



Draft LGBTIQ+ Action Plan

Engagement Summary Report

May 2023



Contents

Executive Summary	4
Key Highlights	5
External consultation.....	5
Internal consultation	7
Introduction	10
Project background	10
What we set out to achieve	11
Engagement survey questions	12
What we did	14
Engagement activities	14
Participation	18
Who we heard from.....	19
External Community Survey.....	19
Participants by suburb	19
Gender of participants	19
Age of participants	20
LGBTIQA+ Community Members	22
Connection with the City of Port Phillip	22
Intersectionality	23
Internal Staff Survey	24
Gender of participants	24
Age of participants	24
LGBTIQA+ Community Members	25
Intersectionality	25
Victorian Pride Lobby Submission.....	26
Other Feedback	26
What we heard.....	27
External Community Survey.....	27
Support for the Vision Statement	27
Support and feedback for strategies under focus area/outcome 1	28
Support and feedback for strategies under focus area/outcome 2	29



Support and feedback for strategies under focus area/outcome 3	31
Support and feedback for strategies under focus area/outcome 4	33
Support and feedback for strategies under focus area/outcome 5	34
Final Reflections	35
Diverse and Intersectional Voices	37
Community Engagement Activity Board	37
Internal Staff Survey	38
Support for the Vision Statement	38
Support and feedback for strategies under focus area/outcome 1	40
Support and feedback for strategies under focus area/outcome 2	41
Support and feedback for strategies under focus area/outcome 3	43
Support and feedback for strategies under focus area/outcome 4	44
Support and feedback for strategies under focus area/outcome 5	46
Relevant Focus Areas for Staff	47
Pride Network Membership	47
Pride Network Feedback	48
Final Reflections	49
Diverse and Intersectional Voices	50
Victorian Pride Lobby Submission.....	51
Focus area 1 feedback	51
Focus area 2 feedback	51
Focus area 3 feedback	51
Focus area 4 feedback	52
Focus area 5 feedback	52
Other Feedback	53
Next steps.....	53
Appendices	54

Executive Summary

The City of Port Phillip is dedicated to inclusivity for all community members, including those identifying as Lesbian, Gay, Bisexual, Transgender, Intersex, Queer/Questioning, and Asexual (LGBTIQA+). To achieve this goal, Port Phillip has created a draft LGBTIQA+ Action Plan, which highlights five focus areas with five outcomes, and 38 specific actions outlining how each outcome will be achieved. This plan was informed by a variety of sources and strategic frameworks, including Victoria's whole-of-government LGBTIQ+ strategy, which aims to promote full and equal participation in community life for LGBTIQA+ people.

The draft Action Plan, a result of significant community involvement, supports Council's commitment to providing more inclusive, accessible, and affirming services for all community members. The draft Action Plan also strongly aligns with the Council Plan 2021-31 Strategic Direction 1 for an Inclusive Port Phillip, fostering a city where people feel supported and comfortable expressing their identities.

The draft LGBTIQA+ Action Plan underwent extensive community and staff consultation, which yielded valuable feedback highlighting numerous measures to strengthen inclusivity and equality in the City of Port Phillip. Notable recommendations from the feedback include a stronger recognition of intersectionality and the diversity within LGBTIQA+ communities, revised training and education programs on LGBTIQA+ inclusion for Council staff and strengthened monitoring and accountability measures for the plan. These recommendations are critical in pursuit of the draft LGBTIQA+ Action Plan's objectives.

Key Highlights

External consultation

- A total of 60 responses were received via the external Have Your Say webpage. The demographic data collected revealed that a diverse range of voices were heard.
- The Vision Statement – When asked about their level of support for the Vision Statement, survey respondents expressed the following: 81% were very supportive, 12% were supportive, 2% were neutral, 0% were unsupportive, and 5% were very unsupportive.
 - Participants who provided neutral, unsupportive or very unsupportive responses were asked what else they would like to see reflected in the Vision Statement. Out of the responses received, the main recurring theme was the potential inclusion of specific references to diverse and intersectional groups. Two participants explicitly mentioned this aspect in their feedback.
- Survey respondents were asked to indicate their level of support for each strategy within the 5 focus areas. The feedback revealed that all strategies received a majority of 'very supportive' or 'supportive' ratings, with most receiving over 90% positive feedback. The only two exceptions were the two strategies under focus area 4 (Council as a consumer), which received 80% and 85% positive feedback respectively.
- Survey respondents were also asked to provide any other strategies or suggestions they had for each focus area. These responses were categorised thematically to understand key concerns related to the focus areas and their corresponding strategies.
- Participants provided a variety of suggestions for how Council could improve its LGBTIQA+ action across various roles, including as a service provider, an ally, a leader, a consumer and a workplace. Two predominant overarching themes emerged from these suggestions. A common theme was a focus on recognising diversity within the LGBTIQA+ community and the importance of intersectionality. The second theme revolved around the practical aspects of implementing the actions, monitoring progress and ensuring Council's accountability in fulfilling its commitments.
- Themes specific to each focus area are outlined in the table below:

Focus area and outcome	Key external community consultation findings
Council as a service provider Outcome: Inclusive, accessible and affirming services promote LGBTIQA+ people's full and equal participation in community life	Participants mentioned the importance of working with diverse groups and emphasising intersectionality , specifically with LGBTIQA+ people with disability. A variety of suggestions were made to improve inclusion and visibility , including Rainbow Tick accreditation.

Focus area and outcome	Key external community consultation findings
Council as an ally Outcome: LGBTIQA+ diversity and participation are enhanced and visible in the City of Port Phillip	Intersectionality , particularly relating to LGBTIQA+ people with disability , was again emphasised. Many participants mentioned offering inclusive events, programs and services for LGBTIQA+ people of all ages, including outside of usual pride season.
Council as a leader Outcome: A safe, equitable and affirming place for LGBTIQA+ people and their families	The importance of lived experience was emphasised as crucial in informing Council decisions and considering the community's needs.
Council as a consumer Outcome: Local businesses and Council procurement activities promote LGBTIQA+ inclusion	Participants' responses reflected conflicting opinions. While some emphasised the importance of diversity and inclusion in this area, others expressed the need for Council to be balanced in its support of different businesses, i.e. remaining fiscally responsible and avoiding favouritism or disadvantage.
Council as a workplace Outcome: A proud and welcoming LGBTIQA+ inclusive workplace that is culturally safe, affirming and reflective of Port Phillip's diverse communities	Participants emphasised the importance of representation and training for staff and leadership regarding LGBTIQA+ inclusion and addressing related workplace issues. Additionally, a few responses raised concerns regarding the engagement process , stating that more attention should be given to feedback and the way it is solicited.

- Participants were invited to share final reflections and offer additional suggestions on how Council could support LGBTIQA+ communities to be more connected, safe and welcome.
 - Participants commonly expressed concerns regarding the **practicality of implementing** the Action Plan going forward and the underlying principles it encompasses.
 - Participants also highlighted the importance of **representation and safe spaces** for LGBTIQA+ people.
 - Tackling **discrimination** across **intersectional** groups was also a common theme.

Internal consultation

- A total of 40 responses were received via the internal Have Your Say consultation.
- The Vision Statement – When asked about their level of support for the Vision Statement, survey respondents expressed the following: 67% were very supportive, 23% were supportive, 8% were neutral, 0% were unsupportive and 3% were very unsupportive.
 - Participants who provided neutral, unsupportive or very unsupportive responses were asked what else they would like to see reflected in the Vision Statement. Out of the two responses received, one suggested incorporating the word ‘celebrated’ into the statement. The other response suggested that the statement needs more detail and to explicitly reference support for queer, trans and gender diverse people, and to not condone violence and attacks against the LGBTIQA+ community.
- Survey respondents were asked to indicate their level of support for each strategy within each of the 5 focus areas. The feedback revealed that all strategies received a majority of ‘very supportive’ or ‘supportive’ ratings, with most receiving over 90% positive feedback. Similar to the findings from the external consultation, the two strategies under focus area 4 (Council as a consumer) were the only exceptions, receiving 83% and 88% positive feedback, respectively.
- Survey respondents were also asked to provide any other strategies or suggestions they had for each focus area. These responses were categorised thematically to understand key concerns related to the focus areas and their corresponding strategies.
- Participants provided a variety of suggestions for how Council could improve its LGBTIQA+ action across various roles, including as a service provider, an ally, a leader, a consumer and a workplace. Two predominant overarching themes emerged from these suggestions. A common theme emphasised the importance of staff training and education for an inclusive workplace and practice, including during induction and ongoing work. Similar to the external consultation, participants highlighted the practicality of implementing the actions, and the need for monitoring and ensuring Council’s accountability. In the internal responses, there was frequent mention of staff resourcing being specifically required to effectively manage and implement the Action Plan.
- Themes specific to each focus area are outlined in the table below:

Focus area and outcome	Key internal staff consultation findings
Council as a service provider Outcome: Inclusive, accessible and affirming services promote LGBTIQA+ people’s full and equal participation in community life	Participants mentioned the importance of staff training and inclusive practice including support for Rainbow Tick aspirations. This included a variety of suggestions such as education for staff, promoting Council services as inclusive and accessible, and having gender neutral toilets.

Focus area and outcome	Key internal staff consultation findings
Council as an ally Outcome: LGBTIQA+ diversity and participation are enhanced and visible in the City of Port Phillip	Staff education, training and resources particularly regarding use of pronouns were reiterated as important. Effective engagement with a diverse and wide range of LGBTIQA+ people was also discussed, in developing events, networks and spaces.
Council as a leader Outcome: A safe, equitable and affirming place for LGBTIQA+ people and their families	The importance of community participation and effective engagement was a recurring theme. Participants emphasised the importance of engaging with people across diverse social groups, with a specific focus on youth. Suggestions for ways to do this included promoting and welcoming the LGBTIQA+ community into spaces, such as libraries and town halls.
Council as a consumer Outcome: Local businesses and Council procurement activities promote LGBTIQA+ inclusion	The importance of inclusion in business was commonly highlighted, with practical solutions to achieving this being discussed, i.e. what does it actually look like in reality and policy and what defines an inclusive business. Some responses criticised focusing solely on LGBTIQA+ inclusivity rather than adopting a broader approach that encompasses other diverse groups.
Council as a workplace Outcome: A proud and welcoming LGBTIQA+ inclusive workplace that is culturally safe, affirming and reflective of Port Phillip's diverse communities	Participants emphasised the need for effective education, training and onboarding for staff regarding LGBTIQA+ inclusion. The need for inclusive workplace facilities was also mentioned, e.g. gender neutral bathrooms.

- Participants were asked about which focus areas they see their role or team in, apart from focus area 5 (Council as a workplace).
 - 72.5% of participants selected focus area 1 (Council as a service provider).
 - 77.5% of participants selected focus area 2 (Council as an ally).
 - 60% of participants selected focus area 3 (Council as a leader).
 - 27.5% of participants selected focus area 4 (Council as a consumer).
- Participants were asked a series of questions relating to the Pride Network:

- Membership – 37.5% of participants were members of the Pride Network, 57.5% were not members and 5% skipped the question.
- Participants were asked about ways in which they feel the Pride Network could provide better support. Common themes included wanting to learn more information about the Pride Network, wanting to hear from them more often, wanting more events and opportunities to get involved and a need for greater representation of diversity within the LGBTIQA+ community.
- Participants were given the opportunity to provide any additional suggestions or feedback for the Pride Network. The common themes that emerged included more opportunities to connect and socialise with the Pride Network, suggesting staff training regarding LGBTIQA+ inclusion and lastly, appreciation and praise acknowledging the work of the Pride Network.
- Participants were invited to share final reflections and offer additional suggestions on how Council could support LGBTIQA+ communities to be more connected, safe and welcome.
 - Similar to the external consultation, participants commonly expressed the need for strengthened **monitoring** and **accountability** for the Action Plan, with many recommending the allocation of **staff resourcing** to implement the plan.
 - **Staff training** and **professional development** were once again highlighted as suggestions.
 - A couple of responses related to Council's capacity to **effectively respond** to both **harmful events** that occur, or **inappropriate public comments** being made, regarding the LGBTIQA+ community. One example mentioned an event at the Pride Centre being cancelled due to protests, another related to politicians making inappropriate comments.



Introduction

Project background

The development of an LGBTIQ+ Action Plan aligns with Strategic Direction 1 for an *Inclusive Port Phillip* in the Council Plan 2021-31. This direction has the objective of ‘a city that is a place for all members of our community, where people feel supported and comfortable being themselves and expressing their identities’. This Action Plan is a key part of Council’s commitment to an LGBTIQ+ Inclusive Port Phillip.

The draft LGBTIQ+ Action Plan was informed by an extensive range of inputs and is reflective of:

- Victoria’s first whole-of government LGBTIQ+ strategy, *Pride in our future: Victoria’s LGBTIQ+ strategy 2022-32*.
- The Victorian Government’s Rainbow Ready roadmap, which includes specific guidance for local governments to become more LGBTIQ+ inclusive.
- Council’s LGBTIQ+ Advisory Committee, which uses their lived experience, expertise and knowledge to provide advice on matters that affect LGBTIQ+ residents, businesses and community members who live, work and visit the City.
- Input from local community partners, LGBTIQ+ organisations, local businesses, Council’s Employee Pride Network and members of Council’s Multifaith Network, Multicultural, Business, Youth and Older Persons Advisory Committees.
- The application of an intersectional lens throughout, to acknowledge the diversity within LGBTIQ+ communities that may experience compounding forms of discrimination and stigma.
- Research available on LGBTIQ+ people’s experiences of health and wellbeing, along with issues such as violence, harassment and homelessness.
- Workshops with external stakeholders drawing from LGBTIQ+ agencies and services operating in Port Phillip, Council’s Employee Pride Network and staff working across services that can progress LGBTIQ+ inclusion.

The draft Action Plan aims to establish desired outcomes for LGBTIQ+ individuals in our municipality and provide guidance to Council in promoting their inclusion. It encompasses five focus areas, each with strategies and specific actions for Council’s involvement. These areas cover Council’s role as a service provider, ally, leader, consumer, and workplace.

For each of the five focus areas, the draft Action Plan contains an outcome, where all five contribute to realising the vision of an inclusive city where diverse LGBTIQA+ communities are connected, safe and welcome. Additionally, within each focus area are a set of strategies that will assist in achieving each outcome, followed by the specific actions (38 in total) that will be undertaken.

