

## **Draft LGBTQIA+ Action Plan 2024-2028**

### **Community Engagement – Phase Four**

#### **Summary Report**

The Draft LGBTQIA+ Action Plan 2023-2027 was endorsed for public consultation at the Council Meeting on 20 June 2023. The consultation period was from the 29 June – 27 July and submissions were received through:

- Your Say Brimbank online engagements
- Targeted consultations
- One written submission
- One petition
- Discussions with various Council programs, networks and service providers

The following is a summary of the responses during this stage.

To promote the public consultation process and encourage as many community members as possible to provide feedback, the following communication channels were offered:

- Distribution of promotional materials including postcards and posters to Council facilities, including libraries, neighbourhood houses and customer service centres
- Social media posts on Brimbank City Council's social media accounts
- Email alerts were also forwarded through various committees and networks, including Council's Service Provider networks, Brimbank Disability Network Group, Strengthening Communities networks, Community Care networks, Youth Services networks and Volunteers.
- Targeted discussions with various programs and service provider to promote the Your Say Brimbank link and encourage people to provide feedback.

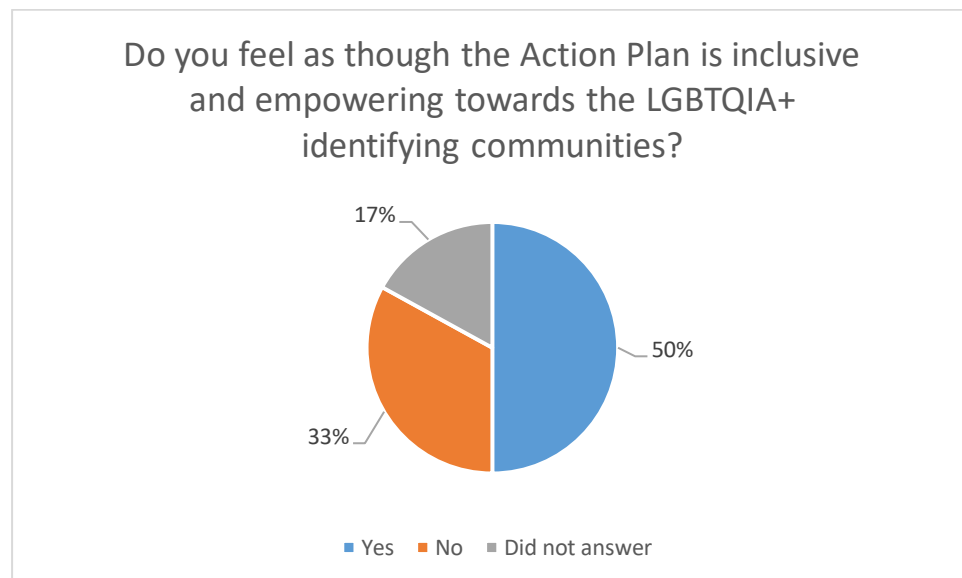
## Your Say Brimbank Submissions

Those who live, work, study or socialise in Brimbank were encouraged to provide feedback on the draft LGBTQIA+ Action Plan by participating in the online public consultation through [Your Say Brimbank webpage](#).

At the conclusion of the public consultation period, 72 submissions had been received through Your Say Brimbank.

