



Darebin LGBTIQ+ Action Plan

2026-30

ARABIC

هذه هي خطة عمل مدينة داربين لدعم مجتمع المثليين والمتحولين جنسيًا (LGBTIQA+) لفترة 2026-2030.

تهدف هذه الخطة إلى تعزيز المساواة والشمولية والصحة لأفراد مجتمع المثليين والمتحولين جنسيًا (المثليات، والمثليين، ومزدوجي الميول الجنسية، والمتحولين جنسيًا، وثنائيي الجنس، والمغايرين جنسيًا، واللاجئين).

تُعدّ هذه الخطة جزءًا من التزام المجلس بحقوق الإنسان ومناهضة التمييز. وتتضمن الخطة ثلاثة أهداف:

- **الهدف الأول:** أن يكون مجلس مدينة داربين مكان عمل شمولي لأفراد مجتمع المثليين والمتحولين جنسيًا.
- **الهدف الثاني:** هو تقديم خدمات وبرامج شاملة، وإنشاء مساحات عامة شاملة لأفراد مجتمع الميم.
- **الهدف الثالث:** هو دعم مجتمع داربين ليكون مجتمعًا شاملاً ومرحبًا بأفراد مجتمع الميم.

للحصول على المزيد من المعلومات، اتصل بخط الهاتف متعدد اللغات على الرقم 8470 8470 (03) للتحدث مع موظف خدمة العملاء بلغتك.

CHINESE SIMPLIFIED

这是戴瑞宾市的《2026-2030年LGBTIQA+行动计划》

该计划旨在提高LGBTIQA+群体（即女同、男同、双性恋、变性人、跨性人、酷儿及无性恋者）的权益保护、社会融入和健康水平：

该计划是市议会“保障人权、反对歧视”承诺的一部分。该计划有3个目标。

- **目标 1** 是成为包容LGBTIQA+群体的组织和 workplaces。
- **目标 2** 是提供各项包容性服务和计划，并为LGBTIQA+群体创造包容性公共空间。
- **目标 3** 是支持戴瑞宾社区包容且欢迎LGBTIQA+群体。

详情请致电多语种电话专线 (03) 8470 8470，我们的客户服务人员可用您的母语为您提供协助。

GREEK

ΑΥΤΟ ΕΙΝΑΙ ΤΟ ΣΧΕΔΙΟ ΔΡΑΣΗΣ ΤΟΥ DAREBIN 2026–2030 ΓΙΑ ΛΟΑΤΚΙΑ+

Το Σχέδιο αυτό στοχεύει στην ενίσχυση της ισότητας, ένταξης και υγείας για τα άτομα ΛΟΑΤΚΙΑ+ (λεσβίες, ομοφυλόφιλοι, αμφιφυλόφιλοι, τρανς, ίντερσεξ, κουήρ και ασεξουαλικά άτομα).

Το Σχέδιο αποτελεί μέρος της δέσμευσης του Δήμου για τα ανθρώπινα δικαιώματα και κατά των διακρίσεων. Το Σχέδιο περιλαμβάνει 3 στόχους.

- **Στόχος 1** είναι να αποτελεί έναν συμπεριληπτικό οργανισμό και χώρο εργασίας για τα άτομα ΛΟΑΤΚΙΑ+.
- **Στόχος 2** είναι η παροχή συμπεριληπτικών υπηρεσιών και προγραμμάτων, καθώς και η δημιουργία συμπεριληπτικών δημόσιων χώρων για τα άτομα ΛΟΑΤΚΙΑ+.
- **Στόχος 3** είναι η υποστήριξη της κοινότητας του Darebin ώστε να είναι συμπεριληπτική και φιλόξενη προς τα άτομα ΛΟΑΤΚΙΑ+.

Για περισσότερες πληροφορίες, καλέστε την Πολυγλωσσική Τηλεφωνική Γραμμή στο (03) 8470 8470 για να μιλήσετε με έναν υπάλληλο εξυπηρέτησης πελατών στη γλώσσα σας.

ITALIAN

QUESTO È IL PIANO D'AZIONE DI DAREBIN PER LA COMUNITÀ LGBTIQA+ 2026-2030

Questo Piano mira ad aumentare l'equità, l'inclusione e la salute delle persone LGBTIQA+ (lesbiche, gay, bisessuali, transgender, intersessuali, queer e asessuali).

Il Piano rientra nell'ambito dell'impegno del Comune a favore dei diritti umani e contro ogni forma di discriminazione. Il Piano si propone 3 obiettivi:

- **L'obiettivo numero 1** è essere un'organizzazione e un luogo di lavoro inclusivi per le persone LGBTIQA+.
- **L'obiettivo 2** è quello di fornire servizi e programmi inclusivi e di creare spazi pubblici inclusivi per le persone LGBTIQA+.
- **L'obiettivo 3** è quello di supportare la comunità di Darebin affinché sia inclusiva e accogliente nei confronti delle persone LGBTIQA+.

Per ulteriori informazioni, chiamate la nostra linea telefonica multilingue al numero (03) 8470 8470 per parlare con un addetto al servizio clienti nella vostra lingua.

MACEDONIAN

ОВА Е АКЦИСКИОТ ПЛАН НА ДАРЕБИН ЗА ЛУЃЕТО ОД ЗАЕДНИЦАТА ЛГБТИКА+ ЗА ПЕРИОД 2026-2030 Г.

Овој план има за цел да ја зголеми еднаквоста, вклученоста и здравјето за луѓето од заедницата ЛГБТИКА+ (лезбејки, хомосексуалци, бисексуалци, трансродови лица, интерсексуалци, квир лица и асексуалци).

Планот е дел од посветеноста на Советот на Општината кон подобри човекови права и борба против дискриминацијата. Планот зацртува 3 цели:

- **Првата цел** е да бидеме организација и работно место којашто ги вклучува луѓето од заедницата ЛГБТИКА+.
- **Втората цел** е да се пружаат услуги и програми за вклученост и да се создадат јавни простори коишто ќе ги вклучуваат луѓето од заедницата ЛГБТИКА+.
- **Третата цел** е да се поддржи заедницата на Даребин да ги вклучува и да биде гостопримлива кон луѓето од заедницата ЛГБТИКА+.

За повеќе информации, јавете се на нашата повеќејазична телефонска линија на (03) 8470 8470 за на вашиот јазик да разговарате со службеник за услуги за клиентите.

NEPALI

डारेबिन परिषद्को LGBTIQA+ कार्ययोजना 2026-2030 हो।

यस योजनाको उद्देश्य LGBTIQA+ व्यक्तिहरू (लेस्बियन (समलिङ्गी महिला), गे (समलिङ्गी पुरुष), उभयलिंगी, ट्रान्स (जन्मसिद्ध लिङ्गसँग नमेलिने लिङ्गीय पहिचान भएको) र लिङ्ग विविध, अन्तरलिङ्गी, क्वियर, अनिश्चित र अलैंगिक व्यक्तिहरू) का लागि समानता, समावेशिता र स्वास्थ्य वृद्धि गर्नु हो।

यो योजना परिषद्को मानव अधिकारप्रतिको प्रतिबद्धता र भेदभावविरुद्धको अडानको एक अंश हो। यस योजनामा 3 वटा लक्ष्यहरू छन्।

लक्ष्य 1: LGBTIQA+ व्यक्तिहरूका लागि समावेशी संस्था र कार्यस्थल हुनु।

लक्ष्य 2: समावेशी सेवा र कार्यक्रमहरू प्रदान गर्नु, र LGBTIQA+ व्यक्तिहरूका लागि समावेशी सार्वजनिक स्थानहरू सिर्जना गर्नु।

लक्ष्य 3: डारेबिन समुदायलाई LGBTIQA+ व्यक्तिहरूप्रति समावेशी र स्वागतयोग्य बनाउन सहयोग गर्नु।

थप जानकारीका लागि, कृपया हाम्रो बहुभाषिक टेलिफोन लाइन (03) 8470 8470 मा फोन गर्नुहोस् र आफ्नो भाषामा ग्राहक सेवा अधिकृतसँग कुरा गर्नुहोस्।