A shortened summary of the outcomes, strategies and actions are provided in Appendix A.

Community and Council staff consultation

The community was invited to provide their feedback on the draft LGBTIQA+ Action Plan, and specifically on the Vision Statement and the proposed strategies. Community consultation was open between 24 March and 23 April 2023.

Port Phillip staff were invited to provide feedback on the draft Action Plan via an internal survey between 24 March and 21 April 2023. The survey questions were similar to the external community survey, with a few additions.

Both survey deadlines were extended from the original date of 17 April to allow for a greater depth and reach of feedback.

In developing the engagement survey, feedback was sought from Justine Dalla Riva, CEO of the Victorian Pride Centre. Justine provided advice on the demographic questions, including:

- Asking participants if they “have an intersex variation” instead of “identifying” as intersex, as people in the intersex community don’t “identify” as such.
- Providing a ‘prefer not to say’ option in asking about gender identity.
- Separation of intersectional statements, to not undermine the importance of each one.

What we set out to achieve

The purpose of the draft Action Plan engagement process was to:

- Inform the community and Council staff about the development of the draft of Port Phillip’s first LGBTIQA+ Action Plan.
- Gather feedback from the community and Council staff on the overall draft Action Plan, specifically on the proposed Vision Statement and strategies, to ensure it meets the needs of our diverse LGBTIQA+ communities.



Engagement survey questions

External community survey

- Prior to providing feedback, participants were advised of the background and context surrounding the LGBTIQA+ Action Plan, as well as the Vision Statement and proposed strategies.

- In relation to the Vision Statement, participants were asked:
 - *“To what extent do you support this statement?”*

A drop-down box was provided to select their answer on a Likert Scale with the following options:

- *Very supportive*
- *Supportive*
- *Neutral*
- *Unsupportive*
- *Very unsupportive*

“Neutral”, “unsupportive” and “very unsupportive” selections triggered a free text box and asked:

- *“What would you like to see reflected in the vision statement instead?”*
- Questions were sorted by focus area, outcomes and strategies. For each focus area and outcome, their corresponding strategies were listed, and a Likert Scale response requested for each one (using the same options as above). These questions were asked for the Likert Scale responses for their respective focus areas:
 - Focus area/outcome 1 – *“How supportive are you of the following strategies that aim to help Council run inclusive, accessible and affirming services that promote LGBTIQA+ people’s full and equal participation in community life?”*
 - Focus area/outcome 2 – *“How supportive are you of the following strategies to make sure LGBTIQA+ diversity and participation are enhanced and visible?”*
 - Focus area/outcome 3 – *“How supportive are you of the following strategies to make sure Port Phillip is a safe, equitable and affirming place for LGBTIQA+ people and their families?”*
 - Focus area/outcome 4 – *“How supportive are you of these strategies to help local businesses and Council purchases promote LGBTIQA+ inclusion?”*
 - Focus area/outcome 5 – *“How supportive are you of these strategies to ensure Council is a proud and welcoming workplace that is culturally safe, affirming and reflective of Port Phillip’s diverse communities?”*
- After the Likert Scale responses for each strategy, these questions were asked for their respective focus areas:
 - Focus area/outcome 1 – *“Are there any other strategies that could support Council to run inclusive services?”*

- Focus area/outcome 2 – *“Are there any other strategies that could enhance diversity, participation and visibility?”*
- Focus area/outcome 3 – *“Are there any other strategies that could make Port Phillip a safe, equitable and affirming place for LGBTIQA+ people and their families?”*
- Focus area/outcome 4 – *“Are there any other strategies that could help local businesses and Council purchases promote LGBTIQA+ inclusion?”*
- Focus area/outcome 5 – *“Are there any other strategies that help Council be a more proud and welcoming workplace?”*
- Participants were then asked:
 - *“What else could Council do to support LGBTIQA+ communities to be more connected, safe and welcome?”*
- Participants were also asked to respond to a range of demographic questions, including:
 - *Are you a member of the LGBTIQA+ community?*
 - *Which gender do you identify with?*
 - *Please indicate your age group.*
 - *What is your residential suburb?*
 - *Their connection to the City of Port Phillip (e.g. resident, business owner).*
- Participants were also asked to indicate whether any of the following applied to them:
 - *I identify as LGBTQ+ (Lesbian, Gay, Bisexual Transgender, Queer+)*
 - *I have an intersex variation*
 - *I am from an Aboriginal or Torres Strait Islander background*
 - *I am from a non-English speaking background*
 - *I consider myself financially disadvantaged*
 - *I am a person with disability*
 - *I’d prefer not to say*

Internal staff survey

- The internal survey closely resembled the format of the external survey, with minor adjustments and additions. These included:
 - After the questions for focus area 5 (Council as a workplace), participants were asked the following question and asked to indicate as many focus areas that apply:
 - *“Aside from Focus Area 5 (Council as a Workplace), which focus area(s) do you see your role or your team in?”*
 - Participants were asked a few questions about the Pride Network:
 - *“Are you a member of the Pride Network?” (Yes/No options provided)*
 - *“What way do you feel the Pride Network could support you better?”*
 - *“Is there anything else you would like to see from the Pride Network?”*



- Demographic questions were also slightly altered:
 - Residential suburb was not requested.
 - There were less options for ticking statements that applied to them:
 - *I am from an Aboriginal Torres Strait Islander background*
 - *I am from a non-English speaking background*
 - *I am a person with disability*
 - *I'd prefer not to say*

What we did

Engagement activities

The two feedback surveys were hosted online on Council's Have Your Say (HYS) page. One survey was community-facing for the public and another was an internal survey for staff. Three documents were attached to accompany the survey:

1. A copy of the draft LGBTIQA+ Action Plan.
2. The Council Report for the meeting of 15 March 2023, which discussed endorsing the Plan for community consultation.
3. "*Reflecting on our history – Key Events*" – A timeline of LGBTIQA+ history, including global, national, state-wide in Victoria, and local events in Port Phillip.

External engagement

The external Have Your Say page was promoted via several avenues:

- An email to stakeholders on the Have Your Say database.
- Council's Neighbourhood Engagement Program included community conversations at Elwood Farmer's Market, Port Melbourne, and the Victorian Pride Centre, coinciding with their Sunday market and sausage sizzle. Elwood Farmer's Market and Port Melbourne sessions also featured an activity board where community members provided their thoughts and feedback on the Vision Statement.
- Melbourne's JOY 94.9 Radio, an LGBTIQA+ community station, promoted the draft Action Plan through radio advertisements and Facebook posts to invite feedback.
- JOY Radio conducted an interview on April 11 with Councillors Martin and Nyaguy, who are both Councillor Committee representatives for the LGBTIQA+ Advisory Committee. They discussed the draft Action Plan, its context, and encouraged community feedback.

- The draft Action Plan was featured as one of the projects open for feedback in Council's monthly e-newsletter, Divercity.
- Emails, including a reminder, were sent to relevant external stakeholders in the City of Port Phillip, such as LGBTIQA+ organisations and community partners. The emails provided information about the draft Action Plan and invited organisations to share their feedback. Additionally, the Victorian Pride Centre collaborated with us in developing the external survey and distributed it through their networks.
- Workshop participants involved in drafting the Action Plan, such as Midsumma Festival staff, were contacted again and invited to provide feedback.

Council actively sought participation from diverse and intersectional groups by leveraging its networks and advisory committees, including the:

- Multicultural Advisory Committee
- Multifaith Network
- Youth Advisory Committee
- Older Persons' Advisory Committee

A social media campaign on Council's Facebook and Instagram accounts promoted the Have Your Say page. This was done in conjunction with the lead-up to Transgender Day of Visibility, particularly in light of the neo-Nazi and anti-trans rally that occurred outside the Victorian Parliament House in March 2023.

Figure 1 - City of Port Phillip Instagram Post



Figure 2 - City of Port Phillip Facebook Post



As mentioned previously, JOY 94.9 Radio also made a post on their Facebook page, which has 16,000 likes and 17,000 followers.

Figure 3 - JOY 94.9 Radio Facebook Post



Internal engagement

The internal Have Your Say page was promoted via several channels:

- The Portal Newsletter which is emailed to all staff fortnightly.
- CEO email update to all staff on Tuesday 18 April 2023.
- An email was sent by the Chair of the Pride Network to all members of the Pride Network.
- An email was sent to the Community Building and Inclusion team.

Participation

The project was promoted through the HYS e-newsletter (which has approximately 2,350 subscribers) and people came to the HYS page directly, using the URL or via social media.

The HYS page, which contains combined performance summary data for both external and internal surveys, received 787 views and 365 visitors. A total of 104 survey responses were received – 60 for the external survey and 44 for the internal. However, duplicate responses were identified in the internal survey from the same participants, leading to the revision of the total internal responses to 40. This means the final total for both the internal and external surveys was 100 responses.

The post about the draft Action Plan on the City of Port Phillip's Facebook account, with around 12,000 likes and a follower count of approximately 14,000, achieved the following results:

- **Post impressions** (# of times that the post was on screen): **1293**
- **Post reach** (# of people who saw any of the posts at least once): **1211**
- **Post engagement** (# of times that people engaged with the post through reactions, comments, shares, views and clicks): **166**, including **68 reactions** and **9 link clicks**

Similarly, the post on Council's **Instagram** account attracted:

- **Post impressions** (# of times that the post was on screen): **1134**
- **Accounts reached** (# of people who saw any of the posts at least once): **1056**
- **Likes**: **65**
- **Comments**: **2**
- **Shares**: **10**
- **Actions taken**: **5**

A formal submission was also received from the Victorian Pride Lobby, which will be further discussed in the following sections.

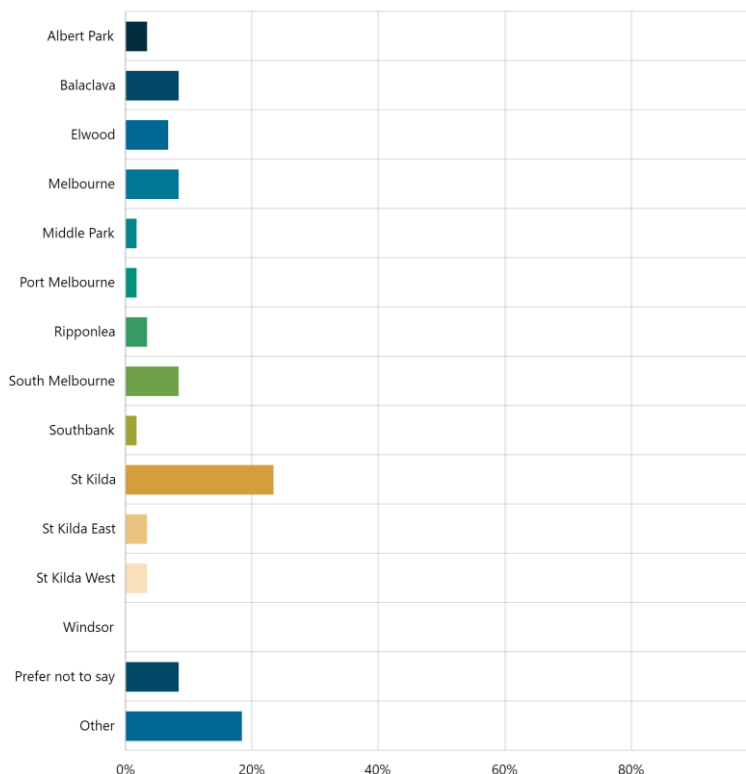
Who we heard from

External Community Survey

Participants by suburb

Participants were asked about their residential suburb, with 23% (14 participants) residing in St Kilda and 18% (11 participants) in unlisted suburbs. Balaclava, Melbourne, South Melbourne and those who preferred not to disclose their suburb each accounted for 8% (5 participants). The chart below shows a breakdown of participants by their respective suburbs.

Figure 4 – Results for Residential Suburb

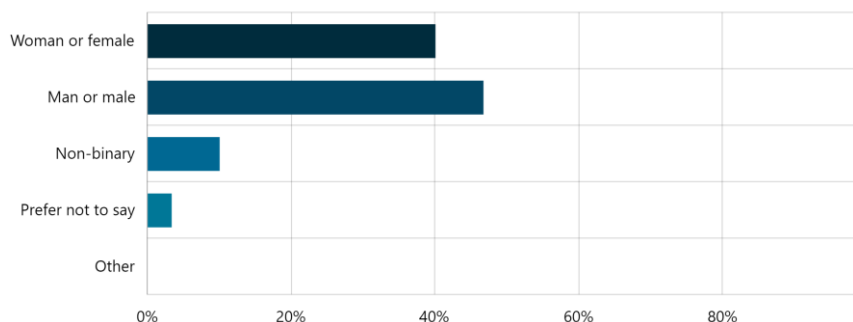


Gender of participants

58 participants provided their gender and two preferred not to disclose. 47% (28 individuals) identified as a man or male, 40% (24 individuals) identified as a woman or

female, and 10% (6 individuals) identified as non-binary. A breakdown of participants' genders can be seen in the chart below.

Figure 5 – Results for Participants' Genders

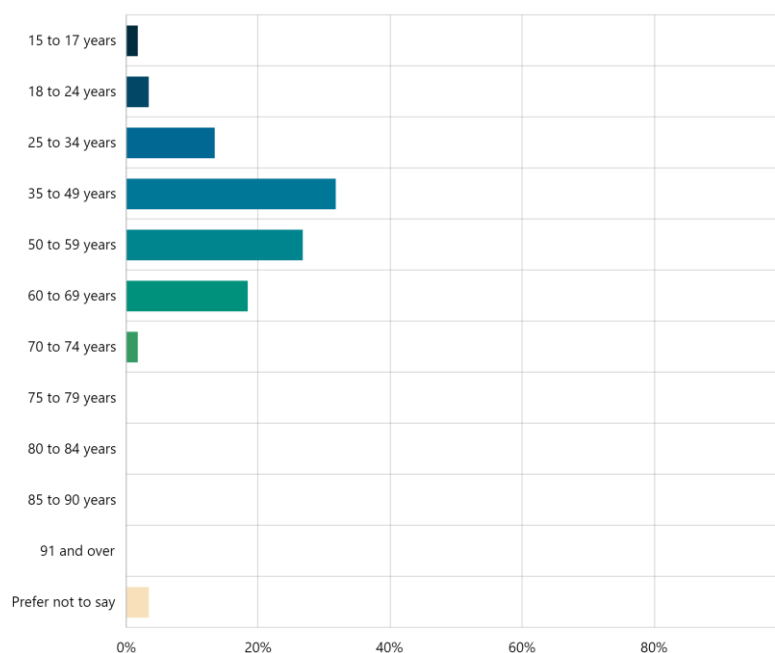


Comparing this data to the wider population is challenging since the Census conducted by the Australian Bureau of Statistics does not gather any information on transgender or gender diverse people. However, the survey showed that 47% of participants identified as male, which closely aligns with the Port Phillip population where males make up 49%. Additionally, 40% of participants identified as female, which is lower than the Port Phillip population where females constitute 51% (Australian Bureau of Statistics, Census of Population and Housing 2021).

