



**LGBTIQQA+ Action Plan
2023 – 2027
(DRAFT)**

Acknowledgment of Country

The City of Monash acknowledges the Traditional Owners of this land, the Wurundjeri Woi Wurrung and Bunurong People, and recognises their continuing connection to the land and waterways. We pay our respects to their Elders past, present and emerging and extend this to all Aboriginal and Torres Strait Islander peoples.

We recognise diversity within first nations people and acknowledge the important role Aboriginal and Torres Strait Islander people continue to play in our LGBTIQ+ community.

Acknowledgements

We acknowledge and thank the City of Monash LGBTIQ+ Advisory Committee for sharing their lived experience and providing advice and direction in the development of this action plan. We also acknowledge the work and advocacy of our internal LGBTIQ+ Working Group, Project Control Group and LGBTIQ+ identifying staff for their contributions.

We thank the Monash LGBTIQ+ community and their allies who offered their time and experience to participate in community engagement activities and encourage people from this community to continue to engage in future consultation activities in order to continue to build upon Council's work in this space.

Language statement

Council acknowledges there are multiple acronyms used among the LGBTIQ+ community and acronym choice can vary depending on the context. At Monash we use LGBTIQ+ that stands for lesbian, gay, bisexual, transgender, intersex, queer/questioning, asexual. The plus sign serves to signify and acknowledge the inexhaustive nature of this collection of terms, the fact that language can and does evolve to find new terms for describing the diverse ways in which people can experience gender, sexuality, and sex characteristics. We also note that some Aboriginal communities use the terms 'sistergirls' and 'brotherboys' and recognise historically 'queer' was used in a derogatory manner and is offensive to some people.

Mayor's message

Add here...

LGBTIQ+ ADVISORY COMMITTEE MESSAGE

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Contents

Acknowledgment of Country	2
Language statement	2
Mayor’s message	2
Introduction	4
LGBTIQA+ Community	4
Stats page-	Error! Bookmark not defined.
Community Engagement	6
Guiding Principles	7
Priorities and Strategic Goals	8
Four Year Strategic Action Plan, LGBTIQA+ Action Plan 2023 –2027	8
Priority one: Welcoming and Celebrating Diversity.....	8
Priority Two: Enhancing Safety, Access, and Participation	11
Priority Area Three: Inclusive Organisation Reflective of its Diverse Community.....	13
Priority Area Four: Equitable, Inclusive, and Accessible Services and Facilities	16
How we will measure and learn	19
LGBTIQA+ Action Plan and Supporting Documents	19
Glossary	20

Introduction

Monash City Council's inaugural LGBTIQ+ Action plan is a four year framework with clear actions to better understand and respond to the experiences and rights of the LGBTIQ+ community. As with everyone in our community, the LGBTIQ+ community deserves to have full and equal participation in community life. However, despite significant improvement in recent years, the LGBTIQ+ community in Victoria continues to face barriers that see LGBTIQ+ people not afforded the same rights and dignity as the broader community. As the closest level of government to the community, City of Monash is perfectly positioned to celebrate diversity, promote social inclusion and raise the LGBTIQ+ community profile to help address health and wellbeing needs, equity, safety and access across Monash.

Monash's very first LGBTIQ+ Action Plan represents a deliberate and significant commitment in our journey towards raising the LGBTIQ+ community profile and improving safety, visibility, social inclusion and health and wellbeing of LGBTIQ+ people in Monash.

Developed with input from the community and in close collaboration with Council's LGBTIQ+ Advisory Committee, this four-year plan includes actions under four priority areas:

- Priority Area 1: Welcoming and celebrating diversity
- Priority Area 2: Enhancing safety, access and participation
- Priority Area 3: Inclusive organisation reflective of its diverse community
- Priority Area 4: Equitable, inclusive, and accessible services and facilities

The LGBTIQ+ Action Plan seeks to build on the work we have already achieved, reinforce our commitment to LGBTIQ+ inclusion, incorporate the latest research, community consultations and considerations of intersectionality and incorporate related policies, plans and legislation including Victorian whole-of-government LGBTIQ+ strategy, *Pride in our future: Victoria's LGBTIQ+ strategy 2022-32*.

Monash's first LGBTIQ+ Action Plan is reflected in, and intersects with, the following policies and strategies:

- Council Plan 2021-2025
- Monash Health and Wellbeing Plan 2021-2025
- Monash Gender equity framework
- Monash Loneliness Framework 2021 – 2025
- Monash social housing framework
- Active Monash SPORTS CLUB FRAMEWORK 2022-2027
- Arts and culture strategy (draft)
- Community safety framework (draft)
- Reconciliation Action Plan (draft)

LGBTIQ+ Community

LGBTIQ+ people are valued members of our community who add to our diversity and make Monash a better place to live. Diversity in sexual orientation, gender identity and sex characteristics is prevalent across the community. However, due to a lack of available and reliable population data for Victoria or nationally, comprehensive data on LGBTIQ+ people and communities in Monash is limited.

Research has found that people of diverse sexual orientations, sex and gender identity account for between 11%- 5% of the population^{1,2}, meaning that up to 22, 540 or more LGBTIQ+ people may be residing in Monash.

