



9.1 **LGBTIQA+ ACTION PLAN - CONSULTATION FEEDBACK AND ADOPTION**

EXECUTIVE MEMBER: **ALLISON KENWOOD, GENERAL MANAGER, COMMUNITY WELLBEING AND INCLUSION**

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1. PURPOSE

- 1.1 To present the LGBTIQA+ Action Plan 2023-26 to Council for endorsement and provide an update on key document amendments as a result of community and Council staff feedback.

2. EXECUTIVE SUMMARY

- 2.1 This report presents the LGBTIQA+ Action Plan 2023-26 for endorsement following community and staff engagement, and consideration of consultation feedback.
- 2.2 For noting is a summary of the results of external community and internal staff consultation on the draft LGBTIQA+ Action Plan 2023-26, and key document amendments in response to the feedback provided.
- 2.3 The purpose of the LGBTIQA+ Action Plan is to set out desired outcomes, based on the needs and aspirations of LGBTIQA+ people in our municipality, and guide Council in its role of embedding LGBTIQA+ inclusion across Council activities to achieve these outcomes.
- 2.4 Council resolved on 21 April 2021 to establish an LGBTIQA+ Advisory Committee and to commence preparation of an LGBTIQA+ Action Plan.
- 2.5 On 15 March 2023, Council endorsed the release of the draft LGBTIQA+ Action Plan 2023-26 for consultation. Consultation began on 17 March 2023, where Council staff consultation continued until April 21 and community consultation continued until 23 April 2023 (the details of which are outlined in Section 5 - Consultation and Stakeholders).

3. RECOMMENDATION

That Council:

- 3.1 Adopts the LGBTIQA+ Action Plan 2023-26 (Attachment 1) and delegates authority to the Chief Executive Officer, or their delegate, the ability to make amendments to the Action Plan to correct minor drafting errors that do not materially alter the intent.
- 3.2 Notes the results of the community and Council staff consultation on the draft LGBTIQA+ Action Plan 2023-26 as summarised in this Report (Attachment 2).
- 3.3 Request officers prepare an implementation plan, in consultation with stakeholders.

4. KEY POINTS/ISSUES

Background

- 4.1 Following the Notice of Motion on 21 April 2021, Council has:



- 4.1.1 Established an LGBTIQ+ Advisory Committee to provide advice and feedback to Council on matters that affect LGBTIQ+ residents, businesses, community members and those who work in and visit the City.
- 4.1.2 Developed the City of Port Phillip's first LGBTIQ+ Action Plan, guided by advice from the Advisory Committee.
- 4.1.3 Created the framework for a stronger, organisational commitment to LGBTIQ+ inclusion based on alignment to the Rainbow Tick guidelines.
- 4.2 On 15 March 2023, Council resolved to:
 - 4.2.1 Release the draft LGBTIQ+ Action Plan 2023-26 for a four-week period of consultation between 17 March and 17 April 2023.
 - 4.2.2 Instigate the creation of a further report outlining the findings of the community and Council staff consultation, along with any proposed changes to the draft Action Plan arising from feedback received.
- 4.3 The purpose of the LGBTIQ+ Action Plan is to set out the needs and aspirations for LGBTIQ+ people in our municipality, establish desired outcomes, and guide Council in its role of embedding LGBTIQ+ inclusion across Council activities to achieve these outcomes.
- 4.4 The Victorian Pride Centre and its resident organisations, many of which provide services to the LGBTIQ+ community, is located on Fitzroy Street, St Kilda, which is also home to the annual Pride March. Port Phillip is therefore also a focal point and destination for LGBTIQ+ persons who visit but live outside the city.
- 4.5 As LGBTIQ+ visibility and equality have increased, so too have threats to personal safety and violence. The Australian Human Rights Commission has reported that 6 in 10 LGBTIQ+ people experienced verbal homophobic abuse and 1 in 5 experienced physical abuse in a 12-month period.
- 4.6 LGBTIQ+ people are up to six times more likely to experience mental health difficulties compared to the general population, and 13 times more likely to attempt to take their life than the general population. This is due to the experience of abuse and discrimination, the fear of discrimination and internalised stigma and victimisation.

