Stuart Kollmorgen OAM - Deputy Chair**

VPC Fundraising Committee Chair. Legal Counsel IBM. Head of Program Execution Function at Future Fund.

## **Stephen Barrow-Yu – Deputy Chair**

Executive Director at KPMG Australia. Director at Diversity Council Australia.

## **Scott Hartley – Treasurer**

VPC Director and Audit Committee Chair. Director at Hartley Solutions Pty Ltd. Public Sector Industry Lead at RIVOR advisory. Director at Wellways Australia.

## **Georgie Harman – Board Member**

VPC Director and Communications Committee Co-Chair. CEO at BeyondBlue. Director at Mental Health Australia.

## **Peter McEwan – Board Member**

VPC Director and Property, Facility and Program Committee Chair. Town Planner. Sessional Member at Planning Panels Victoria.

## **Hang Vo – Board Member**

VPC Director. CEO at Whitelion. Immediate past Director for Strategy, Planning and Development at EACH.

## **Megan Smith – Board Member**

VPC Director and Community Reference Group Co-Chair. Senior Technical Specialist at NBN Australia.

## **Kris Kornovich – Board Member**

VPC Director. Operations Manager at Cushman & Wakefield.

## **Vanessa Murphy – Board Secretary**

VPC Secretary. Lawyer at Hall and Wilcox.

## OUR SUPPORTERS

The Pride Centre receives significant community, government and corporate sector support.

It continues to build strong and positive associations. This list is up to date as at 26 September 2019.

GOVERNMENT	FUNDING AMOUNT
Victorian State Government	\$15,000,000.00
Department of Premier & Cabinet	\$150,000.00
Department of Premier & Cabinet	\$800,000.00 (for co-applicant JOY FM)
Department of Health and Human Services	\$100,000.00
Development Victoria - Major Projects Victoria	\$200,000.00
Multicultural Infrastructure Fund	\$99,443.00
City of Port Phillip	\$14,136,060.75 and \$13,867.37*
<b>TOTAL</b>	<b>\$30,499,371.12</b>

PRIVATE SECTOR	FUNDING AMOUNT
Bank Australia	\$26,969.95
Banksgroup	\$8,000.00*
Bates & Co	\$235,000.00 *
Blake Leschen	\$1,500.00 *
Bumble	\$1,000.00
Case Meallin	\$14,425.00*
Chemist Warehouse	\$150,000.00
Clayton Utz	\$5,444.50*
Cushman & Wakefield	\$150,000.00*
Hall & Wilcox	\$612,226.92*
IBM	\$150,000.00
Joy FM	\$15,000.00
Jude Munro and Associates Pty Ltd	\$19,601.00*
Kleinfelder	\$4,500.00 *
Lifeview	\$150,000.00
Peter McEwan	\$66,000.00*
PriceWaterhouseCoopers	\$100,000.00*

PRIVATE SECTOR	FUNDING AMOUNT
Professor Dimity Reed AM	\$25,000.00*
Psychometric Testing	\$660.00*
Randall Accounting	\$13,593.50*
Ratio	\$10,000.00*
Shubhorbrotto Das	\$131,000.00*
SJB Planning	\$61,415.78*
Slattery Australia Pty Ltd	\$12,000.00*
Stuart Kollmorgen	\$83,300.00*
Stephen Barrow-Yu	\$2,048.52*
The Royals	\$25,000.00*
<b>TOTAL</b>	<b>\$2,073,685.17</b>

COMMUNITY ORGANISATIONS AND INDIVIDUALS	FUNDING AMOUNT
<b>Partner Organisations</b>	
Australian GLBTIQ Multicultural Council (AGMC)	Memorandum of Understanding
Australian Lesbian & Gay Archives (ALGA)	Memorandum of Understanding
GLOBE	Memorandum of Understanding
JOY FM	Memorandum of Understanding
Melbourne Queer Film Festival (MQFF)	Memorandum of Understanding
Midsumma Festival	Memorandum of Understanding
Minus18	Memorandum of Understanding
Switchboard	Memorandum of Understanding
Team Melbourne	Memorandum of Understanding
Thorne Harbor Health	Memorandum of Understanding
<b>Philanthropic Organisations</b>	
Broadtree Foundation	\$400,000.00
Gandel Philanthropy	\$3,000.00
Myer Foundation	\$50,000.00
<b>Community Individuals</b>	
Volunteers	In-kind pro bono support
Miscellaneous donations	\$46,199.59
Founders' fund members	\$400,000.00
<b>Fundraiser Events</b>	
Pride Brunch	\$30,466.89
<b>TOTAL</b>	<b>\$929,666.48</b>

\* In-kind pro bono support services

## BUILDING PRIDE, EMPOWERING INDIVIDUALS AND COMMUNITIES

Born out of a need for a safe, welcoming and inclusive space, the Victorian Pride Centre will be Australia's first national Pride Centre, representing Australia's continuing commitment to creating a cohesive, respectful and fair society. Approximately 11% of the Australian population identify as LGBTIQ<sup>1</sup>, and the Pride Centre will empower these individuals to fully engage in society by providing access to essential support services and connections to the broader community. These services also respond to the unique challenges faced by vulnerable sub-groups, including people of different cultures, abilities and faiths.

### Empowering Australia's LGBTIQ communities

Built for and by the community through extensive public consultation, the Pride Centre will bring major LGBTIQ groups and services together in the one space, fostering innovation, reducing service duplication and increasing alliances and efficient utilisation of resources.

Firstly, the Pride Centre will provide the LGBTIQ community with the best resources for collaborating on cultural and artistic projects. These resources include creative spaces such as a theatre, gallery, media studio, co-working spaces and other multi-purpose rooms. These state-of-the-art facilities will enable the Pride Centre to host screenings for the Melbourne Queer Film Festival and be home to the Australian Lesbian and Gay Archives, an internationally significant collection of LGBTIQ materials.

Secondly, a range of services within the Pride Centre will provide primary care to LGBTIQ individuals who experience mental health issues. Health services, counselling rooms and a Switchboard Helpline will be available to provide tailored support to LGBTIQ people, families and allies.

## Getting On With The Job Of Building Pride – Construction Underway

Construction of the Pride Centre is underway, with foundation works completed and structural building works in progress. Led by the VPC's Board of Directors, planning and development has harnessed community and professional expertise in key areas related to property and facilities, audit and risk, communications, community engagement, and fundraising. This has been achieved through the VPC Board Subcommittees and engagement of a Community Reference Group.

Currently, financing of construction has been secured but additional funds are required to complete the building to full specifications.

So far, the Pride Centre has received funding of:

- \$15.8 million from the Victorian State Government
- \$14.1 million of land and fees gifted from the City of Port Phillip
- \$10 million to be provided by individual community members, groups, philanthropic trusts and corporate Australia.

**A Federal Government contribution of approximately 25.2% or \$13.5 million for the completion of the Pride Centre will ensure its success and future sustainability.**

Completion of the Pride Centre is set for September 2020. At a projected total cost of \$53 million, the Pride Centre has been designed with input through best-practice consultative mechanisms and co-design principles.

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<sup>1</sup> Department of Health, Australian Government, National Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) Ageing and Aged Care Strategy (2012). Retrieved at <https://agedcare.health.gov.au>.