PUNJABI

ਇਹ ਡੈਰਾਬਿਨ ਦਾ LGBTIQ+ ਐਕਸ਼ਨ ਪਲਾਨ (ਕਾਰਵਾਈ ਯੋਜਨਾ) 2026-2030 ਹੈ

ਇਸ ਯੋਜਨਾ ਦਾ ਉਦੇਸ਼ LGBTIQ+ ਲੋਕਾਂ (ਲੈਸਬੀਅਨ, ਗੇਅ, ਬਾਈਸੈਕਸੂਅਲ, ਟ੍ਰਾਂਸਜੈਂਡਰ, ਇੰਟਰਸੈਕਸ, ਕੁਈਰ ਅਤੇ ਅਸੈਕਸੂਅਲ) ਲਈ ਬਰਾਬਰੀ, ਸਮੂਲੀਅਤ ਅਤੇ ਸਿਹਤ ਨੂੰ ਅੱਗੇ ਵਧਾਉਣਾ ਹੈ।

ਇਹ ਯੋਜਨਾ ਮਨੁੱਖੀ ਅਧਿਕਾਰਾਂ ਪ੍ਰਤੀ ਕੌਸਲ ਦੀ ਵਚਨਬੱਧਤਾ ਦਾ ਹਿੱਸਾ ਅਤੇ ਵਿਤਕਰੇ ਦੇ ਵਿਰੁੱਧ ਹੈ। ਯੋਜਨਾ ਦੇ 3 ਟੀਚੇ ਹਨ।

- ਟੀਚਾ 1 LGBTIQ+ ਲੋਕਾਂ ਲਈ ਸਮੂਲੀਅਤ ਵਾਲੀ ਸੰਸਥਾ ਅਤੇ ਕੰਮ ਵਾਲੀ ਜਗ੍ਹਾ ਬਣਨਾ ਹੈ।
- ਟੀਚਾ 2 ਸਮੂਲੀਅਤ ਵਾਲੀਆਂ ਸੇਵਾਵਾਂ ਅਤੇ ਪ੍ਰੋਗਰਾਮ ਪ੍ਰਦਾਨ ਕਰਨਾ, ਅਤੇ LGBTIQ+ ਲੋਕਾਂ ਲਈ ਸਮੂਲੀਅਤ ਵਾਲੀਆਂ ਜਨਤਕ ਥਾਵਾਂ ਬਣਾਉਣਾ ਹੈ।
- ਟੀਚਾ 3 ਡੈਰਾਬਿਨ ਭਾਈਚਾਰੇ ਨੂੰ LGBTIQ+ ਲੋਕਾਂ ਦੀ ਸਮੂਲੀਅਤ ਅਤੇ ਸਵਾਗਤ ਕਰਨ ਲਈ ਸਹਾਇਤਾ ਕਰਨਾ ਹੈ।

ਵਧੇਰੇ ਜਾਣਕਾਰੀ ਵਾਸਤੇ, ਗਾਹਕ ਸੇਵਾ ਅਫ਼ਸਰ ਨਾਲ ਆਪਣੀ ਭਾਸ਼ਾ ਵਿੱਚ ਗੱਲ ਕਰਨ ਲਈ ਸਾਡੀ ਬਹੁ-ਭਾਸ਼ਾਈ ਟੈਲੀਫੋਨ ਲਾਈਨ ਨੂੰ (03) 8470 8470 'ਤੇ ਫ਼ੋਨ ਕਰੋ।

SOMALI

KANI WAA QORSHAHA WAXQABADKA LGBTIQ+ EE DAREBIN 2026-2030

Qorshahan waxaa looga golleeyahay in la kordhiyo sinnaanta, ka-qaybgalka iyo caafimaadka dadka LGBTIQ+ (lesbian, gay, bisexual, transgender, intersex, queer iyo asexual).

Qorshahani wuxuu qayb ka yahay ka go'naanta Golaha Darebin ee xuquuqda aadanaha iyo la dagaallanka takoorka. Qorshuhu wuxuu leeyahay 3 yool:

- **Yoolka 1aad** waa in Golaha Darebin noqdo hay'ad iyo goob shaqo oo loo wada dhan yahay oo u furan dadka LGBTIQ+.
- **Yoolka 2aad** waa in la bixiyo adeegyo iyo barnaamijyo loo wada dhan yahay, isla markaana la abuurto goobo dadweyne oo loo wada dhan yahay oo loogu talagalay dadka LGBTIQ+.
- **Yoolka 3aad** waa in la taageero bulshada Darebin si ay u noqoto mid loo wada dhan yahay oo soo dhoweysa dadka LGBTIQ+.

Wixii macluumaad dheeraad ah, fadlan wac Khadka Taleefanka ee Luuqadaha Kala Duwan (03) 8470 8470 si aad ula hadasho shaqaale adeeg macaamiil oo ku hadlaya luqaddaada.

HINDI

यह डारेबिन की LGBTIQ+ कार्य योजना 2026-2030 है

इस योजना का लक्ष्य LGBTIQ+ लोगों (समलैंगिक, उभयलिंगी, ट्रांसजेंडर, इंटरसेक्स, और अलैंगिक, आदि) के लिए समानता, समावेशन और स्वास्थ्य को बढ़ावा देना है।

यह योजना मानवाधिकारों और भेदभाव के खिलाफ काउंसिल की प्रतिबद्धता का हिस्सा है। योजना के 3 लक्ष्य हैं।

- **लक्ष्य 1** है LGBTIQ+ लोगों के लिए एक समावेशी संगठन और कार्यस्थल बनाना।
- **लक्ष्य 2** है समावेशी सेवाएँ और कार्यक्रम प्रदान करना और LGBTIQ+ लोगों के लिए समावेशी सार्वजनिक स्थान बनाना।
- **लक्ष्य 3** है LGBTIQ+ लोगों को शामिल करने और उनका स्वागत करने के लिए डारेबिन समुदाय को समर्थन देना।

अधिक जानकारी के लिए, हमारी बहुभाषी टेलीफोन लाइन (03) 8470 8470 पर कॉल करें और अपनी भाषा में ग्राहक सेवा अधिकारी से बात करें।

SPANISH

ESTE ES EL PLAN DE ACCIÓN LGBTIQ+ DE DAREBIN 2026-2030

Este Plan tiene como objetivo aumentar la equidad, la inclusión y la salud de las personas LGBTIQ+ (lesbianas, gais, bisexuales, transgénero, intersexuales, queer y asexuales).

El Plan forma parte del compromiso del Concejo Municipal con los derechos humanos y contra la discriminación. El Plan tiene 3 objetivos:

- El **objetivo 1** es ser una organización y un lugar de trabajo inclusivos para las personas LGBTIQ+.
- El **objetivo 2** es proporcionar servicios y programas inclusivos, y crear espacios públicos inclusivos para las personas LGBTIQ+.
- El **objetivo 3** es apoyar a la comunidad de Darebin para que sea inclusiva y cordial con las personas LGBTIQ+.

Para obtener más información, llame a nuestra Línea Telefónica Multilingüe, en el (03) 8470 8470, para hablar con un funcionario de atención al cliente en su idioma.

URDU

یہ ہے ڈیڑین کا LGBTIQ+ ایکشن پلان برائے 2026-2030

اس پلان کا مقصد LGBTIQ+ (ہم جنس پرست عورتوں، ہم جنس پرست مردوں، ہائی سیکسول، ٹرانس جینڈر، انٹرسیکس، کوئیر اور ایسے سیکسول) لوگوں کے لیے انصاف، شمولیت اور صحت کو بہتر بنانا ہے۔

یہ پلان انسانی حقوق کے حق میں اور امتیازی سلوک کے خلاف کاؤنسل کے عزم کا حصہ ہے۔ اس پلان کے 3 اہداف ہیں۔

- **ہدف 1** یہ ہے کہ ہم LGBTIQ+ لوگوں کو شامل کرنے والا ادارہ اور جگہ کار بنیں۔
- **ہدف 2** یہ ہے کہ ہم سب لوگوں کے لیے خدمات اور پروگرامز پیش کریں اور LGBTIQ+ لوگوں کو شامل کرنے والے عوامی مقامات تخلیق کیے جائیں۔
- **ہدف 3** یہ ہے کہ ڈیڑین کی کمیونٹی کو LGBTIQ+ لوگوں کو شامل کرنے اور ان کا خیرمقدم کرنے میں مدد دی جائے۔

مزید معلومات کے لیے (03) 8470 8470 پر ہماری مختلف زبانوں کی ٹیلیفون لائن کو کال کر کے اپنی زبان میں کسی کسٹمر سروس آفیسر سے بات کریں۔

VIETNAMESE

ĐÂY LÀ KẾ HOẠCH HÀNH ĐỘNG CỦA CỘNG ĐỒNG LGBTIQ+ DAREBIN TỪ 2026-2030

Kế hoạch này nhằm mục đích tăng thêm tính công bằng, hòa nhập và sức khỏe cho cộng đồng LGBTIQ+ (đồng tính nữ, đồng tính nam, song tính, chuyển giới, liên giới tính, dị tính và vô tính).