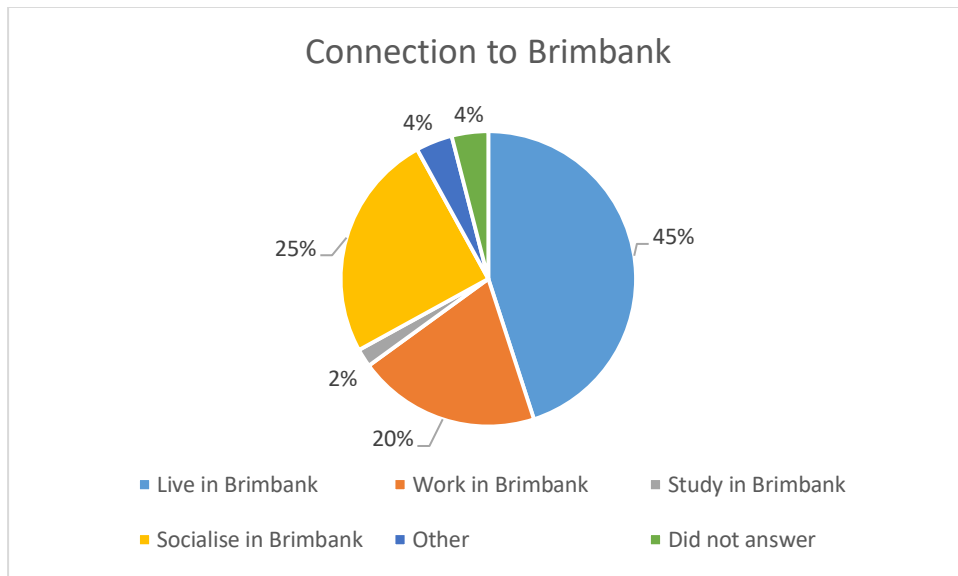
### Feedback on the Draft Action Plan

Overall 50 per cent of submissions received felt the draft Action Plan was inclusive and empowering towards the LGBTQIA+ identifying community. Thirty-three per cent did not agree and 17 per cent did not provide a response.



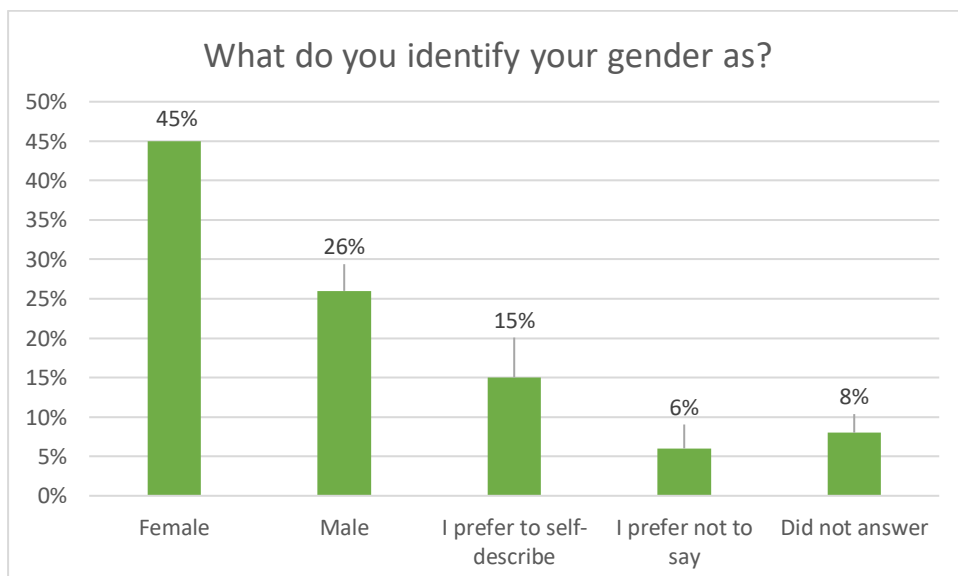
## Profile of Submitters Connection to Brimbank

The majority of submitters live in Brimbank while others are connected to Brimbank through socialising, work or study. Submitters were able to choose more than one response.