For the most part, LGBTIQ+ people live healthy, connected, happy and positive lives. LGBTIQ+ people however, continue to face higher levels of discrimination, stigma and exclusion. This leads to significant health inequalities, including poorer health, economic, social and mental health outcomes compared to the broader population³.

It is important to acknowledge that being LGBTIQ+ is only one aspect of someone's identity. As well as being diverse in their sexuality, gender identity or sex characteristics, LGBTIQ+ people can be diverse in other ways. This might include their cultural background, race (including being of Aboriginal or Torres Strait Islander descent), ability or age. When considering the barriers and needs of the LGBTIQ+ community, we also need to consider intersectionality. In delivering our LGBTIQ+ Action Plan, it is important that our actions recognise and respond to the different experiences within LGBTIQ+ communities.

A detailed overview of the issues, experiences and needs of LGBTIQ+ people and families is available in our background paper available [here](#).

Concerning statistics

For LGBTIQ+ people in Victoria we see that²

- 44.8% have been diagnosed with anxiety or depression
- 21.3% have experienced homelessness
- 36.4% have faced social exclusion
- 58% have faced unfair treatment based on their sexual orientation
- 77.5% of Trans and Gender Diverse people have faced unfair treatment based on their gender identity⁴
- 13.4% have experienced family violence (this proportion was significantly higher than the proportion in the heterosexual, non-LGBTIQ+ population (5.1%).

For LGBTIQ+ people in Monash we see that:

- 41% feel the likelihood of experiencing discrimination or exclusion in Monash was 'likely' or 'extremely likely'
- 88% feel it was 'very' or 'extremely' important that a community facility, health service or support service you access is known to be LGBTIQ+ inclusive
- 17% feel that the Monash community are not accepting and welcoming of people with diverse genders, sexualities, and sex characteristics.

¹ Department of Health. (2019). *Aged Care Diversity Framework, Actions to support Lesbian, Gay, Bisexual, Trans and Gender Diverse and Intersex elders: Consultation Report*. [NLH.0001.0001.0043.pdf \(royalcommission.gov.au\)](#)

² Victorian Agency for Health Information (VAHI). (2020). *The health and wellbeing of the lesbian, gay, bisexual, transgender, intersex and queer population in Victoria: Findings from the Victorian population health survey 2017*.

³ Victorian Agency for Health Information (VAHI). (2020). *The health and wellbeing of the lesbian, gay, bisexual, transgender, intersex and queer population in Victoria: Findings from the Victorian population health survey 2017*.

⁴ Hill AO, McNair R, Carman M, Bourne A, Lyons A. *Private Lives 3: The health and wellbeing of LGBTIQ people in Australia*. Melbourne: Australian Research Centre in Sex, Health and Society; 2020.

* the above statistics are *self-reported*

Community Engagement

As a core principle of the Action Plan, the lived experience and voice of the community is central to the development and implementation of the LGBTIQ+ Action Plan.

Council facilitated deliberative engagement with a broad cross-section of professional bodies, Council Advisory Committees, Council departments, as well as the LGBTIQ+ community and the broader Monash population. This engagement included a number of consultation activities including meetings and workshops with the LGBTIQ+ Advisory Committee, a community survey, focus groups and workshops, an interactive feedback wall, and service provider interviews. Combining these engagement activities, Council formally consulted with approximately 150 community representatives who reflected a diverse spectrum of ages, cultural backgrounds, abilities, sexual orientations and gender identities.

The purpose of the engagements was to gather quantitative and qualitative data to inform the action plan, and provide insight into:

1. The experiences, perceptions and needs of the LGBTIQ+ community in Monash
2. Council's role in improving the health and wellbeing of the LGBTIQ+ community
3. The key priority areas for LGBTIQ+ inclusion

To support the community consultations, an in-depth analysis was undertaken of LGBTIQ+ best practice, external frameworks (including the Rainbow Tick Accreditation and Victorian Government's newly released Rainbow Ready Roadmap) and National and Monash specific census datasets.

Further internal consultations were provided across all council departments to ensure the actions developed both improved the lives of LGBTIQ+ people in Monash and aligned with relevant policies, frameworks and planning requirements.

The key priority areas and goals outlined in this Plan are thanks to the generous contributions of LGBTIQ+ people, their families, advocates, allies and the broader community of Monash, and are the direct result of consultation, data collection and research process.

We have listened to what the community has told us and have developed a plan which is evidenced-based, aspirational, timely, inclusive and representative of the LGBTIQ+ community and their supporters in Monash. The Plan seeks to increase the visibility, social inclusion and health and wellbeing of the LGBTIQ+ community and ensure they are fully connected, supported and feel safe in the community.

n.b. Many of the issues and experiences raised during the community consultations are not unique to the LGBTIQ+ community in Monash and are shared across other local government areas and indeed broadly across Victoria and Australia.

You can find further details of the community engagement results [here](#).

