

# Darebin Sexuality, Sex and Gender Diversity Action Plan

2012–2015

## **Understanding–Inclusion–Equality**

A plan to strengthen the participation and rights of all in Darebin, regardless of sexuality, sex or gender.



*City of*  
DAREBIN

ACTION PLAN



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**'In 2013, there is no place for  
homophobic, transphobic  
or biphobic discrimination  
in Australian society!'**

# Mayor's Foreword



Darebin City Council is pleased to present the **Darebin Sexuality, Sex and Gender Diversity Action Plan 2012–2015**.

This plan comes in response to calls from community members, asking Council to consider the role we could play in addressing homophobia, biphobia and transphobia and promoting social inclusion for all, regardless of sexuality, sex or gender.

It is well-documented, and Council recognised this in its Equity and Inclusion Policy 2012–2015, that sex and gender diversity and sexuality are aspects of diversity that should be acknowledged, respected and celebrated, but they also too often still put people at risk of exclusion. Over the last few years, engagement with the local communities in Darebin has helped Council identify a number of issues, notably the continuing impact of homophobia, biphobia and transphobia and heterosexism at all levels of society and barriers to equality affecting people in the City of Darebin who identify as gay, lesbian, bisexual, transgender, intersex or queer (GLBTIQ).

Cascading from the Equity and Inclusion Policy, this Action Plan seeks to address discrimination and exclusionary practices on the basis of sexuality or sex and gender diversity at the local level. It assists and strengthens Council's approach to social inclusion and diversity by proposing concrete actions across the municipality. It will help further enhance inclusion of Darebin GLBTIQ (or Sexuality, Sex and Gender Diverse—SSGD) residents and promote equality for all, regardless of sexuality, sex or gender. As such, the plan will help us ensure we can plan effectively as an organisation to develop and implement policies, programs and services that are more equitable and inclusive across all domains.

Council has had a long-standing commitment to equity and inclusion, but this is the first time a formal Action Plan has been adopted by Council on this aspect of our diversity. Developing this Action Plan provides Council with the opportunity to take leadership in advancing our SSGD residents' full and equal participation and inclusion in community life, making Darebin a fairer and more cohesive community.

Finally, this Action Plan is a first step and a blueprint for Darebin's future aspirations. On behalf of Council, I would like to thank all individuals and groups, notably the recently-established Darebin Sexuality, Sex and Gender Diversity Advisory Committee, who have contributed to shaping the Darebin Sexuality, Sex and Gender Diversity Action Plan 2012–2015.

A handwritten signature in black ink, appearing to read 'Tim Laurence', written over a light blue background.

**Cr Tim Laurence**  
*Mayor — City of Darebin*



# Introduction



## INTRODUCTION

Equality and freedom from discrimination are fundamental human rights that all people should enjoy. However, the rights that many in the community take for granted are often negated or impinged on by discrimination. Discrimination can occur on many grounds, and often does on the basis of sexuality<sup>1</sup> or sex and gender identity. Research<sup>2</sup> shows that gay, lesbian, bisexual, trans, intersex and queer people in Australia still face very high levels of violence and discrimination, which has an impact on their health and wellbeing.

As with all members of our community, people of all sexualities and sex and gender identities are entitled to be treated with respect and equality. Diversity, understood in its broadest sense, is what makes a society vibrant, which is why Darebin City Council is committed to supporting everyone in our municipality's diverse community.

People who experience discrimination on the basis of their sexuality or sex and/or gender identity simply want to enjoy the same rights as others in the community and should be able to do so. This Action Plan has been developed, with support from Darebin's newly-established Sexuality, Sex and Gender Diversity Advisory Committee (SSGDAC), to give Council clear directions on how to strengthen the participation and rights of our sexuality, sex and gender diverse (SSGD) residents.

<sup>1</sup> Most laws aimed at prohibiting discrimination on the basis of one's sexuality refer to "sexual orientation".

<sup>2</sup> See chapter called "Issues in Australia" page 8 of this report for more details.



### Background and Terminology – Mini Glossary

In line with the Australian Human Rights Commission’s work, Council recognises that “terminology can have a profound impact on a person’s identity, self-worth and inherent dignity. The use of inclusive and acceptable terminology empowers individuals and enables visibility of important issues.”<sup>3</sup> It is worth noting that terminology in this area is at times contested and there is no clear consensus on what is appropriate terminology.

While recognising these limitations, it is important to provide clarification around some of the terminology used.

- **The term ‘sexuality’** (or ‘sexual orientation’ in more legal contexts) refers to a person’s emotional or sexual attraction to another person, including, amongst others, the following identities: heterosexual, gay, lesbian, bisexual or same-sex attracted.<sup>4</sup>
  - » **Heterosexual** refers to a person whose sexual orientation is primarily or exclusively toward people of the opposite sex.
  - » **Gay** refers to a person whose primary emotional and sexual attraction is toward people of the same sex. The term is most commonly applied to men.
  - » **Lesbian** refers to a woman whose primary emotional and sexual attraction is towards other women.
  - » **Bisexual** refers to a person who is sexually and emotionally attracted to more than one sex.
  - » **Same -sex attracted** refers to a person who is attracted sexually or romantically to people of their own sex. It is particularly used in the context of young people whose sense of sexual identity is not fixed, but who do experience sexual feelings towards people of their own sex.