## OUR ASK OF THE FEDERAL GOVERNMENT

The Victorian Pride Centre asks the Federal Government for a one-off contribution of \$13.5 million, representing approximately 25.2% of the overall funding. Such a contribution will be similar in scale to the funding being given by the Victorian

State Government, the City of Port Phillip and private Australians (citizens and corporations) respectively as equal partners in developing Australia's first LGBTIQ Pride Centre.

## SUMMARY OF MAJOR ASKS

DESCRIPTION	COST	% CONTRIBUTION	PAGE
<b>Department of Home Affairs</b>			
Ensure the safety and security of Australian citizens and international travellers visiting, working in and living near the Pride Centre through architectural design, security management, data collection, training and collaboration.	\$4,680,000	100%	10
Establish key infrastructure to deliver support services to multicultural and multifaith members of the LGBTIQ community, including new arrivals to Australia.	\$229,505	25%	12
<b>Department of Social Services/Department of Health</b>			
Reduce physical and psychosocial barriers to essential services, and support and foster the delivery of innovative and targeted mental health, allied health and social services for LGBTIQ communities.	\$2,418,625	25%	13
<b>Department of Employment, Skills, Small and Family Business</b>			
Implement a volunteering program to provide on-the-job skills training for vulnerable members of the LGBTIQ community.	\$150,000	100%	16
<b>Department of Foreign Affairs and Trade (tourism)</b>			
Construct, fit-out and promote key tourism infrastructure (rooftop events space, gallery, theatre and cafe) that positions the Pride Centre as a unique and essential destination for existing and emerging LGBTIQ tourism markets.	\$2,666,250	40%	18
<b>Department of Communication and the Arts</b>			
Digitise and future-proof the community's access to LGBTIQ content and culture, by establishing Australia's only LGBTIQ radio station JOY 94.9 within the Pride Centre.	\$ 2,022,000	71.7%	20
Protect and transform the community's access to Australia's largest LGBTIQ archival collection, the Australian Lesbian and Gay Archives (ALGA).	\$1,331,000	97.8%	22
<b>TOTAL CONTRIBUTION FOR THE PRIDE CENTRE</b>	<b>\$13,497,380</b>	<b>25.2%</b>	



Investing in the Pride Centre strongly aligns with the Federal Government's Social Impact Investment (SII) policy objectives, as developed by the Prime Minister's Community Business Partnership. The Partnership recommends policies that improve social and economic outcomes for disadvantaged Australians, especially on issues that are Government priorities such as youth at risk and housing. The Pride Centre addresses several Government priorities and is also aligned with all major principles that guide the Government's involvement in the SII sector.

## **Government as market enabler and developer**

With funding, the Pride Centre will be able to house some of the most well-known LGBTIQ organisations and community services in the country, including The Australian GLBTIQ Multicultural Council (AGMC), Australian Lesbian and Gay Archives (ALGA), Switchboard and JOY FM. Under one roof, they will be able to create new pathways and links to each other, share resources and collaborate to deliver the most innovative programs for LGBTIQ Australians. This greatly enhances the quality and efficiency of these health and community services while reducing service duplication in this sector.

## **Value for money**

A one-off contribution to the Pride Centre will help it and the local economy reap significant ongoing returns as an iconic tourist destination and source of jobs creation. It will also boost Australia's international reputation as a free and open country. With state-of-the-art architecture and facilities, including a theatre, exhibit space and co-working spaces, the Pride Centre will be able to host or expand on large-scale events such as the Melbourne Queer Film Festival, Sydney Mardi Gras, art exhibitions, conferences, other cultural events and private celebrations. It is predicted that the Pride Centre will attract 20,000 visitors and \$8 million in tourism expenditure in its first year of operation.

## **Co-design with stakeholders**

Development of the Pride Centre has been based on extensive public consultation and co-design principles. Apart from organising and engaging with a Community Reference Group, the VPC Board consists of highly skilled leaders from different industries, including planning, law, human resources, risk management, mental health, and telecommunications.

## **Fair sharing of risk and return**

This is a one-off contribution similar in scale to funding given by the Victorian Government, City of Port Phillip, and private citizens and corporations. The City of Port Phillip has donated \$14.1 million of land and waived fees. The Victorian Government along with multiple Departments have approved \$15.8 million in funding. With the Federal Government's support, the Pride Centre will seek a renaming of the Centre to the 'Australian Pride Centre' and is likely to offer other significant naming and partnership opportunities.

## **Outcomes that align with Australian Government policy priorities**

In line with the policy objectives of the Department of Health and Department of Social Services, the Pride Centre will provide safe and accredited counselling services tailored to LGBTIQ individuals. This includes referral pathways that reduce the impact of mental health problems among LGBTIQ individuals and the broader mental health system.

In line with the Department of Employment, Skills, Small and Family Business, funding will also enable the Pride Centre to implement a program providing employment opportunities and on-the-job skills training for vulnerable LGBTIQ individuals experiencing workplace barriers, especially trans people and people with disability. This program will improve social mobility for these groups and reduce the barriers they face in entering and staying in the workforce.

## HOME AFFAIRS

### **BUILDING SAFE COMMUNITIES: COUNTERING HATE AND TERRORISM**

The Pride Centre is seeking a 100% contribution of \$4,680,000 to deliver on the security needs of the Centre and ensure that no citizen or international visitor accessing the centre should fear for their safety.

As demonstrated by the Australian Government's Safer Communities Fund, which helps fund local crime prevention and security infrastructure for vulnerable communities, there is a strong national interest in protecting groups and organisations who face increased threats as a result of intolerance. This is to ensure the safety and social cohesion of our communities. In October 2018, for example, the Federal Government pledged \$2.2 million under the Fund to help Jewish schools and institutions boost their security needs, ensuring members of the Jewish community can observe their faith in safety and contribute to Australian society.<sup>2</sup>

The LGBTIQ community is also a group which experiences above average levels of violence and abuse stemming from anti-LGBTIQ hate and discrimination. The Pride Centre asks the Australian Government to help ensure that no Australian or international visitor accessing the Centre, a public space, will be subject to harm or have to fear for their safety.

### **RATIONALE**

#### **Anti-LGBTIQ Hate Crimes**

Unfortunately, research indicates that LGBTIQ Australians continue to experience ongoing discrimination and violence from individuals and institutions. Three in five LGBTIQ people experience homophobic or transphobic verbal abuse.<sup>3</sup> In addition, 42% of LGBTIQ people hide their identities at social or community events.<sup>4</sup> Only 34% of LGBTIQ people are out at work.<sup>5</sup>

Research has found that up to 80% of young LGBTIQ Australians have experienced insulting behaviour in public, 20% have experienced explicit threats, 18% physical abuse and 26% have experienced other forms of homophobia. For transgender and gender diverse people, rates of almost all types of violence are high. Approximately 50% of adult transgender Australians have experienced verbal abuse and discrimination, and around 30% have been threatened with violence.<sup>6</sup>

*"I thought Australia was safe."*

Nicholas Bucknell, 29, and at least three other men were bashed during Sydney's 2019 Gay and Lesbian Mardi Gras. Nicholas had travelled from Melbourne with his friends for the event.<sup>7</sup>

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2 Elias Visontay, 'Scott Morrison aims \$2.2m pledge at large Jewish vote in Wentworth,' The Australian, 10 October 2018, <https://www.theaustralian.com.au/nation/politics/scott-morrison-aims-22m-pledge-at-large-jewish-vote-in-wentworth/news-story/eea24fdd48178439507149b306fb181c>

3 Australian Research Centre in Sex, Health and Society, La Trobe University, Writing Themselves in 3: The third national study on the sexual health and wellbeing of same sex attracted and gender questioning young people (2010).