Engagements Undertaken	
3	LGBTIQA+ Advisory Committee Meetings
1	Community Survey
3	Community Focus groups
1	Feedback Wall
1	ShapeMonash 'have your say' site
1	Joint advisory committee workshop
4	Expert Service provider interviews
1	Internal workshop per service area to formulate actions
1	Employee knowledge and competency survey
Who was engaged	
15	LGBTIQA+ Advisory Committee Members
83	Community Survey Respondents
11	Community Focus groups participants
20	Feedback Wall respondents
487	Visits to the ShapeMonash page
15	Attendees to the joint advisory committee workshop
4	External staff involved in service provider interviews
23	Teams across council provided input for actions
101	Staff survey respondents

Guiding Principles

The following principles will be used to guide Council's approach and implementation of the LGBTIQA+ Action Plan 2023-2027:

Intersectionality

We recognise that people's lives are multi-dimensional and complex and many people within LGBTIQA+ communities live with other forms of inequality or discrimination. The experiences of LGBTIQA+ people who also belong to other diverse backgrounds (cultural background, race [including being of Aboriginal or Torres Strait Islander descent], ability or age) can be notably different to that of the general LGBTIQA+ population and of course the broader population. Our responses therefore cannot be developed through a singular lens. The actions in this plan need to address intersections in the LGBTIQA+ experience and speak to other plans designed to foster equity, such as the Health and Wellbeing Plan, Gender Equity Framework and the Reconciliation Action Plan.

Community Voice

We understand that LGBTIQA+ communities lived experience and voices are critical to the success of this Plan and to achieving and maintaining LGBTIQA+ inclusion. We will continue to actively listen, engage and provide opportunities for the LGBTIQA+ community to have a voice in shaping their future.

Access and Inclusion

We will identify and reduce barriers to participation for LGBTIQA+ people by ensuring that information, communication, services and facilities are approachable, welcoming, safe and inclusive

for all people in Monash. We understand that LGBTIQ+ people must be able to access the services, facilities and spaces that meet their needs.

Priorities and Strategic Goals

Priority Area 1: Welcoming and Celebrating Diversity	Priority Area 2: Enhancing Safety, Access and Participation	Priority Area 3: Inclusive Organisation Reflective of its Diverse Community	Priority Area 4: Equitable, Inclusive, and Accessible Services and Facilities
<p>1.1 Support is provided to the Monash community to understand and respond to the needs of LGBTIQ+ people</p> <p>1.2 Council recognises and celebrates the LGBTIQ+ community</p> <p>1.3 Community awareness and visibility of LGBTIQ+ people is increased</p>	<p>2.1 Council provides strategies to identify and reduce risks to the safety of LGBTIQ+ people</p> <p>2.2 LGBTIQ+ people are connected, included and have equal opportunities to participate in the community</p> <p>2.3 Council understands and responds to LGBTIQ+ communities' experience of Homelessness and Family Violence</p>	<p>3.1 Council equips staff and councillors with skills to promote and practice LGBTIQ+ inclusion</p> <p>3.2 Council demonstrates leadership and commitment to improving the lives of LGBTIQ+ people</p> <p>3.3 Council ensures LGBTIQ+ voices are amplified via inclusive data collection practices and community engagement</p> <p>3.4 Monash workplace supports a culture of diversity, inclusion, and equity</p>	<p>4.1 Monash council services, programs and facilities are culturally safe, inclusive and welcoming of LGBTIQ+ people</p> <p>4.2 LGBTIQ+ friendly services, programs and groups in Monash are visible and easily located</p> <p>4.3 Council works in partnership to build community capacity to support LGBTIQ+ people</p>

Four Year Strategic Action Plan, LGBTIQ+ Action Plan 2023 –2027

Priority one: Welcoming and Celebrating Diversity

We will recognise and celebrate diversity, strengthen inclusion and belonging and provide support to ensure greater visibility, understanding and inclusion of LGBTIQ+ people.

Goals we want to achieve in the next four years:

1. Support is provided to the Monash community to understand and respond to the needs of LGBTIQ+ people
2. Council recognises and celebrates the LGBTIQ+ community
3. Community awareness and visibility of LGBTIQ+ people is increased

Goal 1.1: Support is provided to the Monash community to understand and respond to the needs of LGBTIQ+ people

Actions to achieve this Goal:

- Develop, distribute and/or display LGBTIQ+ educational resources
- Build community capacity via community education and training

What we will do (Implementation)

Who will do it

1.1.A. Develop, distribute and/or display LGBTIQ+ educational resources

- Provide access to LGBTIQ+ educational resources for the community to help the public understand how they can be allies, and support the LGBTIQ+ community
- Review and update the resources for LGBTIQ+ young people
- Provide access to information about rights to LGBTIQ+ people and other people who may experience discrimination), so they are empowered to participate fully in the Monash Community

- Gender Equity, Libraries
- Monash Youth Services
- Gender Equity

1.1.B. Build community capacity via Community Education and Training

- Educate families of LGBTIQ+ young people via social media platforms
- Work with culturally and linguistically diverse organisations to ensure key resources (e.g. diversity statement) are available in languages that are highly represented in Monash
- Offer LGBTIQ+ training to Seniors Group Leaders through the Positive Ageing Seniors Network Forum.
- Capacity building information provided to grant recipients to encourage them to deliver LGBTIQ+ inclusive programming
- Deliver LGBTIQ+ education and information to business, services and grant recipients and community members in Monash

