



9.2 RAINBOW LOCAL GOVERNMENT IMPLEMENTATION

EXECUTIVE MEMBER: TONY KEENAN, GENERAL MANAGER, COMMUNITY WELLBEING AND INCLUSION

PREPARED BY: TONY KEENAN, GENERAL MANAGER

1. PURPOSE

- 1.1 To provide Council with a costed program of work that would see all Council services and programs move towards Rainbow Tick Accreditation over time, and a timeframe in order that this can be considered by Council prior to June 2021 to inform the final 2021/31 Council Plan and Budget.

2. EXECUTIVE SUMMARY

- 2.1 At its meeting of 21 April 2021, Council requested the CEO to develop and bring back to Council a costed program of work that would see all Council services and programs move towards Rainbow Tick accreditation, over time. This was requested so that Council could consider this prior to June 2021 to inform the final 2021/31 Council Plan and Budget.
- 2.2 This program of work should be integrated and align with a broader “diversity and inclusion action plan” to ensure all Council services and programs are culturally safe and appropriate for first nations people, people with a disability, people from culturally and linguistically diverse backgrounds and people of all genders and all ages.
- 2.3 Officers recommend that this work be undertaken in two stages
- 2.4 Stage One would involve:
 - 2.4.1 the establishment of a LGBTIQ+ Advisory Committee
 - 2.4.2 development and approval of a LGBTIQ+ Action Plan
- 2.5 Stage Two would involve:
 - 2.5.1 Using the Rainbow Tick standards to map the work that would be required to develop a broader Diversity and Inclusion framework for Council within BAU activities. This mapping would also identify if any additional resources are required outside of BAU work to deliver a Diversity and Inclusion Plan that would also meet Rainbow Tick Accreditation.
 - 2.5.2 Achieving Rainbow Tick Accreditation during 2024
- 2.6 This will involve the following costs:
 - 2.6.1 \$36,000 for the 2021-22 Financial Year
 - 2.6.2 \$13,000 per annum in subsequent years
 - 2.6.3 \$ A one-off cost of \$90,000 for accreditation in 2023-24 financial year



3. RECOMMENDATION

That Council:

- 3.1 That Council endorse the report.
- 3.2 That Council notes that implementation of the outlined program of works will require:
 - 3.2.1 \$36,000 for the 2021-22 Financial Year
 - 3.2.2 \$13,000 per annum in subsequent years
 - 3.2.3 \$ a one-off cost of \$90,000 for accreditation in 2023-24 financial year

4. KEY POINTS/ISSUES

- 4.1 At its meeting of 21 April, 2021, Council requested the CEO to develop and bring back to Council a costed program of work that can be considered by Council prior to June 2021 to inform the final 2021/31 Council Plan and Budget, that would see all Council services and programs move towards Rainbow Tick accreditation over time.
- 4.2 Council also resolved that this program of work should identify priority Council programs and services for the phased implementation of Rainbow Tick accreditation and the timeframe for achievement of accreditation and that this program of work should be integrated and align with a broader “diversity and inclusion action plan” to ensure all Council services and programs are culturally safe and appropriate for first nations people, people with a disability, people from culturally and linguistically diverse backgrounds and people of all genders and all ages.

STAGE ONE

- 4.3 Officers recommend that in order to undertake this work, that Council needs to firstly establish a LGBTIQ+ Advisory Committee and develop and approve a LGBTIQ+ Action Plan, as per the resolution of 21 April 2021.
- 4.4 The Committee would provide advice to Council on implementation of the rainbow Tick Accreditation and other measures recommended in the Action Plan
- 4.5 The Committee would also provide advice on priority Council programs and services for the phased implementation of Rainbow Tick accreditation
- 4.6 A LGBTIQ+ Advisory Committee could be established by October 2021 and would cost \$15,937 in the first year and then \$12,750 in following years, assuming the following:
 - 4.6.1 The Committee meets four times a year
 - 4.6.2 The Terms of Reference are approved by Council in July 2021
 - 4.6.3 Expressions of Interest are sought and close by the end of August 2021
 - 4.6.4 Membership is endorsed by Council by October 2021
 - 4.6.5 Costs are 0.2 FTE officer for the three months and then 0.1 FTE ongoing
- 4.7 The development of a LGBTIQ+ action plan could be approved by Council in September 2022 and would cost \$20,000 in external advice and assistance, assuming the following:



- 4.7.1 Draft framework for Action Plan presented to LGBTIQ+ Advisory Committee for feedback December 2021
- 4.7.2 Draft Action Plan presented to LGBTIQ+ Advisory Committee for advice for March 2022
- 4.7.3 Draft Action Plan endorsed by Council to go out to community consultation June 2022 (this would allow for any allocation arising to be considered in the 2022-23 budget plan)
- 4.7.4 Final Action plan to council for endorsement October 2022
- 4.7.5 The Action Plan will identify priority Council programs and services for the phased implementation of Rainbow Tick with advice from the LGBTIQ+ Advisory Committee
- 4.8 The costs outlined in 4.6 could be covered through an additional allocation in the 2021-22 Budget of \$16,000, or through reprioritising work that has been committed to in the Community Well Being and Inclusion Division.
- 4.9 The cost outlined in 4.7 for developing the LGBTIQ+ Action Plan cannot be met within existing resources, as the expertise to develop a whole of council LGBTIQ+ is fully committed on work that cannot be reallocated. Council would need to allocate \$20,000 in the 2021-22 Budget for this work to be completed.