Age of participants

Participants' ages ranged from 15 to 74 years, with the largest age group represented being 35 to 49 years, accounting for 32% (19 participants). This was followed by participants aged between 50 to 59 years (27% or 16 participants), 60 to 69 years (18% or 11 participants) and 25 to 34 years (13% or 8 participants). A breakdown of participants' age groups can be seen in the chart below.

Figure 6 – Participants' Age Groups



The profile of the survey respondents was overrepresented by age groups within the 35 to 69 years age bracket in comparison to the Port Phillip population (Australian Bureau of Statistics, Census of Population and Housing 2021), as seen in Table 1.

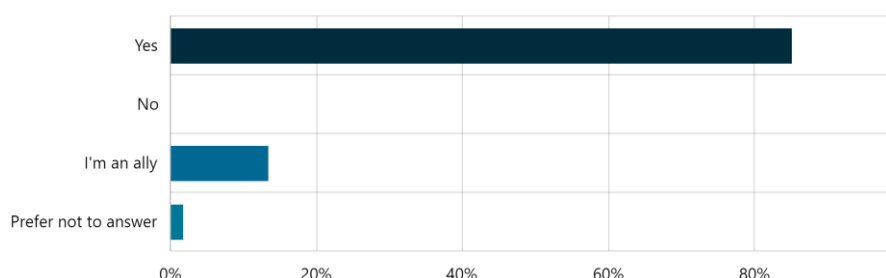
Table 1 – Age Group Comparisons between Survey Participants and the Port Phillip Population

Age Range	Survey Results	Port Phillip Population
0 to 17 years	2%	13%
18 to 24 years	3%	7%
25 to 34 years	13%	23%
35 to 49 years	32%	25%
50 to 59 years	27%	13%
60 to 69 years	18%	10%
70 to 74 years	2%	4%
75 years and over	0%	6%

LGBTIQA+ Community Members

Participants were asked if they are a member of the LGBTIQA+ community. Out of the respondents, 85% (51 participants) said yes, 13% (8 participants) indicated they were an ally and 1.7% (1 participant) elected not to answer. Figure 7 illustrates the breakdown of the participants' responses below.

Figure 7 – LGBTIQA+ Community Members

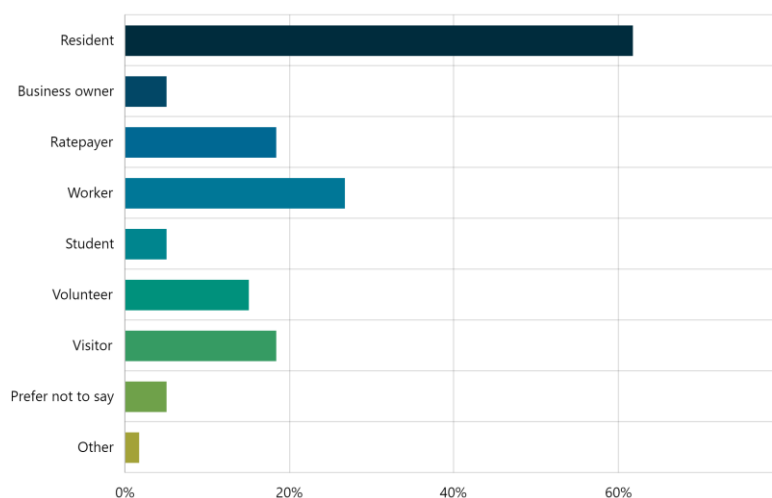


Comparing the survey results with the wider Port Phillip population is challenging due to the absence of data on the LGBTIQA+ community in the Australian Bureau of Statistics' Census. Despite prior advocacy efforts leading up to the 2021 Census, this information was not captured. However, it is worth noting that the City of Port Phillip is home to one of the highest rates of same sex couples in Victoria, with the 2021 Census indicating that 5.1 per cent of couples residing in the municipality were same sex (note that this excludes anyone living in a lone person household, or another family/household relationship).

Connection with the City of Port Phillip

Participants were asked to nominate their connection with the City of Port Phillip, with participants able to select more than one response. 62% of participants identified as a resident (37 participants), 27% identified as a worker (16 participants), 18% (11 participants) identified as a ratepayer and another 18% (11 participants) identified as a visitor. The chart below provides a breakdown of how participants identified their connection to Port Phillip.

Figure 8 – Participants' Connection with City of Port Phillip

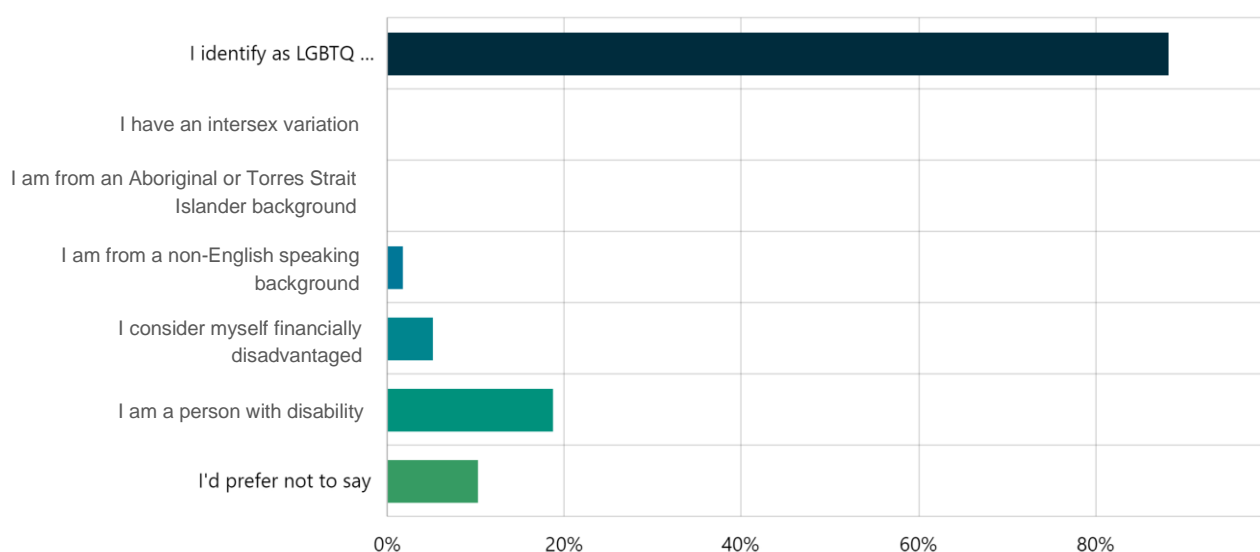


Intersectionality

Participants were asked to indicate their intersectional identities through a series of statements. These questions aimed to facilitate exploration of the data across intersectional groups and ensure diverse cohorts were represented within the feedback.

Among the respondents, 88% (52 participants) identified as LGBTQ+, 19% (11 participants) identified as a person with a disability and 5% (3 participants) considered themselves financially disadvantaged. One person skipped this question.

Figure 9 – Participants' Intersectionality Results



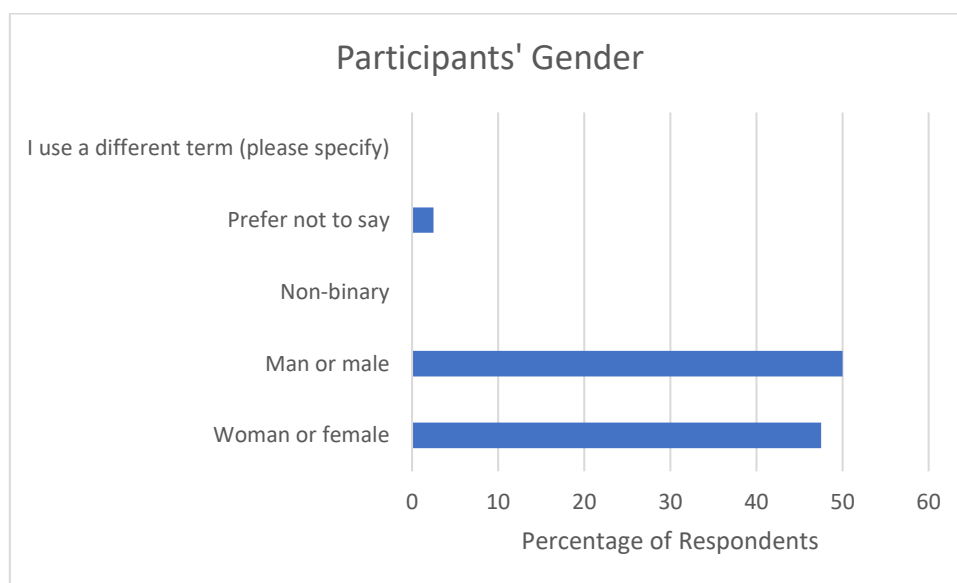
Internal Staff Survey

As mentioned previously, during the analysis of the staff survey data, it was identified that there were duplicate responses from the same participants. This is likely due to a technical issue or the same participants submitting their responses multiple times. This has been addressed by removing the duplicate responses, resulting in a revised total of 40 responses out of the initial 44 received.

Gender of participants

39 participants provided their gender information, with one participant preferring not to disclose. 50% (20 participants) identified as a man or male, and 47.5% (19 participants) identified as a woman or female. No responses were received for non-binary or self-described gender options. A breakdown of participants' genders can be seen in the chart below.

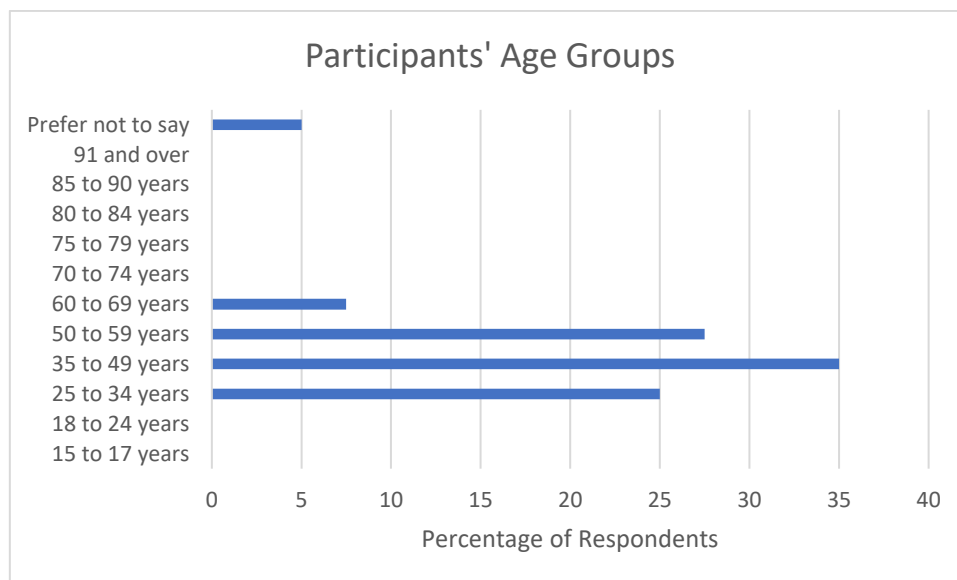
Figure 10 – Results for Participants' Gender



Age of participants

Participants' ages ranged from 25 to 69 years, with the most represented age groups being 35 to 49 years (35% or 14 participants) and 50 to 59 years (27.5% or 11 participants). These are the same top two most represented age groups as the external survey. These are followed by those aged 25 to 34 (25% or 10 participants) and 60 to 69 years (7.5% or 3 participants). A breakdown of participants' age groups can be seen in the chart below.

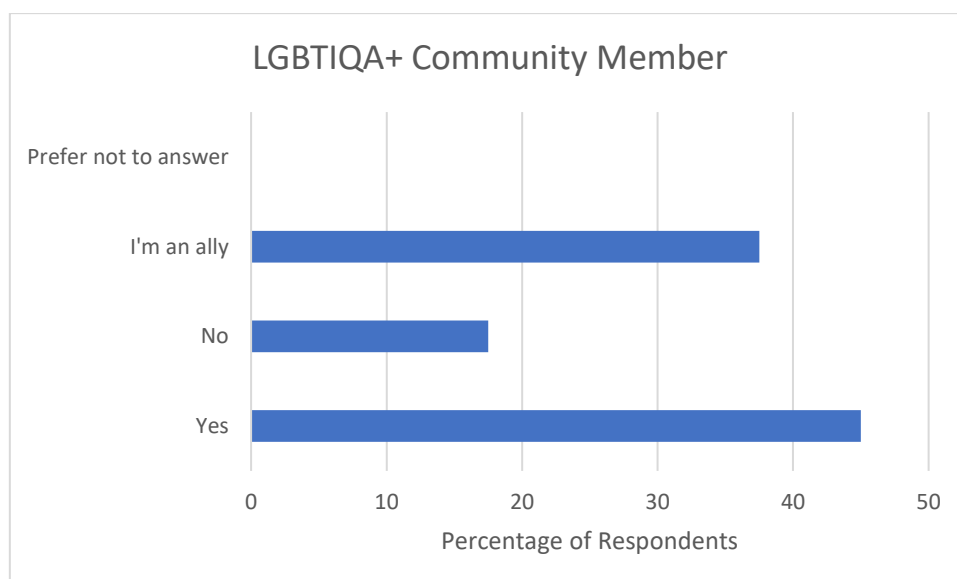
Figure 11 – Participants' Age Groups



LGBTIQA+ Community Members

Participants were asked if they are a member of the LGBTIQA+ community. 45% (18 participants) said yes, 17.5% (7 participants) said no and 37.5% (15 participants) indicated that they are an ally. Figure 12 below illustrates the breakdown of participants' responses.