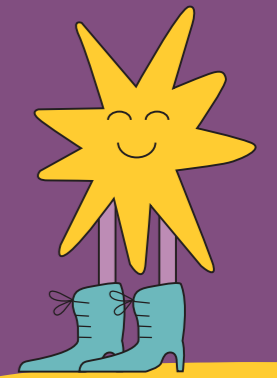
Kế hoạch này là một phần trong cam kết của Hội đồng Thành phố về nhân quyền và chống phân biệt đối xử. Kế hoạch gồm có 3 mục tiêu:

- **Mục tiêu 1** là trở thành một tổ chức và nơi làm việc hòa nhập cho người LGBTIQ+.
- **Mục tiêu 2** là cung cấp các dịch vụ và chương trình hòa nhập, và tạo ra các không gian công cộng hòa nhập cho người LGBTIQ+.
- **Mục tiêu 3** là hỗ trợ cộng đồng Darebin trở nên hòa nhập và chào đón người thuộc cộng đồng LGBTIQ+.

Để biết thêm thông tin, xin gọi cho Đường dây Đa ngữ của chúng tôi theo số (03) 8470 8470 để nói chuyện với nhân viên dịch vụ khách hàng bằng ngôn ngữ của bạn.



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Acknowledgement of Country

Darebin City Council acknowledges the Wurundjeri Woi-wurrung people as the Traditional Owners and Custodians of the land and waters we now call Darebin and affirms that Wurundjeri Woi-wurrung people have lived on this land for millennia, practising their customs and ceremonies of celebration, initiation, and renewal.

Council acknowledges that Elders past and present, and future leaders, are central to the cohesion, intergenerational wellbeing and ongoing self-determination of Aboriginal communities. They have played and continue to play a pivotal role in maintaining and transmitting culture, history and language.

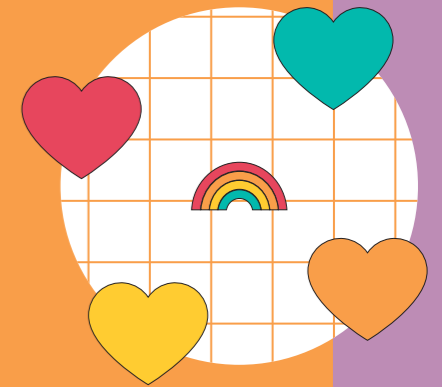
Extract from Darebin City Council's Statement of Commitment to Traditional Owners and Aboriginal and Torres Strait Islander people 2019.

Council respects and recognises Aboriginal and Torres Strait Islander communities' values, living culture and practices, including their continuing spiritual connection to the land and waters and their right to self-determination. Council also recognises the diversity within Aboriginal and Torres Strait Islander communities.

Aboriginal and Torres Strait Islander people and communities have had and continue to play a unique role in the life of the Darebin municipality. Council recognises and values this ongoing contribution and its significant value for our City and Australian society more broadly.

Thank You

Council would like to acknowledge and thank everyone that contributed to the development of this Plan. In particular, we acknowledge the LGBTIQ+ Advisory Committee and LGBTIQ+ community members and staff that shared their insights and lived experience with us.



A note about language

We recognise that language is dynamic, personal and constantly evolving. Terminology that is considered appropriate today may change tomorrow, and we acknowledge that individuals within the LGBTIQ+ community may prefer different terms for themselves.

The term LGBTIQ+ as used in this Plan refers to people who are lesbian, gay, bisexual, trans and gender diverse, intersex, queer, questioning, and asexual. The + includes community members who identify in ways beyond the listed terms, and seeks to acknowledge the evolving nature of identity and language.



Mayor's Message

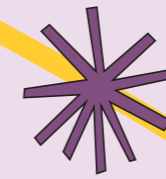
At the City of Darebin, we believe that a truly fair city is one where everyone, regardless of who they are or who they love, can live with pride, feel safe, and a deep sense of belonging. We proactively stand up against LGBTIQ+ hate speech and discrimination.

The local LGBTIQ+ community is an integral part of the soul of Darebin. From our local businesses and sporting clubs to our arts spaces, their contributions make our city the vibrant, progressive place we are proud to call home. However, we cannot ignore the reality that many LGBTIQ+ people in Darebin still face unacceptable levels of discrimination and exclusion.

This LGBTIQ+ Action Plan is our roadmap for change. It is a commitment unanimously backed by Councillors and supported with resources, budget and time. It is informed by the lived experience of residents and community leaders who shared their stories, helped us understand where we must do better, and provided ideas for localised solutions.

Partnerships are crucial to the delivery of this Action Plan.

Given Darebin has a long and rich LGBTIQ+ history, we therefore look forward to partnering with local community groups, leaders and businesses to grow and strengthen this work, rather than replicate or replace the important work already being led by the local LGBTIQ+ community.



To move closer to the vision of our *Towards Equality Framework*, we commit to three core goals:

- 1. Inclusive Organisation: Leading by Example**
Building a knowledgeable and confident workforce, with progressive policies that embed LGBTIQ+ voices, to ensure LGBTIQ+ inclusion is at the heart of everything we do.
- 2. Inclusive Services, Places and Spaces: Safety and Accessibility**
Ensuring all Council facilities, programs, and spaces are inclusive by design, to provide a safe and welcoming environment for every resident.
- 3. Inclusive Community: Collaboration and Empowerment**
Partnering with local groups and supporting community-led initiatives to foster community pride, reduce isolation, and strengthen our collective sense of belonging.

I look forward to working across our organisation and with our partners to make Darebin a safer, more welcoming place to live, work, study, and play: A city where everyone can truly thrive.

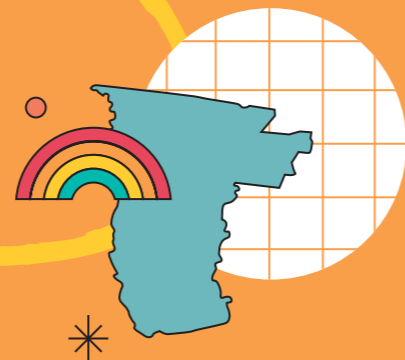


Cr Emily Dimitriadis (she/her)
Mayor



Stone Motherless Cold at FUSE @ Northcote Town Hall, 2025. Photography by Will Hardt

Why have we developed this Plan?



Community aspirations

Darebin's **Community Vision** was developed by a panel that broadly represented the demographics of the Darebin community, and it outlines the type of community that members aspire to in the year 2041. The Vision strongly supports an inclusive and equitable community.

Darebin's Community Vision has been adopted by the LGBTIQ+ Action Plan.

“Darebin is an equitable, vibrant, healthy and connected community where all residents and businesses experience safety, fulfillment and prosperity. Darebin respects and celebrates Aboriginal and Torres Strait Islander people, and our diverse communities. Darebin has responded effectively to the climate emergency by implementing a circular economy and creating a sustainable, green and liveable environment. Darebin is renowned for its collaborative engagement, integrity, transparency and commitment to financial sustainability.”

Council's strategic direction

This Plan aligns with (and is an explicit action of) the **Our Darebin Plan 2025-2029**. The Our Darebin Plan outlines the specific focus areas of Council over the next four years. Three of the six strategic directions of the plan relate specifically to equity and inclusion:



STRATEGIC DIRECTION 1:

Aboriginal Culture and Knowledge

A City that celebrates Aboriginal and Torres Strait Islander culture, values, knowledge and traditions, respects the right for self-determination and takes deliberate action toward Truth-Telling.



STRATEGIC DIRECTION 2:

Equity, Diversity and Inclusion

A City where our rich diversity is celebrated, everyone can thrive and belong, and our services, programs, places and spaces are equitable, responsive, inclusive and accessible to all.



STRATEGIC DIRECTION 3:

Health and Wellbeing

A City where everyone in the community can access the opportunities, infrastructure and services they need to be physically and mentally safe and healthy.

