

LGBTIQ_A⁺ Action Plan 2022–2026

Overview

Vision

LGBTIQA+ people are safe and healthy, and their diverse identities are celebrated.

LGBTIQA+ people are visible, connected and welcomed, and can fully participate in the community at all stages of life.

Council promotes equality and addresses inequality for LGBTIQA+ people through clear leadership and principled action.

Principles

Building on Council's commitment to the key human rights and social justice values of freedom, respect, equity and dignity outlined in its Human Rights Framework, the LGBTIQA+ Strategy and Action Plan is underpinned by the following human rights-based principles:

First Nations First

Council recognises First Peoples' right to self-determination as a foundation for equity and fairness, and promotes the visibility and protection of their cultural heritage and gender and sexual diversity

Participation

Council promotes safe, accessible services and public spaces that ensure LGBTIQA+ people are included and supported to reach their potential

Accountability

Council actively communicates a culture of human rights in the organisation and local community underpinned by authoritative leadership and good governance

Non-discrimination and equity

Council applies an intersectional lens to improve LGBTIQA+ health and wellbeing in the municipality and work to end the structural causes of discrimination and disadvantage

Empowered communities

Council works with local LGBTIQA+ people and families to promote increased visibility, enhance diverse representation and ensure they have a voice in processes and decisions that impact their lives.

Uphold human rights standards

Council promotes and protects the rights contained in the Victorian Charter of Human Rights and Responsibilities consistent with the objectives of its Human Rights and Social Justice Framework

Objectives

1. Build social capital

Celebrate the vibrancy, strength and diversity of LGBTIQA+ people, families and communities and work to ensure their participation, inclusion, and health and wellbeing

- 1.1 Facilitate opportunities for civic participation, social engagement and volunteering.
- 1.2 Support and promote community-led activities, programs, festivals and events.
- 1.3 Improve LGBTIQA+ health and wellbeing outcomes health prevention, promotion and response initiatives, including those that address the ongoing impacts of COVID19.
- 1.4 Strengthen LGBTIQA+ voice, representation and leadership.

2. Facilitate community capital

Recognise and support LGBTIQA+ intersections with the broader community; foster a welcoming, safe and cohesive community for all who live, work and socialise in the municipality

- 2.1 Advocate and partner to prevent violence and discrimination against LGBTIQA+ people, families and communities.
- 2.2 Facilitate community cohesion and understanding about LGBTIQA+ issues, needs and lived experience.
- 2.3 Deliver initiatives that recognise and celebrate LGBTIQA+ community cultures, symbols and histories.

3. Grow economic capital

Ensure access to resources, services, infrastructure, and shared opportunities so the benefits of economic development are enjoyed by LGBTIQA+ people and families as our community continues to thrive and grow

- 3.1 Increase the availability of local infrastructure that is safe, welcoming and fosters a sense of belonging for LGBTIQA+ people, families, and communities.
- 3.2 Encourage businesses, services and programs to adopt minimum service standards that meet the diverse needs of LGBTIQA+ people.
- 3.3 Promote and partner with local business, clubs, organisations and institutions to build capacity for rainbow friendly local economies.

4. Develop Council's ethical leadership

Proactively develop our practice and influence our key partners through a shared culture of learning, innovation and reflection, transparent decision-making, collaboration, and community engagement.

- 4.1 Uphold Council obligations to promote and protect LGBTIQA+ human rights all areas of Council's operations.
- 4.2 Ensure Council communications, language, information and data systems are inclusive of LGBTIQA+ people and families.
- 4.3 Continue to model a safer, healthier, diverse and more equitable organisation for LGBTIQA+ staff by influencing a positive and inclusive workplace that is affirming of all forms of diversity.
- 4.4 Identify resources to support delivery and reporting of the Strategy and Action Plan and related initiatives.



The original Rainbow flag: Devised by artist Gilbert Baker in 1978, the rainbow flag is a symbol of lesbian, gay, bisexual, transgender and queer pride and LGBT social movements.

For further information, please visit
www.yourcityyourvoice.com.au/lgbtiqa



We acknowledge that we are on traditional lands of the Kulin Nation, and pay our respect to their Elders, past, present and emerging.



Supporting diversity and inclusion for all people in the workplace and the broader community.