4 Australian Research Centre in Sex, Health and Society, La Trobe University, Private Lives 2: The second national survey of the health and wellbeing of GLBT Australians (2012).

5 Diversity Council of Australia, Out at Work: From Prejudice to Pride (2018).

6 Rosenstreich, G (2013). LGBTi People Mental Health and Suicide. Revised 2nd Edition. National LGBTI Health Alliance. Sydney (Annexure RA-4). Retrieved from <https://www.beyondblue.org.au/>

7 Avani Dias, "'I thought Australia was safe": At least four LGBTIQ people assaulted on Mardi Gras weekend', ABC News, 5 March 2019 <https://www.abc.net.au/triplej/programs/hack/mardi-gras-assault-four-lgbt-men-sydney/10872014>

*“I don’t want people to look at this and think they need to stay home and hide from this. I think more people should go out and enjoy life.”*

Brendan, 36, was a victim of a homophobic bashing in Collingwood, Melbourne, after a night out with friends for Australia Day in 2018.<sup>8</sup>

Social media has intensified the risk of hate crimes against LGBTIQ Australians. Violent actors are now able to reach broader audiences and track a person’s activities and movements online, enabling them to publicise their acts, recruit like-minded people and target certain groups with extreme precision. Online hate has often spilled over into physical assault of publicly identifiable LGBTIQ people.

*In May 2019, a right-wing extremist and founding member of the United Patriots Front, a neo-Nazi group, live-streamed a YouTube video of him harassing LGBTIQ community members during peaceful worship in The Melbourne Metropolitan Community Church.*

### Countering Anti-LGBTIQ Terrorism

The Pride Centre, especially if it will be renamed to the Australian Pride Centre, will attract significant interest from domestic and international media highlighting its purpose and destination. Visitors and resident organisations who publicly associate with the Centre therefore risk being violently targeted by anti-LGBTIQ terrorist groups.

As a national and international destination, the safety of the Pride Centre’s visitors and organisations is our number one priority and in line with Australia’s security and tourism interests. Without the necessary security infrastructure, accessibility to essential services within the Centre and the potential for sustained and meaningful social impact is significantly undermined.

## IMPLEMENTATION

The Pride Centre has invested significantly in ensuring the building will meet ongoing challenges including the safety and security concerns of those visiting, working and living near the Centre. VPC requires a fully integrated security infrastructure able to:

- Manage access to the facilities
- Provide high quality images of events held within the Centre
- Provide alarms that can be initiated by individuals or as a result of unauthorised access
- Provide reports on the status of the security infrastructure

The security system must be able to integrate each of the above components seamlessly and provide programmable interfaces to other VPC administration systems. The Pride Centre will work with tenants, counter-terrorism experts, police and the broader LGBTIQ community to establish data collection points, training and systems to identify, report and categorise hate incidents. This work will be informed by existing programs and strategies currently utilised by other communities at risk of violent extremism, and prevent and identify individuals and organised groups who seek to harm the community and disrupt social cohesion.

### Recommendation 1

**Ensure the safety and security of Australian citizens and international visitors visiting, working in and living near the Pride Centre.**

### Recommendation 2

**Work with existing services and the broader LGBTIQ community to record, track, red flag and respond to hate incidents – countering violent extremism.**

**TOTAL INVESTMENT: \$4,680,000**

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<sup>8</sup> Tammy Mills and Daniella Miletic, ‘Police seek witnesses after man bashed in homophobic assault in Collingwood’, The Age, 9 April 2018, <https://www.theage.com.au/national/victoria/police-seek-witnesses-after-man-bashed-in-homophobic-assault-in-collingwood-20180409-p4z8h6.html>

## **BUILDING SOCIAL COHESION: BRINGING AUSTRALIANS TOGETHER**

The Pride Centre is seeking a 25% contribution of \$229,505 to establish key infrastructure supporting the delivery of services to new arrivals, multicultural, and multifaith members of the LGBTIQ community.

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### **RATIONALE**

For some LGBTIQ people who identify as multicultural or of faith, the process of coming out as LGBTIQ can result in social isolation, disconnection and rejection from their families or communities. This can have a significant impact on their ability to fully engage in society and contribute to Australia's economic and social development.

Through the establishment of culturally safe spaces including a reflection room (a quiet place for meditation and prayer) and multipurpose co-working spaces, the Pride Centre will encourage and build interfaith and intercultural understanding amongst members of the LGBTIQ and broader community, including with family members of LGBTIQ individuals.

The Centre will also provide a pathway for new migrants and newly identified LGBTIQ individuals to connect and form social networks across ethnic and religious groups. These pathways will be supported by the Australian GLBTIQ Multicultural Council (AGMC), an organisation that advocates for and represents multicultural and multifaith LGBTIQ people, and whose office will be located in the Pride Centre. The Centre will support AGMC in delivering their bi-annual conference, which brings together over 300 delegates to discuss strategies that create a more equal and inclusive society for LGBTIQ people of multicultural and multifaith backgrounds.

Together, key LGBTIQ organisations and the Pride Centre will provide opportunities for people of all cultures and faiths to positively contribute to Australian society.

## **IMPLEMENTATION**

The Pride Centre asks the Australian Government to help deliver the appropriate infrastructure and resources that will provide social cohesion programs for new arrivals, multicultural and multifaith organisations, groups and individuals within the LGBTIQ and broader community.

### **Recommendation 3**

**Contribute to the establishment of the Pride Centre's Reflection Room and multi-language information points**

### **Recommendation 4**

**Contribute to the establishment of a permanent home for the AGMC and co-working spaces.**

**TOTAL INVESTMENT: \$229,505**



### **BUILDING BETTER ACCESS: REDUCING BARRIERS TO HEALTH SERVICES**

The Pride Centre is seeking a 25% contribution of \$2,418,625 to support and reduce physical and psychosocial barriers to the delivery of innovative and targeted mental health, allied health and social services for LGBTIQ communities.

The Pride Centre will house some of Australia's largest and most respected LGBTIQ organisations focused on mental health, allied health and social services. The presence of these services in one physical location will ensure vulnerable members of the community, especially the LGBTIQ community, are provided with high quality, tailored support. It will also strengthen referral pathways to specialist and inclusive services existing in local and regional areas.

### **RATIONALE**

Research shows that experiences of discrimination and violence result in poorer mental health outcomes and higher rates of suicide attempts and suicidal ideation among LGBTIQ Australians than the general population.<sup>9</sup> The additional need for constant vigilance against the possibility of encountering discrimination or violence is called 'minority stress' and compounds the intense feelings of shame, hostility and self-hatred felt among many LGBTIQ people.<sup>10</sup> As a result, they are more likely to be diagnosed with anxiety, depression and psychological distress.<sup>11</sup>

The Chair of the Royal Commission into Victoria's Mental Health System, Penny Armytage, has described the extremely high rate of suicide among sexually and gender diverse people as 'totally unacceptable'. The Commissioner for Gender and Sexuality, Ro Allen, reminds us that it is not a person's sexuality or gender identity that is the cause of their poor mental health, but the compounded discrimination they face in everyday life.<sup>12</sup>

### **Mental Health Issues Among LGBTIQ Youth**

LGBTIQ youth aged 16 to 24 are particularly vulnerable to mental health issues.