Figure 1: Alignment with Our Darebin Plan strategic directions

Human Rights Approach

This Plan is the key implementation tool for LGBTIQ+ inclusion under Darebin’s overarching **Towards Equality: Equity, Inclusion and Human Rights Framework 2019-2029**. The Towards Equality Framework outlines Council’s commitment to social justice under the following principles:



- 1. Recognising Australia’s First Peoples and the right to self-determination for Aboriginal and Torres Strait Islander people as a foundation for equity and fairness:** This is the essential first step in order to build equity, inclusion, human rights, and wellbeing in our community.
- 2. Upholding human rights:** Place human rights at the centre of Council’s values and work.
- 3. Advancing social justice:** Actively remove inequalities to ensure people in our community can have equal access to wealth, health, wellbeing, justice, and opportunity.
- 4. Delivering meaningful, equitable and inclusive community engagement:** Actively seek to engage with and listen to the needs and aspirations of all residents, including those whose voices might be less often heard.
- 5. Championing health equity:** Addressing of barriers that create disadvantage is vital to physical, social, mental, cultural, and spiritual health and wellbeing.
- 6. Supporting climate justice:** Recognise and respond to the different ways that people within the community may be affected by climate change.

The goals of this Plan are taken directly from the Towards Equality Framework.

The Towards Equality Framework commits to supporting the rights of people and groups that experience discrimination and disadvantage, including:



LGBTIQ+ people

Aboriginal and Torres Strait Islander people

Culturally and linguistically diverse people, migrants, and refugees

Women and girls

People with disability

People experiencing poverty, including intergenerational disadvantage, in the context of historical and growing inequalities

Children

Young people

Older people

Pride in our future: Victoria’s LGBTIQ+ Strategy 2022-32

This Plan outlines Darebin City Council’s contribution to the priorities of the Victorian Pride in Our Future strategy. The Pride in Our Future strategy outlines how the Victorian Government will work towards its vision that:

“All Victorians feel safe, are healthy, have equal human rights and can live wholly and freely. LGBTIQ+ Victorians experience the benefits of full participation in economic, educational, political, community and social areas at all stages of life. Victoria leads the way in LGBTIQ+ equality, celebrating culture, community and taking sustained, enduring and measurable action.”

It is a cross-government strategy, leveraging the significant influence that State Government has over legislation; service provision; funding of services, events and activities; community safety; infrastructure; and people.

The Strategy focuses on four priority areas (Figure 2):

- 1. Equal rights and freedoms**
- 2. Equitable, inclusive and accessible services**
- 3. Visibility to inform decision making**
- 4. Safe, strong and sustainable communities.**

The Darebin LGBTIQ+ Action Plan aligns closely with these priority areas. This alignment is denoted in the Goals, Strategies and Initiatives section of this plan by the relevant priority area symbol as shown in Figure 2.

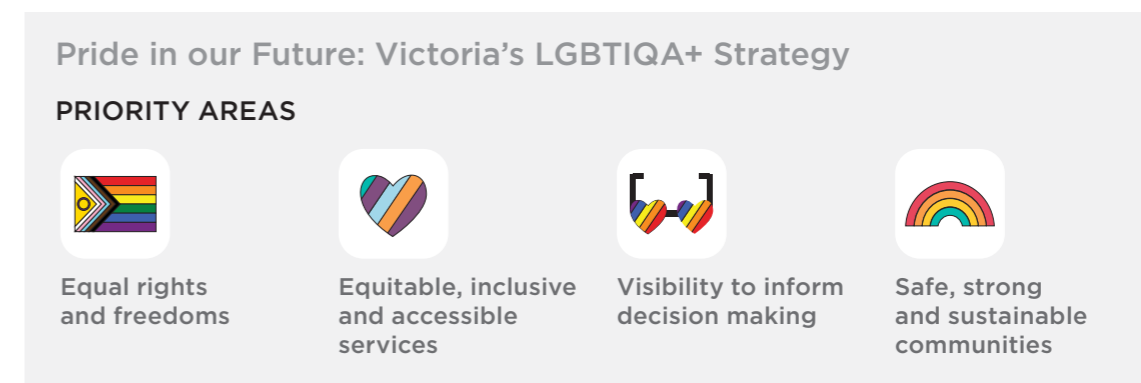


Figure 2: Pride in Our Future 2022-32 priority areas.

Further detail on these requirements is in Appendix A. By developing and implementing this LGBTIQ+ Action Plan, Council ensures its services, policies and advocacy efforts meet these legal and ethical obligations while working towards the shared community vision of an “equitable, vibrant, healthy and connected community”.

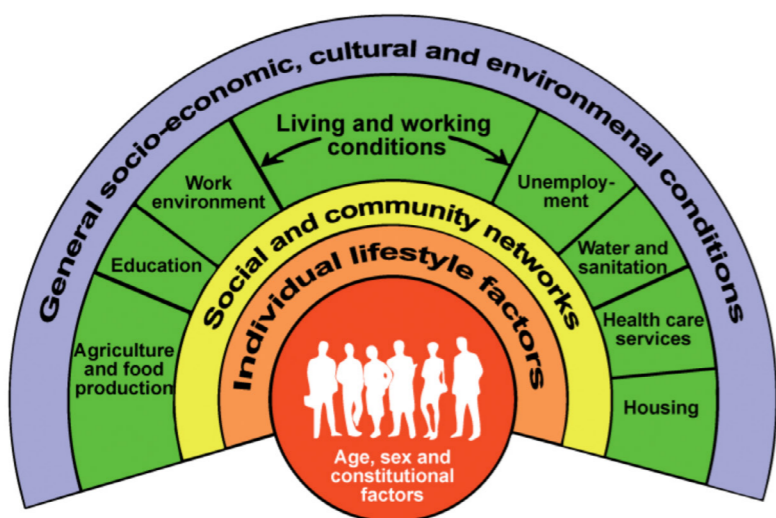
Social Determinants of Health

This Plan takes a Social Determinants of Health (SDoH) approach. The SDoH explain the complex and interconnected relationships between the factors that influence health. The SDoH describe how health is shaped not only by lifestyle factors such as diet, physical activity or alcohol use, but also by broader social, economic and political factors such as access to housing, cost of food, and legal rights. These factors can be protective, such as having a job, or harmful, such as working in an unsafe environment.

Local government is well-placed to address the SDoH. This Plan focuses on determinants of health including social connection, economic and civic participation, access to services, and the socio-cultural environment. This approach aims to address inequities and exclusion and create conditions that promote the health and wellbeing of LGBTIQ+ people.

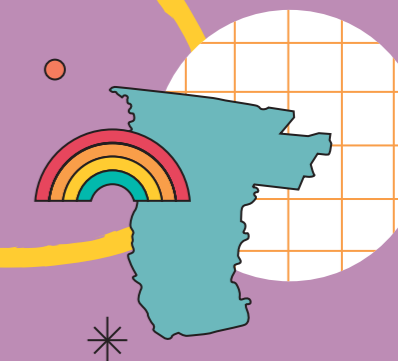
Alongside this Plan, Council addresses other determinants of health impacting LGBTIQ+ people through the *Municipal Public Health and Wellbeing Plan (MPHWP)*, incorporated in *Our Darebin Plan 2025-2029*. The MPHWP focuses on a number of health behaviours and health risks that impact LGBTIQ+ people at higher rates than the general population. This includes:

- Supporting improved access to mental health programs and services
- Preventing harm from gender-based violence
- Providing education and information regarding modifiable health risks, including vaping, tobacco use and preventing harm from alcohol.



Source: NACCHO

Our LGBTIQ+ communities



Photographer: Cerulean at FUSE @ Northcote Town Hall, 2025. Photography by Wild Hardt

Our LGBTIQ+ communities

Data about LGBTIQ+ people is limited as sexuality, sex characteristics and gender identity are often not well captured in data sets. Where data is available, it is more often at a state or national level rather than specific to a single municipality. The majority of available data uses a female/male gender binary, this excludes and erases gender diverse people. Existing data shows that LGBTIQ+ people make up a significant proportion of the Darebin population and many face poorer health, economic and social outcomes than the wider population as a result of discrimination, stigma and exclusion.

As can be expected, the experiences of people within such a diverse population varies significantly with some groups experiencing poorer outcomes than others. It is also important to recognise that being LGBTIQ+ is only one part of a person's identity. LGBTIQ+ people are diverse in many ways including Aboriginality, ethnicity, race, migration or refugee status, age, ability, geographic location, and socioeconomic status. Some of these identities and lived experiences result in additional discrimination, stigma and exclusion.