<sup>3</sup> Australian Human Rights Commission, *Addressing sexual orientation and sex and/or gender identity discrimination*, Consultation report – April 2011.

<sup>4</sup> Australian Human Rights Commission, *Addressing sexual orientation and sex and/or gender identity discrimination*, Consultation report – April 2011.

### Background and Terminology – Mini Glossary (continued)

- **The term ‘sex and gender diversity’,** which includes various ‘sex and gender identities’, refers to the whole spectrum of sex and/or gender in our community.<sup>5</sup>
  - » **‘Sex’** refers to a person’s biological characteristics. A person’s sex is usually described as being male or female. Some people may not be exclusively male or female. Some people identify as neither male nor female.
  - » **‘Gender’** refers to the way in which a person identifies or expresses their masculine or feminine characteristics. Gender is generally understood as a social and cultural construction. A person’s gender identity (their deeply held internal and individual sense of gender) or gender expression (how a person externally expresses their gender or is perceived by others) is not always exclusively male or female and may or may not correspond to their sex.
  - » **‘Intersex’** refers to people who have genetic, hormonal or physical characteristics that are not exclusively ‘male’ or ‘female’. A person who is intersex may identify as male, female, intersex or as being of indeterminate sex.
  - » **‘Trans’** is a general term for a person whose gender identity is different to their sex at birth. A trans person may take steps to live permanently in their nominated sex with or without medical treatment.

‘Sex and gender diversity’ aims to include all people regardless of whether they identify within or outside of the binary gender framework.

**LGBTI / GLBTIQ** are internationally recognised acronyms used to describe lesbian, gay, bisexual, trans and intersex people (with the addition of ‘queer’ – an umbrella term including a range of alternative sexual and gender identities) collectively.<sup>6</sup>

Another term aiming at encompassing the variety of the GLBTIQ community is **SSAGD (or SSASGD)** for same-sex attracted and gender diverse (or same-sex attracted and sex and gender diverse). The term **SSAGQ** (same-sex attracted and gender questioning) is sometimes used, notably with younger people.

The term **SSGD** (Sexuality, Sex and Gender Diversity or Sexuality, Sex and Gender Diverse), which gives its title to this Action Plan, aims at capturing the diversity while insisting on inclusiveness. While GLBTIQ and SSGD are sometimes used interchangeably throughout this Action Plan, SSGD is used as a standard, except when quoting research or other sources using the acronym GLBTIQ or referring to themselves with this term.

Just as **heterosexual people are not a homogenous group, neither are SSGD communities.** Many sub-groups form part of the larger SSGD movement and this diversity should be acknowledged. While much of the discrimination SSGD people face is similar, there are also different challenges, notably for lesbian, gay and bisexual people on the one hand, and trans and intersex people on the other, but also for each specific group. Issues that affect intersex people are not necessarily the same as those that affect trans people, or for that matter gay, lesbian or bi people. Bisexual people may have experiences that differ from those of gays or lesbians. It is important when addressing discrimination that these **different experiences are recognised.**

<sup>5</sup> Australian Human Rights Commission, *Addressing sexual orientation and sex and/or gender identity discrimination*, Consultation report – April 2011.

<sup>6</sup> Australian Human Rights Commission, *Addressing sexual orientation and sex and/or gender identity discrimination*, Consultation report – April 2011.

### Issues In Australia

There is **little quality data available** on the demographics of the gay, lesbian, bisexual, transgender, intersex and queer communities in Australia, including age, ethnicity, socio-economic and family status. This may be due to a number of factors: the invisibility of these communities within the general community, reticence within the SSGD community about disclosing their sexuality or sex and gender identity (due to fear of repercussions) and difficulty in phrasing questions which are sensitive and appropriate.

## INTRODUCTION

However, it is well documented that **homophobia, biphobia, transphobia** (the fear of gay or lesbian, bisexual or trans people) and **heterosexism** (the assumption or belief that everyone is or should be heterosexual) exist at all levels of society: in the community, amongst service providers and in institutions (such as hospitals, schools etc). The impacts of homophobia (understood here as inclusive of biphobia and transphobia) and heterosexism are compounded by a person's ethnicity or cultural background, religious affiliation, disability, age, geographic location (rural, metro)... and can result in social exclusion.

### Research shows<sup>7,8</sup> that, on the whole:<sup>9</sup>

- GLBTIQ people continue to be subject to much **higher than average levels of violence, harassment and discrimination** than the general population and the threat of heterosexist violence is part of many GLBTIQ people's everyday lives;

- Levels of violence against GLBTIQ people in Australia have remained unchanged over the past 10 years.

