

6.2 SUPPORT FOR THE LGBTIQA+ COMMUNITY

Submitting Councillor: Stuart James

MOTION

That Council:

1. *Directs officers to report back to Council on the steps required to be undertaken to achieve Rainbow Tick accreditation for council-run services and a plan to achieve this.*
2. *Resolves to establish an LGBTIQA+ advisory committee and directs officers to draft terms of reference for the committee.*
3. *Directs officers to establish an LGBTIQA+ action plan in consultation with the advisory committee, once established, and reports to Council for endorsement as soon as practicable, but no later than November 2022.*

BACKGROUND

Council has been a supporter of its LGBTIQA+ community for some time, resolving in October 2018 to explore opportunities to better recognise, represent and connect with LGBTIQA+ members of the Monash community, and consider expansion of services, programs and networks to better include and represent people who identify as LGBTIQA+ living in Monash.

This work is most recently reflected in a report to Council on 26 November 2019. In order to further formalise and progress this work the development of an LGBTIQA+ advisory committee is proposed, with officers to draft a terms of reference. This committee would advise on and contribute to the development of a subsequent LGBTIQA+ action plan for Council's consideration.

In parallel, officers will consider those Council services or programs which would be appropriate for Rainbow Tick accreditation and develop a plan to achieve this accreditation.

A Healthy and Resilient Monash: Integrated Plan 2017-2021 outlines that 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.

The specific inclusion and recognition of Monash's Lesbian, Gay, Bisexual, Transgender, Intersex, Queer/Questioning and Asexual (LGBTIQA+) community is vital for its improved resilience, increased sense of security,

better mental health outcomes, greater social cohesion and more accessible health care.

A strategy to support this is for some Monash services to consider Rainbow Tick accreditation.

DISCUSSION

The Rainbow Tick is a quality framework for accreditation developed by Rainbow Health Victoria, a program located within the Australian Research Centre in Sex, Health and Society (ARCSHS) at La Trobe University and funded by the Victorian Government.

The Rainbow Tick is a quality framework that helps organisations show that they are safe, inclusive and affirming services and employers for the LGBTIQ+ community. The Rainbow Tick standards, owned and developed by Rainbow Health Victoria, are designed to build lasting LGBTIQ+ inclusion. Accreditation is provided by an independent assessor, Quality Innovation Performance.

The Rainbow Tick is for all organisations seeking to provide a safe and inclusive workplace and services for the LGBTIQ+ community. The six standards it incorporates are designed to be used by the whole organisation, but can also be applied to specific services or sites within an organisation.”

The Six Standards include:

1. Organisational Capability
2. Workforce Development
3. Consumer Participation
4. A welcoming and accessible organisation
5. Disclosure and documentation
6. Culturally safe and acceptable service

Training required to undertake the accreditation process called 'How2' is available via Rainbow Health to support implementation, consisting of seven 3 hour webinar sessions. This details the range of requirements to undertake this process using best practice principles, such as establishing a committee.

A number of LGAs have undertaken Rainbow Tick Accreditation for specific service areas, including:

- City of Port Phillip – Access and Ageing Department
- City of Stonnington – Aged Care
- City of Whittlesea – Youth Services
- Moonee Valley City Council – Community Strengthening Department

CONCLUSION

Undertaking Rainbow Tick accreditation for relevant services would align with Council's Values and Council's *A Healthy and Resilient Monash: Integrated Plan (2017-2021)* and provide an opportunity to further support members of the LGBTIQ+ community in Monash.