- They are five times more likely to attempt suicide and nearly twice as likely to engage in self-injury than their peers of a similar age;
- Have a higher rate of being diagnosed with a mental disorder than older LGBTIQ people; and
- 35% of transgender people aged 18 and over have attempted suicide in their lifetime.<sup>13</sup>

A lack of acceptance or support from an LGBTIQ person's own family adds to these mental health challenges. Lesbian, gay and bisexual Australians are twice as likely as the general population to have no contact with their family or minimal contact with little to no support. This is likely to be higher for transgender and gender diverse people.<sup>14</sup>

The experiences of discrimination, abuse, and family and societal rejection can have life-long impacts on mental health and overall wellbeing. In line with the Federal Government's 2019 Plan for Youth Mental Health and Suicide Prevention, the largest suicide

9 Ibid no. 6, Rosenstreich, G (2013). LGBTI People Mental Health and Suicide.

10 Ibid.

11 National LGBTI Health Alliance, (2016). Snapshot of Mental Health and Suicide Prevention Statistics for LGBTI people. <https://lgbtihealth.org.au/wp-content/uploads/2016/07/SNAPSHOT-Mental-Health-and-Suicide-Prevention-Outcomes-for-LGBTI-people-and-communities.pdf>

12 Zalika Rizmal, 'LGBTIQ people under-reporting mental illness due to "distrust and fear", Royal Commission told', ABC News, 18 July 2019 <https://www.abc.net.au/news/2019-07-17/lgbtqi-services-need-to-be-better-mental-health-royal-commission/11318240>

13 National LGBTI Health Alliance (2016). Snapshot of Mental Health and Suicide Prevention Statistics for LGBTI people.

14 Ibid no. 6, Rosenstreich, G (2013). LGBTI People Mental Health and Suicide.

prevention strategy in Australia's history, providing LGBTIQ people with high quality and easy-to-access mental health services is critical to addressing the mental health issues suffered by youth in our community.

### **Barriers to Accessing Mental Health Services**

However, a significant barrier to accessing services is the need or expectation for LGBTIQ people to disclose their sexuality, gender identity or intersex status. Research from the Australian Research Centre in Sex, Health and Society (ARCSHS) found that 71% of LGBTIQ people surveyed chose against using a crisis support service during their most recent personal or mental health crisis as they feared discrimination or stigmatisation in the course of accessing those services.<sup>15</sup>

Many members of the community seek culturally safe services that identify as LGBTIQ owned or operated, are rainbow tick accredited or publicly identify as supportive of the community.

## **IMPLEMENTATION**

As a safe and welcoming space for the LGBTIQ community, the Pride Centre will reduce barriers to accessing mental health services by supporting multiple services onsite and through an online LGBTIQ resource directory. LGBTIQ people will also find it more comfortable to seek out these services from the Pride Centre than from an organisation that may have no training in supporting LGBTIQ people.

This will increase opportunities for services to work together in delivering programs that meet emerging needs and trends in the health and mental health arena. In addition, there is increased potential to limit service duplication and identify service gaps. By housing diverse and key services within the one dedicated space, the potential for service innovation is increased.

The Pride Centre is building relationships with corporate and mainstream services in order to increase LGBTIQ sector access to alternate funding streams and organisational support. A key aspect of the Centre's operational model is to build relationships with corporate Australia in order to leverage their skills and experience alongside financial support (see case study).

## **DESIGN ELEMENTS**

Central to the Pride Centre's vision and co-design principles is to ensure a culturally safe and welcoming space for the LGBTIQ community, including sub-sections of the community who experience increased levels of discrimination and barriers to service access. The Centre's design will include the following facilities:

### **For people living with a disability**

- Building signage using iconography and braille
- Accessible restrooms including a ground floor restroom with personal lift
- Lift access to all levels of the building including the rooftop
- A theatre with hearing loop technology

### **For people requiring mental health services**

- Facilities and rooms for provision of counselling services and a Switchboard helpline
- Rear access to organisations providing services where visitors wish to remain anonymous, ensuring their privacy and potentially increasing the number of people who seek help

### **For multicultural and multifaith people**

- Electronic signage in multiple languages
- Concierge desk and touch screen navigation guides with referral information in multiple languages
- A reflection room for people and families of faith to access in privacy

### **For Aboriginal and Torres Strait Islander Peoples**

- Imagery and art to reflect Australia's Aboriginal culture
- Welcome signage in First Nations languages
- Written acknowledgment of First Nations and the land on which the Pride Centre is built

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<sup>15</sup> Waling, A., Lim, G., Dhalla, S.; Lyons, A. and Bourne, A. (2019). Understanding LGBTI+ Lives in Crisis. Australian Research Centre in Sex, Health & Society and the Lifeline Research Foundation, Melbourne.

## **CASE STUDY: PARTNERSHIP FOR LGBTIQ AGED CARE**

The Pride Centre recognises the social and economic value of corporate partnerships in modern Australia. In 2019, the Board launched their Corporate Partnership program, securing IBM as the Centre's Principal Founding Partner. Soon after, the Pride Centre secured a three year partnership with Lifeview, a Victorian residential care provider.

The partnership will provide opportunities for older LGBTIQ community members to connect with and better understand residential and aged care services through the provision of educational resources, open days, bi-monthly information events related to ageing, onsite personal aged care consultations and opportunities for social connection via a Dementia Cafe model.

The Australian Institute of Health and Welfare notes that while the rights of people who identify as LGBTIQ have substantially improved over the last 50 years, accessing appropriate services remains difficult for many older LGBTIQ Australians.<sup>16</sup> The Pride Centre's unique partnership with Lifeview will provide essential knowledge and tools for older LGBTIQ community members to make informed decisions about how they want to live.

### **Recommendation 5**

**Reduce barriers to accessing mental health, allied health and social services within the Pride Centre for the LGBTIQ community.**

### **Recommendation 6**

**Support and foster collaboration between services to deliver innovative and targeted mental health, allied health and social services for the LGBTIQ community.**

**TOTAL INVESTMENT: \$2,418,625**

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<sup>16</sup> Australian Institute of Health and Welfare, Older Australia at a Glance, 10 September 2018 <https://www.aihw.gov.au/reports/older-people/older-australia-at-a-glance/contents/diversity/identify-as-lgbti>

# EMPLOYMENT, SKILLS AND FAMILY BUSINESS

## BUILDING PROSPERITY: PROVIDING SKILLS AND TRAINING FOR WORKFORCE ENTRY

The Pride Centre is seeking a 100% contribution of \$150,000 to establish and implement a volunteer program at the Centre that will provide on-the-job skills training for vulnerable LGBTIQ individuals.