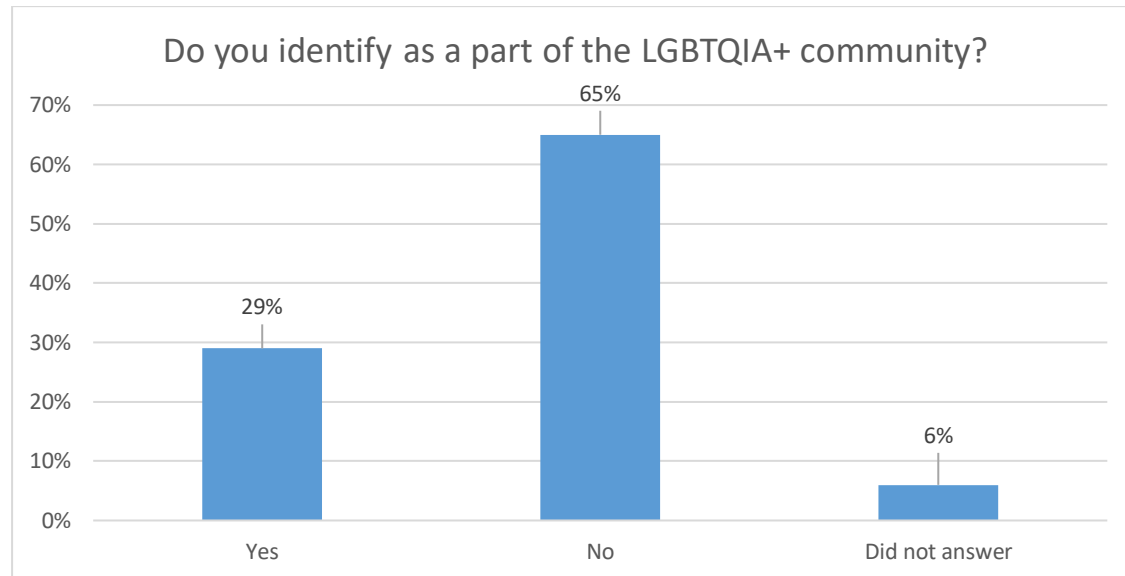
## Gender Identity

The majority of contributors (45 per cent) identified as female followed by 26 per cent identifying as male. Those who preferred to self-describe made up 15 per cent and six per cent preferred not to say. Eight per cent did not provide a response.



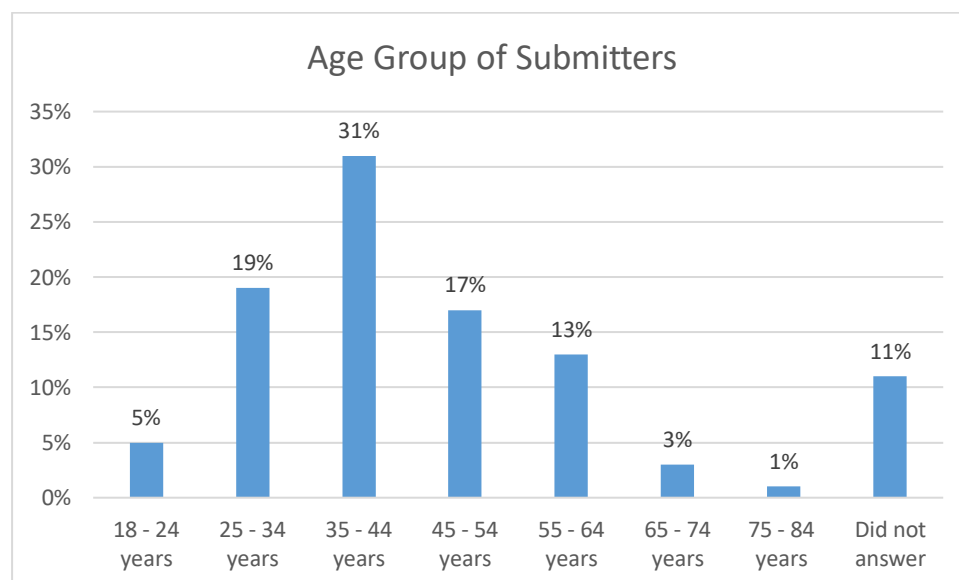
## Identifying as a part of the LGBTQIA+ Community

Of all submitters, 29 per cent identified as being part of the LGBTQIA+ community, 65 per cent did not identify as being part of the LGBTQIA+ community and six per cent did not provide a response.



## Age of Submitters

Submissions were received from people ranging from 18 - 84 years of age, there with no submitters under the age of 18 or older than 85 years of age. The majority of response received were from the 33 – 44 years age group, followed by 25 – 34 years and 45 – 54 years.



## Additional submitter information

- Fifty five submitters had not participated in a Council consultation process in the last twelve months
- Two submitters identified as Aboriginal or Torres Strait Islander
- Eight submitters identified as a person with disability
- Eleven submitters spoke a language other than English at home
- Ten submitters were born overseas