Darebin City Council recognises the significant diversity of experiences of people within LGBTIQ+ communities. We recognise that experiences vary from person to person, and that experiences and needs of LGBTIQ+ individuals and groups can change over time and across different settings.



DATA SNAPSHOT

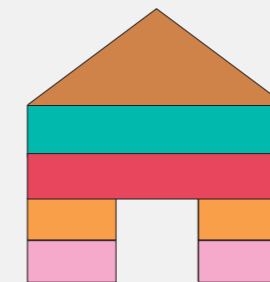
17.6%



It is estimated that 17.6% of Darebin adults identify as **LGBTIQ+** (Victoria 11%).¹

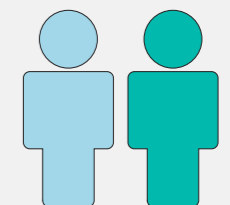
LGBTIQ+

In **Victoria**, people aged 18-24 are almost twice as likely to identify as LGBTIQ+ as the total adult population.²



3.4%

In 2021, 3.4% of **couples living together** in Darebin were same-sex couples.³



62.5%

The number of **male same-sex couples** living together in Darebin increased by 62.5% between 2016 and 2021.⁴

1.7%

It is estimated that around 1.7% of Australians are born with **intersex variations**.⁵

1 Victorian Population Health Survey 2023, unpublished.

2 Victorian Population Health Survey 2023, unpublished.

3 Australian Bureau of Statistics, 2021 Census of Population and Housing.

4 Australian Bureau of Statistics, 2021 and 2016 Censuses of Population and Housing.

5 Australian Human Rights Commission, 2025.

THE LARGEST NATIONAL SURVEY OF LGBTIQA+ PEOPLE TO DATE⁶ FOUND THAT:

13%

Around 13% of respondents reported having **children** or **stepchildren**.

38.5%

of respondents reported living with a **disability** or **long-term health condition**.

57%

of respondents reported being **unfairly treated** because of their sexual orientation and 77.5% of trans and gender diverse people reported unfair treatment due to their gender identity.

39.5%

In the 12 months prior to the survey, **39.5%** of respondents experienced social exclusion, **34.6%** experienced verbal abuse, **23.6%** were harassed (such as being spat at or subjected to offensive gestures) and **14.6%** were threatened with physical violence.

57%

of respondents experienced high or very high **psychological distress**.

1 in 3

Almost 1 in 3 respondents reported having **attempted suicide**.

4 in 5

More than 4 in 5 young LGBTIQA+ people reported having ever experienced **suicidal ideation**, attempted suicide or self-harmed.⁷

22%

of respondents reported having ever experienced **homelessness**, with trans and gender diverse people at greatest risk.

41.7%

of respondents reported having experienced **abuse from an intimate partner**.

38.5%

reported feeling **abused by a family member**.

Aboriginal

Aboriginal and Torres Strait Islander LGBTIQA+ individuals may experience homophobic discrimination from within the Aboriginal and Torres Strait Islander community, as well as marginalisation and exclusion within the largely white-dominated LGBTIQA+ community.

Trans

Trans and gender diverse respondents reported higher rates of psychological distress, suicidal ideation and attempts, and poorer self-rated health than cisgender women and cisgender men.

Multicultural

A smaller proportion of participants from **multicultural backgrounds** reported feeling accepted 'a lot' or 'always' in almost all settings compared to those from an Anglo-Celtic background.

1 in 5

One in five (20.1%) LGBTIQA+ participants in Victoria were **current smokers**, compared to 16.7% in the general Victorian population.

27.8%

Over one-quarter (27.8%) of participants reported **drinking more than two standard drinks per day** on average, exceeding national guidelines. This is markedly higher than the general population (16.1%)

1 in 7

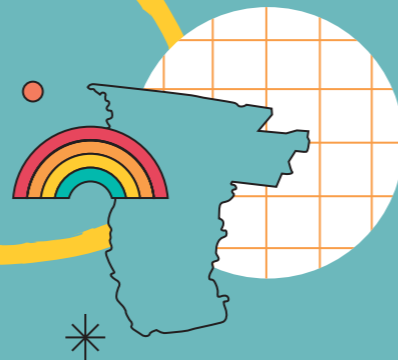
Almost one in seven (14.2%) participants reported experiencing a time within the past 6 months when they had struggled to **manage their drug use** or where it negatively impacted their everyday life.

6 Hill, A. O., Bourne, A., McNair, R., Carman, M. & Lyons, A. (2020). *Private Lives 3: The health and wellbeing of LGBTIQ people in Australia*. ARCSHS Monograph Series No. 122. Melbourne, Australia: Australian Research Centre in Sex, Health and Society, La Trobe University

7 Amos, N., Lim, G., Buckingham, P., Lin, A., Liddelow-Hunt, S., Mooney-Somers, J., Bourne, A., on behalf of the Private Lives 3, Writing Themselves In 4, SWASH, Trans Pathways, Walkern Katatdjin, and Pride and Pandemic teams (2023). *Rainbow Realities: In-depth analyses of large-scale LGBTQA+ health and wellbeing data in Australia*. Melbourne, Australia: Australian Research Centre in Sex, Health and Society, La Trobe University.



What is important to you?



The priorities of this Plan are directly informed by community consultation and engagement undertaken throughout 2024 and 2025. We engaged with the broader community, Council's LGBTIQ+ Advisory Committee, Council staff and key stakeholders including health and community service providers. The Goals, Strategies and Initiatives outlined in this Plan are clearly linked to the key messages shared by our community and other stakeholders.

Key messages from consultation

Leadership, governance and advocacy

We heard that it is important for Council to be a strong, visible ally committed to human rights and zero tolerance of discrimination. This involves building internal capability through knowledgeable staff and progressive policy development, while also driving external change via public policy and law reform submissions, collaboration with key partners, and delivering educational community campaigns.

Safe and accessible services and infrastructure

We heard that it is important to ensure that both the physical and Council service environments welcome all community members. Key priorities include focusing on safety and accessibility across all Council-run places, facilities and services. Council should provide equitable services for all –targeting those most in need – with specific attention to inclusive facilities, such as addressing the need for changeroom and bathroom facilities that meet the need of all genders.

Visibility, recognition and celebration

We heard that it is important that Council work to create a visible and affirming culture across the municipality. This involves supporting and delivering a diverse range of events – from small gatherings to large celebrations – to promote local achievements and history and using visible, recognisable signs of support that make the community feel seen and valued.

Community connection and support

We heard that promoting community connection and support is vital for reducing isolation and supporting LGBTIQ+ communities to meet their own needs and aspirations. This could be achieved by supporting local, accessible and informal gatherings that reduce barriers to participation. These connections should be inclusive of the wider population but also offer targeted opportunities for specific LGBTIQ+ groups to meet their needs.

Capacity building and economic inclusion

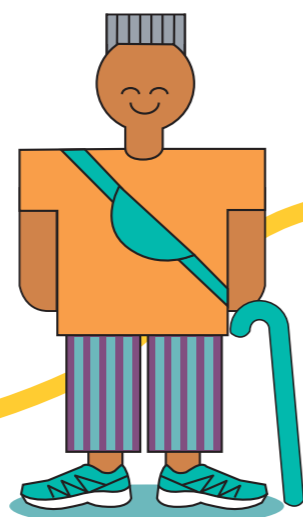
We heard that there is a desire to strengthen the LGBTIQ+ community and their involvement in the local economy by fostering resilience and inclusion. Key actions include actively mentoring and strengthening community groups and assisting local businesses and services to become more welcoming. Directly supporting LGBTIQ+ artists, performers and venues as key cultural assets was also important.

Concern about the rise in anti-LGBTIQ+ sentiment

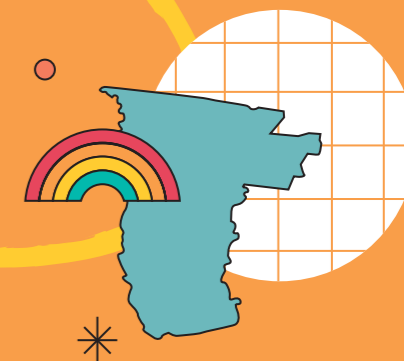
We heard that the community is concerned about increasing anti-LGBTIQ+ sentiment, particularly targeting trans and gender diverse people. Community safety is very important, and there is a need for Council to not only be an ally but also to assertively lead and uphold human rights against discrimination and vilification. This requires clear public messaging of zero tolerance.