The Federal Government acknowledged that areas of inequality need to be addressed early, and that our education and training system must provide people stronger pathways to employment and the careers of the future. Pursuant to this, the Pride Centre will provide LGBTIQ individuals with access to a range of training and professional development opportunities, including pathways to career advancement and support for organisations to foster a more inclusive workplace environment. These initiatives are important to help LGBTIQ individuals overcome discrimination and other challenges of entering and staying in the workforce.

## RATIONALE

According to the World Bank, studies from different countries around the world show that LGBTIQ youth are more likely to face barriers in getting a good education as well as find and keep a job. In Australia, Canada, the US and Europe, gay men and lesbians who do get a job still face adverse workplace conditions. This affects their decisions about employment routes even before they apply for a job, particularly in sectors such as law enforcement, the armed forces, teaching and manual trades.

This not only deprives our society of the valuable contributions that LGBTIQ individuals could make to certain sectors of the workforce, but also pushes them further into poverty.<sup>17</sup>

*A 2011 US study sent two almost identical resumes to 1,700 job openings. The resume listing membership in a college LGBT organisation had a 40% lower chance of receiving a call back. Similar experiments done in the UK and other countries showed the same patterns of discrimination.*<sup>18</sup>

It is incumbent upon the broader community to acknowledge the challenges faced by members of the LGBTIQ community, especially those who are transgender or living with a disability. There is an urgent need to create pathways, capacity and tools to help them reach their potential in the workforce.

## IMPLEMENTATION

### A Volunteering Program At The Pride Centre

The Pride Centre will implement a volunteer program where community members can volunteer in key roles at the Centre, providing them with on-the-job experience, new skills and confidence to take out into the broader community. Opportunities include concierge, tenant and customer service roles; digital and website coordinator roles; events and community engagement; and security and facilities management.

The program will record immediate and long-term outcomes for individuals volunteering at the Centre, prioritising those whose aim is to increase their potential for paid employment and who face additional employment barriers due to their gender identity, cognitive or physical abilities. Significant support will be given to LGBTIQ people who are

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17 Sogi Taskforce and Dominiki Koehler, LGBTI people are (likely) over represented in the bottom 40%, World Bank, 3 August 2015 <http://blogs.worldbank.org/governance/lgbti-people-are-likely-over-represented-bottom-40>; Nick Drydak, 'Sexual orientation and labor market outcomes', IZA World of Labor 2019: 111. Retrieved at: <https://doi.org/10.1177/0018726715569855>

18 Nick Drydak, 'Sexual orientation discrimination in the United Kingdom's labour market: A field experiment', Human Relations 68, no. 11 (2015): 1769-1796, <https://doi.org/10.1177/0018726715569855>



transgender or have a disability, as they face the largest barriers in the workforce. The Pride Centre will support tenants and retail spaces to do the same, linking members of the community with specific interests and skills to certain organisations and services within the Centre.

Lastly, the Pride Centre will facilitate the delivery of professional training for organisations across the public and private sector in areas such as inclusive practice, tailored family violence responses, and mental health and suicide prevention. Multi-purpose spaces will allow HR and Diversity Managers to schedule professional training within the Centre and access experts from service providers onsite. The Pride Centre's online resource directory will also provide referrals to locally based, state and national LGBTIQ training programs.

### Recommendation 7

**Increase opportunities for vulnerable members of the LGBTIQ community to build on-the-job skills and experience through a skills-based volunteering and training program.**

### Recommendation 8

**Increase access to professional training and skills development through coordinated inclusive practice programs, tools and resources.**

**TOTAL INVESTMENT: \$150,000**



# FOREIGN AFFAIRS AND TRADE (TOURISM)

## **BUILDING A TOURIST DESTINATION: OPEN FOR BUSINESS**

The Pride Centre is seeking a 40% contribution of \$2,418,635 to construct, fit-out and promote key tourism infrastructure that positions the Pride Centre as a unique and essential destination for existing and emerging LGBTIQ tourism markets.

According to a 2017 report from the UN World Tourism Organisation, LGBTIQ tourism has experienced a significant increase in recent years, gradually proving its capacity to become a powerful vehicle for economic development. In line with the Government's policy to boost iconic tourism infrastructure,<sup>19</sup> the Pride Centre asks the Australian Government to develop this market and support the Centre as a global destination for LGBTIQ people and other tourists, in turn boosting Australia as an international symbol of equality, diversity and inclusion.

## **RATIONALE**

### **An Untapped Market**

Over 35 million tourists who travelled to international destinations around the world in 2016 were part of the LGBTIQ community. This comprises more than 8 million LGBTIQ travellers to Asia and the Pacific, accounting for US\$12.5 billion in tourism receipts. However, the substantial benefits that such a burgeoning market could bring to Australia's reputation and economy is still largely untapped.

Social change and improvements in the legal recognition and protection of LGBTIQ people around the world have meant that LGBTIQ consumers have gradually become more visible, more assertive, and more easily targeted as a consumer group. Research shows that destinations and businesses who have responded with pro-LGBTIQ marketing and corporate practices also gain increased brand awareness and loyalty from LGBTIQ consumers, who are recognised as a group that travels with greater frequency and shows higher-than-average patterns of spending.<sup>20</sup>

In countries like Spain, Ireland and Britain, which have legalised same-sex marriage and promoted destinations within the country as LGBTIQ-friendly, there has been a clear impact on the tourism sector in terms of the nation's brand image, innovation and competitiveness.<sup>21</sup> As such, LGBTIQ tourism contributes in enhancing the visibility, role and recognition of LGBTIQ people, and benefits destinations by associating their brand image with acceptance, inclusiveness and diversity.

### **Estimated Visitor Numbers and Tourism Expenditure**

The Victorian Pride Centre will become the second largest Pride Centre in the world, taking this mantle from the New York Pride Centre which is iconic for being in the city that sparked the modern LGBTIQ Pride movement worldwide. As an indication of what the Pride Centre could achieve, the New York Pride Centre currently welcomes over 6,000 weekly visitors and over 200 community groups use it to deliver an average of 15,000 activities and events per year.

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19 Liberal Party of Australia, Our Plan to Back Australian Tourism and Jobs, <https://www.liberal.org.au/our-plan-back-australian-tourism-and-jobs>

20 World Tourism Organization (2017), 'Affiliate Members Global Reports, Volume fifteen – Second Global Report on LGBT Tourism', UNWTO, Madrid.

21 Ibid.



The Victorian Pride Centre will be able to leverage major international events such as the Australian Open, Midsumma Festival and Sydney Mardi Gras to draw visitors. Last year, the Sydney Mardi Gras attracted 300,000 visitors, including nearly 2,000 interstate travellers and over 8,000 international guests, predominantly from China, Germany, USA, UK and New Zealand. Attendees delivered an estimated visitor spend of \$40 million to NSW. What's more, investment from the NSW Government between 2009 and 2017 produced an estimated return of more than \$265 million in visitor spend.

That investment has also created a knock-on effect, which has benefited Australia's hospitality and tourism industries. 'The Mardi Gras festival takes place over two weeks, meaning many visitors plan an extended stay in the city or even choose to explore further afield to regional New South Wales, which equals more heads on hotel beds, diners in our restaurants and shoppers in our boutiques,' says Hon. Adam Marshall, NSW's immediate past Minister for Tourism and Major Projects.<sup>22</sup> The establishment of Australia's first Pride Centre, an equally if not more significant drawcard for LGBTIQ visitors, will leverage off this already existing economic windfall by luring visitors further south.