Process to develop the LGBTIQ+ Action Plan

- 4.7 The LGBTIQ+ Action Plan (provided as Attachment 1) has been informed by research and data analysis to better understand our LGBTIQ+ communities, their needs, contribution to our diverse community, and opportunities to enhance safety, health and wellbeing.
- 4.8 The LGBTIQ+ Advisory Committee, comprising nine community members and two Councillors, has been meeting since February 2022 (formerly monthly and now bi-monthly) with a focus on development of the LGBTIQ+ Action Plan.
- 4.9 The work of the Committee has informed development of guiding principles and priority outcomes related to the specific roles that Council plays. A set of strategies and actions to support delivery of each outcome was then developed.
- 4.10 To further ensure the Action Plan is reflective of the needs and aspirations of LGBTIQ+ communities, a series of five stakeholder workshops were held which considered barriers to LGBTIQ+ inclusion and focused on developing actions to



support the outcomes and strategies proposed by the Advisory Committee (further details in Section 5 – Consultation and Stakeholders).

- 4.11 Actions within the Plan have also reflected the recommendations made through the Rainbow Tick Accreditation process for Council’s Aged Care Services. The service received its renewed Rainbow Tick Accreditation in September 2022, with the assessors determining that all six standards were met (standards relate to: organisational capability, workforce development, consumer participation, welcoming and accessible organisation, disclosure and documentation, and culturally safe and acceptable).

Action Plan Content: Principles, Outcomes and Strategies

- 4.12 The structure and content of the LGBTIQ+ Action Plan is set out below.
- 4.13 The Action Plan includes a Vision Statement for ‘an inclusive City where diverse LGBTIQ+ communities are safe, connected and celebrated’.
- 4.14 Five focus areas define the desired outcomes, and the associated roles Council will play. Each outcome statement is supported by a set of strategies and actions.

Table 1: Outcomes and Strategies in LGBTIQ+ Action Plan

| Outcome & Council’s Role | Strategies |
|--|--|
| <p>Focus Area 1 Council as a service provider</p> <p>Outcome - Inclusive, accessible and affirming services promote LGBTIQ+ people’s full and equal participation in community life</p> | <ul style="list-style-type: none"> • Improve opportunities for LGBTIQ+ people to connect in culturally safe spaces and events • Ensure welcoming and inclusive Council contact points • Ensure active engagement with LGBTIQ+ communities in Council processes • Enhance and promote the health and wellbeing of LGBTIQ+ communities through appropriate and inclusive Council services and programs |
| <p>Focus Area 2 Council as an ally</p> <p>Outcome - LGBTIQ+ diversity and participation are enhanced and visible in the City of Port Phillip</p> | <ul style="list-style-type: none"> • Facilitating networking and education between Council, service providers, business, schools and community organisations • Support LGBTIQ+ spaces, organisations and people to build social connection and participation • Recognise and celebrate Port Phillip’s LGBTIQ+ communities |
| <p>Focus Area 3 Council as a leader</p> <p>Outcome - A safe, equitable and affirming place for LGBTIQ+ people and their families</p> | <ul style="list-style-type: none"> • Value the lived experience and improve data collection about our diverse LGBTIQ+ communities, to inform Council decision-making about ways to advance equality and inclusion • Advocate for the rights of LGBTIQ+ people to be safe, to be able to fully participate, and to be free from discrimination and vilification in the City |



| Outcome & Council's Role | Strategies |
|--|---|
| | <ul style="list-style-type: none"> Promote a community that is inclusive and respects LGBTIQ+ people's full and equal participation in community life |
| <p>Focus Area 4 Council as a consumer</p> <p>Outcome - Local businesses and Council procurement activities promote LGBTIQ+ inclusion</p> | <ul style="list-style-type: none"> Promote social procurement that is inclusive of LGBTIQ+ owned or operated businesses and LGBTIQ+ inclusive practice in suppliers Increase opportunities and expand markets for LGBTIQ+ inclusive business |
| <p>Focus Area 5 Council as a workplace</p> <p>Outcome - A proud and welcoming LGBTIQ+ inclusive workplace that is culturally safe, affirming and reflective of Port Phillip's diverse communities</p> | <ul style="list-style-type: none"> Provide inclusive people and culture systems and practices that actively seek feedback to inform continuous improvement Enhance knowledge of LGBTIQ+ inclusion and literacy about the needs of our diverse communities for leaders, all staff and targeted service areas Provide LGBTIQ+ inclusive recruitment and management practices |