Figure 12 – LGBTIQA+ Community Members

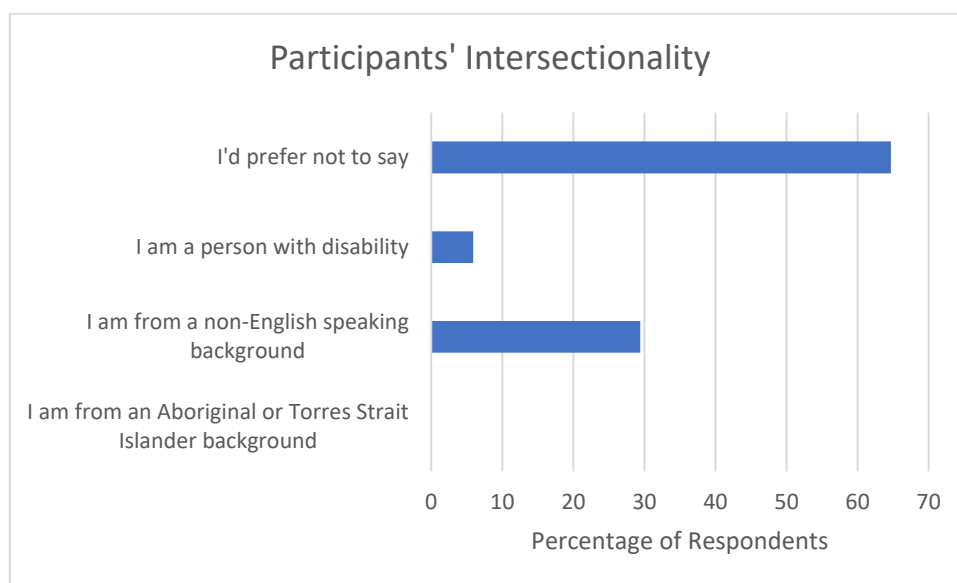


Intersectionality

Participants were asked to indicate whether a range of intersectional statements applied to them. These questions aimed to allow the data to be explored by intersectional groups and

ensure the voice of all cohorts was represented within the feedback. Out of the 17 participants who answered the question (which was not mandatory), 65% (11 participants) preferred not to disclose, 29% (5 participants) were from a non-English speaking background and 6% (1 participant) were a person with disability.

Figure 13 – Participants' Intersectionality



Victorian Pride Lobby Submission

The Victorian Pride Lobby is a volunteer advocacy group working toward equality and social justice for the Victorian LGBTIQA+ community. They work constructively, cooperatively, and respectfully with trans and gender diverse, intersex, asexual, and other communities and organisations that support their mission and vision. Co-convenors Austin Fabry-Jenkins and Liam Elphick made their submission on 17 April 2023.

Other Feedback

- A text message was sent to JOY 94.9 Radio in response to the radio segment that aired relating to the draft Action Plan – this can be seen in Appendix B.
- A staff member emailed the Chair of the Pride Network providing some feedback on the draft Action Plan – this can be seen in Appendix C.
- An email from Midsumma staff who participated in a workshop developing the LGBTIQA+ Action Plan – this can be seen in Appendix D.



What we heard

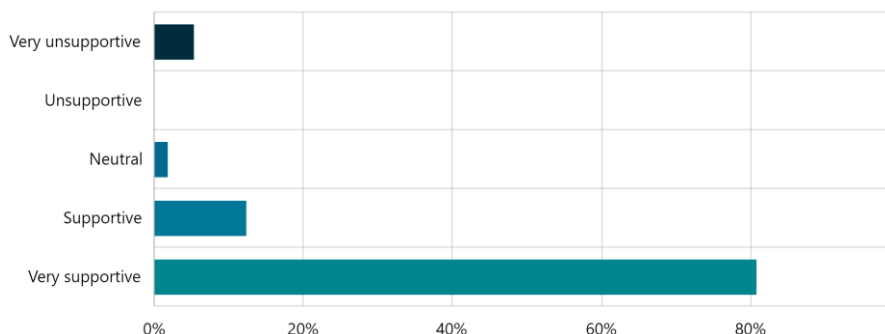
External Community Survey

Support for the Vision Statement

When participants were asked how supportive they were of the Vision Statement:

- 81% were **very supportive**
- 12% were **supportive**
- 2% were **neutral**
- 0% were **unsupportive**
- 5% were **very unsupportive**

Figure 14 - Participants' Indications of Support for the Vision Statement



When participants selected “neutral”, “unsupportive” or “very unsupportive” responses, they were offered the opportunity to describe what they would like to see reflected in the Vision Statement. Only two responses to this were received:

- “Vulnerable groups within these such as refugees, migrants and culturally diverse, Indigenous and first Australians, and people with disabilities within the LGBTIQAS+”
- “It’s good, I think the statement could be more vibrant”

Support and feedback for strategies in each focus area

Strategies were sorted and listed according to their respective focus area/outcome.

Participants were asked to indicate their level of support for each strategy. They were also

given the opportunity to provide additional suggestions for strategies relevant to that focus area/outcome. The following sections outline the specific feedback and responses for each focus area. Each chart illustrates the level of support between the 60 respondents. However, some strategies were skipped by them so not all 60 participants are represented each time. For full data transparency, all written responses have been included and sorted according to themes within each focus area, apart from one “*unsure*” response in focus area 1.

Support and feedback for strategies under focus area/outcome 1

Focus area 1: Council as a service provider

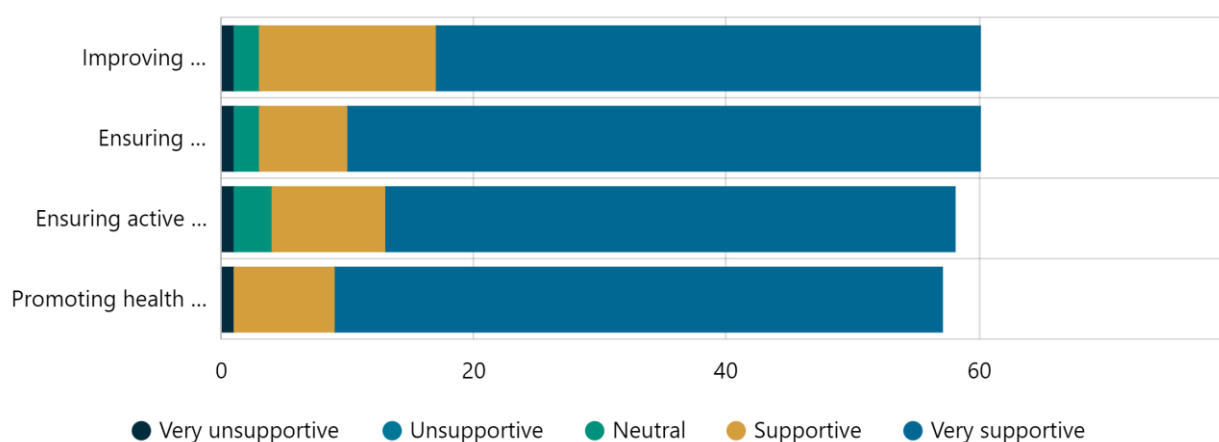
Outcome 1: Inclusive, accessible and affirming services promote LGBTIQA+ people’s full and equal participation in community life

Strategies:

- Improve opportunities for LGBTIQA+ people to connect in culturally safe spaces and events
- Ensure welcoming and inclusive Council contact points
- Ensure active engagement with LGBTIQA+ communities in Council processes
- Enhance and promote the health and wellbeing of LGBTIQA+ communities through appropriate and inclusive Council services and programs

Figure 15 features a breakdown of the support for each strategy, illustrating strong support for each one.

Figure 15 - Levels of Support for Focus Area/Outcome 1 Strategies



Feedback:

Participants provided a variety of feedback and suggestions to support Council to run inclusive services.

Some made mention of **intersectionality** and in particular, working with **LGBTIQ+ people with disability**:

- *“Promoting intersectionality with a range of communities in CoPP to explore common areas of advocacy”*
- *“Collaborations with NDIS and BSL as the Partner in the Community. Be open to co-locations with Orange door, BSL and services in the community. Join Pride Centre for drop in events”*
- *“Engaging LGBTIQ+ people with disabilities, including LGBTIQ+ people with an intellectual disability and ensuring their active participation in civil society.”*

Many participants mentioned ways to improve **inclusion** and **visibility**:

- *“The approach to promoting LGBTIQ+ engagement can be highlighted and extend across more services and programs than 'health and wellbeing', I would also explicitly like to see this extended across cultural programming, eg. Council libraries, galleries, guided walks, etc. This could take the form with partnering with existing LGBTIQ+ cultural organisations in the City of Port Philip, eg. the Australian Queer Archives.”*
- *“Use inclusive signage and language on community facilities, documents and in social media”*
- *“Having pride flags or banners alongside Australian and First Nation flags at events not specific to the community”*
- *“Have people with lived experience involved”*
- *“Funding for LGBTIQ programs to ensure participation: also in conjunction with Pride Centre”*
- *“Your question seems rather loaded. Asking "how supportive" is perhaps not the most statistically sound language for garnering feedback. If you think about the rainbow community, it's negative experiences which lead to poor health outcomes largely come from the non-queer community (mainstream). The plan could do with more thought about how we build a more inclusive wider community. Not just organisations, but the residents and constituents.”*

Some made mention of **Rainbow Tick accreditation**:

- *“1. Having more Rainbow Tick accredited services within your organisation; 2. Having a webpage on the Council website listing local queer organisations and businesses - including support services.”*
- *“Explore the Rainbow ready Roadmap and Rainbow tick”*

Other responses included both **praise** and **criticism** for Council:

- *“CoPP is already a leader in this field with facilitating Pride March and hosting Victorian Pride Centre so simply "steady as we go". Received with gratitude.”*
- *“Getting ward councillors to respond to queer ratepayers and residents”*

Support and feedback for strategies under focus area/outcome 2

Focus area 2 – Council as an ally

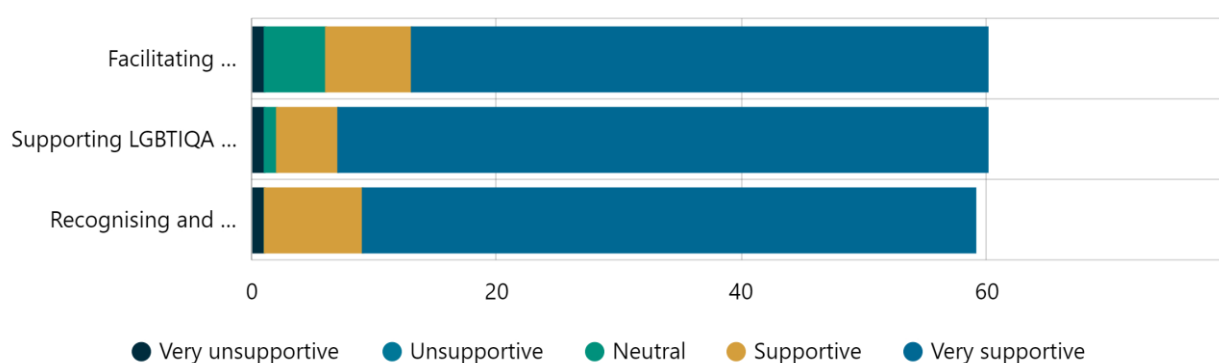
Outcome 2: LGBTIQA+ diversity and participation are enhanced and visible in the City of Port Phillip

Strategies:

- Facilitating networking and education between Council, service providers, business, schools and community organisations
- Support LGBTIQA+ spaces, organisations and people to build social connection and participation
- Recognise and celebrate Port Phillip’s LGBTIQA+ communities

Figure 16 presents a breakdown of the indications of support for each strategy, illustrating strong support for each one.

Figure 16 - Levels of Support for Focus Area/Outcome 2 Strategies



Feedback:

When asked if there are any other strategies that could enhance diversity, participation and visibility, participants provided a variety of suggestions.

Again, **intersectionality** and particularly inclusion of **LGBTIQA+ people with disability** were mentioned:

- “As above, there are particular LGBTIQA+ communities, in particular, LGBTIQA+ people with an intellectual or cognitive disability who are not included in the general LGBTIQA+ community. Port Phillip could be a leader in this area. There is a group called Rainbow Rights and Advocacy which is a small self advocacy group run by and for LGBTIQA+ people with an intellectual disability which could offer much insight into this area of exclusion.”
- “The shift from tolerance to celebration helps. This element of the plan is particularly important. Please remember the intersectionality that is perhaps not represented in your advisory committee. A TGD 13 yo will be looking for something a little different to a 78yo TGD immigrant.”