Reflect the diversity of LGBTIQ+ people

LGBTIQ+ communities are diverse and not a catch-all group. Many participants highlighted the compounded discrimination and exclusion experienced by LGBTIQ+ people who are also part of other marginalised groups, particularly for Aboriginal and Torres Strait Islander people, CALD people, people with disability, and older LGBTIQ+ residents. Services must be specifically designed to meet these complex, overlapping needs.



Plan on a page



PLAN ON A PAGE



DAREBIN 2041 COMMUNITY VISION

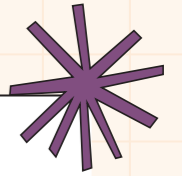
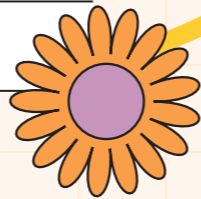
Darebin is an equitable, vibrant, healthy and connected community where all residents and businesses experience safety, fulfillment and prosperity.

Darebin respects and celebrates Aboriginal and Torres Strait Islander people, and our diverse communities.

Darebin has responded effectively to the climate emergency by implementing a circular economy and creating a sustainable, green and liveable environment.

Darebin is renowned for its collaborative engagement, integrity, transparency and commitment to financial sustainability.

<p>OUR DAREBIN PLAN 2025-29 STRATEGIC DIRECTIONS</p>	<p>Aboriginal Culture and Knowledge</p>	<p>Equity, Diversity and Inclusion</p>	<p>Health and Wellbeing</p>
<p>STRATEGIC INDICATORS</p>	<p>Community satisfaction with Council's support of diversity, inclusion and fairness.</p>	<p>Number of Council plans, policies and programs that apply the Equity Impact Assessment (and Gender Impact Assessment) to their planning process, in line with the Towards Equality Framework and Gender Equality Act 2020.</p>	
<p>OUR 4 YEAR STRATEGY</p>	<p>Plan and establish Council's strategic response to build equity, inclusion and human rights for our community.</p>		
<p>OUR INITIATIVE</p>	<p>Finalise and implement the LGBTIQ+ Action Plan</p>		

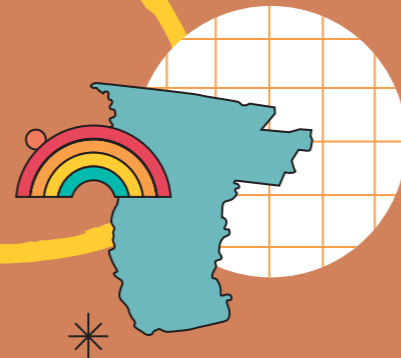


<p>TOWARD EQUALITY FRAMEWORK PRINCIPLES</p>	<ul style="list-style-type: none"> • Human Rights and Social Justice • Intersectionality • Participation & Voice • Accountability 		
<p>GOALS</p>	<p>Goal 1: Inclusive Organisation</p>	<p>Goal 2: Inclusive Services, Places and Spaces</p>	<p>Goal 3: Inclusive Community</p>
<p>LGBTIQ+ ACTION PLAN STRATEGIES</p>	<p>1.1 Take a community leadership role in promoting the rights, safety, and wellbeing of LGBTIQ+ people, families, and communities.</p> <p>1.2 Embed LGBTIQ+ inclusion as a core competency across Council.</p> <p>1.3 Strengthen LGBTIQ+ visibility, voice, representation and leadership.</p> <p>1.4 Provide a safe, healthy and equitable workplace for LGBTIQ+ staff by promoting a positive and inclusive organisational culture.</p>	<p>2.1 Deliver services, programs, places and spaces that respond to the diverse needs and priorities of LGBTIQ+ people and families across the lifespan.</p> <p>2.2 Deliver and support initiatives that connect, recognise and celebrate LGBTIQ+ communities.</p>	<p>3.1 Collaborate with local partners to improve safety, inclusion and health and wellbeing of LGBTIQ+ people.</p> <p>3.2 Support LGBTIQ+ people, families and communities to organise and connect to meet their own needs and aspirations.</p> <p>3.3 Support the contribution of LGBTIQ+ people to the local economy.</p>





Vision



This Plan uses and contributes to the Darebin 2041 Community Vision:

Darebin is an equitable, vibrant, healthy and connected community where all residents and businesses experience safety, fulfillment and prosperity.

Darebin respects and celebrates Aboriginal and Torres Strait Islander people, and our diverse communities.

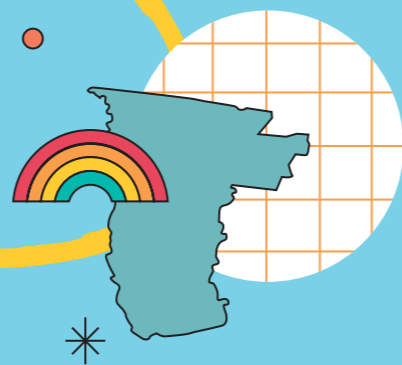
Darebin has responded effectively to the climate emergency by implementing a circular economy and creating a sustainable, green and liveable environment.

Darebin is renowned for its collaborative engagement, integrity, transparency and commitment to financial sustainability.





Guiding principles



There are four principles that reflect the key sentiments shared by our community and which form the foundation of all actions of this Plan. These are directly linked and aligned to Darebin's **Towards Equality Framework** principles.

Human rights & social justice

We are committed to upholding the rights, dignity, and safety of LGBTIQ+ people by embedding equity and inclusion into policies, programs, and services. We are resolute in our support of LGBTIQ+ communities in the face of discrimination, misinformation, and disinformation.

Intersectionality

We recognise people's lives and experiences are shaped by multiple intersecting identities that can result in power and privilege for some, and compounded discrimination and exclusion for others. We will actively address the needs of people who face discrimination and exclusion on multiple and compounding fronts (e.g. LGBTIQ+ people with disability, older LGBTIQ+ people).

Participation & voice

We ensure that LGBTIQ+ people and communities are meaningfully included in Darebin by centring their voices and lived experiences in decision-making and consultation processes.

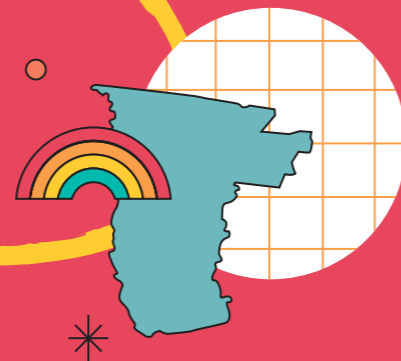
Accountability

We take ownership of our actions and uphold the commitments we make to the LGBTIQ+ community.



Photographer: Snuff Puppets Cochelea at FUSE @ Northcote Town Hall, 2025. Photography by Wild Hardt

Goals, Strategies, and Initiatives



The LGBTQIA+ Action Plan is structured around the three goals and intended outcomes of the **Towards Equality Framework**, ensuring that our actions drive systemic change across the organisation and our services, and in the broader community.

Under each of the three **goals** are **strategies** that outline key elements of meeting each goal. These are clearly tied to the key messages we heard from our community and other stakeholders. For each strategy, there is a list of **initiatives** that Council will implement over the four years of the Plan.

Pride in our Future: Victoria's LGBTQIA+ Strategy

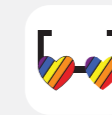
PRIORITY AREAS



Equal rights and freedoms



Equitable, inclusive and accessible services



Visibility to inform decision making



Safe, strong and sustainable communities

Figure 2: Pride in Our Future 2022-32 priority areas.









GOAL 1



Inclusive organisation

We will build an organisation that is inclusive and reflective of Darebin's diverse communities, where social justice, accountability, participation and community engagement, human rights, diversity, and wellbeing are core principles that inform all our policies, practices and business.

Outcomes: A diverse and inclusive Council (as an organisation) that reflects our community.