- 4.15 Actions to support the delivery of these outcomes and strategies are detailed in the Action Plan provided in Attachment 1.
- 4.16 This includes recommendations for continuous improvement arising through the Rainbow Tick Accreditation of Council's aged care services in September 2022.
- 4.17 On 15 March 2023, Council endorsed the release of the draft LGBTIQ+ Action Plan 2023-26 for consultation. Consultation began on 17 March 2023. Council staff consultation continued until April 21 while community consultation continued until 23 April 2023 (the details of which are outlined in Section 5 - Consultation and Stakeholders).
- 4.18 Results of this consultation indicated that the Vision Statement and strategies received strong support. The full community and Council staff engagement report is outlined in Attachment 2 with some key highlights summarised in Section 5.
- 4.19 Amendments and additional actions arising from consultations have been included and are outlined in Section 5. These included feedback from community, Council staff, Victorian Pride Lobby, and Councillors as well as the results of an internal Gender Impact Assessment (GIA). The proposed LGBTIQ+ Action Plan is outlined in Attachment 1.
- 4.20 Key to feedback from both the community and Council staff was the importance of effective monitoring and accountability for the Action Plan, ensuring that actions are followed through and reported on.
- 4.21 Following endorsement of the LGBTIQ+ Action Plan, officers will commence development of an implementation plan which will further utilise the consultation findings. Key considerations for the implementation plan, as expressed through the community consultation, are outlined in Section 5.



5. CONSULTATION AND STAKEHOLDERS

- 5.1 The LGBTIQA+ Action Plan 2023-26 was endorsed for release for consultation on 15 March 2023. Community consultation was undertaken between 17 March and 23 April, and Council staff consultation was undertaken from 17 March to 21 April 2023.
- 5.2 The draft Action Plan released for endorsement was informed by extensive engagement with diverse stakeholders.
- 5.3 The LGBTIQA+ Advisory Committee has guided the development of the LGBTIQA+ Action Plan, with the contribution of a diversity of people with lived experience.
- 5.4 Development of the Action Plan has also been informed by a series of five facilitated engagement workshops with:
- 5.4.1 External stakeholders drawing from LGBTIQA+ agencies and services operating in Port Phillip
 - 5.4.2 Council's employee Pride Network
 - 5.4.3 Internal staff working across service units
- These workshops sought to inform LGBTIQA+ inclusion through understanding peoples' experiences of barriers to inclusion and identifying priorities for action.
- 5.5 Workshops identified a number of priorities including:
- Taking an intersectional approach to all LGBTIQA+ measures.
 - Progressing inclusion through consultation and collaboration with subject matter experts and persons with lived experience.
 - The importance of further education, training, and capacity building (incl. staff and business community).
 - Advocating at a local, state and federal level for LGBTIQA+ inclusion.
 - Promoting allyship (e.g. signage) and resources available to support LGBTIQA+ people.
- 5.6 The outcomes, strategies and actions of the Action Plan are reflective of these priorities.
- 5.7 On 15 March 2023, Council endorsed the release of the draft Action Plan for broader community and Council staff engagement. The purpose of the engagement project was to:
- 5.7.1 Inform the community and Council staff about the development of the draft of Port Phillip's first LGBTIQA+ Action Plan.
 - 5.7.2 Gather feedback from the community and Council staff on the draft Action Plan, specifically on the proposed Vision Statement and strategies, to ensure the Plan meets the needs of our diverse LGBTIQA+ communities.
- 5.8 The engagement activities undertaken were as follows:
- 5.8.1 Two feedback surveys were hosted on Have Your Say for both the external community and internal staff, asking participants to provide their feedback on the draft LGBTIQA+ Action Plan. The surveys were largely the same with some additional questions in the staff survey. A copy of the draft LGBTIQA+ Action



Plan was provided as a reference tool, as well as the Council Report for the meeting of the 15 March 2023.

