

**OFFICERS' ADVICE****LGBTIQ COMMUNITY NEEDS ASSESSMENT**

Submitting Councillor: Cr Fergeus

**MOTION**

*That Council consults with the Lesbian, Gay, Bisexual, Transgender, Intersex and Queer/Questioning (LGBTIQ) community to determine the priorities, programs and/or activities that Council could progress, with findings to be presented in a report of the consultation for consideration at the June 2018 Council meeting.*

**BUDGET IMPLICATIONS**

Any costs associated through undertaking consultation with the LGBTIQ community can be funded through the existing operational budget, however any additional Council funding to support activities identified as a result of this motion will require additional funding.

**IMPACT ON INTERNAL RESOURCES**

A Council officer will be required to lead the community consultation project. This will be approximately 4 hours per week for 3 months.

In addition, supporting Council officers will be nominated to be a member of the Project Reference Group to ensure all relevant departments of Council participate in the consultation. Council's Communications department will be engaged to promote community consultations.

**COUNCIL PLAN AND COUNCIL POLICIES**

| <b>Council Plan</b>  | <b>Priority Area</b>  | <b>Actions</b>   |
|--|---|--|
| <i>A Healthy and Resilient Monash: Integrated Plan 2017-2021</i> | <b>Diverse Communities</b><br><i>Monash Council celebrates its rich cultural, linguistic, religious, age, gender and sexual diversity and works to support lifetime wellbeing, community harmony and opportunities for everyone to be able to participate fully in community life</i> | <i>Promote social cohesion and harmony through an environment free of racism, ageism, homophobia, transphobia and any other forms of discrimination.</i>   |
| <i>Monash City Council Plan 2017 - 2021</i>                      | <b>An Inclusive Community</b><br><i>Our people and our communities are healthy, connected and engaged.</i>  | <i>We will support, embrace and celebrate the diversity of our community, where people of any age, gender, ability, socio-economic status, sexuality, gender identity or cultural background can be valued community members</i> |

**RELEVANCE TO WORK ALREADY UNDERTAKEN BY OFFICERS OR COMMITTEES**

There have been a number of programs and activities undertaken by Council through Monash Youth Services (MYS), Monash Home and Community Services (HACC) and early years in recent years to ensure that Council service provision meets the needs of our LGBTIQ community.

**FURTHER CONSIDERATIONS**

In 2015 the Victorian Local Governance Association established the Rainbow Working Group in order to explore LGBTIQ diversity and inclusion in local government. This group works alongside Rowena Allen, Victoria's Commissioner for Gender and Sexuality to develop a resource of best-practice case studies on LGBTIQ inclusion in local government. The Rainbow Working Group has completed and submitted 'Roads, Rates, Rubbish and Rainbows'. The publication is now with the Minister for review. This publication will inform the needs assessment when it is available of Council's role in LGBTIQ.

The Department of Premier and Cabinet has launched the [LGBTI Inclusion Plan 2017-18](#). The plan outlines the Department's commitment to fostering a safe and inclusive work environment for all employees. This Plan was informed by State-wide consultation that can inform Council's report.