STAGE TWO

- 4.10 It is proposed that the program of work to implement the LGBTIQ Action Plan and Rainbow Tick Accreditation be integrated with a broader approach to Diversity and Inclusion. This would allow for this work to be undertaken within business as usual activities to minimise cost. This approach will mean a longer timetable for accreditation.
- 4.11 There are six standards that must be met for Rainbow Tick Accreditation. These are:
 - 4.11.1 Organisation Capacity
 - 4.11.2 Workforce Development
 - 4.11.3 Consumer Participation
 - 4.11.4 A Welcoming and Accessible Organisation
 - 4.11.5 Disclosure and Documentation
 - 4.11.6 Culturally Safe and Accessible Service
- 4.12 It is proposed to use these standards as a guide to the work we will undertake in developing a broader Diversity and Inclusion Framework. For example, Standard 1 relates to “Organisational Capacity”. One of the requirements within that standard is for our service planning framework to include LGBTIQ+ inclusive practice. In a broader Diversity and Inclusion Framework, this would be extended to ensure our practice was inclusive for LBGBTIQ+ people as well as for first nations people, people with a disability, people from culturally and linguistically diverse backgrounds and people of all genders and all ages.
- 4.13 If we adopt this approach, we will need to map the areas within Council where work needs to be undertaken and identify how, and when, this could be done within BAU work. This mapping work could be undertaken over the next financial year (2021-22) within BAU resources.



- 4.14 This mapping would identify if any additional resources are required outside of BAU work to deliver a Diversity and Inclusion Plan that would also meet Rainbow Tick Accreditation.
- 4.15 Council's Aged Care services are due for reaccreditation to Rainbow Tick Standards in June 2022. This is provided for within the Aged Care program budget. This process will reaffirm the whole of Council functions where we are already assessed as complying with the Rainbow Tick Standards.
- 4.16 This approach would allow Council to achieve Rainbow Tick Accreditation across all programs by the end of the Financial Year 2023-24, with actual accreditation taking place in 2024.
- 4.17 Council will need to engage an external, accredited quality assessor to undertake the accreditation process. This is likely to be between \$20-25,000.
- 4.18 There will be also be a requirement for a 1.0 FTE staff member for an estimated 6 months to coordinate the Rainbow Tick Accreditation Process across Council. This would be approximately \$64,000.
- 4.19 This position would be required for the 2023-24 financial year and would have to be found within existing resources or presented to Council for consideration in the 2023/24 budget.
- 4.20 It is proposed that a future report will be brought to Council to consider the development of a broader diversity and inclusion framework once the mapping work outlined in 3.10 has been completed.
- 4.21 This may require consideration of additional advisory structures for Council for Women and Disability.

5. CONSULTATION AND STAKEHOLDERS

- 5.1 Council will consult broadly with the LGBTIQ+ community and consumers of Council services in the implementation of the outlined program of works.
- 5.2 One of the standards under Rainbow Tick covers consumer involvement.

6. LEGAL AND RISK IMPLICATIONS

- 6.1 Council is required to comply with the following relevant legislative requirements:
 - 6.1.1 The Gender Equality Act 2020
 - 6.1.2 The Victorian Equal Opportunity Act 2010
 - 6.1.3 The Sex Discrimination Act 1984
 - 6.1.4 The Age Discrimination Act 2004
 - 6.1.5 The Disability Discrimination Act 1992
 - 6.1.6 The Racial Discrimination Act 1975
 - 6.1.7 The Charter of Human Right and Responsibilities Act 2006

7. FINANCIAL IMPACT

- 7.1 The financial impact of the program of works is:
 - 7.1.1 \$36,000 for the 2021-22 Financial Year



7.1.2 \$13,000 per annum in subsequent years

7.1.3 \$ One-off cost of \$90,000 for accreditation in 2023-24 financial year

8. ENVIRONMENTAL IMPACT

8.1 None

9. COMMUNITY IMPACT

9.1 The implementation of the program of works will assist the City to be an inclusive and welcoming City for all residents.

9.2 It will guarantee appropriate, quality service delivery for LGBTIQ+ consumers of Council delivered human services.

10. ECONOMIC IMPACT

10.1 The LGBTIQ+ Advisory Committee should include representation from LGBTIQ+ businesses and traders and the LGBTIQ+ Action Plan should also include actions to support LGBTIQ+ business and traders in the City.

10.2 The economic benefits of adopting an inclusive approach is widely acknowledged, but these benefits are complex and difficult to quantify. The economic benefits can occur at two levels: they can relate to people recognised within the diversity framework themselves and their families or households, and to the broader community.

11. ALIGNMENT TO COUNCIL PLAN AND COUNCIL POLICY

11.1 The program of works aligns with Strategic Directions 1, 5 & 6

12. IMPLEMENTATION STRATEGY

12.1 TIMELINE

12.1.1 The Terms of Reference for LGBTIQ+ Advisory Committee are approved by Council in July 2021

12.1.2 Expressions of Interest are sought and close by the end of August 2021

12.1.3 Membership is endorsed by Council by October 2021

12.1.4 Draft framework for Action Plan presented to LGBTIQ+ Advisory Committee for feedback December 2021

12.1.5 Draft Action Plan presented to LGBTIQ+ Advisory Committee for advice for March 2022

12.1.6 Draft Action Plan endorsed by Council to go out to community consultation June 2022 (this would allow for any allocation arising to be considered in the 2022-23 budget plan)

12.2 Final Action plan to council for endorsement October 2022

12.3 Mapping work completed by June 2022

12.4 Accreditation for Rainbow Tick applied for by June 2024.

12.5 COMMUNICATION

12.5.1 This decision will be communicated via Council's regular channels, including website and social media



MEETING OF THE PORT PHILLIP CITY COUNCIL 19 MAY 2021

13. OFFICER DIRECT OR INDIRECT INTEREST

13.1 No officers involved in the preparation of this report have any direct or indirect interest in the matter.

TRIM FILE NO: 16/01/960

ATTACHMENTS Nil