**The mental and physical health and wellbeing of the GLBTIQ community is poorer** than that of the non-GLBTIQ community, including in areas such as depression, drug use, suicide and risk of homelessness;

- GLBTIQ people are less likely to access and use mainstream health services, usually because of actual or anticipated bias from service providers and institutions;

- GLBTIQ people often receive inappropriate or inferior care from service providers who are unaware of their clients' particular needs.



The prevalence of ongoing discrimination and marginalisation on the basis of sexuality and sex and gender identity directly affects the health and wellbeing of many GLBTIQ people. Its

effects are well documented and include poorer health outcomes, reduced social participation and engagement, and avoiding or delaying seeking care because of actual (or fear of) prejudice.<sup>10</sup>

The effects of this abuse are even more pronounced on the wellbeing of vulnerable subgroups such as same-sex attracted young people (SSAY), Indigenous GLBTIQ people; GLBTIQ people from culturally and linguistically diverse backgrounds; older GLBTIQ people; and GLBTIQ people with disabilities.<sup>11</sup>

All these elements point to a need for action in this area in the Australian context.

<sup>7</sup> Gay and Lesbian Health Victoria and Australian Research Centre in Sex, Health and Society presentations to Darebin City Council—17 May 2011

<sup>8</sup> *Well proud - A guide to gay, lesbian, bisexual, transgender and intersex inclusive practice for health and human services*, Ministerial Advisory Committee on Gay, Lesbian, Bisexual, Transgender and Intersex Health and Wellbeing, 2011

<sup>9</sup> These are provided by way of background and do not claim to represent the entirety and variety of the experiences of discrimination by SSGD people. Different subgroups may face different challenges, and some argue that bi or trans people experience even higher levels of distress.

<sup>10</sup> *Well proud - A guide to gay, lesbian, bisexual, transgender and intersex inclusive practice for health and human services*, Ministerial Advisory Committee on Gay, Lesbian, Bisexual, Transgender and Intersex Health and Wellbeing, 2011

<sup>11</sup> *Well proud - A guide to gay, lesbian, bisexual, transgender and intersex inclusive practice for health and human services*, Ministerial Advisory Committee on Gay, Lesbian, Bisexual, Transgender and Intersex Health and Wellbeing, 2011

### Issues In Darebin

Darebin is home to a significant SSGD community.

As in Australia more broadly, little quality data is available on the demographics of this community in the municipality. However, there is both strong anecdotal evidence of a large presence, and numerous contributions to civic and community life, of gay, lesbian, bisexual, intersex and queer residents in Darebin.



**A**t the 2011 Census, 631 couples reported living in a same-sex relationship (415 couples identified as living in a lesbian relationship - female same-sex couple - and 216 in a gay relationship – male same-sex couple) in the municipality. It should be emphasised that this represents only a fraction of the SSGD community in Darebin, as there is clear under-reporting of same-sex relationships (which in themselves do not cover the whole spectrum of SSGD) in the Census for a number of reasons, including unease at disclosing one’s sexuality. Another major limitation of this indicator is that it does not identify people who are not in a relationship/couple. Single parent families, lone person households and group households are not considered. These numbers should therefore be considered with care and as a clear under-estimate.

Indicative of this large presence of the SSGD community, over the years, Darebin has hosted a range of SSGD events and activities marking key dates in the SSGD calendar, such as the bi-annual Rainbow Families Conference and a first celebration of International day against homophobia (IDAHO) through a forum in May 2011.

As part of that forum, six broad themes came to the fore as being of concern for SSGD residents in Darebin:

- visibility
- inclusiveness
- safety
- services (including Council’s)
- ageing
- youth

Further community engagement on IDAHO 2012 allowed Darebin SSGD residents to explore these themes further, identify more specific issues related to these themes and recommend some actions to address these issues. Their vision for SSGD residents in Darebin is presented above:

Some of the elements that emerged from that community engagement event included:

- the perceived lack of awareness and knowledge of SSGD people on the part of policymakers and service providers, hence the need for training, education and awareness-raising;
- the need for more SSGD-inclusive practices and services, notably services that do not assume that everyone is heterosexual;
- the need for attitudes that are respectful and accepting of SSGD status;
- the wish for SSGD residents to be recognised and celebrated as an integral part of the Darebin community i.e. to be visible;
- the recognition of schools as an important setting for support to Same-Sex Attracted Youth (SSAY);
- the need to cater for an ageing SSGD population, notably ageing lesbians.

Darebin City Council established in 2012 its Sexuality, Sex and Gender Diversity Advisory Committee (SSGDAC) with a view to developing equality for gay, lesbian, bisexual, transgender, intersex and queer residents in Darebin.

### Issues in Darebin (continued)

As evidenced by the feedback from community engagement events mentioned above, there is a need for more work in this area from a Council perspective, both as a workforce and within the broader community. As a local government, the level of government closest to the community, Council plays a critical role in creating and supporting environments that enable everyone in our community to achieve optimal health and wellbeing.