Strategy	Initiatives	Pride in our Future priority **
<p>1.1 Take a community leadership role in promoting the rights, safety and wellbeing of LGBTIQ+ people, families and communities.</p>	<p>1.1.1 Proactively respond to and stand up against instances of homophobic, biphobic and transphobic hate speech, misinformation and disinformation in the local community.</p> <p>1.1.2 Lead and contribute to community-led advocacy efforts and campaigns on key issues relating to rights, safety and discrimination.</p>	  
<p>1.2 Embed LGBTIQ+ inclusion as a core competency across Council.</p>	<p>1.2.1 Identify and implement opportunities to provide training, resources and support to staff to promote safe, inclusive and affirming environments across Council operations.</p>	
<p>1.3 Strengthen LGBTIQ+ visibility, voice, representation and leadership.</p>	<p>1.3.1 Embed LGBTIQ+ community participation in program and service design, delivery and evaluation.</p> <p>1.3.2 Install visible symbols of welcome across Council operations throughout the municipality.</p> <p>1.3.3 Ensure LGBTIQ+ people and families are represented in Council communications.</p> <p>1.3.4 Support recognition of LGBTIQ+ leaders.</p>	 

GOAL 1




Strategy	Initiatives	Pride in our Future priority **
<p>1.4 Provide a safe, healthy and equitable workplace for LGBTIQ+ staff by promoting a positive and inclusive organisational culture.</p>	<p>1.4.1 Ensure recruitment and staff management policies and procedures are inclusive for LGBTIQ+ people.</p> <p>1.4.2 Consider the unique impacts of gender inequality and gender-based violence on LGBTIQ+ staff within Council's broader gender equality action planning.</p> <p>1.4.3 Support and promote Council's internal Pride Network.</p> <p>1.4.4 Strengthen processes for LGBTIQ+ staff to provide feedback on their experience and perspectives related to the working environment.</p> <p>1.4.5 Address the needs of all genders in the provision of staff toileting and change facilities.</p> <p>1.4.6 Implement initiatives that promote positive mental health and reduce psychosocial hazards, sexual harassment and bullying experienced by LGBTIQ+ staff.</p>	 

GOAL 2

Inclusive services, places, and spaces

We will build Council services, programs, places and spaces that are inclusive, responsive, accessible and equitable, and respond to the diversity of needs, rights and priorities in our communities.

Outcomes: Accessible, equitable, inclusive, and responsive Council services, programs, places and spaces.











Strategy	Initiatives	Pride in our Future priority **
<p>2.1 Deliver services, programs, places, and spaces that respond to the diverse needs and priorities of LGBTIQ+ people and families across the lifespan.</p>	<p>2.1.1 Equip Council departments with the tools and resources to assess and strengthen inclusion and accessibility of services, programs, and infrastructure.</p> <p>2.1.2 Address the needs of all genders in the provision of public toilet and change facilities.</p> <p>2.1.3 Incorporate the unique safety needs, perceptions and experiences of LGBTIQ+ communities and other priority populations in public space design and management.</p> <p>2.1.4 Incorporate the unique needs of LGBTIQ+ communities in the development of major Council strategies and plans.</p> <p>2.1.5 Facilitate increased opportunities for LGBTIQ+ participation in physical activity and sport.</p> <p>2.1.6 Support and deliver a range of services and programs targeted at and/or led by the LGBTIQ+ community that promote health, wellbeing and connection across the lifespan.</p>	
<p>2.2 Deliver and support initiatives that connect, recognise and celebrate LGBTIQ+ communities.</p>	<p>2.2.1 Support and deliver a range of events and programs targeted at and/or led by the LGBTIQ+ community that respond to diverse LGBTIQ+ community needs and interests and support LGBTIQ+ storytelling, arts, culture and identity.</p>	 

GOAL 3

Inclusive community

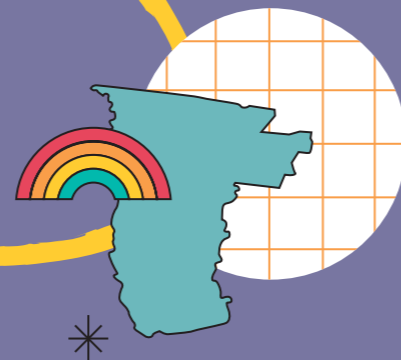
Working in collaboration with partner agencies, organisations and residents, we will contribute to building inclusive and empowered Darebin communities by facilitating and advocating for equitable opportunities for all people to be heard, connected, respected and supported to participate in community life and in decisions important to their lives.

Outcomes: An inclusive and empowered community where social cohesion and community harmony are fostered.

Strategy	Initiatives	Pride in our Future priority **
<p>3.1 Collaborate with local partners to improve safety, inclusion, and health and wellbeing of LGBTIQ+ people.</p>	<p>3.1.1 Collaboratively seek opportunities, address service gaps and attract resources that support the health and wellbeing of Darebin's LGBTIQ+ community.</p> <p>3.1.2 Support local community groups, organisations and businesses to become more welcoming and inclusive of LGBTIQ+ people, families and communities, and address discriminatory behaviours.</p> <p>3.1.3 Support and deliver initiatives to improve safety and reduce homophobia, transphobia and biphobia for LGBTIQ+ people, families and communities.</p>	   
<p>3.2 Support LGBTIQ+ people, families and communities to organise and connect to meet their own needs and aspirations.</p>	<p>3.2.1 Identify and implement opportunities to encourage greater use of Council's community grants programs to support LGBTIQ+-focused groups and initiatives.</p>	  
<p>3.3 Support the contribution of LGBTIQ+ people to the local economy.</p>	<p>3.3.1 Support the development of LGBTIQ+-owned or focused businesses.</p> <p>3.3.2 Ensure Council's procurement and leasing policies and practices adopt an equity lens.</p>	  



Monitoring and reporting on the Plan



Effective monitoring and evaluation are essential to ensure the LGBTIQ+ Action Plan is successfully implemented, remains relevant, and achieves meaningful outcomes for the community. We heard clearly from our community that accountability for the implementation of the Plan was important.

Key elements supporting the implementation, monitoring and reporting of this Plan are:

- resourcing
- annual action planning
- annual reporting.










The implementation of this Plan will be resourced with dedicated staffing, and actions will be aligned to annual Council budget development processes. The four-year initiatives of the Plan will be further detailed in annual action plans that will provide incremental progress towards the initiatives and goals of the Plan. Annual plans will outline specific actions to be implemented in each year, and responsible departments and timelines.

A report on the progress of the Plan implementation will be presented to the LGBTIQ+ Advisory Committee and Councillors each year. These reports will be publicly available.



Program Logic

A program logic is a widely used tool that visually demonstrates how a program will work and what the impact will be. It maps the relationship between what we do (inputs and outputs) and what we want to achieve (outcomes and impacts) to test if the intended impacts are realistic and achievable from the available resources and planned activities.

Inputs (Resources)	Outputs (Activities)	Outputs (Participation)	Short-term outcomes	Medium-term outcomes	Long-term impact
Funding Staff Skills Knowledge Networks Time (4 years) Venues and spaces Online communications platforms Advisory Committee Pride Network Towards Equality Framework Council Plan	Goal 1: Inclusive Organisation Respond to queerphobia Advocate Train staff Engage LGBTIQ+ communities Increase visibility Update HR and recruitment Provide all gender staff toilets Provide staff network	Staff State Government LGBTIQ+ people, community groups and leaders Broader population	Increased staff knowledge and understanding  Improved workplace processes  Increased LGBTIQ+ participation in community engagement  Increased LGBTIQ+ visibility and support 	More inclusive workforce and work environment Increased staff satisfaction and LGBTIQ+ retention LGBTIQ+ residents feel heard LGBTIQ+ experiences and needs are embedded LGBTIQ+ residents feel a sense of belonging Reduced misinformation 	A diverse and inclusive Council (as an organisation) that reflects our community.  Accessible, equitable, inclusive and responsive Council services, programs, places and spaces.  An inclusive and empowered community where social cohesion and community harmony are fostered.  LGBTIQ+ Victorians experience the benefits of full participation in economic, educational, political, community and social areas at all stages of life.  LGBTIQ+ people have improved health and wellbeing. Community satisfaction with Council's support of diversity, inclusion and fairness 

Assumptions: Council will remain committed to the Plan including the provision of resourcing and funding. LGBTIQ+ people and groups, partners and local business will want to engage with Council.

External factors: State and Federal legislation. Current levels of polarisation and queerphobia.

