

YEAR 1 ACTION PLAN*

Key Priority 1: Welcoming & Celebrating Diversity

* All actions will be delivered within existing budgets

| Strategic Goal | Action | Implementation | Who |
|----------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|
| 1.1 Recognise and celebrate Yarra's LGBTIQ+ community | 1.1.1 Continue to recognise and promote key days and events such as IDAHOBIT, Intersex Awareness Day, Trans Day of Awareness, Trans Day of Visibility and Midsumma | <p>Fly rainbow and trans flags to celebrate and acknowledge key days and events including Midsumma, IDAHOBIT, Intersex Awareness Day, Trans Day of Awareness and Trans Day of Visibility</p> <p>Continue to participate in key Midsumma events such as Carnival and the Pride March</p> <p>Continue to hold events in recognition of key days and events including Midsumma, IDAHOBIT, Intersex Awareness Day, Trans Day of Awareness and Trans Day of Visibility</p> <p>Promote key days and events through corporate social media and other Council communique</p> | Diversity & Inclusion, Communications, Libraries, Aged & Disability, Family Youth & Children's, Leisure |
| | 1.1.2 Ensure Council communications reflect our diverse community | <p>Build a library of images of intersectional and intergenerational LGBTIQ+ people for use in Council communications</p> <p>Ensure all Council communications use LGBTIQ+ inclusive language</p> <p>Promote LGBTIQ+ services and businesses where appropriate</p> | Diversity & Inclusion, Communications |
| 1.2 Raise awareness around the issues affecting LGBTIQ+ people | 1.2.1 Continue to identify issues and advocate on behalf of Yarra's LGBTIQ+ community | <p>Identify emerging issues via media monitoring and discussion with key stakeholder groups</p> <p>Ensure Council responds to State and Federal reviews relating to LGBTIQ+ inclusion</p> | Diversity & Inclusion, Communications, Libraries, Aged & Disability, Family Youth & Children's, Leisure |

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| | | Work with local networks and organisations to advocate on issues related to LGBTIQ+ inclusion | |

Key Priority 2: An Inclusive Yarra

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| 2.1 An inclusive organisational culture that is reflective of Yarra's diverse communities | 2.1.1 Continue to provide strategic leadership in relation to LGBTIQ+ issues | <p>Continue to coordinate bi-monthly meetings of QnA</p> <p>Develop a strategy to increase visibility of QnA and its activities across Council</p> <p>Ensure continued leadership by an Executive sponsor in the LGBTIQ+ space</p> <p>Provide safe spaces and support for LGBTIQ+ staff</p> | Diversity & Inclusion, People & Culture |
| | 2.1.2 Use data to monitor Council's culture | Make improvements, and use internal surveys, to examine shifts in inclusive culture and adjust internal initiatives accordingly | Diversity & Inclusion, People & Culture |
| | 2.1.3 Include the voices of LGBTIQ+ staff in the development of policies, strategies and programs that affect them | <p>Ensure community engagement processes involve QnA</p> <p>Ensure representatives from QnA are invited to attend relevant meetings and networks</p> | Diversity & Inclusion, Communications |
| | 2.1.4 Continue to educate staff on issues affecting the LGBTIQ+ community | <p>Hold twice yearly lunchbox learning sessions to raise awareness around issues affecting LGBTIQ+ people</p> <p>Distribute merchandise to staff to support inclusion initiatives, such as ally and pronoun badges</p> | Diversity & Inclusion |
| 2.2 An inclusive, appropriate and responsive Council | 2.2.1 Ensure Council has data required to respond appropriately | Scope an appropriate method of collecting data to build an understanding | Diversity & Inclusion, Social Policy & Research |

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| | to Yarra's LGBTIQ+ community | of Yarra's LGBTIQ+ community | |
| | 2.2.2 Continue to provide training to staff around LGBTIQ+ inclusion | <p>Continue to provide training to staff to working directly with LGBTIQ+ people through Council's service arms</p> <p>Continue to review and include LGBTIQ+ content in Council's corporate induction</p> <p>Develop content re LGBTIQ+ inclusion for Council's online induction</p> <p>Develop a series of short policy statements that staff can refer to when responding to queries and complaints</p> <p>Provide updates to staff on changes to inclusive language as needed</p> | Diversity & Inclusion, Communications, Libraries, Aged & Disability, Family Youth & Children's, Leisure, Access Yarra |
| | 2.2.3 Include the voice of LGBTIQ+ people in the development of policies, strategies and programs that affect them | <p>Ensure community engagement processes involve the LGBTIQ+ community</p> <p>Ensure representatives from the LGBTIQ+ community are invited to attend relevant meetings and networks</p> | Diversity & Inclusion, Communications |
| | 2.2.4 Facilitate networking and collaboration between Council, service providers and groups | <p>Explore links with Council Advisory Groups, including the Yarra Multicultural Advisory Group and Aboriginal Advisory Group, to look at further understanding and responding to intersectionality within Yarra</p> <p>Identify and participate in relevant local government networks including the Northern Councils Rainbow Alliance, LG Pro Rainbow SIG, Yarra LGBTIQ+ Network</p> | Diversity & Inclusion |

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| | | Investigate ways in which to connect with LGBTIQ+ people living on the Richmond, Collingwood and Fitzroy Housing Estates | |
| | 2.2.5 Investigate establishing of an LGBTIQ+ Reference Group comprising external stakeholders including businesses, organisations and community members | Investigate models for appropriate LGBTIQ+ representation | Diversity & Inclusion |

Key Priority 3: Supporting, Participating & Connecting

| Strategic Goal | Action | Implementation | Who |
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| 3.1 Provide opportunities for people to join and connect with each other | 3.1.1 Support and promote events from service delivery teams such as Leisure, Libraries, Arts & Culture, Aged & Disability and Family Youth & Children's Services to foster increased community engagement | Develop a dedicated webpage for the LGBTIQ+ community, providing information on local events and opportunities to connect Promote events through key networks, social media and other Council communicate | Diversity & Inclusion, Communications, Libraries, Aged & Disability, Family Youth & Children's, Leisure, Arts & Culture |
| 3.2 Supporting and nurturing Yarra's LGBTIQ+ spaces | 3.2.1 Continue to support LGBTIQ+ related projects and events through Council's community grants program | Provide new LGBTIQ+ groups with information on Council's community grants program | Diversity & Inclusion, Community Grants |
| | 3.2.2 Promote safe and inclusive services, | Update and promote 'Find the Rainbow', an online resource listing LGBTIQ+ | Diversity & Inclusion |

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| | groups and venues within Yarra | friendly services, businesses and networks | |

Further Actions

The following actions will be included in the Year 2 Yarra LGBTIQ+ Strategy action plan:

- Investigate models for a suitable inclusion audit for Council facilities and services
- Develop a series of resources for Council facilities that promote inclusion and celebrate diversity
- Explore ways of creating opportunities for intersectional, intergenerational and inclusive activities for the LGBTIQ+ community

Promote safe and inclusive services, businesses, groups and venues within Yarra, including promoting LGBTIQ+ venues as potential event spaces