- Monash Youth Services
- Gender Equity, Neighbourhoods and Placemaking
- Social Inclusion
- Community Partnerships and Health Promotion
- Gender Equity, Community Partnerships and Health Promotion

Goal 1.2: Council recognises and celebrates the LGBTIQ+ community

Actions to achieve this Goal:

- Recognise and celebrate LGBTIQ+ individuals within Monash
- Promote, support and/or host LGBTIQ+ community celebrations and events

What we will do (Implementation)

Who will do it

1.2.A. Recognise and celebrate LGBTIQ+ individuals within Monash

- Profile and celebrate LGBTIQ+ individuals within the City of Monash
- Continue to have LGBTIQ+ award category in Sir John Monash Awards
- Build leadership capacity via facilitating the Rainbow leadership program

- Communications
- Communications, Gender Equity
- Monash Youth Services

1.2.B. Promote, support and/or host LGBTIQ+ community celebrations and events

<ul style="list-style-type: none"> Actively support, acknowledge and celebrate LGBTIQ+ dates of significance internally and externally e.g. IDAHOBIT Day Promote, support and/or host LGBTIQ+ celebrations and events (e.g. Pride Swim Night and Pride Bingo for Seniors' festival) Promote LGBTIQ+ events including Midsumma Carnival and Pride March to encourage Council and community participation Facilitate LGBTIQ+ inclusive FReeZA events 	<ul style="list-style-type: none"> All of council Active Monash, Social Inclusion Gender Equity Monash Youth services
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Goal 1.3: Community awareness and visibility of LGBTIQ+ people is increased

Actions to achieve this Goal:

- Foster welcoming and Inclusive communication
- Increase visibility and representation through signs, symbols and celebrations

What we will do (Implementation)	Who will do it
<p><u>1.3.A. Foster welcoming and Inclusive communication</u></p> <ul style="list-style-type: none"> Develop a Communications Plan to support the implementation of the LGBTIQ+ Action Plan Develop and maintain links with LGBTIQ+ media (e.g. Joy Media) Update and review stock image and illustration collection to be inclusive of LGBTIQ+ people Seek the involvement of a young LGBTIQ+ person to join the Monash Student Space editorial committee Increase visibility and representation of LGBTIQ+ people via communication material e.g. Bulletin, BEWELL and PALS Newsletter, Artslife magazine, social media, strategic documents 	<ul style="list-style-type: none"> Communications Communications, Gender Equity Communications Early Years & Integrated Family Services Communications, Arts, Culture and Events, Social Inclusion, Home Support, Active Monash, Community Strengthening
<p><u>1.3.B. Increase visibility and representation through signs, symbols and celebrations</u></p> <ul style="list-style-type: none"> Add rainbow visibility to City of Monash facilities, services and events to signal LGBTIQ+ friendly Fly the Rainbow Flag, light up the civic centre and display the Pride banner on key dates of importance to the LGBTIQ+ community. Investigate a location and funding for a commemorative work to acknowledge and celebrate LGBTIQ+ community Monash Employees supported to visibly and publicly show their support: e.g. Wearing pronoun badges, Rainbow Ribbons etc. 	<ul style="list-style-type: none"> Arts, Culture and Events, Neighbourhoods and Placemaking Governance and Legal and Building Maintenance Arts, Culture and Events, Neighbourhoods and placemaking All of Council

Priority Two: Enhancing Safety, Access, and Participation

We will work to ensure LGBTIQIA+ people, and the wider community, feel safe and included while living, visiting, studying and working in the City of Monash. Increased participation and feelings of safety are crucial to allowing people to be themselves, fostering belonging and creating an environment where people can thrive.

Goals we want to achieve in the next four years:

1. Council provides strategies to identify and reduce risks to the safety of LGBTIQIA+ people
2. LGBTIQIA+ people are connected, included and have equal opportunities to participate in the community
3. Council understands and responds to LGBTIQIA+ communities' experience of Homelessness and Family Violence

Goal 2.1: Council provides strategies to identify and reduce risks to the safety of LGBTIQIA+ people

Actions to achieve this Goal:

- Provide initiatives to increase feelings of community safety
- Build Council's organisational capacity to respond to LGBTIQIA+ specific risks

What we will do (Implementation)

Who will do it

2.1.A. Provide initiatives to increase feelings and perception of community safety

- Provide community engagement opportunities with the LGBTIQIA+ community to better understand and respond to their safety concerns and promote specific safety information i.e. LGBTIQIA+ Liaison contacts & support services in community safety brochure
- Invite and include the LGBTIQIA+ community in activities for Community Safety Month, 16 Days of Activism Against Gender Based Violence and other similar events throughout the year
- Lead programs and initiatives that improve perception and actual safety of LGBTIQIA+ residents to increase community participation and connection

- Neighbourhoods and Placemaking
- Community Strengthening

2.1.B. Build council's organisational capacity to respond to LGBTIQIA+ specific risks

- Procurement policies and processes to include an 'equality clause' to ensure that contracting companies and external agencies comply with the workplace's equal opportunity policy and do not discriminate against LGBTIQIA+ people
- LGBTIQIA+ added to Child safety standard policies and procedures to cover new compliance requirements
- Risks to safety of LGBTIQIA+ people are identified in risk management processes