Given current trends, existing data and the experiences of established centres, the Pride Centre conservatively estimates that for its first year, it

will receive over 20,000 interstate and international visitors who will inject \$8 million to the economy based on two nights of stay.<sup>23</sup>

## IMPLEMENTATION

Work has already commenced in positioning the Pride Centre as an essential destination for LGBTIQ travellers, their friends and family. Working with Visit Victoria, the Pride Centre has already begun to present this vision to national and international journalists and provided a spokesperson to TVB, the largest Cantonese language television channel in Hong Kong, to highlight LGBTIQ Culture in Australia.

The Pride Centre will continue to implement its marketing and promotional strategy through partnerships with key state and national tourism bodies.

### Recommendation 9

**Build, fit-out and promote key tourism infrastructure (rooftop events space, gallery, theatre and cafe) in the Pride Centre to tap into existing and emerging LGBTIQ tourism markets.**

**TOTAL INVESTMENT: \$2,418,635**



22 Milly Stilianovic, 'From Demonstration To Dividend: How Sydney's Mardi Gras Has Become Big Business', Forbes, 2 March 2018, <https://www.forbes.com/sites/millystilianovic/2018/03/02/from-demonstration-to-dividend-how-sydneys-mardi-gras-has-become-big-business/#3e8123134cc8>

23 Tourism Australia, Market Performance Statistics <http://www.tourism.australia.com/en/markets-and-stats/tourism-statistics/international-market-performance.html>

# COMMUNICATIONS AND THE ARTS

## BUILDING VOICES: PROMOTING DIVERSITY IN DISCOURSE THROUGH JOY 94.9 FM

The Pride Centre is seeking a 71.7% contribution of \$2,022,000 to digitise and future-proof the community's access to LGBTIQ content and culture by establishing Australia's only LGBTIQ radio station, JOY 94.9, within the Pride Centre.

JOY 94.9 was the first dedicated LGBTIQ radio station in the world and continues to be an independent and influential voice for the queer community. Throughout 25 years as a community radio broadcaster, it has enabled freedom of expression, the breaking down of isolation, and the celebration of LGBTIQ culture, achievements and pride. The station is fuelled by the dedication of over 300 volunteers and only a handful of paid core staff. Together, they perform an essential part in enriching Australian society and democracy with a diversity of voices and opinions.

In today's ever-changing media landscape, JOY is transforming to meet both the challenges and opportunities of the digital age, ensuring it continues to reach its listeners both domestic and international. The Pride Centre asks the Australian Government to help fund the establishment of modern recording studios to support JOY's commitment to digitising and future-proofing its services.

## RATIONALE

### A Voice for Australia's LGBTIQ community

JOY is vital in providing LGBTIQ communities with a voice while educating, entertaining and engaging with all sectors of society. It broadcasts programs discussing queer issues through a variety of lenses, including current affairs, arts, music and lifestyle. Some notable programs include:

- **The Informer** – a discussion of news and current affairs relevant to Australian LGBTIQ communities
- **World Wide Wave** – a discussion of international LGBTIQ news, advocacy and views by featuring a different country every week
- **Chicks Talk Footy** – queer women discuss their love for AFL
- **Out Takes** – an exploration of queer film against a broader cultural and political backdrop
- **Trans P.O.V** – a talkshow to discuss transgender issues

JOY's programs are immensely popular, boasting 530,000 monthly listeners and 40,000 monthly podcast downloads in Australia. It also has more than 13,000 Facebook followers and 14,800 Twitter followers. JOY's podcasts are valuable resources that can inspire LGBTIQ youth as well as promote understanding among non-LGBTIQ individuals, supporting the Government's mental health and social cohesion policies.



## Promoting Engagement with our Politicians

JOY has interviewed countless politicians from both major and minor parties, providing an invaluable platform for leaders with different views to have a civil and educational exchange of opinions with the LGBTIQ community. Past guests have included One Nation's Pauline Hanson, Independent MP Alex Greenwich, the Reason Party's Fiona Patten, and the Liberal Party's Michael Kroger and Senator James Paterson. Since the start of 2018, JOY has balanced on-air time given to different political parties to foster greater engagement and understanding between the LGBTIQ community and our political leaders.

Percentage of On-Air Time Given to Political Parties	
Liberal Party of Australia	42%
Australian Labor Party	39%
The Greens	11%
Independents	8%

## JOY as an International Ambassador for Australia

JOY's impact is not only significant in Australia but all around the globe as it attracts thousands of listeners from countries where English is not the primary language, including those where LGBTIQ communities are seriously persecuted or ostracised. For example, it may surprise people to know that JOY boasts thousands of podcast downloads from Hong Kong, Korea, Japan, Kenya and Thailand. With such global reach, JOY acts an international ambassador for Australia, promoting it as a free, open and accepting country to the rest of the world.

Top 16 JOY Podcast Downloads by Country: July 2018 - June 2019	
1. Australia	208,825
2. United States	99,967
3. United Kingdom	37,152
4. Hong Kong	12,463
5. Germany	7,405
6. Canada	6,126
7. Republic of Korea	4,493
8. New Zealand	3,979
9. France	3,918
10. Singapore	3,571
11. Spain	3,301
12. Japan	2,536
13. United Arab Emirates	2,467

Top 16 JOY Podcast Downloads by Country: July 2018 - June 2019	
14. Kenya	2,365
15. Netherlands	2,275
16. Thailand	1,417

## IMPLEMENTATION

A move to the Pride Centre will enable JOY to connect with other LGBTIQ organisations, make use of state-of-the-art facilities and share ideas and resources. This move will also generate technical efficiencies in managing and operating JOY's communications activities, which include radio broadcasting, video broadcasting, online streaming, website engagement and onsite workshops. Specifically, efficiencies will be gained by access to powerful data transfer speeds and capabilities, use of cloud based solutions and reduction of onsite data storage and management costs.

VPC build and fit out	\$1,422,000
Studios	\$320,000
Master Control	\$40,000
Transmission set up	\$100,000
Office and Administration	\$40,000
Digital technologies	\$100,000
<b>TOTAL</b>	<b>\$2,022,000</b>

## Recommendation 10

**Support the construction and fit-out of modern recording studios inside the Pride Centre that will enable JOY 94.9 to better deliver its services and support for the community.**

**TOTAL INVESTMENT: \$2,022,000**

## **BUILDING ON THE PAST: THE AUSTRALIAN LESBIAN AND GAY ARCHIVES**

The Pride Centre is seeking a 97.8% contribution of \$1,331,000 to protect and transform the community's access to Australia's largest LGBTIQ archival collection.

In line with the Government's interest to preserve our shared histories, the Pride Centre will provide a permanent and stable home for Australia's largest and most comprehensive LGBTIQ archives – the Australian Lesbian and Gay Archives (ALGA).

### **RATIONALE**

ALGA has been collecting and preserving Australia's LGBTIQ heritage since 1978. It has an internationally significant collection of more than 550 shelf-metres covering a range of materials – periodicals, posters, personal and organisational collections, books, ephemera, badges, t-shirts and more. It is a self-funded, volunteer-run organisation, financed by membership fees and donations. The collection is used by academic and community-based researchers, creatives, educators and students and has assisted the curators of important national and regional exhibitions.