5.8.2 The community Have Your Say page was promoted via several avenues:

- An email to stakeholders on the Have Your Say database.
- Council’s Neighbourhood Engagement Program pop-ups at Elwood Farmer’s Market, Port Melbourne and the Victorian Pride Centre, coinciding with their Sunday market and sausage sizzle.
- Melbourne’s JOY 94.9 Radio, an LGBTIQA+ community station, promoted the draft Action Plan through radio advertisements and Facebook posts to invite feedback.
- JOY 94.9 Radio conducted an interview on April 11 with Councillors Martin and Nyaguy, who are both Councillor Committee representatives for the LGBTIQA+ Advisory Committee.
- The draft Action Plan was featured as one of the projects open for feedback in Council’s monthly e-newsletter, Divercity.
- Emails and reminders were sent to relevant external stakeholders in the City of Port Phillip, such as LGBTIQA+ organisations and community partners.
- The Victorian Pride Centre distributed it through their networks.
- Workshop participants involved in drafting the Action Plan, such as Midsumma Festival staff, were contacted again and invited to provide feedback.
- Social media posts on Council’s Facebook and Instagram pages.

5.8.3 Council also actively sought participation from diverse and intersectional groups by leveraging its networks and advisory committees including the:

- Multicultural Advisory Committee
- Multifaith Network
- Youth Advisory Committee
- Older Persons’ Advisory Committee

5.9 The findings from the community consultation are outlined in the Engagement Summary Report (Attachment 2) with the results summarised in the Executive Summary and Key Highlights sections. Key highlights directly relevant to the Action Plan’s focus areas and outcomes have been summarised in the table below:

| Focus area and outcome | External consultation findings | Internal consultation findings |
|-------------------------------|---|--|
| Council as a service provider | Participants mentioned the importance of working with diverse groups and emphasising intersectionality , specifically | Participants mentioned the importance of staff training and inclusive practice including support for Rainbow Tick aspirations. This included |

MEETING OF THE PORT PHILLIP CITY COUNCIL

19 JULY 2023



| Focus area and outcome | External consultation findings | Internal consultation findings |
|--|--|---|
| <p>Outcome: Inclusive, accessible and affirming services promote LGBTIQ+ people's full and equal participation in community life</p> | <p>with LGBTIQ+ people with disability. A variety of suggestions were made to improve inclusion and visibility, including Rainbow Tick accreditation.</p> | <p>a variety of suggestions such as education for staff, promoting Council services as inclusive and accessible, and having gender-neutral toilets.</p> |
| <p>Council as an ally</p> <p>Outcome: LGBTIQ+ diversity and participation are enhanced and visible in the City of Port Phillip</p> | <p>Intersectionality, particularly relating to LGBTIQ+ people with disability, was again emphasised.</p> <p>Many participants mentioned offering inclusive events, programs and services for LGBTIQ+ people of all ages, including outside of usual pride season.</p> | <p>Staff education, training and resources particularly regarding use of pronouns were reiterated as important. Effective engagement with a diverse and wide range of LGBTIQ+ people was also discussed, in developing events, networks and spaces.</p> |
| <p>Council as a leader</p> <p>Outcome: A safe, equitable and affirming place for LGBTIQ+ people and their families</p> | <p>The importance of lived experience was emphasised as crucial in informing Council decisions and considering the community's needs.</p> | <p>The importance of community participation and effective engagement was a recurring theme. Participants emphasised the importance of engaging with people across diverse social groups, with a specific focus on youth. Suggestions for ways to do this included promoting and welcoming the LGBTIQ+ community into spaces, such as libraries and town halls.</p> |
| <p>Council as a consumer</p> <p>Outcome: Local businesses and Council procurement activities</p> | <p>Participants' responses reflected conflicting opinions. While some emphasised the importance of diversity and inclusion in this area, others expressed the need for Council to be balanced in its support of different businesses, i.e. remaining</p> | <p>The importance of inclusion in business was commonly highlighted, with practical solutions to achieving this being discussed, i.e. what does it actually look like in reality, and policy? And what defines an inclusive business? Some responses criticised</p> |