- Neighbourhoods and Placemaking
- Strategic Procurement
- Early Years & Integrated Family Services
- Active Monash, Home Support, Arts, Culture and Events, People and Safety

Goal 2.2: LGBTIQ+ people are connected, included and have equal opportunities to participate in the community

Actions to achieve this Goal:

- Provide opportunities to enable LGBTIQ+ people, families and communities to connect with each other and the community
- Support partnerships, projects and programs that increase LGBTIQ+ people full and equal participation in community life

What we will do (Implementation)	Who will do it
<p><u>2.2.A. Foster opportunities to enable LGBTIQ+ people, families and communities to connect with each other and the community</u></p> <ul style="list-style-type: none"> • Work with Council’s advisory committees to explore the inclusion of LGBTIQ+ people e.g. Disability Advisory Committee, Multicultural Advisory Committee, Gender Equity Advisory Committee • Continue to provide the community with access to a range of programs that foster social connection within the LGBTIQ+ community (e.g. Pride Book Club, Rainbow story times, Friendship Fridays, Pride Swim Night) • Promote activities and events to the LGBTIQ+ community through key council communication methods • Continue to scope ways to promote and include LGBTIQ+ people in regular whole-of-community events • LGBTIQ+ groups and services are supported to access council spaces e.g. neighbourhood houses • Consult with Indigenous Partnership Officer to promote the inclusion of LGBTIQ+ First Nations people as part of the Reconciliation Action Plan 	<ul style="list-style-type: none"> • Gender Equity, Advisory Committee Convenors • Libraries, Social Inclusion, Active Monash, Arts Culture and Events • Communications • Arts, Culture and Events • Neighbourhoods and Placemaking • Gender Equity
<p><u>2.2.B. Support partnerships, projects and programs that increase LGBTIQ+ people’s full and equal participation in community life</u></p> <ul style="list-style-type: none"> • Increase relationships with school pride groups and committees • Support partnerships and projects which increase LGBTIQ+ wellbeing e.g. Proud2play, JOY media, MQFF • Actively encourage LGBTIQ+ groups and services to apply for support through the Monash Community Grants Program • Increase visibility and connection and explore a Rainbow Coffee n Chat/ Café Connect social group for our ageing community 	<ul style="list-style-type: none"> • Monash Youth Services • Active Monash, Monash Gallery of Art • Community Partnerships and Health Promotion • Social Inclusion

<ul style="list-style-type: none"> • Support LGBTIQ+ families at first time parent groups (e.g. ensure content covers inclusive different family structures) • Facilitate opportunities for LGBTIQ+ people to connect to their natural environment by connecting with groups like Queer Nature Connection • Provide events and activities that promote community connections with LGBTIQ+ people and non-LGBTIQ+ people (e.g. Clayton festival, meet your street) 	<ul style="list-style-type: none"> • Maternal and Child Health • Sustainability • Arts, Culture and Events, Neighbourhoods and Placemaking
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Goal 2.3: Council further understands and responds to LGBTIQ+ communities experience of Homelessness and Family Violence

Actions to achieve this Goal:

- Increase understanding and responses to housing stress and homelessness, and family violence in LGBTIQ+ communities

What we will do (Implementation)	Who will do it
<p><u>2.3.A. Understand and respond to housing stress and Homelessness, and family violence in LGBTIQ+ communities</u></p> <ul style="list-style-type: none"> • Increase relationships with homeless support services working with LGBTIQ+ youth e.g. family access network • Advocate to address LGBTIQ+ homelessness and housing insecurity, where relevant, through the Regional Local Government Homelessness and Social Housing Charter Group • Incorporate research on LGBTIQ+ people experiencing homelessness into any future City of Monash plans responding to community needs related to homelessness • Update relevant Council policies, processes, training, and referral systems to be inclusive of LGBTIQ+ people experiencing Family violence 	<ul style="list-style-type: none"> • Monash Youth Services • Community Strengthening • Community Strengthening • Gender Equity

Priority Area Three: Inclusive Organisation Reflective of its Diverse Community

We will lead by example to foster an LGBTIQ+ inclusive organisation and workforce and ensure our staff and councillors are equipped to help promote LGBTIQ+ inclusion within the organisation and our community.

Goals we want to achieve in the next four years:

1. Council equips staff and councillors with skills to promote and practice LGBTIQ+ inclusion
2. Council demonstrates leadership and commitment to improving the lives of LGBTIQ+ people

3. Council ensures LGBTIQ+ voices are amplified via inclusive data collection practices and community engagement
4. Monash workplace supports a culture of diversity, inclusion, and equity

Goal 3.1: Council equips staff and councillors with skills to promote and practice LGBTIQ+ inclusion

Actions to achieve this Goal:

- Provide LGBTIQ+ professional development to council staff and councillors

What we will do (Implementation)	Who will do it
<u>3.1.A. Provide LGBTIQ+ professional development to council staff and councillors</u>	
<ul style="list-style-type: none"> • Provide staff (new and existing) with LGBTIQ+ inclusive training • Identify appropriate professional learning and/or resources for staff to support LGBTIQ+ inclusive service delivery, including diversity awareness training and guidance on using inclusive language • Provide access to training opportunities for councillors and incorporate LGBTIQ+ information as part of their induction 	<ul style="list-style-type: none"> • People and Safety, Active Monash, Libraries, Maternal and Child health, Home Support • People and Safety • Governance and Legal