This role is legislated under the Public Health and Wellbeing Act 2008 (Vic) Section 24, which makes it "the function of [...] Council [...] to seek to protect, improve and promote public health and wellbeing within the municipal district". It also stems from the Local Government Act 1989 (Vic), which mandates in sections 3C and 3D that:

- **Council's objective is to "achieve the best outcomes for the local community", notably by:**
  - » ensuring that services "best meet the needs of the local community" and are "accessible and equitable" and,
  - » "improv[ing] the overall quality of life of people".
- **Council's role is to:**
  - » "act as a representative government by taking into account the diverse needs of the local community in decision making" and,
  - » "foster community cohesion and encourage active participation in civic life."

This means responding to the interests and needs of all in our community, across all aspects of Council activity.

As an organisation and service provider, Council is also bound by the Victorian Equal Opportunity Act 2010, which prohibits discrimination, including on the basis of sexual orientation and gender identity, and promotes greater equity in our community. The Victorian EO Act aims to eliminate discrimination by placing a positive duty on institutions to prevent discrimination.

In addition, as a workplace, Council is bound notably by section 351 of the Fair Work Act 2009 (Cth) that prohibits adverse action against an employee on the basis of sexual preference.

Finally, compliance with the Victorian Charter of Human Rights and Responsibilities Act 2006 requires councils to uphold human rights as an essential component of a democratic, equitable and inclusive society.

Darebin City Council is committed to achieving social inclusion, to recognising sexuality and sex and gender diversity as significant aspects of community diversity, and to enhancing the capacity of Council to address barriers to equality that face SSGD communities. The implementation of the Sexuality, Sex and Gender Diversity Action Plan, developed on the basis of issues and recommendations raised by the community on IDAHO 2011 and 2012, and with input and support from Darebin SSGDAC, will help us achieve this goal.



# Related Policy Frameworks

## Darebin Council

### Darebin Equity and Inclusion Policy

The Darebin Equity and Inclusion Policy provides a longer term framework for delivery of Council's policies and actions aimed at improving the inclusion of all residents within Council workforce, within our community and within Council services and programs.

The Sexuality, Sex and Gender Diversity Action Plan is one of a suite of action plans Council has committed to through the Darebin Equity and Inclusion Policy – in which gay, lesbian, bisexual, transgender and intersex residents are identified as at risk of exclusion within our community.

### Darebin Council Plan 2009-2013

Darebin City Council's promise to the community, as articulated in the Council Plan 2009-2013, states:

*“As a democratic and accountable local government, we will strive in all that we do to achieve fairness, through innovative and progressive leadership that respects and reflects our diverse community.”*

## State

### Legislation

- Equal Opportunity Act 2010
- Victorian Charter of Human Rights and Responsibilities 2006
- Statute Law Amendment (Relationships) Act 2001 and Statute Law Further Amendment (Relationships) Act 2001
- Relationships Act 2008

## Other

- Ministerial Advisory Committee on Gay, Lesbian, Bisexual, Transgender and Intersex Health and Wellbeing
- LGPRO Rainbow network

## Federal

### Legislation

- Same-Sex Relationships (Equal Treatment in Commonwealth Laws - Superannuation) Act 2008 and Same-Sex Relationships (Equal Treatment in Commonwealth Laws - General Law Reform) Act 2008
- Fair Work Act 2009

## Other

- Australian Human Rights Commission's work on Lesbian, Gay, Bisexual, Trans and Intersex Equality

## International

- International Covenant on Civil and Political Rights (ICCPR), notably articles 2 (non-discrimination) and 26 (equality)
- Universal Declaration on Human Rights and some provisions of International Covenant on Economic, Social and Cultural Rights; Convention on the Rights of the Child; and Convention on the Elimination of All Forms of Discrimination against Women <sup>12</sup>
- United Nations Human Rights Council's Joint Statement on Sexual Orientation and Gender Identity, March 2011
- Yogyakarta principles <sup>13</sup>

<sup>12</sup> United Nations Committees have recognised the right to non-discrimination on the basis of sexual orientation under these three international human rights agreements.

<sup>13</sup> The Yogyakarta Principles contain an interpretation of international human rights agreements inclusive of people of all sexual orientations and gender identities (understood as inclusive of sex and gender diversity). While not legally binding themselves, they underline how human rights obligations apply and relate to GLBTIQ people.

## Strategic Goals and Principles

The Darebin Sexuality, Sex and Gender Diversity Action Plan 2012-2015 aligns with the three goals set out in the Darebin Equity and Inclusion Policy 2012-2015 that Council has endorsed. This overarching policy provides a platform for the development of the Action Plan.

### The Equity and Inclusion Policy goals are:

1. To build an organisation within Council that is inclusive and reflective of Darebin's diverse communities,
2. To build services and programs that are inclusive, responsive, accessible and equitable, and;
3. To contribute to building inclusive and empowered Darebin communities.

#### Objective:

To achieve an organisational culture that is welcoming, inclusive and respectful of SSGD staff and strives for equal opportunity.



#### Objective:

To ensure that Darebin Council services, programs and policies are accessible and responsive to, and inclusive and supportive of SSGD residents.