ALGA's collection is a record of the immense change that Australian society and its LGBTIQ community have undergone over the past 200 years – from stories of criminalisation, persecution and discrimination to those of equality, acceptance and pride. The collection records an important part of the transformation and enrichment of Australian democracy, culture, and community identity.

The Federal Government recognises and actively supports the importance of archives in preserving the unique records of our national history and the Department of Communications and the Arts continues to fund significant record-holding organisations in Australia. To help the Pride Centre support the work of the Archives, the Pride Centre seeks support from the Federal Government to assist in improving accessibility.

## **IMPLEMENTATION**

The Pride Centre will support the Archives by designing and delivering a space which meets modern archival needs, such as being open, secure and accommodating to a range of potential users. The gallery space in the Centre will allow ALGA to showcase key elements of the collection and create exhibitions and historical displays that inform community on a periodic basis. Display cabinets, pull-out shelves and reading spaces will increase its visibility, use and value to the community. The Pride Centre will also support ALGA's program of exhibitions, workshops, walking tours, open days and education kits.

New digital technologies have evolved to provide us with tools that can preserve our history. This technology presents unique opportunities to reach out and raise public awareness of ALGA's collection, its location and uses. It also facilitates collaboration with other cultural institutions, such as libraries, museums and galleries, to create website gateways to collections.<sup>24</sup>

Digital and physical access to the collection will be embedded in the Centre's promotional strategy with a view to supporting ALGA's strategy of financial and operational sustainability.

### **Recommendation 11**

**Protect and celebrate Australia's LGBTIQ history and achievements, through modernising and increasing access to the Australian Lesbian and Gay Archives (ALGA).**

**TOTAL INVESTMENT: \$1,331,000**

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24 Kim Eberhard and Justine Heazlewood, 'Archives Matter!', <https://www.archivists.org.au/documents/item/10>

## BUILDING PRIDE IN AUSTRALIA

The Federal Government's support for the establishment of Australia's first national Pride Centre will mark a historic milestone for diversity, acceptance, and the celebration of LGBTIQ pride. It signifies much more than just dollars but an unforgettable message to millions of Australians – you matter and you belong.

To foster this sense of belonging, the Pride Centre creates a physical and online space that brings individuals, organisations and communities together. People of differing sexualities, genders, sexes, faiths, ages, abilities, cultural backgrounds, political affiliations and socio-economic status will all be welcomed and supported at the Pride Centre.

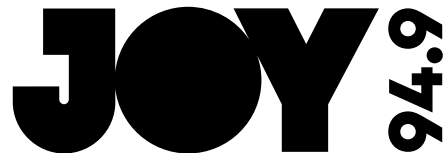
The Pride Centre therefore sets an important example as to how we treat other people. We demonstrate that the differences among us can be celebrated and harnessed to enhance everyone's engagement and contribution to society and the workplace. Doing so not only encourages conversation and helps to build social cohesion, peace and security among our communities and workplaces, but also counters hate and discrimination.

Through the provision of essential health and community services, as well as skills training and cross-sector collaborations, the Pride Centre will help LGBTIQ individuals overcome major obstacles in life and acquire the skills, confidence and self-respect to become proud, active and happy members of Australian society.

We seek the Federal Government's support in establishing the Australian Pride Centre, a truly national centre recognised for its contribution to creating a cohesive, respectful, inclusive and fair Australia.

## CO-APPLICANTS

JOY 94.9 FM



## AUSTRALIAN LESBIAN AND GAY ARCHIVES



## APPENDIX I: BUDGET OVERVIEW BY ITEM

Budget Line Item	Total Establishment Cost	Federal Government	State Government (VIC)	Local Government (City of Port Phillip)	Community and Corporate Contributors	Federal Government Contribution	Federal Government Portfolio
<b>LAND VALUE</b>	\$13,650,000.00			\$13,650,000.00			
<b>WHOLE OF BUILDING</b>							
<b>Security Management System</b>	\$993,000.00	\$993,000.00	-	-	-	100%	HOME AFFAIRS
Identity credential							
Access control system							
CCTV surveillance system (vms)							
Intrusion detection alarms							
Duress management - fixed and portable							
Video intercoms							
Balustrades to atrium throughout entire building (above standard height)	\$200,000.00	\$200,000.00	-	-	-	100%	HOME AFFAIRS
Electronic/ responsive signage & P.A. system (multiple languages)	\$120,000.00	\$120,000.00	-	-	-	100%	HOME AFFAIRS (RECOMMENDATION 2)



Budget Line Item	Total Establishment Cost	Federal Government	State Government (VIC)	Local Government (City of Port Phillip)	Community and Corporate Contributors	Federal Government Contribution	Federal Government Portfolio
Furniture - Common areas/ Board Rooms/ Meeting Rooms & Co-working spaces	\$ 370,000.00	-	-	-	\$370,000.00	0%	
Art Work	\$50,000.00	-	-	-	\$50,000.00	0%	
Volunteer Skills Training Program	\$150,000.00	\$ 150,000.00	-	-	-	100%	EMPLOYMENT, SKILLS
Countering Violent Extremism Program	\$350,000.00	\$350,000.00	-	-	-	100%	HOME AFFAIRS
<b>Basement park</b>	\$2,114,000.00	\$2,114,000.00	-	-	-	100%	HOME AFFAIRS
Proximity card reader							
Indicative lighting lux levels							
After-hours security							
Reed switches							
Mirror at entry to carpark							
Demarcation points							
<b>GROUND FLOOR</b>							
Portico design and construction - anti-ram principles	\$650,000.00	\$650,000.00	-	-	-	100%	HOME AFFAIRS

Budget Line Item	Total Establishment Cost	Federal Government	State Government (VIC)	Local Government (City of Port Phillip)	Community and Corporate Contributors	Federal Government Contribution	Federal Government Portfolio
Portico Licencing Fee	\$486,060.75	-	-	\$486,060.75	-	0%	
Reinforced concrete - backwall	\$30,000.00	\$30,000.00	-	-	-	100%	HOME AFFAIRS
External lighting proximate to key pedestrian entry points at the front and rear entry points	\$20,000.00	\$20,000.00	-	-	-	100%	HOME AFFAIRS
Additional lighting at rear pedestrian entry point to address stepped changes in 'levels' [curb side through to entry points] and to act as a deterrent to 'loitering'	\$10,000.00	\$10,000.00	-	-	-	100%	HOME AFFAIRS
Lighting in immediate proximity to the 'Paved' area immediately adjacent to the vehicle entry point	\$2,000.00	\$2,000.00	-	-	-	100%	HOME AFFAIRS
Concierge desk - assessment and onsite monitoring	\$3,000.00	\$3,000.00	-	-	-	100%	HOME AFFAIRS