Many responses mentioned offering **inclusive events, programs and services** for LGBTIQA+ people of all ages, including outside of the usual pride season:

- *“I think more can be done to provide support for LGBTIQA+ organisations to deliver programs to provide social connection and participation in the City of Port Phillip, in particular around ageing and intergenerational engagement, eg. targeted small grants programs to produce events and programs locally.”*
- *“Actually doing something that enables queers to come together in things other than Pride March. Older queers, young trans folx etc”*
- *“Ensure that programs and services for young members of the LGBTQ+ community are able to take place safely and without risk of being cancelled due to threat from opposing groups (alt-right etc). Whilst this should apply to all programs and services, it's especially important for younger members of the community.”*
- *“Acknowledging LGBTIQA+ individuals in social media/news. Library programs, book displays, drag storytime. LGBTIQA+ inclusive activities outside Midsumma time”*
- *“1. Promoting local LGBTIQA+ businesses in the area; 2. Specific policies or programs for LGBTIQ young people and seniors; 3. Developing and showcasing pride in your own organisation (i.e., for your employees) and showing that publicly.”*

Some suggested changes to **Council’s processes**:

- *“Have every Councillor participate in a Diversity and Inclusion training session provided by external organisations like VPC orgs, such as JOY Training”*
- *“A community advisory board which includes LGBTIQA+ people”*

One participant provided **praise**:

- *“CoPP is already a leader in this field with facilitating Pride March and hosting Victorian Pride Centre so simply “one step at a time”. Received with gratitude.”*

Support and feedback for strategies under focus area/outcome 3

Focus area 3 – Council as a leader

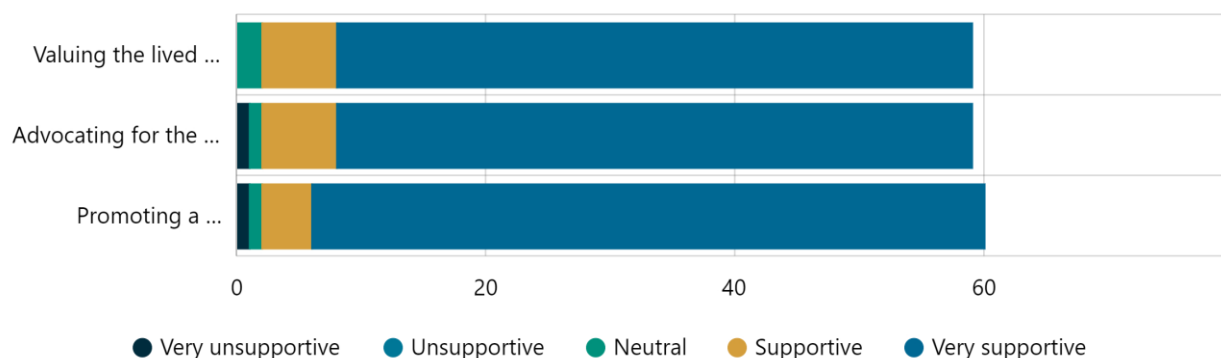
Outcome 3: A safe, equitable and affirming place for LGBTIQA+ people and their families

Strategies:

- Value the lived experience and improve data collection about our diverse LGBTIQA+ communities, to inform Council decision-making about ways to advance equality and inclusion
- Advocate for the rights of LGBTIQA+ people to be safe and to fully participate in the life in the City, and to be free from discrimination
- Promote a community that is inclusive and respects LGBTIQA+ people’s full and equal participation in community life

Figure 17 features a breakdown of the indications of support for each strategy, illustrating strong support for each one.

Figure 17 - Levels of Support for Focus Area/Outcome 3 Strategies



Feedback:

Participants shared their comments and suggestions on strategies that could make Port Phillip a safe, equitable and affirming place for LGBTIQ+ people and their families.

One participant provided a detailed response with a **variety of suggestions**:

- “The Advisory Committee sounds like an amazing first step! I hope it keeps on going. Otherwise, I would recommend: 1. More public and vocal support of LGBTIQ+ communities - condemning homophobia and transphobia (Have you signed up to the No to Homophobia Campaign?); 2. Flying the Progress Flag and Trans Flag (and other Flags) on appropriate dates; 3. More intersection and connections with other organisations and governments, including Victoria Police (I know this might be controversial but I think it's important that our police force, who have queer members, and included).”

Some highlighted the **importance of lived experience**, with one expressing criticism relating to this:

- “Community voice is very important”
- “I'm not sure why you would listen to the lived experience of queers when you as a rule take no notice whatsoever of those of us who live in the area about anything.”
- “A focus on ensuring that our older LGBTIQ+ community members, particularly those that have experienced trauma over the years, are fully supported”

One participant provided **praise**:

- “CoPP is already a leader in this field with facilitating Pride March and hosting Victorian Pride Centre so simply “keep up the good work”. Received with gratitude.”

Another participant provided feedback specifically for **Councillors**:

- “Have Councillors talk with parents of trans children. Have Councillors acknowledge that 27% of its rate payers identify as rainbow family”

Support and feedback for strategies under focus area/outcome 4

Focus area 4 – Council as a consumer

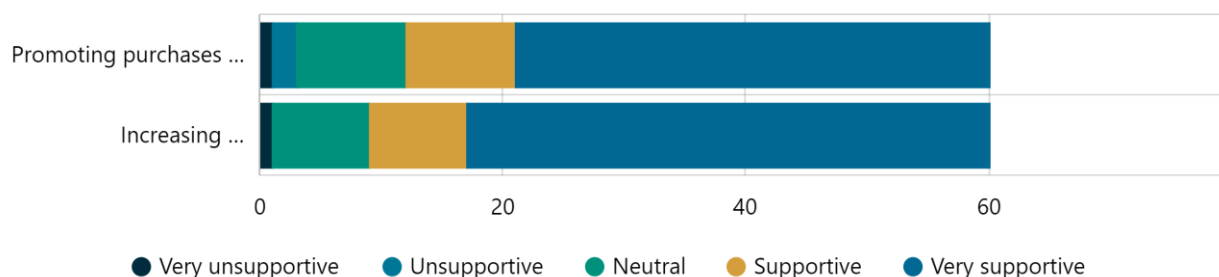
Outcome 4: Local businesses and Council procurement activities promote LGBTIQ+ inclusion

Strategies:

- Promote social procurement that is inclusive of LGBTIQ+ owned or operated businesses and LGBTIQ+ inclusive practice in suppliers”
- “Increase opportunities and expand markets for LGBTIQ+ inclusive business

Figure 18 features a breakdown of the indications of support for each strategy, illustrating strong support for each one.

Figure 18 - Levels of Support for Focus Area/Outcome 4 Strategies



Feedback:

Participants were asked if they had any other suggestions for strategies that could help local businesses and Council purchases promote LGBTIQ+ inclusion.

A variety of suggestions were made for how businesses and Council can be more **inclusive**:

- “1. As above, having a webpage on the Council website listing local queer organisations and businesses - including support services; 2. Supporting local queer businesses - why not support more queer traders to set up on Fitzroy Street?; 3. Having proper and formal purchasing and procurement policies that consider intersectionality in business decision-making.”
- “Encourage businesses to fly the LGBTIQ+ flag either on the premises or as a window decal”

Notably, there were **conflicting opinions** on how much Council should support LGBTIQA+ businesses (note this was also mentioned in the first response above):

- “Prioritise rainbow business such as those at the Victorian Pride Centre”
- “Your council still need to operate in a fiscally sound manner. Great to support rainbow and local, but there needs to be more balanced criteria”.
- “Access should be equal for everyone, and not favour or disadvantage anyone.”

Other responses emphasised the **importance of diversity and inclusion**:

- “The path where all diversity is celebrated, welcomed and feeling valued is one we all benefit from. This special advisory group is just one example. Received with gratitude.”
- “Very important for services in Port P to be inclusive, accessible and aware of correct pronouns etc”

Support and feedback for strategies under focus area/outcome 5

Focus area 5 – Council as a workplace

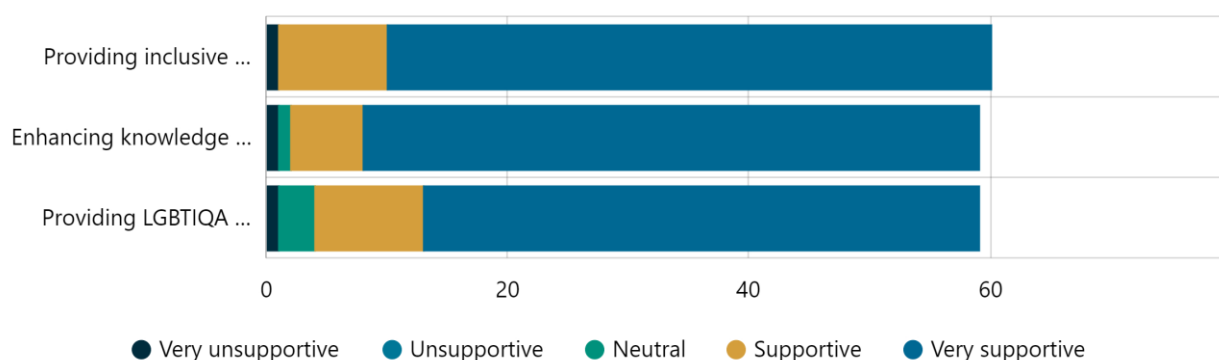
Outcome 5: A proud and welcoming LGBTIQA+ inclusive workplace that is culturally safe, affirming and reflective of Port Phillip’s diverse communities

Strategies:

- Provide inclusive people and culture systems and practices that actively seek feedback to inform continuous improvement
- Enhance knowledge of LGBTIQA+ inclusion and literacy and the needs of our diverse communities for leaders, all staff and targeted service areas
- Provide LGBTIQA+ inclusive recruitment and management practices

Figure 19 features a breakdown of the indications of support for each strategy, illustrating strong support for each one.

Figure 19 - Levels of Support for Focus Area/Outcome 5 Strategies



Feedback:

Participants were offered the opportunity to provide other suggestions for strategies that would help Council be a prouder and more welcoming workplace.

A variety of responses were received regarding staff and leadership **representation and training**:

- *“Acknowledge the contribution of LGBTIQA+ staff, encourage staff respectful use of gender pronouns, LGBTIQA+ internal advisory group, gender neutral toilets”*
- *“More and better training for your leaders, managers and employees? Consulting with your pride network (hopefully you have one?) in this process.”*
- *“Have leadership visibly show they are rainbow family”*
- *“Creating LGBT training packages for staff groups to address and deal with homophobia/transphobia in the workplaces.”*

A detailed response was received regarding the **flag poles** at St Kilda Town Hall:

- *“One little ongoing niggle. About flag poles on St Kilda Town Hall. Usually, there is a large Australian flag flying on the roof, with two smaller ground-level flags an Aboriginal and Torres Strait Islander Flags flying. Given this year is potentially starting the long journey of Australia to beginning to redress Colonialisation and the impacts on First Nations with "The Voice to Parliament", the optics of the very high Australian Flag and the very low First Nations flags is a little mixed-messaging for 2023. 1. Suggest a 3rd flag pole be installed at ground level to fly the Australian Flag as a "soft" signalling of CoPP's stance. See next point.”*

Two responses **criticised the engagement** process:

- *“You never pay any attention to feedback you get now so why would you start? Eg - the knock down fight it took to save 3 community childcare centres.”*
- *“Again, this is where the nature of your questions are worded in a way that perhaps prevents for constructive feedback. Of course I'm very supportive of all of these things, but maybe some reflection on current performance and desired outcomes might be more useful.”*

A comment regarding LGBTIQA+ **representation in the community** was received:

- *“Continually promote positive images of our Rainbow community through all Council activities”*

Final Reflections

To conclude, participants were asked, **“what else could Council do to support LGBTIQA+ communities to be more connected, safe and welcome?”**

A number of responses provided comments on the **practicality of implementing** the Action Plan going forward and expressed their thoughts on its underlying principles:

- *“My big question is - how will Council sustain this engagement and change? As I said above, the LGBTIQA+ Advisory Committee and this Action Plan are incredible. Council should be congratulated on this progress. I think it is important that Council not only supports the LGBTIQA+ Advisory Committee for the coming decades but ensures that there is enough resourcing and funding to enable full and proper implementation of the Action Plan.”*
- *“Any principles and actions that council takes towards LGBTIQA+ inclusion should also be informed by an understanding of intersectional marginalisation and oppression and how this can amplify disadvantage experienced by community members.”*
- *“Actually do stuff! Groups for connection. Groups to do stuff in the community.”*

A couple of responses provided **feedback for Council** and the **survey content**:

- *“Update your systems/infrastructure to be more linguistically inclusive. Look more broadly across elements of folks, eg. community housing, drug mis-use, gender and sexuality diversity etc. Change your gender drop down menu in this survey - yikes, it's pretty 1990!”*
- *“I have no idea what you are actually doing because you haven't provided any information”*

A few responses emphasised the **importance of representation and safe spaces** for LGBTIQA+ people:

- *“Day-to-day visible representation benefits all those wishing to be connected to their community. And there are always savings when purchases made in bulk. So: 2. Suggest a 4th flag pole be installed at ground level to fly the Rainbow Flag permanently (and not just for special events). 3. Suggest a 5th flag pole be installed at ground level to fly whatever that month's/week's theme is (ie, UN Flag for International Days)”*
- *“Groups where LGBTIQA+ communities can meet during the daytime eg. cuppa & chat”*
- *“Bring back Greyhound as a safe space for LGBTIQA+ meeting space! It should NEVER have been demolished or approved to be sold- Port Phillip should have advocated more for this safe space for the rainbow comm”*

A couple of responses related to **Council services**:

- *“Aged Care and living services that do not discriminate.”*
- *“Advertise services widely and in schools”*

A detailed response was received regarding **age discrimination and LGBTIQA+ issues**:

- *“Address age-related discrimination for both sides of the age-discrimination knife - old AND young - and consider how council policies affect LGBTIQA+ children and young people, particularly in relation to the ways in which their financial, physical, and legal dependency on their parents makes them more vulnerable to abuse. Advocate for privacy protections (especially online), in-school support, and most importantly, supporting public spaces that*

are dedicated to and/or inclusive of LGBTIQIA+ minors, that support safety and privacy even and especially from parents/guardians, are open in after-school hours.”

One response provided feedback to **Councillors**:

- *“The Councillors need to be more aware of the community and how they vote! Rainbow community remembers...”*

Diverse and Intersectional Voices

Responses from various intersectional groups were analysed to assess their impressions and opinions of the draft Action Plan through an intersectional lens. Differences between intersectional responses and the broader participant group were noted where relevant, to highlight voices from marginalised communities.

Comments to note from the external survey include:

- How inclusion should also be informed by an understanding of intersectional marginalisation and oppression, and how this can amplify disadvantage experienced by community members.
- The exclusion of individuals with intellectual or cognitive disabilities from the broader LGBTIQIA+ community and advocated for the inclusion and support of LGBTIQIA+ individuals with disabilities in general.
- Collaborating with Orange Door, NDIS and the Brotherhood of St Laurence and criticism regarding the need for the Vision Statement to better include marginalised groups.
- The need to promote intersectionality in general.

Community Engagement Activity Board

The Neighbourhood Engagement Program’s pop-up at Elwood Farmer’s Market featured an activity board where participants had the opportunity to indicate their level of support for the Vision Statement and provide any feedback. Feedback was mostly very supportive, with some suggestions relating to the inclusion of intersectionality. Unfortunately, photographic evidence of the activity board from the Port Melbourne pop-up was lost. Figure 20 displays the engagement activity from the pop-up session at Elwood Farmer’s Market.