#### Objective:

To support residents, as well as sector and community partnerships and projects, to foster a Darebin community culture that is inclusive and respects SSGD residents' full and equal participation in community life.



**To reach these objectives, the Action Plan will rely on and apply, among others, the following principles:**

- Recognise and celebrate Darebin's SSGD residents and take a stand against homophobia, biphobia and transphobia;
- Work from a human rights perspective;
- Base activities, actions and initiatives on evidence and best practice, which implies keeping up-to-date with research and reviewing our actions in that light;
- Work in partnership with the community, notably through the SSGDAC, and in line with Darebin's Community Engagement Framework;
- Be inclusive and where relevant, e.g. sometimes with youth, work on issue-specific actions rather than on group-specific actions that could be seen as isolating;
- Empower the community.

## Evaluation and Monitoring

Council will monitor and evaluate the Sexuality, Sex and Gender Diversity Action Plan on an annual basis to measure short and longer term outcomes and impacts.

Progress will be measured and evaluated against the objectives and commitments made in the Action Plan.

Monitoring will be supported through Council annual reporting cycles across each department and annual reports required back to Council and community. The action plan will be updated every twelve months with opportunity to review progress.

The Darebin Equity and Inclusion Policy will also see reporting requirements which will include the Sexuality, Sex and Gender Diversity Action Plan.



# Actions for Council, Services and Community

## ACTIONS FOR COUNCIL

### 1

#### EQUITY AND INCLUSION GOAL 1:

To build an organisation within Council that is inclusive and reflective of Darebin's diverse communities

**Objective:** To achieve an organisational culture that is welcoming, inclusive and respectful of SSGD staff and strives for equal opportunity

No	Action	Timeline	Responsibility	Partnership opportunities
1.1	<b>Organisational action area:</b> Develop SSGD-sensitive internal practices			
1.1.1	Include a SSGD component in Council's diversity training: <ul style="list-style-type: none"> <li>• Make sure SSGD are a part of the Diversity Capabilities Framework in development;</li> <li>• In year 1, pilot training with Customer services:               <ul style="list-style-type: none"> <li>» Identify and engage suitable provider;</li> <li>» Keep the community informed once training under way.</li> </ul> </li> </ul>	Ongoing  2012–2013	Community Planning, Partnerships and Performance (CP3)	Support from People and Development
1.1.2	Publicise GLBTIQ-friendly professional development events internally and maintain an approach to staff participation in these events that respects their right to privacy.	Ongoing	CP3	Support from People and Development
1.1.3	Explore possibility to review IT protocols so that access to online resources relevant to SSGD issues (including support for staff) is possible.	2012–2013	Information Services CP3	
1.1.4	Through the consistent application of Council's Equity and Inclusion Planning and Audit Tool (EIPAT), ensure that policies, plans and strategies developed are inclusive of SSGD residents.	Ongoing	CP3 Equity and Inclusion Support Group	All departments

'Darebin's values of respect and collaboration provide a shared understanding of how you treat and can be expected to be treated by other Darebin staff.'

**1**

**EQUITY AND INCLUSION GOAL 1:**

To build an organisation within Council that is inclusive and reflective of Darebin's diverse communities

**Objective:** To achieve an organisational culture that is welcoming, inclusive and respectful of SSGD staff and strives for equal opportunity

No	Action	Timeline	Responsibility	Partnership opportunities
1.2	<b>Organisational action area: Research and data-gathering</b>			
1.2.1	Develop research and data-gathering to build knowledge of Darebin SSGD community.	Ongoing	CP3	Support from Sexuality, Sex and Gender Diversity Advisory Committee (SSGDAC)
1.2.2	Explore research partnership opportunities.	Ongoing	CP3	GLBTIQ Western Region Councils' Working Group Other local governments Peak bodies Universities
1.3	<b>Organisational action area: Developing partnerships</b>			
1.3.1	Scope best models for a liaison group across the northern region, including possibility of joining western region liaison group vs. stand-alone.	2012–2013	CP3	GLBTIQ Western Region Councils' Working Group Neighbouring Councils
1.3.2	Identify and actively participate in relevant local governments' networks.	Ongoing	CP3	Local Government Professionals (LGPro) / Municipal Association of Victoria (MAV) / Victorian local Governance Association (VLGA)
1.3.3	At the corporate and departmental levels, develop links with peak bodies, non-governmental organisations and relevant state and federal bodies to strengthen partnerships and strategic work.	Ongoing	CP3 Other areas of Council as relevant	Support from SSGDAC State and federal levels

# 2 EQUITY AND INCLUSION GOAL 2:

To build services and programs that are inclusive, responsive, accessible and equitable

**Objective:** To ensure Darebin Council services, programs and policies are accessible and responsive to, and inclusive and supportive of, SSGD residents