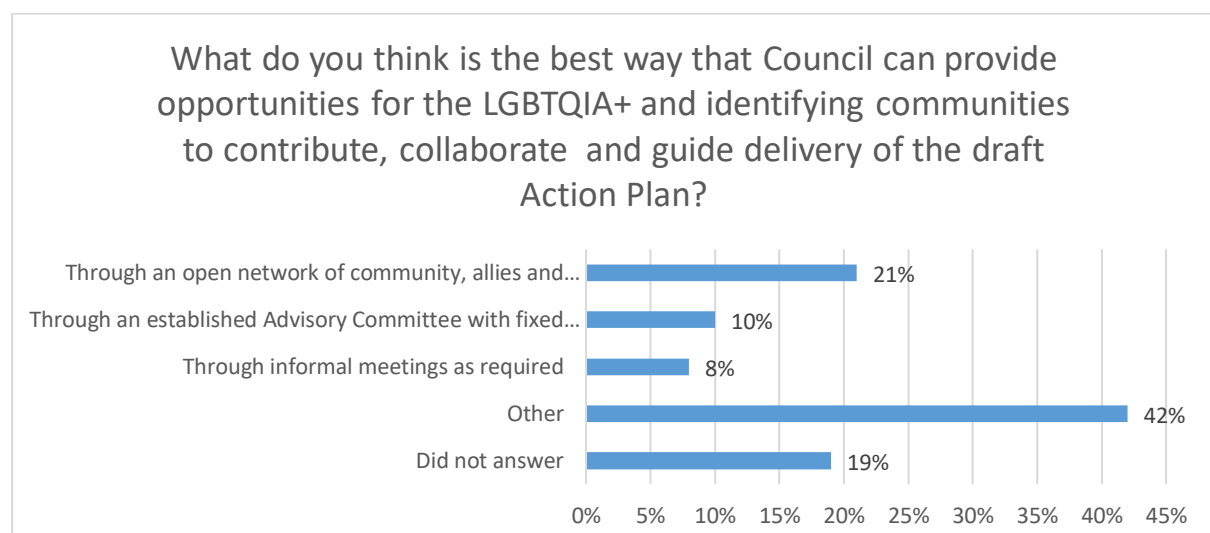
## Actions to be prioritised in the plan

Submitters were asked to rank their top actions for prioritisation within the Action Plan, the top four actions were:

- Enabling greater understanding and awareness of the LGBTQIA+ identifying community
- Strengthening social cohesion and connectedness
- Improving the quality of standards and practices and Fostering a diverse, respectful and inclusive organisational culture received the same ranking

## How can Council provide opportunities for LGBTQIA+ and ally identifying communities to contribute, collaborate and guide delivery of the Action Plan?

The highest response was to the option of 'Other' at 42 per cent however no suggestions were provided. The second highest response at 21 per cent was an open network of community, allies and service providers that meet on a regular basis. With 19 per cent of submitters not answering, the next highest opportunity was for the establishment of an Advisory Committee with fixed membership and a terms of reference at ten per cent. Informal meetings as required had the lowest mark of eight per cent. 19% of submitters did not respond to this question.



## Qualitative Feedback/Consultation Themes

The following qualitative feedback is informed by submissions received on Your Say Brimbank, from targeted focus groups and other submissions made during the community consultation process. Most submissions provided multiple responses which have been separated and analysed into key themes and comments from the community.

A summary of proposed changes to the draft LGBTQIA+ Action Plan are listed towards the end of this document.

Submissions that referenced the theme	Key Themes	Officer Consideration	Final Draft Recommendations
<b>Supportive</b>			
2, 5, 8, 9, 11, 13, 16, 17, 19, 25, 36, 39, 40, 50, 60, 61 63, 66,	The Action Plan supports marginalised community members, inclusion, provides a feeling of empowerment and a sense of belonging	<ul style="list-style-type: none"> <li>Noted</li> </ul>	<ul style="list-style-type: none"> <li>No changes proposed</li> </ul>
1, 4, 5, 17, 25, 36, 37, 39, 56, 61,	The Plan is a welcome initiative and provides active recognition	<ul style="list-style-type: none"> <li>Noted</li> </ul>	<ul style="list-style-type: none"> <li>No changes proposed</li> </ul>
7, 8, 12, 16, 36, 39, 51, 56, 60, 61	The Plan is comprehensive, the focus areas and goals are very relevant and achievable	<ul style="list-style-type: none"> <li>Noted</li> </ul>	<ul style="list-style-type: none"> <li>No changes proposed</li> </ul>
2, 10, 49	Supportive of the plan but feel it needs stronger language, plan is very 'safe' and should be more challenging	<ul style="list-style-type: none"> <li>Noted</li> <li>Stronger language</li> </ul>	<ul style="list-style-type: none"> <li>Strengthen language/wording within sections of the Plan</li> </ul>
5, 25, 40	Plan provides a great opportunity to engage with the LGBTQIA+ community	<ul style="list-style-type: none"> <li>Noted</li> </ul>	<ul style="list-style-type: none"> <li>No changes proposed</li> </ul>
6, 19	Very clear that community voices were a part of the development of the plan	<ul style="list-style-type: none"> <li>Noted</li> </ul>	<ul style="list-style-type: none"> <li>No changes proposed</li> </ul>
7, 51	The plan recognises the intersectionality that exists in the LGBTQIA+ community which is supportive	<ul style="list-style-type: none"> <li>Noted</li> </ul>	<ul style="list-style-type: none"> <li>No changes proposed</li> </ul>
61	Stories in the plan are powerful	<ul style="list-style-type: none"> <li>Noted</li> </ul>	<ul style="list-style-type: none"> <li>Add a rainbow family story to the Plan</li> </ul>
2	Want to see Brimbank as a leader in this space	<ul style="list-style-type: none"> <li>Noted</li> </ul>	<ul style="list-style-type: none"> <li>No changes proposed</li> </ul>