Goal 3.2: Council demonstrates leadership and commitment to improving the lives of LGBTIQ+ people

Actions to achieve this Goal:

- Strategic, operational and quality management systems encompass LGBTIQ+ inclusive practice
- Designated responsibility for supporting and strengthening representation and inclusion of our LGBTIQ+ community

What we will do (Implementation)	Who will do it
<u>3.2.A Strategic, operational and quality management systems encompass LGBTIQ+ inclusive practice</u>	
<ul style="list-style-type: none"> • Continue to work towards Rainbow Tick and Rainbow Readiness across the organisation • Explicitly consider LGBTIQ+ identities when undertaking gender impact assessments, workforce audits and gender equality action planning under the Gender Equality Act 2020 • Develop and publicly display a diversity statement that includes the LGBTIQ+ community • Include LGBTIQ+ considerations as part of the annual planning processes, culminating in the annual adoption of Council's budget • Ensure service planning systems and templates incorporate guidance and prompts for staff to consider social justice policy, particularly LGBTIQ+ 	<ul style="list-style-type: none"> • Gender Equity, People and Safety • Gender Equity • Gender Equity • Corporate Performance • Corporate Performance

inclusion in their planning

3.2.B. Designated responsibility for supporting and strengthening representation and inclusion of our LGBTIQ+ community

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| <ul style="list-style-type: none"> • Advocate for the appointment of a permanent LGBTIQ+ partnerships position to ensure the effective leadership, roll out and monitoring of LGBTIQ+ initiatives • Continue to have a dedicated worker for diversity and inclusion to actively support LGBTIQ+ people during service delivery • Continue to convene the LGBTIQ+ Advisory Committee to inform the development and review of policies, programs and services impacting on LGBTIQ+ people • Continue to convene the internal LGBTIQ+ groups to support LGBTIQ+ initiatives | <ul style="list-style-type: none"> • Gender Equity • Active Monash, Social Inclusion, Libraries • Gender Equity • Gender Equity |
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Goal 3.3: Council ensures LGBTIQ+ voices are amplified via inclusive data collection practices and community engagement

Actions to achieve this Goal:

- Ensure our community engagement and data collection practices are inclusive and respectful
- Promote and advocate for equality and social inclusion of the LGBTIQ+ community

What we will do (Implementation)

3.3.A Ensure our community engagement and data collection practices are inclusive and respectful

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| <ul style="list-style-type: none"> • Incorporate LGBTIQ+ engagement in the Monash community engagement framework and policy to ensure LGBTIQ+ voices are represented • Review data collection practices in surveys and forms to ensure they are LGBTIQ+ inclusive • Include LGBTIQ+ demographic question to the community panel form so panel members can be targeted when necessary • Conduct regular engagement with the LGBTIQ+ community • Invite LGBTIQ+ people to participate in working groups and advisory committees | <ul style="list-style-type: none"> • Communications, Gender Equity • All of council • Communications • All of Council • Active Monash, Sustainability, Social Inclusion |
|--|--|

3.3.B. Promote and advocate for equality and social inclusion of the LGBTIQ+ community

- Gender Equity

- | | |
|--|--|
| <ul style="list-style-type: none"> • Amplify the voices of the LGBTIQ+ community to relevant peak bodies, non-governmental organisations and relevant state and federal bodies • Participate in the Q-east alliance working group to support LGBTIQ+ youth • Continue to give a voice to LGBTIQ+ community members in our local community through interviews and representation in our exhibitions • Lobby for the review of external data collection practices to ensure they are LGBTIQ+ inclusive | <ul style="list-style-type: none"> • Monash Youth Services • Monash Gallery of Art • Active Monash, Maternal Child Health |
|--|--|

Goal 3.4: Monash workplace supports a culture of diversity, inclusion, and equity

Actions to achieve this Goal:

- Ensure we have systems in place to support a culture of diversity, inclusion and equity

What we will do (Implementation)

Who will do it

3.4. Ensure we have systems in place to support a culture of diversity, inclusion and equity

- | | |
|--|--|
| <ul style="list-style-type: none"> • Develop information and support resources for LGBTIQ+ staff including in relation to rights and entitlements, family violence supports, guides to coming out at work, gender affirmation and transition in the workplace • Conduct a review/audit human resources policies and procedures to ensure they apply equally to LGBTIQ+ staff • Review email signature policy • Support employees to add their pronouns to their email signature • Explore ways to reduce barriers for LGBTIQ+ people obtaining and maintaining employment at Monash Council | <ul style="list-style-type: none"> • People and Safety, Gender Equity • People and Safety • Communications • Business Technology, Gender Equity • People and Safety |
|--|--|

Priority Area Four: Equitable, Inclusive, and Accessible Services and Facilities

We will ensure Monash Council services, programs and facilities are welcoming, accessible, safe and inclusive for all people in Monash. LGBTIQ+ people are empowered to access services and facilities within the Municipality that improve their health and wellbeing outcomes.