No	Action	Timeline	Responsibility	Partnership opportunities
<b>2.1 Service and program action area: Review Council's services for inclusiveness of SSGD communities</b>				
2.1.1	Use inclusive language as a standard <ul style="list-style-type: none"> <li>Review Council forms and documentation to ensure they are inclusive in their use of language and questions used for data gathering</li> <li>Amend forms and documents as required.</li> </ul>	Ongoing	Across Council CP3 Communications	With support from SSGDAC
2.1.2	Work with management to raise awareness of 'Rainbow Tick' audits and checklists and promote their use across programs and services.	Ongoing – from year 2 onwards	EMT CP3	Across Council
2.1.3	Map out best ways of conveying the message that Council services are SSGD-friendly.	2012–2013	CP3 Communications	Across Council
<b>2.2 Service and program action area: Support SSAGQ youth in Darebin</b>				
2.2.1	Support the Darebin youth sector to become more inclusive of SSAGQ youth through forums, training for youth workers and other partnership activities.	Ongoing	Youth Services	Women's Health in the North (WHIN) Rainbow Network
2.2.2	Investigate "Inclusivity" as a topic to be included in a future youth summit.	2013 or 2014	Youth Services	Support from SSGDAC
2.2.3	Within a coordinated CP3 approach, work with schools to become more inclusive of SSAGQ youth e.g. raise awareness and encourage take-up of "Pridentity" kit or "It gets better" program.	Ongoing	Youth Services CP3	Local schools Safe School Coalition / Zoe Belle Centre Public education advocacy committee

# 2 EQUITY AND INCLUSION GOAL 2:

To build services and programs that are inclusive, responsive, accessible and equitable

**Objective:** To ensure Darebin Council services, programs and policies are accessible and responsive to, and inclusive and supportive of, SSGD residents

No	Action	Timeline	Responsibility	Partnership opportunities
2.3 Organisational action area: Continue to provide material inclusive of SSGD communities in libraries				
2.3.1	Continue subscription (by library branches) to weekly / monthly GLBTIQ community newspapers and review for potential extension.	Ongoing	Libraries	
2.3.2	Continue to purchase SSGD literature, including story books for children that show alternative family structures ("rainbow families") in an inclusive and non-discriminatory way, and maintain this as part of the collection development policy.	Ongoing	Libraries	
2.3.3	Continue to work with SSGD community as part of the wider review of Libraries services for inclusiveness.	2012–2013	Libraries	Support from SSGDAC
2.4 Service and program action area: Cater for ageing SSGD residents and SSGD residents with a disability				
2.4.1	<p>Support the development and implementation of the Home and Community Care (HACC) Diversity Plan in relation to ageing SSGD, notably around the themes of:</p> <ul style="list-style-type: none"> <li>• data-gathering and needs investigation and identification,</li> <li>• training for HACC staff to provide culturally competent, safe and non-discriminatory services to the senior SSGD community,</li> <li>• advocacy.</li> </ul> <p>Year 1 actions aim to increase understanding of GLBTIQ issues and the barriers to HACC services (priority 2 of the plan) through:</p> <ol style="list-style-type: none"> <li>1. building awareness and capacity of management staff (action 2.1 of the plan)</li> <li>2. identifying gaps through audits (action 2.2. of the plan)</li> </ol>	Ongoing Cf. Triennial HACC diversity plan 2012–2015	Community Services (Aged and Disability)	

# 2 EQUITY AND INCLUSION GOAL 2:

To build services and programs that are inclusive, responsive, accessible and equitable

**Objective:** To ensure Darebin Council services, programs and policies are accessible and responsive to, and inclusive and supportive of, SSGD residents

No	Action	Timeline	Responsibility	Partnership opportunities
2.4	<b>Service and program action area: Cater for ageing SSGD residents and SSGD residents with a disability (cont.)</b>			
2.4.2	Support the development & implementation of the Home and Community care (HACC) Diversity Plan in relation to SSGD residents with a disability. – See Year 1 actions above	Ongoing Cf. Triennial HACC diversity plan 2012–2015	Community Services (Aged and Disability)	
2.5	<b>Service and program action area: Develop SSGD-inclusive communication and marketing</b>			
2.5.1	Develop a dedicated webpage on Darebin City Council website, including sections on: <ul style="list-style-type: none"> <li>• SSGDAC,</li> <li>• Services and support available (in Council and links to external),</li> <li>• Events organised; and,</li> <li>• Explore other ways to connect with SSGD residents (e.g. e-newsletter, etc.)</li> </ul>	Ongoing – Priority for 2012/2013	CP3	Communications
2.5.2	Develop a range of inclusive material (photos, articles in newsletters, service provision brochures, etc), reflective of SSGD community.	Ongoing	Communications	Across Council
2.5.3	Develop and maintain links with GLBTIQ media (through regular feature in MCV; with Joy FM, 3CR...) including promotion of Darebin City Council’s whole-of-community events or festivals.	Ongoing	Communications	CP3 Arts, Culture and Venues
2.5.4	Strengthen internal communication around SSGD issues and events, including for education and awareness-raising purposes	Ongoing	Communications CP3	
2.6	<b>Service and program action area: Include SSGD community in Community Grants process</b>			
2.6.1	Review documentation as needed (as part of broader review cf. 2.1)	Ongoing	CP3	
2.6.2	Include SSGD community and organisations in community grants information sessions and publicise Community Grants among SSGD community.	Ongoing	CP3	Support from SSGDAC