Figure 20 - Activity Board from Elwood Farmer’s Market Pop-Up Session

We're developing an LGBTIQA+ Action Plan

Vision Statement:

An inclusive City where diverse LGBTIQA+ communities are connected, safe and welcome.

To what extent do you support this Vision Statement?
Use a sticky dot to make your choice

Very unsupportive	Unsupportive	Neutral	Supportive	Very supportive
			●	

Is there anything else you would like to see reflected in the vision statement?

Write your thoughts on a post-it note

Nothing missing
 Supporting LGBTIQA+ people from different cultural backgrounds
 Intersectionality x 2
 Incorporating intersectionality - cultural - gender, position - disability.

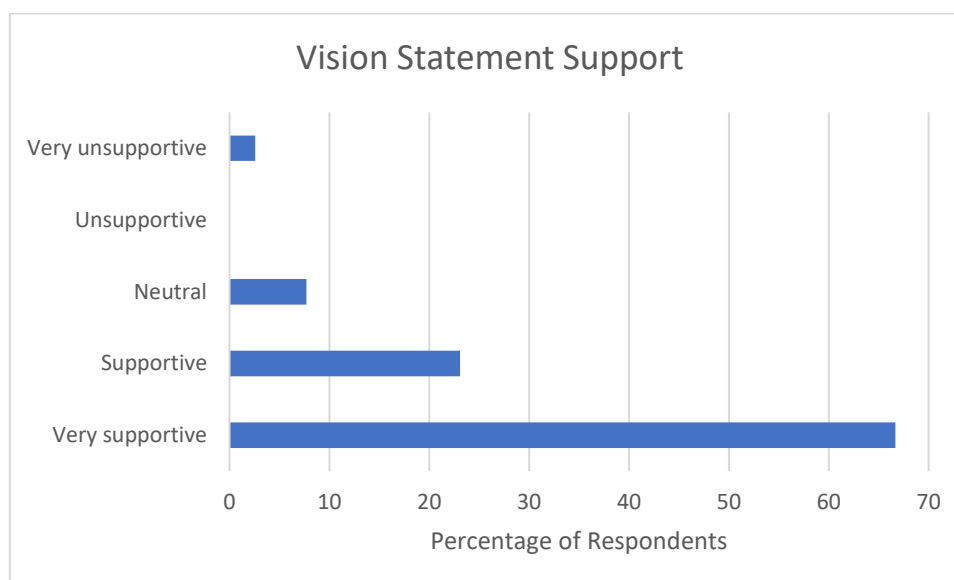
Internal Staff Survey

Support for the Vision Statement

When participants were asked to what extent they supported the Vision Statement:

- 67% were **very supportive**
- 23% were **supportive**
- 8% were **neutral**
- 0% were **unsupportive**
- 3% were **very unsupportive**

Figure 21 - Participants' Indications of Support for the Vision Statement



When participants selected “neutral”, “unsupportive” or “very unsupportive” responses, they were offered the option to describe what they would like to see reflected in the Vision Statement. Only two participants provided feedback in response to this:

- *“An inclusive City where diverse LGBTIQA+ communities are connected, celebrated, safe and welcome.”*
- *“It’s pretty basic, that should really be the bare minimum not a statement for a whole action plan. Clear and unequivocal support for the queer community, in particular trans and gender diverse people, and clarity that the council does not condone violence and attacks against our community would be a great start.”*

Support and feedback for strategies in each focus area

As with the external survey, strategies were sorted and listed according to their respective focus area/outcome. Participants were asked to indicate their level of support for each strategy, as well as given the opportunity to provide additional suggestions for strategies relevant to each focus area/outcome. The following sections outline the specific feedback and responses for each focus area. Each chart indicates the level of support based on the responses received from the 40 respondents. Some strategies were skipped by participants, so not all 40 are represented each time, and blank responses have been omitted. For full data transparency, all written responses have been included and sorted according to themes in each focus area, apart from one “nil” response not being included for focus area 3.

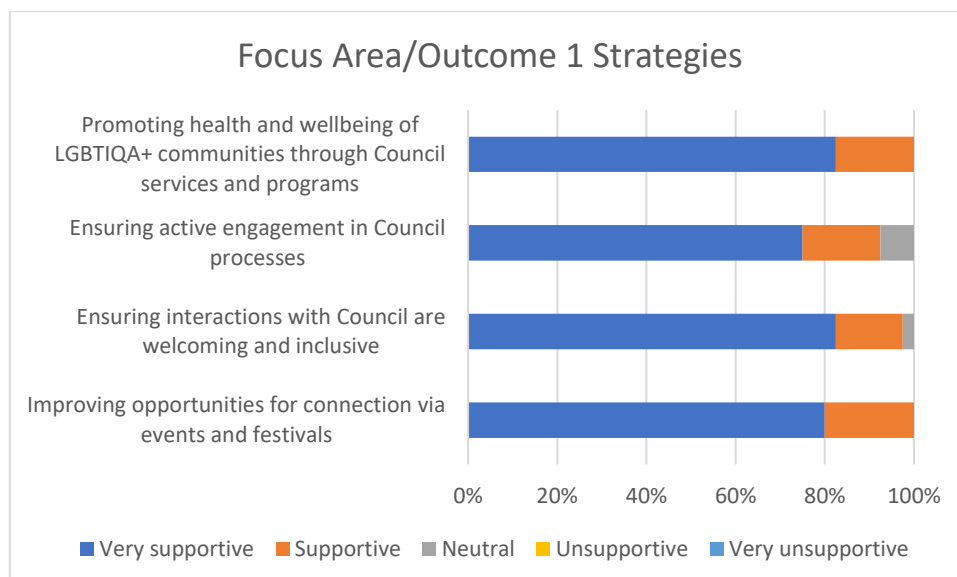
Support and feedback for strategies under focus area/outcome 1

Focus area 1: Council as a service provider

Outcome 1: Inclusive, accessible and affirming services promote LGBTIQ+ people's full and equal participation in community life

Figure 22 features a breakdown of the indications of support for each strategy, illustrating strong support for each one.

Figure 22 - Levels of Support for Focus Area/Outcome 1 Strategies



Feedback:

Participants were offered the opportunity to suggest additional strategies that could support Council to run inclusive services.

Several responses detailed recommendations for Council **staff practices and training**:

- “Have more LGBTIQ+ in Senior Management”
- “Ensuring all staff are trained in LGBTIQ+ awareness and inclusive practice. Promote Council services as being LGBTIQ+ inclusive and accessible”
- “Promote Council's employment opportunities that are inclusive of everyone.”
- “Continuing education/ training of inclusive culture as parts of the induction and recruitment program.”

A number of responses supported **Rainbow Tick accreditation**:

- *“Keeping Rainbow Tick accreditation which is a great initiative.”*
- *“Council to obtain the Rainbow Tick”*

One comment highlighted the **practicality of these strategies**:

- *“These strategies sound constructive however somewhat vague and not very inspirational. Are there concrete targets / deliverables and indicators in the plan to ensure there is sufficient detail and focus related to each of these strategies to make them more tangible and inspirational than they sound in their current form?”*

A few responses provided general suggestions for **inclusive Council practices**:

- *“Always engage in annual consultation with the group on what they would like to see Council do”*
- *“Gender neutral toilets”*
- *“Enhancing opportunities for LGBTIQA+ youth and youth centered organisations”*

One comment discussed **mental health** in the LGBTIQA+ community:

- *“Supporting the mental health of Queer people is very important to me. I know many Queer people and I don’t know any who are not struggling with their mental health. Of course this poor mental health owes to a lot of structural factors, such as homophobia.”*

One comment highlighted **perceived equity issues** between different minority groups:

- *“Should be supported as much as other minority groups NOT more or significantly more”*

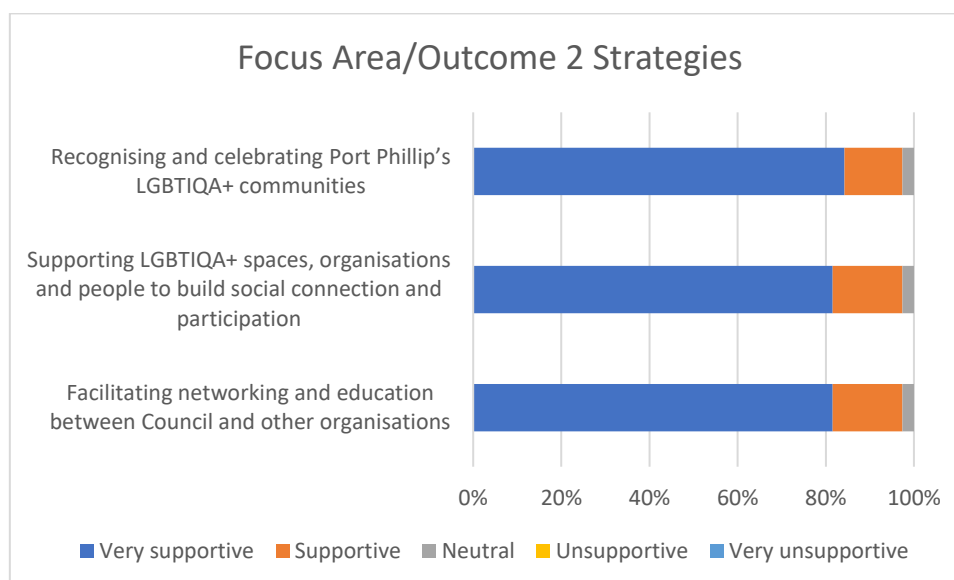
Support and feedback for strategies under focus area/outcome 2

Focus area 2 – Council as an ally

Outcome 2: LGBTIQA+ diversity and participation are enhanced and visible in the City of Port Phillip

Figure 23 features a breakdown of the indications of support for each strategy, illustrating strong support for each one.

Figure 23 - Levels of Support for Focus Area/Outcome 2 Strategies



Feedback:

Participants were offered the opportunity to provide suggestions for additional strategies that could enhance LGBTIQA+ diversity, participation and visibility.

Several responses related to **staff practices, education, induction and roles**:

- *“Education for all staff is a must. Gender 101, understanding pronouns, etc.”*
- *“Pronouns badges for all staff!”*
- *“Adding a Tour of the PRIDE centre as part of the Induction program for new staff”*
- *“Does council have a LGBTQIA+ advisory committee and a permanent staff member FTE allocation solely for LGBTQIA+ action plan et al associated deliverables? If not then how committed is Council?”*

A number of responses stressed the **importance of effective engagement**:

- *“Ensure LGBTIQA+ community members are actively engaged in the development of networks, spaces, social connections and events to make sure these actions meet their needs”*
- *“Inclusive communication and engagement.”*

A number of responses emphasised **including a wider breadth of people**, both within the LGBTIQA+ community and the City of Port Phillip as an organisation:

- *“Celebrate LGBTIQA+ significant days such as Idahobit Day across the organisation as a whole. Including depot and other untraditional areas of Council.”*
- *“Don’t focus or limit participation to just gay and lesbian orgs and events, it is easy to provide for these parts of the community and leave the rest of us out”*

One commented on **budget considerations** and the potential of wider impacts:

- *“Important to support and facilitate but not allocate extra financial funds for these activities, Shouldn't impact other budgets.”*

One comment provided **praise** for the current strategies:

- *“Those are all fantastic.”*

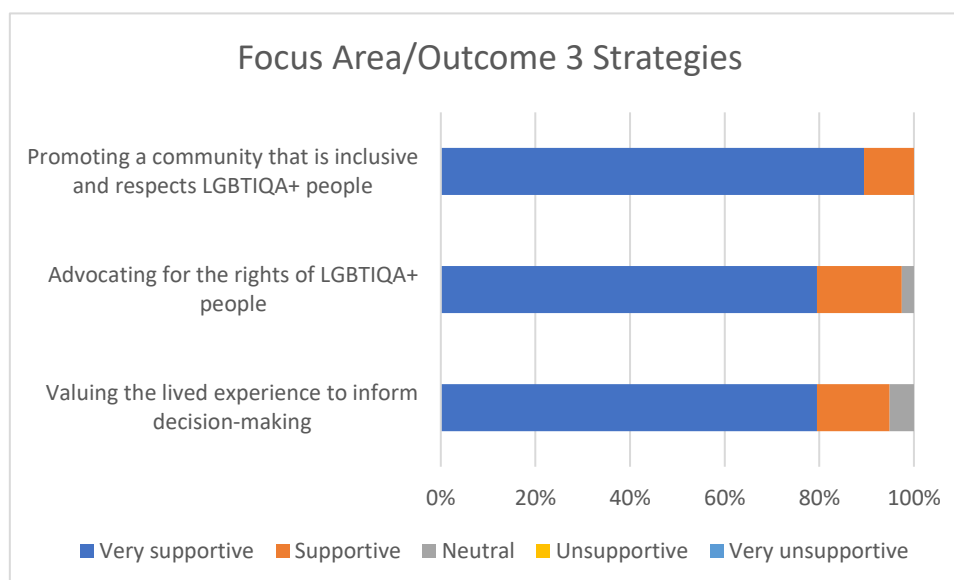
Support and feedback for strategies under focus area/outcome 3

Focus area 3 – Council as a leader

Outcome 3: A safe, equitable and affirming place for LGBTIQA+ people and their families

Figure 24 features a breakdown of the indications of support for each strategy, illustrating strong support for each one.

Figure 24 - Levels of Support for Focus Area/Outcome 3 Strategies



Feedback:

Participants were offered the opportunity to suggest additional strategies that could contribute to making Port Phillip a safe, equitable and affirming place for LGBTIQA+ people and their families.