Goals we want to achieve in the next four years:

1. Monash council services, programs and facilities are culturally safe, inclusive and welcoming of LGBTIQ+ people
2. LGBTIQ+ friendly services, programs and groups in Monash are visible and easily located
3. Council works in partnership to build community capacity to support LGBTIQ+ people

Goal 4.1: Monash council services, programs and facilities are culturally safe, inclusive, and welcoming of LGBTIQ+ people

Actions to achieve this Goal:

- Provide inclusive service and program delivery
- Provide safe and accessible facilities

What we will do/Implementation

Who will do it

4.1.A. Provide inclusive service and program delivery

- Audit services against Rainbow Tick standards
- Provide individual support with a youth worker for LGBTIQ+ young people
- Continue to actively seek out and include LGBTIQ+ artists, authors and performers for events, exhibitions and cultural programming activities
- Continue to build a collection of LGBTIQ+ material suitable for all ages and demographics (in print and digital format).
- Continue to run Pride Swim night and other LGBTIQ+ events

- Libraries, Active Monash, Early Years & Integrated Family Services
- Monash Youth Services
- MGA, Arts Culture and Events, Libraries, Neighbourhoods and placemaking
- Libraries
- Active Monash

4.1.B. Provide safe and accessible facilities

- Develop a Monash position on the provision of all-gender bathrooms through an all-gender toilet discussion paper
- Investigate opportunities to provide all-gender bathrooms and change facilities at Council owned venues within Council’s annual Capital Works program and incorporate within the Monash design standards
- Provide access to all-gender bathrooms at council run events
- Providing safe and accessible facilities and signs of welcome and inclusion at council services (e.g. posters, decal, flags, pronoun badges, bathroom signage)
- Endorse the proposed pricing policy to promote accessibility of Active Monash services and programs to LGBTIQ+ people who are experiencing disadvantage and vulnerability.

- Gender Equity
- Property & City Design
- Arts, Culture, and events
- Active Monash, Monash Youth Services, Social Inclusion, Sustainability, Monash Gallery of Art
- Active Monash

Goal 4.2: LGBTIQ+ friendly services, programs and groups in Monash are visible and easily located

Actions to achieve this Goal:

- Strengthen the visibility of LGBTIQ+ friendly services, groups and organisations in Monash

- Provide support to locate and navigate LGBTIQ+ inclusive services, groups and organisations in the south east

What we will do/Implementation	Who will do it
<p><u>4.2.A. Strengthen the visibility of LGBTIQ+ friendly services, groups and organisations in Monash</u></p> <ul style="list-style-type: none"> • Explore opportunities to promote/strengthen the visibility of LGBTIQ+ friendly services and businesses in the municipality (e.g. rainbow sticker campaign) • Add rainbow visibility to City of Monash owned facilities and services to signal that they are LGBTIQ+ friendly • Increase rainbow visibility (posters, stickers, decal, symbols) at events, programs, neighbourhood houses, and activities 	<ul style="list-style-type: none"> • Neighbourhoods and Placemaking, Gender Equity • All of council • Neighbourhoods and placemaking, Gender Equity
<p><u>4.2.B. Provide support to locate and navigate LGBTIQ+ inclusive services, groups and organisations in the South East</u></p> <ul style="list-style-type: none"> • Develop a dedicated webpage for the LGBTIQ+ community, providing information on local events, opportunities to connect, and LGBTIQ+ friendly services, spaces and businesses • Update Monash Community Directory to include LGBTIQ+ listings • Maintain up to date information on LGBTIQ+ support services for young people on the Monash youth services website • Include LGBTIQ+ activities, groups and services in the Positive Ageing Directory when next reviewed 	<ul style="list-style-type: none"> • Communications, Gender Equity • Communications, Gender Equity • Monash Youth Services • Social Inclusion

Goal 4.3: Council works in partnership to build community capacity to support LGBTIQ+ people

Actions to achieve this Goal:

- Build the capacity of individuals, community groups, services and organisations to support LGBTIQ+ people in Monash
- Foster and develop partnerships to support LGBTIQ+ people in Monash

What we will do/Implementation	Who will do it
<p><u>4.3.A. Build the capacity of individuals, community groups, services and organisations to support LGBTIQ+ people in Monash</u></p> <ul style="list-style-type: none"> • Continue to grow the representation on LGBTIQ+ artists in our database and programming • Review the Grants program to ensure the language is inclusive, and ensure project evaluations (acquittals) include a question that relates to diversity & inclusion 	<ul style="list-style-type: none"> • Monash Gallery of Art, Arts, Culture and Events • Community Partnerships and Health Promotion

4.3.B. Foster and develop partnerships to support LGBTIQ+ people in Monash

- Develop partnerships with LGBTIQ+ community groups and services to enable promotion and support of them through the Grants program to deliver more intersectional and inclusive services for the community
- Foster and develop partnerships with individuals, community groups and organisations to support LGBTIQ+ people in Monash
- Continue to give a platform to LGBTIQ+ artists and their practices through public programming
- Provide partnership opportunities via: Untold Stories: uncovering LGBTQIA+ stories of the Covid pandemic program

- Community Partnerships and Health Promotion
- Gender Equity, Monash Youth Services, Libraries, Sustainability, Active Monash, Monash Gallery of Art
- Monash Gallery of Art
- Libraries

How we will measure and learn

Throughout the life of the Action Plan, Council is committed to monitoring progress, measuring successes and fostering a culture of continued learning and development.