**3**

**EQUITY AND INCLUSION GOAL 2:**

To contribute to building inclusive and empowered Darebin **communities**

**Objective:** To support residents, as well as sector and community partnerships and projects, to foster a Darebin community culture that is inclusive and respects SSGD residents’ full and equal participation in community life

No	Action	Timeline	Responsibility	Partnership opportunities
3.1 Community action area: Show Darebin's recognition of and commitment to its SSGD residents				
3.1.1	Celebrate and promote (internally and externally) days and events to: <ul style="list-style-type: none"> <li>• Raise awareness of discrimination faced by SSGD residents,</li> <li>• Celebrate the SSGD community and its contribution to Darebin.</li> </ul>	Ongoing	CP3	Support from SSGDAC Communications
3.1.2	Promote Pride March internally and externally to encourage Council and community participation.	Ongoing	CP3	Support from SSGDAC Communications
3.1.3	Formalise the flying of the Rainbow flag on Council flag poles on specific days/weeks.	Ongoing 2012/2013	CP3 Communications	Corporate Governance (Civic Services)
3.2 Service and program action area: Work towards inclusion of SSGD communities through community events, arts and culture and sports				
3.2.1	Review opportunities to further develop SSGD arts and culture events and projects.	Ongoing	Arts, Culture and Venues	Women’s Health in the North (WHIN) Rainbow Network
3.2.2	Support Midsumma events.	Ongoing	Arts, Culture and Venues	Midsumma
3.2.3	Deliver the <i>Taking you places</i> arts and culture project (to tackle homophobia in the home).	2012/2013	Arts, Culture and Venues	
3.2.4	Scope ways to make Darebin City Council regular whole-of-community events more SSGD-welcoming.	Ongoing	Arts, Culture and Venues	CP3
3.2.5	Explore intersection of sports and SSGD issues – identify gaps and scope potential actions.	Ongoing Mapping in 2012/2013	Leisure Services CP3	

**3**

**EQUITY AND INCLUSION GOAL 3:**

To contribute to building inclusive and empowered Darebin **communities**

**Objective:** To support residents, as well as sector and community partnerships and projects, to foster a Darebin community culture that is inclusive and respects SSGD residents’ full and equal participation in community life

No	Action	Timeline	Responsibility	Partnership opportunities
<b>3.3 Community action area: Support diverse families</b>				
3.3.1	Continue to support all new parents, including those in same-sex relationships.	Ongoing	Family and Children Services	
3.3.2	Inform workers about issues faced by rainbow families, by continuing work around / distribution of the "Who's in your family?" resource kit and the "We're here" booklet.	Ongoing	Family and Children Services	Rainbow Families Council
3.3.3	Work on options for delivery of information sessions on rainbow families to relevant internal and external providers.	Ongoing	Family and Children Services	
3.3.4	Explore ways (programs, models, potential partnerships) to work with (notably primary) schools to support children whose parents are same sex attracted or sex and gender diverse.	Ongoing	CP3 Family and Children Services Youth Services	Local schools Victorian Equal opportunity and Human Rights Commission (VEOHRC) Youth Affairs Council of Victoria (YacVic)
<b>3.4 Community action area: Support culturally diverse SSGD residents and vulnerable SSGD residents</b>				
3.4.1	Investigate and identify needs - cf. data gathering 1.2	Ongoing	CP3	Support from SSGDAC
3.4.2	Liaise with CALD and Aboriginal SSGD support groups / organisations – cf. 1.3.3.	Ongoing	CP3	Support from SSGDAC
3.4.3	Liaise with SSGD with different abilities support groups /organisations – cf. 1.3.3.	Ongoing	CP3	Support from SSGDAC
3.4.4	Explore the development of links and dialogue between SSGDAC and Darebin Ethnic Communities Council (DECC), Darebin Interfaith Council (DIFC), Darebin Aboriginal Advisory Committee (DAAC), Spectrum Migrant Resource Centre (MRC), Darebin Disability Advisory Committee (DDAC), Active and Healthy Ageing Board (AHAB), etc.	Ongoing	CP3 SSGDAC	DECC, DAAC, DIFC, DDAC, AHAB Spectrum MRC

## ACTIONS FOR COMMUNITY

### 3 EQUITY AND INCLUSION GOAL 3:

To contribute to building inclusive and empowered Darebin communities

**Objective:** To support residents, as well as sector and community partnerships and projects, to foster a Darebin community culture that is inclusive and respects SSGD residents' full and equal participation in community life