| Focus area and outcome | External consultation findings | Internal consultation findings |
|--|---|--|
| promote LGBTIQ+ inclusion | fiscally responsible and avoiding favouritism or disadvantage. | focusing solely on LGBTIQ+ inclusivity rather than adopting a broader approach that encompasses other diverse groups. |
| Council as a workplace Outcome: A proud and welcoming LGBTIQ+ inclusive workplace that is culturally safe, affirming and reflective of Port Phillip's diverse communities | Participants emphasised the importance of representation, and training for staff and organisational leadership regarding LGBTIQ+ inclusion and the addressing related workplace issues. Additionally, a few responses raised concerns regarding the engagement process , stating that more attention should be given to feedback and the way it is solicited. | Participants emphasised the need for effective education, training and onboarding for staff regarding LGBTIQ+ inclusion. The need for inclusive workplace facilities was also mentioned, e.g. gender-neutral bathrooms. |

- 5.10 The overall feedback, both external and internal, was strongly supportive of the actions proposed. It also highlighted the need for an implementation plan to address practical concerns and improved monitoring and accountability of the Action Plan.
- 5.11 The below amendments have been developed in conjunction with the LGBTIQ+ Advisory Committee, who provided significant input and expertise.
- 5.12 Overall, the feedback expressed support for the existing strategies outlined in the draft Action Plan, with most of it aligning with the current descriptions. Nevertheless, some key changes were recommended.

| What we heard | What we suggest |
|--|--|
| The Vision Statement should include the word "celebrated". | Alter the Vision Statement on page 5 under 'Our vision' "An inclusive City where diverse LGBTIQ+ communities are connected, safe and welcome <u>safe, connected and celebrated.</u> " |
| More focus throughout the Action Plan is needed on intersectionality and including diverse | Additional sentence at the end of the 'Intersectionality' section on page 7 "The strategies and actions within this Action Plan will be implemented through an equity and |



| | |
|---|---|
| groups within the LGBTIQ+ community. | intersectional framework that considers the unique and varied needs of our diverse communities.” |
| The Action Plan needs better monitoring and accountability, as limited information on this has been provided. | <p>Change to the ‘Monitoring our progress’ section on page 21</p> <p>“An annual report will be drafted by Council officers and provided to the LGBTIQ+ Advisory Committee in July each year. The annual report will monitor the progress to date on implementing the strategies and actions under this Action Plan. The annual report will be made available to Councillors as information on the approval of the Advisory Committee.</p> <p>A mid-term report on the LGBTIQ+ Action Plan, reviewed by the LGBTIQ+ Advisory Committee, will be presented to Council in February 2025 and draw on annual report content to date.</p> <p>Progress will also be monitored through the use of self-assessment tools such as the “Rainbow Ready toolkit.”</p> |

5.13 Additionally, the Victorian Pride Lobby suggested some changes to the Action Plan. Based on this feedback, the following key changes were recommended.

| What we heard | What we suggest |
|--|---|
| For action 1.6, delete the words “gender affirmation” as it is unclear what this means in this context. | <p>Alter action 1.6 wording on page 13</p> <p>Change the wording to read, “develop and implement gender affirmation <u>gender-affirming practices and guidelines</u> so that trans and gender diverse people are supported to <u>when participating</u> fully participate in our services (Delivery 2023-24)”.</p> |
| For focus area 2, strategy ‘Recognise and celebrate Port Phillip’s LGBTIQ+ communities’, insert an additional action as follows “2.9 Conduct a review of LGBTIQ+ heritage within the City (Delivery 2023)” with the division responsible ‘City Planning and Sustainability’. | <p>Insert additional action 2.9 on page 15</p> <p>“Ensure new reviews of heritage within the City identify and consider the protection of LGBTIQ+ heritage where appropriate (Ongoing)”, with the division responsible ‘City Planning and Sustainability (Lead)’.</p> |
| Under focus area 3 (Council as a leader), amend the second strategy to read: | <p>Amend second strategy wording as recommended with the addition of “and vilification”, on page 16</p> |