Some responses emphasised the **importance of community participation** and **effective engagement**, offering suggestions on **how to encourage and facilitate it**:

- *“Allow space for discussion on equitability or sharing of experience at Libraries and Townhall program for LGBTIQ+ to assist community to understand better the needs and familiarise themselves with the life of an LGBTIQ+ community. Advocate to Government to continue to support government policy around safe, equitable and affirming places for LGBTIQ+ people.”*
- *“I would make sure youth are consulted. Sports Clubs for under 18 as well.”*
- *“LGBTIQ+ people's lived experiences are very diverse, and often dictated along lines of class, race, or a variety of other factors. Sampling that diversity will be important to achieve the goals of "Valuing the lived experience to inform decision-making".”*
- *“Promotion and actively welcoming the queer community into spaces such as the libraries and town halls would be great.”*

A staff member shared a **negative experience** they've had while working at Council:

- *“Fire staff who tell you you're the reason for COVID because you're gay instead of giving them a polite warning and train all management on how to deal with these situations and the severity of homophobia/transphobia. I am not safe at work because my colleagues can be transphobic and get away with it.”*

One response commented on the **practicality** of the strategies listed:

- *“It's hard to give meaningful input here without seeing 'the how' for each of these strategies. Hopefully each of the strategies listed here have tangible, ambitious actions to ensure Council is making a mark when it comes to its leadership and commitment to the LGBTQIA+ community.”*

A number of responses referred to **leadership** and **Councillors**:

- *“Lead by example”*
- *“Representation of the community within Councillors”*

One response provided **critique** regarding the acceptance of LGBTIQ+ people:

- *“Don't need to force the acceptance of LGBTIQ+ people or other - but we should support their rights, be respectful and inclusive if appropriate”*

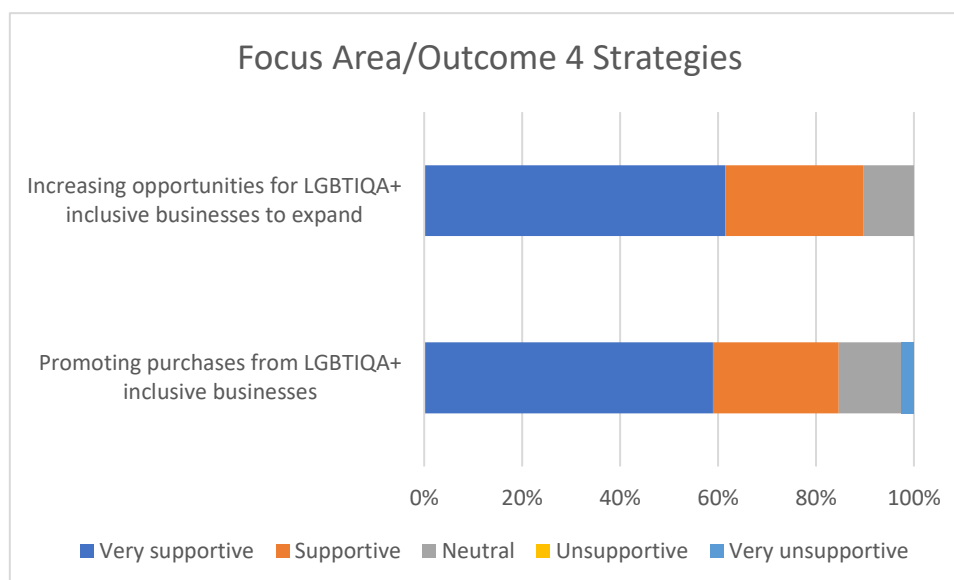
Support and feedback for strategies under focus area/outcome 4

Focus area 4 – Council as a consumer

Outcome 4: Local businesses and council procurement activities promote LGBTIQ+ inclusion

Figure 25 features a breakdown of the indications of support for each strategy, illustrating strong support for each one.

Figure 25 - Levels of Support for Focus Area/Outcome 4 Strategies



Feedback:

Participants were offered the opportunity to suggest additional strategies that could help local businesses and Council purchases promote LGBTIQ+ inclusion.

A number of responses commented on **inclusion in business** and offered suggestions on how to **achieve** it effectively:

- *“Add a focus on procurement panel for LGBTIQ+ inclusive purchasing”*
- *“Facilitate business association to be inclusive.”*
- *“Need a clear definition of inclusive businesses. Needs to be businesses who are actually supporting, not just using the rainbow flag to get money”*

One response commented on the **practicality** of the strategy – “increasing opportunities for LGBTIQ+ inclusive businesses to expand”:

- *“My only question is what does the second sentence actually look like in reality?”*

One response suggested **incorporating these strategies** into an existing procurement policy:

- *“How do we connect this with Council's local procurement policy?”*

Some responses **critiqued** these strategies for being **specifically supportive** of LGBTIQ+ businesses:

- *“I don't think council should specifically promote purchases from any business - I don't believe that to be in their purview. I think it's more important that council avoid making purchases or collaborating with organisations that are known to be harmful and/or hateful to LGBTIQ+ people, such as the Salvation Army.”*

- “Not more so than other minority groups in our municipality”

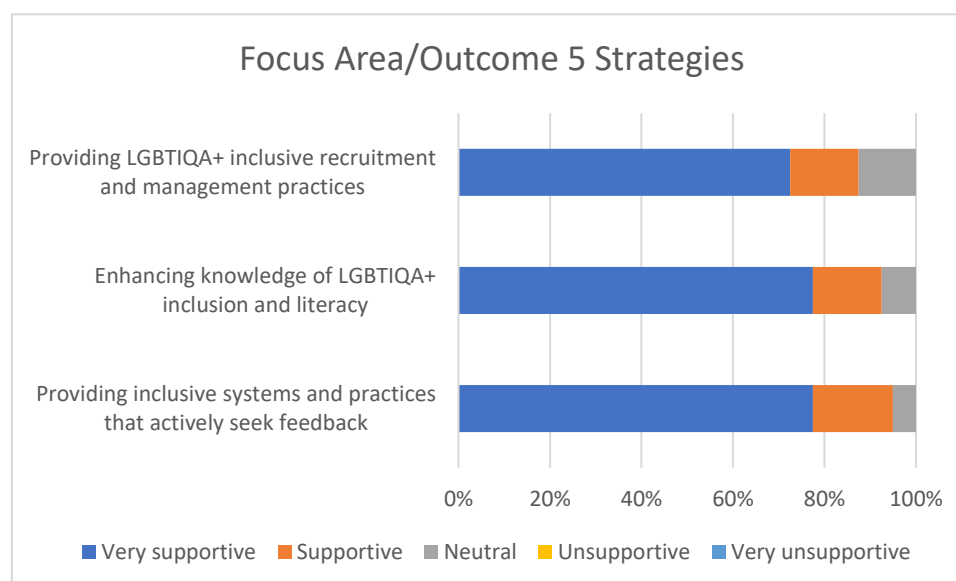
Support and feedback for strategies under focus area/outcome 5

Focus area 5 – Council as a workplace

Outcome 5: A proud and welcoming LGBTIQA+ inclusive workplace that is culturally safe, affirming and reflective of Port Phillip’s diverse communities

Figure 26 features a breakdown of the indications of support for each strategy, illustrating strong support for each one.

Figure 26 - Levels of Support for Focus Area/Outcome 5 Strategies



Feedback:

Participants were offered the opportunity to suggest additional strategies that could support Council to be a more welcoming workplace.

Several responses suggested added or changed **education, training and onboarding** for staff regarding LGBTIQA+ inclusion:

- “Need proactive training for staff on awareness for interacting with customers and colleagues from the queer community”
- “As I said earlier, education is essential for staff all across council. Everyone should have a basic understanding of gender diversity, everyone should be encouraged to use pronouns in their email handles (including allies).”
- “Onboarding documentation ought to undergo review into outdated gendered terminology”

A number of responses commented on **workplace facilities**:

- *“Ensure inclusive work and workplace design”*
- *“Gender neutral bathrooms that aren’t just the accessible toilets. Easier changing of pronouns etc in email signatures.”*

One response **critiqued** the idea of the workplace being more **welcoming for one minority group** and not others:

- *“No more so than other minority groups and internal staff”*

A **detailed** response provided a **variety of suggestions**:

- *“Use all opportunities to promote inclusivity in recruitment and selection. Celebrate and promote Council’s Aged Care Services Rainbow Tick Accreditation. Posters and inclusion statements posted around the workplace and in public areas promoting inclusivity. Active organisation-wide celebration and promotion of recognised days of inclusion (IDAHOBIT, Wear it purple, Day of trans visibility, etc.)”*

One response commented on **diverse representation** being needed in the Pride Network:

- *“Ensure the internal LGBTIQA+ staff committee leadership includes representation of voices and access to decision-making power from people other white men.”*

One response **critiqued LGBTIQA+ inclusion in employment**:

- *“Sexual identity should not be an identifier as to whether someone is employed. It has no bearing on their abilities.”*

One comment provided **praise** for Council:

- *“No - Council is a very welcoming workplace already which is great.”*

Relevant Focus Areas for Staff

Participants were asked to indicate the focus area(s) that they perceived their role or team to be associated with, excluding focus area 5 (Council as a workplace). This question was not mandatory, and staff had the option to select multiple areas if applicable.

- **72.5%** (29 participants) selected Focus Area 1 – Council as a **service provider**
- **77.5%** (31 participants) selected Focus Area 2 – Council as an **ally**
- **60%** (24 participants) selected Focus Area 3 – Council as a **leader**
- **27.5%** (11 participants) selected Focus Area 4 – Council as a **consumer**

Pride Network Membership

Participants were asked if they are currently a member of the employee Pride Network and were provided information about it.

- **37.5%** (15 participants) **were members**
- **57.5%** (23 participants) **were not** members
- **5%** (2 participants) skipped the question

Pride Network Feedback

Participants were asked, **“what way do you feel the Pride Network could support you better?”**

Multiple participants expressed their interest in **learning more information** about the Pride Network and **more frequent communication** from the group:

- *“Regular updates or discussions about issues or events, if feels like we only hear anything from the group when there is a major event/day”*
- *“I was only 2 months in the job, and I was not aware of this network exists till now. May be an inclusion of this information as parts of the induction would help bringing more people if they choose to be part of this network.”*
- *“More clarity on what they do and how they work, how can we be better involved.”*
- *“Continue an open dialogue / information”*
- *“Maybe having a representative attend a monthly department meeting and share what the committee or network is working on, their challenges and opportunities.”*

Several responses highlighted the desire for **more events and opportunities** to get involved with the Pride Network:

- *“Increased opportunities to meet with the network.”*
- *“Include ways allies like myself can feel more involved in Pride activities”*
- *“It could hold more social supportive events and be a little less political.”*

Several responses mentioned the need for **representation of diversity** within the LGBTIQA+ community:

- *“Pride network is a vital and supportive network. I think it would be a positive step to seek diverse representation in its leadership.”*
- *“For the network to be acting for all of us. With representation for ALL letters in the LGBTIQA+ alphabet, not just representing the noisiest ones or those that are the most popular or trendy.”*
- *“As a channel/voice in and around my cultural groups”*

Other responses included **praise** and a couple of extra **suggestions**:

- *“- The events are great - but if you're in a team that doesn't give you time to go, what's the point? - need pronoun badges - need channels to go to for support when facing discrimination”*
- *“Nothing else - does a great job already!”*
- *“Nothing to add.”*

Participants were also asked, **“is there anything else you would like to see from the Pride Network?”**

Many participants made note of wanting **more opportunities to connect** and **socialise** with the Pride Network:

- *“Potentially more events that don't occur during Pride season, but totally understand that that may be restricted by budgets and capacity of the Committee.”*
- *“Regular updates and opportunities to socialise”*

- *“May be running more events than just once a year Midsumma participation. It would be nice to do some social events/ movie night every quarter or something like that.”*
- *“More opportunities to create events across council, connecting different areas such as libraries and middle years, festivals etc so that we can all collaborate on LGBTIQ+ events and promotion.”*
- *“Opportunities for members of the LGBTIQ+ community to connect with one another. Opportunities for people in our communities to connect and support and share experiences with one another, without the presence of people who aren’t from our community.”*

Some participants provided **praise** for the Pride Network and commended their work and efforts:

- *“From the short time I have been with Council I am impressed and encouraged by the work achieved by the Network.”*
- *“I love what the Pride Network does and offers. Nothing further to note here.”*
- *“Keep up the great work in promoting inclusion in our organisation and community”*

A couple of responses suggested implementing further **staff training**:

- *“Staff training.”*
- *“- More activities for connection within Pride Network - More opportunities for LGBTIQ+ training”*

One response highlighted the need for improved **inclusion for non-binary and gender diverse** people:

- *“Maybe more voice and participation from people who are non binary and gender diverse”*

Final Reflections

To conclude, participants were asked, **“what else could Council do to support LGBTIQ+ communities to be more connected, safe and welcome?”**.

Several participants emphasised the importance of strengthening **monitoring** and **accountability** in the draft Action Plan, with many recommending the allocation of **staff resourcing** to effectively implement the plan:

- *“Council could have a dedicated LGBTIQ+ officer to implement this plan to improve its accountability - at this stage it's unclear how exactly it will be delivered, what monitoring will be undertaken and how its actions will be measured to determine their level of success.”*
- *“Staff FTE permanently allocated solely to progress council's leadership and commitment to LGBTIQ+ community. Establishment asap of a diverse LGBTIQ+ advisory committee representative of CoPP community voices.”*
- *“I think having a plan like this is a good demonstration of commitment. The important thing will be seeing this implemented successfully.”*
- *“I think the action plan needs some indicators and measures of progress. The monitoring progress section could be strengthened.”*
- *“I noticed that the draft LGBTIQ+ document makes reference to monitoring progress and reporting on the progress of action. Who reviews the progress and what happens if the*

actions are not met? It would be good to see a greater level of accountability in the document.”