No	Action	Timeline	Responsibility	Partnership opportunities
3.5	Community action area: Work towards a safer, more inclusive city for SSGD peoples			
3.5.1	In line with the Community Safety Strategy, use the Darebin Local Safety Committee as a forum to raise issues of safety affecting SSGD residents.	Ongoing	CP3	Darebin Local Safety Committee
3.5.2	In line with the Community Safety Strategy, assist WHIN with development and distribution of a same-sex family violence help card.	By June 2014	CP3	WHIN
3.5.3	Within a coordinated CP3 approach, investigate possibilities and ways to encourage Darebin businesses to display the rainbow flag sticker to show they are SSGD-friendly.	Mapping in 2012–2013	Business Development Unit Support from SSGDAC & CP3	Darebin business community
3.5.4	Advocacy: Council and SSGDAC to continue to identify and respond to issues facing the SSGD community	Ongoing	SSGDAC CP3	



## Darebin Sexuality, Sex and Gender Diversity Action Plan

Darebin City Council has developed a plan that supports sexual and gender diversity. The plan will be implemented over the next three years and aims to make Council services and programs inclusive, relevant and accessible. If you would like to know more, call the Multilingual Line on **8470 8470** and ask to be connected to the Diversity Policy Officer.

### خطة عمل تنوع الجنس والنوع لمدينة داربين

وضع مجلس مدينة داربين خطة تدعم تنوع الجنس والنوع. تشمل الخطة إجراءات سيتم تنفيذها على مدار السنوات الثلاث القادمة تهدف إلى جعل خدمات المجلس وبرامجه شاملة وذات صلة فضلاً عن سهولة الوصول إليها. إذا كنت تود معرفة المزيد، اتصل بخط الهاتف متعدد اللغات على **8470 8470** واطلب توصيلك بمسؤول سياسات التنوع.

### 戴瑞賓市議會、性及性別多元化行動計劃

戴瑞賓市議會已經制定一項支持性及性別多元化的計劃。該項計劃將在未來三年推行，旨在使市議會的服務和項目變得包容、相關和方便可得。如要瞭解詳情，請致電多語種專線**8470 8470**，要求轉接至多元化政策主任

### To Σχέδιο Δράσης Σεξουαλικότητας, Σεξ και Φύλων του Darebin

Ο Δήμος του Darebin έχει εκπονήσει ένα σχέδιο που υποστηρίζει την σεξουαλική ποικιλομορφία και αυτή μεταξύ των φύλων. Το σχέδιο περιλαμβάνει δράσεις που θα υλοποιηθούν τα επόμενα τρία χρόνια και που αποσκοπούν να καταστήσουν τις υπηρεσίες και τα προγράμματα του Δήμου πολιτιστικά κατάλληλα, σχετικά και προσβάσιμα. Αν επιθυμείτε να μάθετε περισσότερα, καλέστε στην Πολυγλωσσική Τηλεφωνική Γραμμή στο **8470 8470** και ζητήστε να συνδεθείτε με τον/την Υπάλληλο Πολιτικής Ποικιλομορφίας [Diversity Policy Officer].

### Piano d'azione per la sessualità e la diversità sessuale e di genere di Darebin (Darebin Sexuality, Sex and Gender Diversity Action Plan)

Il Darebin City Council ha sviluppato un piano che appoggia la diversità sessuale e di genere. Il piano verrà implementato nei prossimi tre anni con l'obiettivo di rendere culturalmente più appropriati, accessibili e rilevanti i servizi ed i programmi del comune. Se volete saperne di più, chiamate la linea multilingue al numero **8470 8470** e chiedete di parlare con il responsabile per la politica sulla diversità (Diversity Policy Officer).

### План за постапување во однос на сексуалната, половата и родовата разноликост во Даребин

Општина Даребин изработи план што ја поддржува сексуалната и родовата разноликост. Планот ќе биде спроведен во текот на следните три години, а неговата цел е услугите и програмите на Општината да ги направи вклучителни, значајни и достапни. Ако сакате да дознаете повеќе, јавете се на Повеќејазичната телефонска линија на **8470 8470** и побарајте да ве поврзат со Службеникот за правилници за разноликоста (Diversity Policy Officer).

### Kế Hoạch Hành Động về Tình Dục, Giới Tính và Đa Dạng Giới Darebin

Hội Đồng Thành Phố Darebin đã xây dựng một kế hoạch nhằm hỗ trợ đa dạng giới tính và quan hệ tình dục. Kế hoạch sẽ được thực hiện trong ba năm sắp tới và hướng tới mục tiêu đảm bảo các dịch vụ và chương trình của Hội Đồng dành cho tất cả mọi đối tượng, hợp lý và dễ tiếp cận. Nếu quý vị muốn biết thêm, vui lòng gọi tới Đường Dây Đa Ngôn Ngữ tại số **8470 8470** và yêu cầu được nối máy với Viên Chức Chính Sách Đa Nguyên (Diversity Policy Officer).



A phone solution for people who are deaf or have a hearing or speech impairment



City of  
DAREBIN

### City of Darebin

PO Box 91 Preston  
Victoria 3072

274 Gower Street  
Preston Victoria

Telephone: 8470 8888

Facsimile: 8470 8877

After Hours: 8470 8889

NRS (Hearing Impaired):  
8470 8696

Multilingual Telephone Line:  
8470 8470

[www.darebin.vic.gov.au](http://www.darebin.vic.gov.au)  
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