| | |
|---|--|
| <p>'Advocate for the rights of LGBTIQ+ people to be safe, <u>and to be able</u> to fully participate in the City, and to be free from discrimination <u>in the City</u>'.</p> | <p>Second strategy to read, "advocate for the rights of LGBTIQ+ people to be safe, <u>and to be able</u> to fully participate in the City, and to be free from discrimination <u>and vilification in the City</u>".</p> |
| <p>Under focus area 3, insert an additional action as follows: "Conduct a review of Local Laws to ensure that they protect LGBTIQ+ people from vilification (Delivery 2023-2024" with the division responsible 'Safety and Amenity (Lead) / Governance and Organisational Performance (Partner)'.</p> | <p>Amend action 3.3 to include specific mention of Local Laws, as well as alter the second strategy of focus area 3 to include "and vilification" as above (both on page 16)</p> <p>"Ensure the update of Council's Community Safety Plan identifies opportunities, <u>including within its Local Laws</u>, to create a safer Port Phillip for LGBTIQ+ communities (Delivery 2023-2024)".</p> |
| <p>For action 4.2, amend the action to read: "Use <u>Update</u> Council's procurement policies and processes to promote LGBTIQ+ inclusive practices in council suppliers <u>and prohibit discrimination by contractors against LGBTIQ+ service users (Ongoing Delivery 2023)</u>" and amend the division responsible from 'Procurement, contractors' to 'Construction, Contracts and Operations'.</p> | <p>Amend action 4.2 as recommended, except for "Delivery 2023" in favour of the existing ongoing timeline, on page 18</p> <p>"Update Council's procurement policies, processes and/or code of conduct to promote LGBTIQ+ inclusive practices in Council suppliers and prohibit discrimination by contractors against LGBTIQ+ service users (Ongoing)".</p> |
| <p>For action 5.5, amend the action to read "Deliver diversity and inclusion awareness training for all staff <u>from induction onwards</u> that includes LGBTIQ+ inclusive language and practice".</p> | <p>Amend action 5.5 with feedback, on page 19</p> <p>Action 5.5 to read, "Deliver <u>Embed</u> diversity and inclusion awareness training for all staff <u>from induction onwards</u> that includes LGBTIQ+ inclusive language and practice <u>within our existing schedule and planned Diversity, Equity and Inclusion Framework</u> (Delivery by 2025)".</p> |



5.14 The Gender Impact Assessment (GIA) conducted internally also made a recommendation for final consideration within the Action Plan:

| GIA Recommendation and Context | What we suggest |
|---|---|
| <ul style="list-style-type: none"> • Include a recognition of the unique risks and elements of family violence that LGBTIQ+ people experience. • This would allow Council to demonstrate its role as a leader in recognising this issue in the community. • Resources or organisations to contact for people experiencing this issue could be included. • This would have a positive gender impact in raising awareness of this issue within the LGBTIQ+ community, particularly regarding bisexual, trans and gender diverse people who experience higher rates of family violence than the general population. | <p>Additional paragraph on page 9 – under ‘LGBTIQ+ health and wellbeing’</p> <p>“Research has also revealed the unique risks and elements of family violence that LGBTIQ+ people experience. This includes bisexual, trans and gender diverse people experiencing family violence at significantly higher rates than the general population (Victorian Government, 2021). Additionally, LGBTIQ+ people may have an increased risk of family violence from other family members (including parents, siblings and children), as a result of societal homophobia, biphobia and transphobia. Unique kinds of family violence that are present within the LGBTIQ+ community include threatening to “out” a person about their sexuality or gender identity which they may not reveal publicly, threatening to disclose someone’s HIV status and young people being kicked out of the family home due to “coming out” or revealing their sexuality or gender identity (ACON, 2023).”</p> |

