

6.2 SUPPORT FOR THE LGBTIQA+ COMMUNITY – OFFICERS' REPORT

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.*

BUDGET IMPLICATIONS

There is no additional budget required to develop a plan for Rainbow Tick accreditation of one or more Council services. Similarly, the development of and support to an advisory or similar committee can occur within existing resources; however, the process of accreditation may require dedicated resources, which will be determined once the plan has been finalised.

IMPACT ON INTERNAL RESOURCES

If existing staffing resources are to be used, consideration for project reprioritisation may be required for those participating in this process.

COUNCIL PLAN AND COUNCIL POLICIES

Council has a commitment to Gender Equity, Diversity and LGBTIQ Inclusion as evidenced by our Values and *A Healthy and Resilient Monash: Integrated Plan 2017-2021*.

RELEVANCE TO WORK ALREADY UNDERTAKEN BY OFFICERS OR COMMITTEES

There is a myriad of work being undertaken in this space across Council as outlined in the 26 November 2019 Council Report. It is clear that significant work is already occurring across the organisation.

Recent work supporting LGBTIQ inclusivity includes:

- Provided LGBTIQ Inclusive Practice Training to 65 Monash employees facilitated by Transgender Victoria across a diversity of departments. This training will now be embedded into the annual Training and Development calendar.
- Council is a member on the Q-East Alliance (made up of the 7 Eastern-Metropolitan Councils and community organisations).
- Monash Public Library Services has a LGBTIQA collection series title.

- Council Officers were encouraged to wear purple on Wear it Purple Day.
- Glen Waverley Library hosted a film screening for International Day against Homophobia, Biphobia and Transphobia (IDAHOBIT) Day in May 2019.
- As part of MGA's current exhibition, 'Portrait of Monash: the ties that bind', Australian photographer David Rosetzky interviewed members of the Monash LGBTIQ community on their lived experiences which are now reflected in the exhibition.
- LGBTIQ+ Youth Monash Pride Meet Up commenced in August through the Youth Foyer at Holmesglen. The group is being supported by Monash Youth Services.
- Supporting Monash Sports clubs to be more inclusive of the LGBTIQ community, through initiatives such as developing a Transgender Policy for their club.
- In 2019 WordFest the festival weaved together authors from a variety of backgrounds to tell the poignant experiences that shaped their lives, influenced their writing and enabled them to share their deepest truths. The speaker line-up included Nevo Zisin who identifies as non-binary.
- Community Leaders United by Sport (CLUBS) project – a Gender Equity initiative, also taking an intersectionality approach. Development of guidance resources for sporting clubs on how to be more inclusive.
- Sports Club Framework - includes guidance around LGBTIQ inclusivity.
- Intersectional approach to Gender Equity work – Transgender awareness training, inclusivity in GE portfolio etc

Consideration in the development of a plan in relation to Rainbow Tick accreditation would include:

- Conversations with Rainbow Health to ascertain capacity, resources, scope, and their informed advice on a suitable, best practice approach for Monash Council.
- Discussion with other Local Governments and Q-East Alliance members on their experiences in undertaking Rainbow Tick Accreditation.
- Consultation with various service areas of Council on their ability and capacity to be involved and accredited (e.g. Youth Services, Aged Care, Active Monash, Libraries, Maternal Child Health, etc)

FURTHER CONSIDERATIONS

The inaugural Victorian State Government Strategy on LGBTIQ Inclusivity is currently in development and may provide further guidance. The strategy launch has been advised as 2021.