

OFFICERS REPORT**6.1 CONDEMNING HOMOPHOBIA**

Submitting Councillor: Dr Josh Fergeus

MOTION

That Council:

1. Notes the police investigation into a series of alleged homophobic assaults in the Monash community.
2. Unequivocally condemns homophobia in all its forms.
3. Fly the Pride Flag across the municipality in solidarity with the LGBTIQ+ community from 28 February to 7 March 2022.

BUDGET IMPLICATIONS

This motion has no financial impact to Council.

IMPACT ON INTERNAL RESOURCES

Following a Motion passed in December 2020, Council has established a LGBTIQ+ Advisory Committee and will develop a LGBTIQ+ Action plan by November 2022 in collaboration with the community. The Action Plan will set clear priorities and actions for Council's work in this space for the next four years to ensure that our LGBTIQ+ community are fully connected, supported and feel safe in the community.

The LGBTIQ+ action plan will ensure that community consultations will address issues and experiences of safety for LGBTIQ+ people throughout Monash and develop key actions and initiatives to best support the community. The resourcing for the LGBTIQ+ action plan and affiliated community consultations and has already been endorsed by Council in December 2020.

The specific requirements to fly the Pride Flag in solidarity in prominent locations across Monash, is an immediate response and a highly visible way to demonstrate to our residents that LGBTIQ+ people are welcome here.

COUNCIL PLAN AND COUNCIL POLICIES

- Monash Health and Wellbeing Plan 2021-2025
- LGBTIQ+ Action Plan (due to be completed by November 2022)
- Community Safety Framework 2015-2020

RELEVANCE TO WORK ALREADY UNDERTAKEN BY OFFICERS OR COMMITTEES

In 2018, The City of Monash undertook a needs assessment and community consultation to identify options for improving the recognition, inclusion and community understanding of the Monash LGBTIQ+ community. Since then, Monash Council has continued to strengthen its work for the Monash LGBTIQ+ community and implemented a range of initiatives and actions. These include:

- Resolved to establish our very first LGBTIQ+ action plan by November 2022 and commence working towards Rainbow Tick Accreditation across the whole organisation.
- Established a LGBTIQ+ Advisory Committee in 2021 which will oversee the LGBTIQ+ Action Plan.
- LGBTIQ+ people identified as a priority group in the Monash Health and Wellbeing Plan with specific actions identified to ensure both Council and the Monash community are welcoming and inclusive of people who identify as LGBTIQ+. The specific inclusion and recognition of Monash's LGBTIQ+ community is vital for the community improved resilience and increased sense of security.
- A dedicated LGBTIQ+ Partnership Officer role funded in the 2020/21 Council Budget and funded until June 2023.
- Awareness of significant LGBTIQ+ dates strengthened through flying the Pride Flag at prominent locations across Monash.
- Key initiatives across a range of Community Services Departments:
 - Rainbow Leadership program developed and facilitated by Monash Youth Services
 - Pride Swim Night hosted by Active Monash occurring for second time in 2022
 - The 2022 Sir John Monash Lecture will have a LGBTIQ+ focus
 - A number of programs and services at the Monash Public Library, including a Pride Book Club
 - Sir John Monash Awards has included LGBTIQ+ Community Leadership award category
- Partnership projects, e.g. JOY Media and MGA young person's art project

FURTHER CONSIDERATIONS

Nil.