Unsupportive			
15, 18, 20, 21, 22, 24, 26, 27, 30, 31, 33, 34, 35, 41, 42, 44, 45, 46, 47, 52, 54, 55, 57, 58, 59, 69, 70	Concerns that the implementation of the Action Plan is beyond the scope of Council's responsibilities and functions	<ul style="list-style-type: none"> <li>• Noted</li> <li>• Council deems a subset of these comments discriminatory, threatening, offensive or otherwise inappropriate. Council is committed to "A welcoming, safe and supported community – an inclusive place for all."</li> </ul>	<ul style="list-style-type: none"> <li>• No changes proposed</li> </ul>
14, 21, 24, 26, 27, 28, 30, 31, 33, 34, 42, 43, 46, 55, 57, 62, 67, 69, 70,	The Action Plan is not inclusive, everyone should be treated as equal, there should be no favouritism	<ul style="list-style-type: none"> <li>• Noted</li> <li>• Council deems a subset of these comments discriminatory, threatening, offensive or otherwise inappropriate. Council is committed to "A welcoming, safe and supported community – an inclusive place for all."</li> </ul>	<ul style="list-style-type: none"> <li>• No changes proposed</li> </ul>
18, 20, 24, 27, 33, 42, 45, 46, 48, 53, 58, 62, 70	Concern around exposure of children to LGBTQIA+ people and ideology	<ul style="list-style-type: none"> <li>• Noted</li> <li>• Council deems a subset of these comments discriminatory, threatening, offensive or otherwise inappropriate. Council is committed to "A welcoming, safe and supported community – an inclusive place for all."</li> </ul>	<ul style="list-style-type: none"> <li>• No changes proposed</li> </ul>
20, 21, 23, 24, 26, 32, 33, 34, 42, 46, 54, 55, 72, 26, 27	Opposition based on religious and/or medical grounds	<ul style="list-style-type: none"> <li>• Noted</li> <li>• Council deems a subset of these comments discriminatory, threatening, offensive or otherwise inappropriate. Council is committed to "A welcoming, safe and supported community – an inclusive place for all."</li> </ul>	<ul style="list-style-type: none"> <li>• No changes proposed</li> </ul>

22, 24, 23, 29, 32, 35, 38, 48	Action Plan shouldn't be pushed/forced on others/sexuality is private and shouldn't be on Council's agenda	<ul style="list-style-type: none"> <li>• Noted</li> <li>• Council deems a subset of these comments discriminatory, threatening, offensive or otherwise inappropriate. Council is committed to "A welcoming, safe and supported community – an inclusive place for all."</li> </ul>	<ul style="list-style-type: none"> <li>• No changes proposed</li> </ul>
21, 24, 26, 33, 34, 46,	LGBTQIA+ symbols/flags represent explicit and inappropriate behaviours	<ul style="list-style-type: none"> <li>• Noted</li> <li>• Council deems a subset of these comments discriminatory, threatening, offensive or otherwise inappropriate. Council is committed to "A welcoming, safe and supported community – an inclusive place for all."</li> </ul>	<ul style="list-style-type: none"> <li>• No changes proposed</li> </ul>
64, 65, 67, 68	Not meaningful/tokenistic/not needed	<ul style="list-style-type: none"> <li>• Noted</li> <li>• Council deems a subset of these comments discriminatory, threatening, offensive or otherwise inappropriate. Council is committed to "A welcoming, safe and supported community – an inclusive place for all."</li> </ul>	<ul style="list-style-type: none"> <li>• No changes proposed</li> </ul>
14, 27, 28, 31	Not representative of the entire community, no mention of heterosexual/straight people, discrimination against straight people	<ul style="list-style-type: none"> <li>• Noted</li> <li>• Council deems a subset of these comments discriminatory, threatening, offensive or otherwise inappropriate. Council is committed to "A welcoming, safe and supported community – an inclusive place for all."</li> </ul>	<ul style="list-style-type: none"> <li>• No changes proposed</li> </ul>