Indicators from the following sources have been embedded into the program logic and will be used in the evaluation plan:



Rainbow Ready Roadmap (Indicators)








Towards Equality Framework (Outcomes)



Pride in Our Future (Vision)



Our Darebin Plan (Strategic Indicators)

Inputs (Resources)	Outputs (Activities)	Outputs (Participation)	Short-term outcomes	Medium-term outcomes	Long-term impact
Refer to page 38	Goal 2: Inclusive services, places and spaces Maintain Rainbow Tick and Aged Care accreditation Implement all gender toilets and change rooms Provide inclusive services focussing on: ageing, youth, libraries, arts, sports and recreation, emergency management Celebrate dates of significance Undertake Equity Impact Assessments	Staff LGBTIQ+ people Sports clubs and leisure centres Broader population	Improved services, places and spaces  Increased celebration events and community awareness  Strengthened reputation regarding LGBTIQ+ inclusion and access	Increased LGBTIQ+ uptake and participation Increased LGBTIQ+ social connection Improved access and inclusion Improved best practice compliance/alignment Number of Council plans, policies and programs that apply the Equity Impact Assessment to their planning process 	Refer to page 38
	Goal 3: Inclusive community Build partnerships Identify service gaps Respond to safety needs Support businesses and groups Provide community grants Update procurement	LGBTIQ+ community groups Local organisations and partners LGBTIQ+ businesses Funders Staff	Stronger partnerships Needs and gaps identified Equitable procurement processes Uptake of grants 	Effective collaboration Increased service provision Stronger local LGBTIQ+ businesses Reduced discrimination and increased safety 	

APPENDIX A

Relevant legal and policy requirements of Council

Victorian policies and legislation relevant to the LGBTIQ+ Action Plan include:

- **Local Government Act 2020:** Requires Council to consider the diverse needs of the local community in its functions and services.
- **Charter of Human Rights and Responsibilities Act 2006:** Requires all public authorities, including Council, to act compatibly with and give proper consideration to human rights (including the right to equality and freedom from discrimination) in their operations.
- **Equal Opportunity Act 2010:** Makes it unlawful to discriminate on the basis of sexual orientation, gender identity, disability, race, religious belief, or activity.
- **Change or Suppression (Conversion) Practices Prohibition Act 2021:** Reinforces the protection of LGBTIQ+ people from harmful practices.
- **Gender Equality Act 2020:** Requires Council to consider gender and how gender combines with other identities (such as sexuality or disability) when planning and reviewing policies, programs and services.

The Victorian Government has developed **Pride in our future: Victoria's LGBTIQ+ strategy 2022-32** to drive inclusion and equality for LGBTIQ+ communities in government work in Victoria. The Strategy identifies four priority areas:

1. Equal rights and freedoms
2. Equitable, inclusive and accessible services
3. Visibility to inform decision making
4. Safe, strong and sustainable communities.

This LGBTIQ+ Action Plan aligns with both the Pride in Our Future strategy and the **Rainbow Ready roadmap**. The Rainbow Ready roadmap has been developed as a resource for organisations (including local government) to support planning and delivery of actions that align with the Pride in Our Future strategy in rural and regional areas. Despite the rural and regional focus, this resource is useful in the assessment and ongoing evaluation of the inclusiveness of Darebin City Council service and operations. The list of indicators for local governments is in Appendix B.

APPENDIX B

Rainbow Ready roadmap indicators for local government

There are 15 indicators included in the Rainbow Ready roadmap local government setting guide. These are organised under the Rainbow Ready core principles of LGBTIQ+ inclusion: understanding, inclusion, visibility and safety. The Rainbow Ready roadmap resources provide prompts for assessing inclusivity, action planning and evaluation of progress. The initiatives and annual actions of this Plan will work towards strengthening Council's actions in these areas.

Understanding

1. The council educates its staff and volunteers on LGBTIQ+ inclusion.

Inclusion

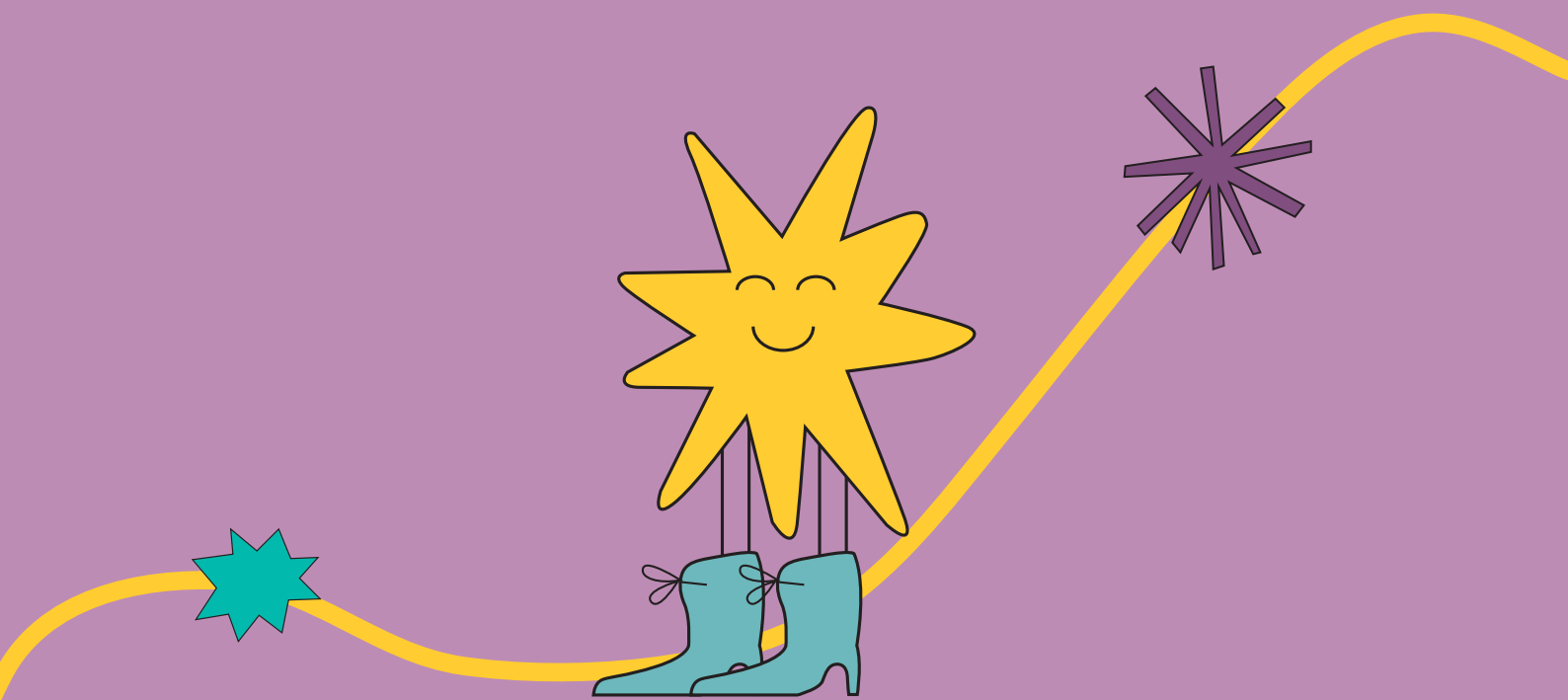
2. LGBTIQ+ residents take part in council committees and in council planning.
3. Council grants are provided to support local LGBTIQ+ initiatives.
4. The council supports local LGBTIQ+ events.
5. The council provides an inclusive workplace for LGBTIQ+ employees and volunteers.

Visibility

6. The council has a strategy or plan for LGBTIQ+ inclusion.
7. The council has a statement of LGBTIQ+ inclusion that is publicly visible.
8. Council information incorporates LGBTIQ+ inclusive language and images.
9. The council takes opportunities to fly the rainbow or trans flags.
10. The council's website and social media accounts profile LGBTIQ+ initiatives, events, people and resources.

Safety

11. Bookings and assessment processes are LGBTIQ+ inclusive.
12. LGBTIQ+ groups and services are supported to access council spaces.
13. The council provides all-gender bathroom and change room options.
14. Potential risks to the safety of LGBTIQ+ group members are identified and minimised.
15. The council responds to anti-LGBTIQ+ incidents by advocating for the rights of LGBTIQ+ members and taking steps to prevent future incidents.



CITY OF DAREBIN

274 Gower Street, Preston
PO Box 91, Preston, Vic 3072
T 8470 8888 F 8470 8877
E mailbox@darebin.vic.gov.au
darebin.vic.gov.au



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हिंदी	ਪੰਜਾਬੀ	Tiếng Việt