5.15 The feedback from external sources, internal stakeholders, and the Victorian Pride Lobby included significant suggestions for executing the Action Plan. These suggestions will be taken into consideration during the development of the implementation plan such as:

- 5.15.1 Implementation must seek to capture data on the LGBTIQ+ community to understand their needs and inform development of the next iteration of the Action Plan. This could be integrated into a broader data collection effort focused on diverse and intersectional groups in the community.
- 5.15.2 Maximising the use of existing economic projects and studies to support LGBTIQ+ inclusion in business, using a wider equity lens. For example, seeing how a range of diverse businesses could be included and supported in a project such as the Acland Street Retail Mapping.
- 5.15.3 Implementation must include annual reporting of actions and outcomes to determine progress and ensure accountability.



6. LEGAL AND RISK IMPLICATIONS

6.1 The implementation of an LGBTIQ+ Action Plan will help Council ensure it fulfils its obligations under legislation including:

- Gender Equality Act (2020)
- The Victorian Charter of Human Rights and Responsibilities Act 2006
- The Equal Opportunity Act 2010

7. FINANCIAL IMPACT

7.1 Development of the Action Plan was essentially undertaken in-house, through previous allocation of a part-time staff resource. An independent facilitator was appointed to conduct the engagement workshops with internal and external stakeholders, involving direct budget expenditure.

7.2 Facilitating engagement and reporting, as well as developing and proposing amendments, has required staff resourcing.

7.3 Effective implementation of the Action Plan will require ongoing staff resourcing, noting that this will be integrated with related Council activities promoting diversity and inclusion across Council activities to achieve both synergies and efficiencies.

7.4 Actions within the Plan will be delivered across the organisations to ensure LGBTIQ+ inclusion is embedded. This can be achieved within existing program and service budgets, noting the need to allocate staff time.

7.5 Annual operating budget is specifically allocated to support the activities of Council's employee Pride Network, including their role in leading events and recognition of days of significance for our LGBTIQ+ communities.

8. ENVIRONMENTAL IMPACT

8.1 The LGBTIQ+ Action Plan has no direct environmental impacts.

9. COMMUNITY IMPACT

9.1 The LGBTIQ+ Action Plan will help to ensure that Council's services are responsive, inclusive and equitable. It also facilitates cultural change in the broader community, helping to reduce discrimination and disadvantage by creating a safe and affirming place for LGBTIQ+ people and their families. The actions in the plan will support LGBTIQ+ peoples' full and equal participation in community life.

9.2 Council has benefited immensely from the LGBTIQ+ Advisory Committee leading the development of the LGBTIQ+ Action Plan. In doing so, it has valued lived experience of LGBTIQ+ community members and followed the practice of "nothing about us without us".

10. ALIGNMENT TO COUNCIL PLAN AND COUNCIL POLICY

10.1 The LGBTIQ+ Action Plan aligns with Strategic Direction 1 for an *Inclusive Port Phillip* in the Council Plan 2021-31. This direction has the objective of 'a city that is a place for all members of our community, where people feel supported and comfortable being themselves and expressing their identities'. This Action Plan is a key part of Council's commitment to an LGBTIQ+ Inclusive Port Phillip.



11. IMPLEMENTATION STRATEGY

11.1 An implementation plan will be prepared, in consultation with stakeholders. This will further utilise the consultation findings and address practical concerns surrounding monitoring and accountability of the Action Plan.

12. OFFICER DIRECT OR INDIRECT INTEREST

12.1 No officers involved in the preparation of this report have any material or general interest in the matter.

ATTACHMENTS

1. **LGBTIQA+ Action Plan 2023-2026** [↓](#)
2. **Engagement Summary Report - LGBTIQA+ Action Plan 2023-26** [↓](#)
3. **LGBTIQA+ Advisory Committee Letter of Endorsement - LGBTIQA+ Action Plan** [↓](#)