## **Targeted Consultations**

### **1. Internal Staff Focus Group – 12 July 2023 (in person)**

The focus group consisted of 27 staff members from various departments and roles across Council. The consultation considered the Plan's themes, goals and actions which were reviewed and discussed with the following key feedback:

#### **Health and Wellbeing**

- All staff should be providing a safe and welcoming first point of contact, regardless of their role
- An online training module should be developed for all staff around the LGBTQIA+ community and also incorporate inclusivity training
- Higher risk areas within council should be a focus
- Appreciate the acknowledgment of intersectionality of the LGBTQIA+ community – good to consider how 'staff' can support this
- Consideration around capacity and resources will be required to implement actions of the Plan

In consideration of the 'Strategic Actions' the following were nominated as the highest priority under this theme: 1.1.1; 1.1.3 and 1.1.4.

#### **Safety and Safe Places**

- Consider the scope of the Rainbow Tick process and where it will be most impactful given the resources involved
- We need to question the police presence in the Plan given the history within the LGBTQIA+ community
- Processes and pathways can be streamlined by reviewing relevant Council policies, processes and referral systems to ensure responsiveness to LGBTQIA+ people at risk of homelessness and/or family violence
- Advocating to external services for safe, accessible and inclusive health and support services could have a broad impact on the LGBTQIA+ community

In consideration of the 'Strategic Actions' the following were nominated as the highest priority under this theme: 2.1.1; 2.1.3 and 2.1.2

### Inclusion and Empowerment

- Including support for businesses on how to support staff/explain additional needs would be supportive
- LGBTQIA+ inclusion should be built into Hiring Agreements for Council spaces
- Brimbank Community Voice can be utilised to ensure voices of those in the LGBTQIA+ community are heard
- Need to recognise the LGBTQIA+ Aboriginal and Torres Strait Islander history pre-colonisation in the Plan
- Opportunities to collaborate with sports clubs to encourage and celebrate inclusivity
- There are opportunities for cross council departments to collaborate to celebrate and/or recognise significant dates.
- LGBTQIA+ community database would be a support and remove barriers to organisers of events
- There is a need to consider resources required for events
- Community groups could utilise community grants to deliver events in the LGBTQIA+ space

In consideration of the 'Strategic Actions' the following were nominated as the highest priority under this theme: 3.1.2; 3.2.2 and 3.2.1.

### Organisational Leadership and Advocacy

- Consideration needs to be given around additional resourcing to action or at least plan to understand how actions will be enabled within current time and staffing constraints
- Consider whether the ABS is the best standard to follow given its low standard of inclusion
- Data collection needs consideration of not only internal but also externally gathered data from state and/or federal departments eg CDIS with MCH
- There should be a point on how council can support the safety of staff facing homophobia/transphobia internally and externally and consider their safety

In consideration of the 'Strategic Actions' the following were nominated as the highest priority under this theme: 4.1.3; 4.2.2 and equal third priority 4.1.2; 4.2.1 and 4.2.3.

## **2. Brimbank Community Voice - 19 July 2023 (via Zoom)**

This community consultation consisted of participants from the Brimbank Community Voice. Feedback included:

- Focus areas are reflective of the needs of the community but actions need to be expanded on and outline specific events/activities
- Empowerment needs to be a key theme for the community
- The importance of intersectionality in the LGBTQIA+ community
- Language used in the Plan is inclusive
- A committee of sort would be beneficial so that the wider community has a point of contact
- There should be opportunities to network
- A version of Crystal Queer for adults would be beneficial
- There should be some sort of database developed such as job data base or LGBTQIA+ friendly business database/map

## **Other Submissions**

### **1. Petition**

A petition containing 97 signatures was submitted in opposition of the LGBTQIA+ Action Plan. The key focus areas of concern included:

- protecting the safety of our children
- protecting the rights of the family to raise their child in their own beliefs and respecting the individual rights of parents to do this
- human rights being violated

The petition requests Council dismiss the proposal to ensure the safety of children and respect the rights of parents to raise their children without concern that the moral issues and confusion potentially created by the proposal. Money and resources going into the plan be used for valid council matters outlined in Local Government Act 1989.

