

10 October 2021



Statement from GLOBE Victoria about the 2021 Community Awards

GLOBE Victoria is deeply sorry for the distress that we have caused, particularly within our Transgender and Gender Diverse communities and First Nations members of the community.

We are grateful for the guidance and thoughtful engagement of leaders working on behalf of those communities who have reached out to us with concerns about the selection of Ravenhall Correctional Centre in the Transgender Inclusion Award.

Our communities have comprehensively told us what the boundaries are in their responses to us with respect to this issue. We have taken on board their feedback and as a result, on Saturday, we removed the Ravenhall Correctional Centre as a Finalist for the Transgender Inclusion Award for the GLOBE Awards 2021.

GLOBE Victoria believes in inclusion at all levels and we thought long and hard and consulted widely before taking this step.

We felt that the burden had become too great on too many people and this was a consideration in our decision. We hope that by making this decision, this will create an opportunity to begin healing.

We would like to clarify the role that GLOBE Victoria plays in the Awards nomination and judging process. GLOBE Victoria facilitates and coordinates the nomination process but does not make any nominations nor assess any submissions. GLOBE Victoria supports our group of independent judges, who are prominent leaders in our LGBTIQ communities.

This process has been in place since the inaugural Awards in 2014. Currently, all nominations are accepted on face value and we assume that the nominations (submitted by members of our LGBTIQ communities) have good intent. We feel, for the most part, that this process has worked well, as demonstrated by the high-quality nominations and winners that we see each year. However, we do recognise there are opportunities to review our processes so that we can continue to improve and as such, outline our intention to do the following:

- Seek guidance from transgender and gender diverse community organisations to review the Transgender Inclusion Award category so that we can ensure that the description, definitions and criteria of this particular award matches our intention, i.e. to shine a spotlight, recognise and celebrate work being done in relation to trans and gender diverse inclusion.
- Review **all** award categories and criteria.
- Consult with wider communities to help ensure that our categories are reflective of our communities today, and our collective definition of 'excellence' is consistent.
- Consult with the community when any new award category is developed to ensure the category is in line with community expectations.
- Establish a comprehensive and rigorous vetting process for all nominations in all award categories.
- Be more intentional about ensuring as diverse a judging panel as possible.

We welcome our LGBTIQ communities' feedback to help GLOBE Victoria understand what we can do to improve so that we can best serve our LGBTIQ communities.

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