Budget Line Item	Total Establishment Cost	Federal Government	State Government (VIC)	Local Government (City of Port Phillip)	Community and Corporate Contributors	Federal Government Contribution	Federal Government Portfolio
Entry bollard with intercom and card reader (Fitzroy Street)	\$6,000.00	\$6,000.00	-	-	-	100%	HOME AFFAIRS
Sunken courtyard with concrete wall on Jackson Street 450mm above street level - balustrade and planter box above this	\$80,000.00	\$80,000.00	-	-	-	100%	HOME AFFAIRS
Forum/gallery/boardroom (construction & fit-out)	\$5,367,000.0	-	\$2,683,500.00	-	\$2,683,500.00	0%	
Multi-purpose function/theatrette (construction & fit-out)	\$1,738,000.00	\$434,500.00	\$869,000.00	-	\$434,500.00	25%	DFAT/TOURISM
Café, bookshop, retail (construction)	\$895,000.00	\$223,750.00	-	-	\$671,250.00	25%	DFAT/TOURISM
Essential building services (amenities)	\$1,123,000.00	\$280,750.00	\$561,500.00	-	\$70,187.50	25%	HEALTH/SOCIAL SERVICES
<b>MEZZANINE</b>							
ALGA (construction & fit-out, transformation, establishment cost \$50,000 TBA)	\$1,361,000.00	\$1,331,000.00	-	-	\$30,000.00	97.79%	COMMUNICATIONS & ARTS

Budget Line Item	Total Establishment Cost	Federal Government	State Government (VIC)	Local Government (City of Port Phillip)	Community and Corporate Contributors	Federal Government Contribution	Federal Government Portfolio
Public access areas/ common space (construction & fit-out)	\$1,021,000.00	\$255,250.00	\$510,500.00	-	\$255,250.00	25%	HEALTH/SOCIAL SERVICES
VPC Office (construction)	\$106,000.00	-	-	-	\$106,000.00	0%	
Essential building services (amenities)	\$925,000.00	\$231,250.00	\$462,500.00	-	\$231,250.00	25%	HEALTH/SOCIAL SERVICES
<b>LEVEL ONE</b>							
JOY FM (construction, fit-out, digitisation, establishment inc. \$800,000)	\$2,822,000.00	\$2,022,000.00	\$800,000.00	-	-	71.65%	COMMUNICATIONS & ARTS
YOUTH SERVICES (minus 18) (construction, fit-out & establishment \$30,000 TBA)	\$787,500.00	\$166,875.00	\$560,625.00	-	\$30,000.00	25%	HEALTH/SOCIAL SERVICES
MQFF/AGMC/Switchboard (construction, fit-out & establishment \$30,000 x 3 TBA)	\$798,020.00	\$109,505.00	\$508,515.00	-	\$90,000.00	25%	HOME AFFAIRS (RECOMMENDATION 2)
Co-working space (construction & fit-out)	\$1,056,000.00	\$264,000.00	\$528,000.00	-	\$264,000.00	25%	HEALTH/SOCIAL SERVICES



Budget Line Item	Total Establishment Cost	Federal Government	State Government (VIC)	Local Government (City of Port Phillip)	Community and Corporate Contributors	Federal Government Contribution	Federal Government Portfolio
Common area (construction & fit-out)	\$973,000.00	-	\$486,500.00	-	\$486,500.00	0%	
Essential building services (amenities)	\$621,000.00	\$155,250.00	\$310,500.00	-	\$155,250.00	25%	HEALTH/SOCIAL SERVICES
Terrace	\$405,000.00	-	\$202,500.00	-	\$202,500.00	0%	
<b>LEVEL TWO</b>							
Common area	\$599,000.00	-	-	-	\$599,000.00	0%	
Commercial area (cold Shell fit-out)	\$2,327,000.00	-	-	-	\$2,327,000.00	0%	
Essential building services (amenities)	\$606,000.00	\$151,500.00	\$303,000.00	-	\$151,500.00	25%	HEALTH/SOCIAL SERVICES
Terrace	\$539,000.00	-	\$231,145.00	-	\$307,895.00	0%	
<b>LEVEL THREE</b>							
Commercial area (TTH/Legal/Medical - Warm Shell fit-out)	\$3,021,000.00	\$755,250.00	\$2,265,750.00	-	-	25%	HEALTH/SOCIAL SERVICES
Essential building services (amenities)	\$634,000.00	\$158,500.00	\$317,000.00	-	\$158,500.00	25%	HEALTH/SOCIAL SERVICES
<b>LEVEL FOUR</b>							
Roof terrace	\$3,062,000.00	\$1,531,000.00	\$1,531,000.00	-	-	50%	DFAT/TOURISM
Commercial servery	\$954,000.00	\$477,000.00	\$477,000.00	-	-	50%	DFAT/TOURISM

Budget Line Item	Total Establishment Cost	Federal Government	State Government (VIC)	Local Government (City of Port Phillip)	Community and Corporate Contributors	Federal Government Contribution	Federal Government Portfolio
Combination of 'mood' lighting sufficient to ensure an overarching 'safe' environment	\$12,000.00	\$12,000.00	-	-	-	100%	HOME AFFAIRS
Flagpole	\$34,465.00	-	\$34,465.00	-	-	0%	
<b>INTEGRATION OF SECURITY MANAGEMENT SYSTEM</b>							
Visitor Management System	\$50,000.00	\$50,000.00	-	-	-	100%	HOME AFFAIRS
Fire Detection and Management System	\$120,000.00	\$120,000.00	-	-	-	100%	HOME AFFAIRS
Room Booking System -Real-time interrogation of the user database to validate an individual's identity	\$30,000.00	\$30,000.00	-	-	-	100%	HOME AFFAIRS
All system components of the security infrastructure must be synchronised to a central Time Server.	\$10,000.00	\$10,000.00	-	-	-	100%	HOME AFFAIRS
<b>EXTERNAL WORKS AND SERVICES</b>	\$684,000.00	-	\$684,000.00	-	-		
<b>NOVATED FEE</b>	\$1,473,000.00	-	\$1,473,000.00	-	-		

## APPENDIX II: BUDGET OVERVIEW BY PORTFOLIO

	TOTAL FUNDING AMOUNT					% FED GOVT CONTRIBUTION TO EACH PORTFOLIO
	FEDERAL GOVERNMENT	STATE GOVERNMENT	LOCAL GOVERNMENT	COMMUNITY & CORPORATE		
<b>BY PORTFOLIO (WHERE APPLICABLE TO THE PARTY)</b>						
HOME AFFAIRS – RECOMMENDATION 1	\$4,680,000.00	-	-	-	-	100%
HOME AFFAIRS – RECOMMENDATION 2	\$918,020.00	\$508,515.00	-	\$90,000.00	-	25%
HEALTH/SOCIAL SERVICES	\$9,553,937.50	\$5,819,375.00	-	\$1,315,937.50	-	25%
DFAT/TOURISM	\$6,649,000.00	\$2,877,000.00	-	\$1,105,750.00	-	40%
COMMUNICATIONS & THE ARTS	\$4,183,000.00	\$800,000.00	-	\$30,000.00	-	80%
EMPLOYMENT, SKILLS, SMALL & FAMILY BUSINESS	\$150,000.00	-	-	-	-	100%
<b>TOTAL FUNDING AMOUNT</b>	<b>\$53,438,045.75</b>	<b>\$15,800,000.00</b>	<b>\$14,136,060.75</b>	<b>\$9,674,082.50</b>	<b>\$9,674,082.50</b>	
<b>% CONTRIBUTION TO OVERALL PROJECT</b>		<b>29.567 %</b>	<b>26.453 %</b>	<b>18.103 %</b>		