### **2. Victorian Pride Lobby**

The submission's key focus areas included:

- the need to protect LGBTQIA+ community members from illegal, dangerous or harmful behaviour in accordance with local laws
- creation of an LGBTQIA+ Community Advisory Committee to guide the implementation of the plan and to ensure that LGBTQIA+ people have voices on issues that affect them

## Proposed Changes

The following proposed changes to the draft LGBTQIA+ Action Plan are informed by submissions received on Your Say Brimbank, from targeted focus groups and other submissions made during the community consultation process.

Current	Final Draft Proposals	Reason for Proposal	Page Reference in draft Plan
Action Plan 2023-2027	Change the Action Plan to 2024-2028	Change dates to reflect timeline for Council to consider the final Draft Plan in late 2023.	Title Page and referenced throughout whole document
No mention of Aboriginal and Torres Strait Islander LGBTQIA+ history in the timeline	Brimbank City Council recognises that the LGBTQIA+ community's history predates colonialism and shares strong ties with the Aboriginal and Torres Strait Islander community. This historical significance is evident in various forms of storytelling and is reflected in terms such as 'Brotherboys' and 'Sistergirls'	Acknowledgement that LGBTQIA+ history for Aboriginal and Torres Strait Islander people predates colonialism.	Page 7
LGBTQIA+ Timelines	Remove December 2020 insert	Update to include Rainbow Awards.	Page 7
	Add "October 2023 – Brimbank City Council wins four awards as part of the Western Rainbow Awards presented by Hobsons Bay	Recent award ceremony in line with final draft LGBTQIA+ development.	Page 7
Council's role	Reword the 'Our Approach' section	Duplication of wording in Council's role.	Page 11
Stakeholder Engagement across three phases	Update to include phase four information	Include to reflect all stages of stakeholder engagement.	Page 13
What We Heard from the Community	Update to include comments from phase four engagement	As above.	Page 14
Action 1.1.4	Change wording to Action 1.1.4 to: Use Council communication channels to amplify Council's Position Statement for the	Feedback to strengthen language used in the document.	Page 15

	Prevention of all forms of Violence against the Person.		
Action 2.2.1	Change wording to: Strengthen relationships with community services, organisations and government departments to promote and create a more inclusive and safer Brimbank community for LGBTQIA+ people and allies.	Feedback to incorporate the importance of relationships with other key support services, agencies and government departments.	Page 16
New action	Action 3.2.2 Work collaboratively with local sports organisations to promote and celebrate inclusivity in sports for LGBTQIA+ communities.	Feedback that there should be opportunities to collaborate with sports clubs to encourage and celebrate inclusivity.	Page 20
Action 3.2.3	Change wording to Action 3.2.3 to: Create opportunities for LGBTQIA+ businesses, artists, authors and performers to actively participate in community events and activities by creating and promoting a community/business database or guide.	Feedback that there should be consideration of what this may look like which may take the form of a database such as an employment data base or LGBTQIA+ friendly business database/map/guide.	Page 20
Action 4.1.2	Change wording to Action 4.1.2 Explore ethical and inclusive LGBTQIA+ data collection methods for sex, gender, variations of sex characteristics and sexual orientation variables. This can provide a comprehensive understanding of the Brimbank LGBTQIA+ identifying community to assist in policy development and in the planning of inclusive program and service delivery.	Feedback that Council should consider other data collection options in addition to the Australian Bureau of Statistics.	Page 21
New addition to Draft Plan	Include a Rainbow Family story in the Plan.	Feedback that the stories within the plan are powerful.	Page 22

## **Implementation Plan**

An implementation plan will sit alongside the LGBTQIA+ Action Plan to ensure the outcomes and actions of the LGBTQIA+ Action Plan are being delivered. Feedback will be considered for inclusion in the implementation plan.