

5-year Action Plan

The 12 action items and additional suggestions collected in the survey have been reorganised under the four action points outlined in the Draft Statement of Commitment.

This report recognises that GCC may explore inclusion initiatives for other marginalised communities in our community and may, in future, work towards broader diversity and inclusion initiatives. However, to address the discrimination and inequality that currently exists for LGBTIQ+ people in our community it is recommended that action focused on LGBTIQ+ inclusion is undertaken to foster progress in this area regardless of whether a broader initiative is pursued or not.

It is recognised that a similar process may be required for other cohorts to address issues such as disability access and inclusion and anti-racism and use different frameworks such as the Reconciliation Action Plan.

It is noted that there is an opportunity to embed inclusion of LGBTIQ+ and other key cohorts other Council strategic documents such as:

- Community Strategy 2021-2030
- Economic Development Strategy 2026-2030.



PROPOSED 5-YEAR PLAN FOR LGBTIQ+ INCLUSION IN THE CITY OF GLENORCHY

Action List No.	Item	Year 1: Review & plan	Year 2: Training & development	Year 3: Partnerships & projects	Year 4: Embed learning	Year 5: Evaluate
1	A Safe & Inclusive City for all					
a.	Glenorchy City Council workers and elected members are supported to understand and uphold LGBTIQ+ inclusion					
	Develop whole of organisation training plan					
	Training for Elected Members					
	Specialised training for key staff – youth, childcare, community, HR and customer service					
	Roll out organisation-wide inclusion training					
	Ongoing training for new staff, volunteers, contractors and Elected Members					
	<ul style="list-style-type: none"> • Embed into onboarding/induction • Additional specialised training as needed – e.g. Youth team, Childcare Connections, HR etc. 					
b.	Community members and local businesses/organisations are supported to understand and uphold LGBTIQ+ inclusion					
	Engage local providers to offer:					
	<ul style="list-style-type: none"> • LGBTIQ+ inclusion training session for community members – minimum 1/year • LGBTIQ+ upstander training session for community members – minimum 1/year 					
	Campaign to local businesses and services offering LGBTIQ+ inclusion training and signage – biennial workshop/s and resources					

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c.	Glenorchy City Council's policies and processes are LGBTIQ+ Inclusive:					
	Rainbow Tick training for key staff					
	Review and update staff records to allow records to document LGBTIQ+ identity in line with ABS standards					
	Plan for organisation-wide update of policies to improve inclusion					
	Plan structured update to forms, software and databases to be inclusive of LGBTIQ+ identities and families					
	Adapt existing software to recognise ABS standards for gender, and offer preferred name options					
	Software incorporates inclusive gender, preferred names, next of kin etc.: <ul style="list-style-type: none"> • purchase of new software, • adaptation of existing software. 					
	Consult with staff diversity & inclusion working group on new policies and directives					
d.	Glenorchy City Council advocates for LGBTIQ+ inclusion, local service provision and rights					
	Advocacy for LGBTIQ+ inclusion, local service provision and rights: <ul style="list-style-type: none"> • Submissions where relevant, • See Draft Statement of Commitment to LGBTIQ+ Inclusion, • Support motions on LGBTIQ+ Inclusion to LGAT and other forums. 					

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e.	Glenorchy City Council keeps listening to LGBTIQ+ community					
	Embed LGBTIQ+ consultation into regular community surveys and engagement activities					
	Consult with LGBTIQ+ stakeholders and community members on relevant projects and issues, on as-need basis					
	Review and evaluation of LGBTIQ+ Inclusion in the City of Glenorchy – community-wide					
2	Vibrant, visible and connected community life					
a.	Glenorchy City Council supports and celebrates LGBTIQ+ community, events and days of significance					
	Council representatives attend and support LGBTIQ+ events and programs by stakeholders as opportunities arise.					
	Council recognises LGBTIQ+ days of significance and inclusion campaigns, including: <ul style="list-style-type: none"> • TasPride (February), • Trans Day of Visibility (31 March), • IDAHOBIT Day (17 May), • Wear It Purple Day (Aug 29), • Intersex Awareness Day (Oct 26). By – posts to social media, events and activities for staff and community.					
	Update Flags Policy to include display of <i>LGBTIQ+ Intersex Inclusive Progress Flag</i> on LGBTIQ+ days of significance					

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b.	LGBTIQ+ Inclusive signage and art visible in public areas and Council sites around Glenorchy municipality					
	LGBTIQ+ Inclusion signage installed in GCC service sites					
	Install and maintain LGBTIQ+ inclusive art and signage throughout municipality					
	Campaign to local businesses and services promoting LGBTIQ+ inclusion training and signage					
	Consult with community on development of LGBTIQ+ public art and signage, on as-need basis					
c.	Glenorchy municipality is a LGBTIQ+ friendly destination					
	Develop LGBTIQ+ Inclusion grants program, to support events and programs with LGBTIQ+ Inclusion as a focus within Glenorchy LGA					
	Develop mechanism for LGBTIQ+ stakeholders / community to participate in grants assessment					
	Deliver LGBTIQ+ Inclusion grants program					
d.	Provide opportunities for long-term economic impact					
	Embed LGBTIQ+ inclusion into Economic Development Strategy and other relevant strategic documents					
	Advocate for and support LGBTIQ+ inclusion in business and mentoring programs					

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3	Supportive Services and Equity					
a.	LGBTIQ+ community members can access services and opportunities for social connection in the area					
	Deliver targeted and partnered initiatives specifically for LGBTIQ+ community					
	Partner with LGBTIQ+ organisations and community groups to provide local events and services					
	Embed opportunities for LGBTIQ+ community and services into other GCC events and programs (ongoing) <ul style="list-style-type: none"> • Health and wellbeing, • Sports and recreation, • Small business and economic development, • Social enterprise, • Community connection 					
4	A Workplace of Choice for LGBTIQ+ People					
a.	LGBTIQ+ employees are welcomed and included in the workplace					
	See 1(c.)					
	Develop structure for internal diversity and inclusion working group (staff)					
	Implement internal diversity and inclusion working group (staff)					
	Consult with internal diversity & inclusion working group on new policies and directives					