Actions responding to the key priority areas and goals outlined in this Action plan will be revisited regularly and incorporating the voices and lived experience of the LGBTIQ+ communities will remain central.

To ensure our approach remains live and adaptive to the changing needs of the community we will do the following:

- Measure our effectiveness to ensure our key principles of intersectionality, access and inclusion, and community voice are being embedded in the implantation and monitoring of the plan
- Annually review and if necessary, amend our Four Year Strategic Action Plan to ensure its currency and responsiveness to the Monash community
- Provide annual progress reports/updates to the LGBTIQ+ Advisory Group, Council, Executive Leadership Team and Partners that contribute to the plan
- Track the progress towards achieving LGBTQIA+ accreditation and/or Rainbow Ready Roadmap
- Update our plan as new evidence and information emerges
- Convene 6-monthly meetings with Internal Council LGBTIQ+ Working Group
- Develop a detailed four-year evaluation at the conclusion of this plan in 2027

LGBTIQ+ Action Plan and Supporting Documents

While standalone, the LGBTIQ+ Action Plan is supported by two key documents. The suite of documents comprises:

1. *FOUR YEAR LGBTIQA+ ACTION PLAN*: which identifies our priorities and goals for LGBTIQA+ inclusion in the next four years and priority actions we will enact to achieve our stated strategic goals. The plan outlines the high-level initiatives that Council commits to against each Action area. These will be implemented, monitored and evaluated to achieve our four year plan.
2. *LGBTIQA+ Background Paper*: which provides an overview of the context for development of the city of Monash LGBTIQA+ action plan, demographic and health and wellbeing information about the City of Monash community, an overview of broader LGBTIQA+ community needs and expectations, including of local and state government and project links to broader legislation and council policy and strategies.
3. *Community Engagement Report*: which highlights key community evidence integral to shaping our priorities and goals and measuring our success.

Viewed together, these documents provide the framework, evidence base and actions for addressing key issues and priorities of the LGBTIQA+ community in Monash.

Glossary

A note on terms: While we have provided definitions for some common terminology, this list is not exhaustive and does not represent the full range of possibilities that exist when it comes to talking about the individual experiences that people have of gender, sex, and sexuality. We acknowledge that people have different definitions and language continues to evolve in this space.

Key words used:

- **LGBTIQA+ acronym:** stands for lesbian, gay, bisexual, transgender, intersex, queer/questioning, asexual. The '+' symbol represents everything on the spectrum of sexuality and gender that isn't otherwise captured
- **Trans and Gender Diverse:** an umbrella term referring to any individuals who do not exclusively identify with the gender assigned to them at birth
- **Non-binary:** a broad term for gender identities that are not exclusively male or female, includes gender identities such as gender queer, agender, bi gender, & gender fluid.
- **Intersex:** people are born with physical or biological sex characteristics (such as sexual anatomy, reproductive organs, hormonal patterns and/or chromosomal patterns) that are more diverse than stereotypical definitions for male or female bodies.
- **Gender:** the socially imposed and learned roles, behaviours, activities, and attributes that any given society considers appropriate for women and men. Gender defines femininity and masculinity. Gender expectations vary between cultures and change over time⁵

⁵ WHO (2022) "Health Topics, Gender". WHO international. <https://www.who.int/westernpacific/health-topics/gender-equity-and-human-rights#:~:text=Gender%20refers%20to%20the%20socially,appropriate%20for%20men%20and%20women.>

- **Gender identity:** Refers to a person's internal, deeply-felt sense of self as a man, woman, both or neither -this can correlate with a person's assigned sex at birth, or it can differ.
- **Sex:** The biological characteristics related to sexual reproduction (including anatomy, hormones, and chromosomes) that distinguish between female and male people.
- **Sexual orientation/ sexuality:** A person's feelings, attractions, and desires (or lack of) towards other people. This is fluid and can change throughout a person's life.
- **Cis-gender:** a person whose gender identity aligns with the sex assigned to them at birth
- **Ally:** An ally is a supporter of the LGBTIQ+ community. This term can be used for non-LGBTIQ+ allies as well as those within the LGBTIQ+ community who support each other, e.g. a lesbian woman who is an ally to the trans and gender diverse community.
- **Pronouns:** Pronouns are words used to refer to a person. They include gendered pronouns like he/him and she/her, or gender-neutral pronouns which are sometimes used by gender diverse and non-binary people, like they/them.
- **Queer phobia:** Negative beliefs, prejudices and stereotypes about people who are not cisgender and/or heterosexual.
- **Intersectionality:** A concept that acknowledges that the way we categorise and identify can overlap and interconnect. This creates different layers and types of discrimination or disadvantage for either an individual or group. Categories include gender, sexual orientation, sex characteristics, ethnicity, language, faith, class, socio-economic status, ability and age.

You can learn more about language in this space by reading the LGBTIQ+ inclusive language guide here: [LGBTIQ+ Inclusive Language Guide | Victorian Government \(www.vic.gov.au\)](https://www.vic.gov.au/lgbtiq-inclusive-language-guide)