- *“Staff FTE permanently allocated solely to progress council's leadership and commitment to LGBTIQIA+ community. Establishment asap of a diverse LGBTIQIA+ advisory committee representative of CoPP community voices.”*

A couple of responses commented on offering more **staff training** and **professional development**:

- *“More training and awareness raising opportunities or staff and community.”*
- *“Leadership Courses”*

Multiple responses expressed **concerns** about Council’s support for the queer community in **response to cancelled LGBTIQIA+ events or derogatory comments** made regarding the community:

- *“Advocacy to the state and federal government, and condemnation of their inappropriate comments would be appreciated and go a long way in making sure that Queer people feel that COPP represents them and cares for them.”*
- *“Actively support our community. I was very disappointed to see an event at the Pride Centre cancelled due to 'safety' concerns. Cancelling events run for and by the queer community plays into the hands of the people protesting such events, and leaves artists/collaborators out of pocket. We should be finding ways to make these events as safe as possible, not cancelling them as soon as there is a whisper of protest.”*

One comment provided feedback on **pronoun visibility** in the organisation:

- *“Pronouns on email addresses as opt out rather than opt in for all staff”*

One response emphasised the importance of considering **women’s rights** in this area:

- *“In our rush to be all inclusive, Council should not lose sight of the fact that women's sex-based rights are still important and should be considered, especially when it comes to female spaces and rights and interests. Women and girls should have dignity and safety and privacy maintained.”*

One response provided **praise** for Council:

- *“I am proud that the City of Port Phillip shows leadership in this space.”*

Diverse and Intersectional Voices

An analysis of responses from each intersectional group has been conducted to determine the impressions and opinions of the draft Action Plan through an intersectional lens. Differences between intersectional responses and the broader participant group have been highlighted where relevant to amplify voices from marginalised groups. It is worth

mentioning that there were fewer notable observations in the internal survey compared to the external survey:

- One participant suggested utilising the Pride Network as a channel or voice within their cultural groups.

Victorian Pride Lobby Submission

The Victorian Pride Lobby provided several recommendations to change or supplement the draft Action Plan. Below is a summary of these recommendations according to the relevant focus area. For detailed information, including context and rationale behind the recommendations, please refer to the attached full submission in Appendix E.

Focus area 1 feedback

- For **action 1.5**, amend the division responsible from 'Communications and Brand/Digital Communication and Design' to 'Digital and Technology Services'.
- For **action 1.6**, delete the words "gender affirmation" as it is unclear what this means in this context.

Focus area 2 feedback

- For **action 2.5**, amend the division responsible from 'Maintenance and Operations' to 'Construction, Contracts and Operations'.
- **Insert additional action 2.9** "conduct a review of LGBTIQA+ heritage within the City (2023)", with the division responsible 'City Planning and Sustainability'.

Focus area 3 feedback

- Under the first strategy, "value the lived experience...", **insert an additional action** – "Conduct a triennial survey of the LGBTIQA+ community to understand their needs and inform development of the next iteration of the Action Plan (Delivery 2026)".
- **Amend the second strategy** to read: 'Advocate for the rights of LGBTIQA+ people to be safe, and to be able to fully participate in the City, and to be free from discrimination in the City.'
- For **action 3.3**, amend the division responsible from 'Open Space and Recreation' to 'Open Space, Recreation and Community Resilience' and insert 'LGBTIQA+ Advisory Committee (Partner)'.

- **Insert an additional action** – “Conduct a review of Local Laws to ensure that they protect LGBTIQA+ people from vilification (Delivery 2023-2024)” with the division responsible ‘Safety and Amenity (Lead) / Governance and Organisational Performance (Partner)’.
- **Insert an additional action** – “Advocate for Melbourne Sports Centre to host a pride night (Ongoing)” with the division responsible ‘Open Space, Recreation and Community Resilience (Lead)’.

Focus area 4 feedback

- For **action 4.1**, amend the division responsible from ‘Procurement, contracts’ to ‘Construction, Contracts and Operations’.
- For **action 4.2**:
 - **Amend the action** to read: “Use Update Council’s procurement policies and processes to promote LGBTIQA+ inclusive practices in Council suppliers and prohibit discrimination by contractors against LGBTIQA+ service users (Ongoing Delivery 2023)”.
 - **Amend the division responsible** from ‘Procurement, contracts’ to ‘Construction, Contracts and Operations’.
- For **action 4.3**, amend the division responsible from ‘Procurement, contracts’ to ‘Construction, Contracts and Operations’.
- For **action 4.4**, amend the division responsible from ‘Economic Growth and Activation’ to ‘City Development’.
- Under the second strategy ‘increase opportunities...’, **insert an additional action 4.5** – “Conduct a study of the financial contribution of LGBTIQA+ consumers and businesses to the City and identify opportunities for growth (Delivery 2023)” with the division responsible ‘Finance (Co-Lead) / City Development (Co-Lead)’.

Focus area 5 feedback

- For **action 5.3**, amend the division responsible from ‘Digital Technology’ to ‘Digital and Technology Services’.
- Under the first strategy “provide inclusive people and culture systems...”, **insert additional actions**:
 - “Develop and promote gender affirmation guidelines to support staff affirming gender in the workplace (Delivery 2023)” with the division responsible ‘People, Culture and Safety (Lead)’.
 - “Update policies to ensure that staff are able to access adoption leave, surrogacy leave, foster parent leave, family violence leave and other forms of personal leave in a way that does not force undue disclosure about their



personal life (Delivery 2023)” with the division responsible ‘People, Culture and Safety (Lead)’.

- For **action 5.5**, amend the action to read “Deliver diversity and inclusion awareness training for all staff from induction onwards that includes LGBTIQA+ inclusive language and practice”.

Other Feedback

- The text message sent to JOY 94.9 Radio in response to the radio segment (Appendix B) expressed praise for the draft Action Plan and its promotion.
- The staff email to the Chair of the Pride Network (Appendix C) provided some feedback, suggesting the need for increased accountability in the draft Action Plan. The email posed the question of who reviews the progress of the Action Plan and what consequences would arise if the outlined actions were not achieved.
- The email from Midsumma staff (Appendix D) commended Council on its work in developing the Action Plan and supporting the LGBTIQA+ community. They had previously participated in a workshop in development of the plan and praised the document for succinctly covering what was discussed.

Next steps

The upcoming activities related to the LGBTIQA+ draft Action Plan include:

- Presenting the engagement findings to the LGBTIQA+ Advisory Committee during the meeting scheduled for 25 May 2023.
- Identifying recommendations to be incorporated and changes to be made to the draft LGBTIQA+ Action Plan.
- Finalising the proposed LGBTIQA+ Action Plan 2023-26.
- Developing a Council report for the Council briefing scheduled for 14 June 2023.
- Presentation of the proposed LGBTIQA+ Action Plan 2023-26 to Council and request for endorsement, scheduled for 19 July 2023.

To stay informed about this project, visit the Have Your Say project page at:

[LGBTIQA+ Action Plan | Have Your Say Port Phillip](#)

Appendices

Appendix A – Action Plan Outcomes, Strategies and Actions Summarised

Focus Area 1: Council as a service provider Outcome: <i>Inclusive, accessible and affirming services promote LGBTIQA+ people's full and equal participation in community life.</i>	
Strategies	Actions
<ul style="list-style-type: none"> • Improve opportunities for LGBTIQA+ people to connect in culturally safe spaces and events • Ensure welcoming and inclusive Council contact points • Ensure active engagement with LGBTIQA+ communities in Council processes • Enhance and promote the health and wellbeing of LGBTIQA+ communities through appropriate and inclusive Council services and programs 	<ol style="list-style-type: none"> 1.1 Provide welcoming and inclusive events, activities and festivals in our community, including libraries 1.2 Ensure key mainstream festivals and events are safe, welcoming and inclusive, including through promotion and programming 1.3 Provide events and programs that support the wellbeing of LGBTIQA+ young people 1.4 Ensure entry-points to Council services are welcoming and LGBTIQA+ inclusive 1.5 Use LGBTIQA+ inclusive language in all Council communications 1.6 Develop and promote gender affirmation guidelines so that trans and gender diverse people are supported to fully participate in our services 1.7 Consider options to provide all gender bathroom and changeroom options in addition to single sex facilities 1.8 Include LGBTIQA+ voices in engagement on planning and reviews of Council services 1.9 Develop and implement a schedule to apply the lens of Rainbow Tick Standards across Council services 1.10 Embed assessing risks to the inclusion and safety of our diverse communities
Focus Area 2: Council as an ally Outcome: <i>LGBTIQA+ diversity and participation are enhanced and visible in the City of Port Phillip.</i>	
Strategies	Actions

<ul style="list-style-type: none"> Facilitating networking and education between Council, service providers, business, schools and community organisations Support LGBTIQA+ spaces, organisations and people to build social connection and participation Recognise and celebrate Port Phillip's LGBTIQA+ communities 	<ul style="list-style-type: none"> 2.1 Create connections and strengthen partnerships with LGBTIQA+ services 2.2 Investigate ways to build our LGBTIQA+ communities' capacity and leadership capabilities 2.3 Ensure Council grant programs encourage local initiatives that promote LGBTIQA+ participation 2.4 Identify and advocate with partners to address service gaps for LGBTIQA+ communities 2.5 Maintain the Rainbow Road Mural adjacent to Pride Centre in Fitzroy Street, St Kilda 2.6 Continue Council's participation in and hosting of the annual Pride March in the City of Port Phillip, as well as Council's support for Midsumma 2.7 Promote local LGBTIQA+ history and share LGBTIQA+ stories through our libraries and cultural heritage programs 2.8 Maintain an annual program of when Council will fly LGBTIQA+ inclusive flags
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Focus Area 3: Council as a leader

Outcome: *A safe, equitable and affirming place for LGBTIQA+ people and their families.*

Strategies	Actions
<ul style="list-style-type: none"> Value the lived experience and improve data collection about our diverse LGBTIQA+ communities, to inform Council decision-making about ways to advance equality and inclusion Advocate for the rights of LGBTIQA+ people to be safe and to fully participate in the life in the City, and to be free from discrimination Promote a community that is inclusive and respects LGBTIQA+ people's full and equal participation in community life 	<ul style="list-style-type: none"> 3.1 Identify and respond to issues and opportunities related to LGBTIQA+ inclusion, and support intersectionality 3.2 Consider the needs of our diverse LGBTIQA+ communities when undertaking Equity Impact Assessments of Council policies and services 3.3 Ensure the update of Council's Community Safety Plan identifies opportunities to create a safer Port Phillip for LGBTIQA+ communities 3.4 Advocate with partners for inclusive health services in the City of Port Phillip that demonstrate commitment to diversity and inclusion 3.5 Actively promote Council's LGBTIQA+ Statement of Commitment 3.6 Publicly respond to incidents of LGBTIQA+ discrimination and where appropriate take preventative steps to enhance safety

Focus Area 4: Council as a consumer

Outcome: *Local businesses and Council procurement activities promote LGBTIQA+ inclusion.*

Strategies	Actions
<ul style="list-style-type: none"> Promote social procurement that is inclusive of LGBTIQA+ owned or operated businesses and LGBTIQA+ inclusive practice in suppliers Increase opportunities and expand markets for LGBTIQA+ inclusive business 	<ul style="list-style-type: none"> 4.1 Enhance participation of LGBTIQA+ owned and/or operated businesses through Council procurement policies and processes 4.2 Use Council's procurement policies and processes to promote LGBTIQA+ inclusive practices in Council suppliers 4.3 Create resources to support staff to identify and engage inclusive and diverse businesses in procurement decisions 4.4 Promote ways to enhance LGBTIQA+ inclusion across our business community, through Council's Business Network and Trader Associations

Focus Area 5: Council as a workplace

Outcome: *A proud and welcoming LGBTIQA+ inclusive workplace that is culturally safe, affirming and reflective of Port Phillip's diverse communities.*

Strategies	Actions
<ul style="list-style-type: none"> Provide inclusive people and culture systems and practices that actively seek feedback to inform continuous improvement Enhance knowledge of LGBTIQA+ inclusion and literacy and the needs of our diverse communities for leaders, all staff and targeted service areas 	<ul style="list-style-type: none"> 5.1 Continue strengthening our Employee Pride Network and seek a diversity of lived experience to improve workplace policies and practices 5.2 Prioritise the provision of all gender bathroom and change facilities in Council workplaces 5.3 Embed the use of identifying pronouns and work towards Council platforms that make it easier to share pronouns 5.4 Development management capability for inclusive leadership, including LGBTIQA+ inclusion 5.5 Deliver diversity and inclusion awareness training for all staff that includes LGBTIQA+ inclusive language and practice 5.6 Provide targeted LGBTIQA+ awareness sessions to build understanding of the needs of LGBTIQA+ users in key Council services 5.7 Provide options for diversity and inclusion awareness training as part of the four-year learning and development program for incoming Council

	<p>5.8 Ensure recruitment and selection policies, processes and practices promote LGBTIQA+ inclusive recruitment and onboarding</p> <p>5.9 Improve our HR processes and systems to enable our workforce to confidently share information about their intersecting attributes</p> <p>5.10 Continue to monitor staff experience of an inclusive organisation that encourages respectful workplace behaviours and takes steps to eliminate discrimination via the annual staff survey</p>
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Appendix B – Message to JOY 94.9 Radio

“Hi,

I loved the segment about the LGBTIQA Action Plan. I live in rural Victoria and I have my first meeting tomorrow as an advisory committee member for Hindmarsh Shire. There’s been a huge divide between LGA queer support, and I’m so grateful Hindmarsh is paving the way in the Wimmera. Thanks for promoting the Action Plan and making more people aware.

(Name redacted)”

Appendix C – Staff Feedback from an Email

“Hi (name redacted),

Thanks for taking my call...

I had a look over the LGBTIQA+ Action Plan. I can’t say I am very experienced at looking over a document like this so I am seeing it from fresh eyes. I noticed that this document makes reference to monitoring progress and reporting on the progress of actions. Who reviews the progress and what happens if the actions are not met? It would be good to see a greater level of accountability in the document.

*Warm regards,
(Name redacted).*

PS. I have just completed the survey.”

Appendix D – Direct Feedback from Midsumma Staff Email

“Hi (name redacted) and thanks for sharing.

The document so succinctly covers all areas of discussions I was involved and engaged with last year.

Congratulations to you and the team for developing this framework and all the best for the future roll out of systems and procedures that further support LGBTQIA+ people. It sends a very strong and positive signal :)

All the best,

(Name redacted)”

Appendix E – Victorian Pride Lobby Submission

PO Box 21305
Little Lonsdale Street
VIC Australia 8011
vicpridelobby.org
info@vicpridelobby.org

17 April 2023

Dear Community Building and Inclusion Team,
Re: Port Phillip LGBTIQ+ Action Plan

Thank you for the opportunity to respond to the community consultation on the Port Phillip LGBTIQ+ Action Plan.

The Victorian Pride Lobby is a community-based advocacy group that works towards equality, social justice and advancing human rights for the Victorian LGBTIQ+ community. To do this, we work constructively with trans and gender diverse, intersex, asexual and other community organisations that support our mission and vision.

In 2020, we launched the Rainbow Local Government campaign to recruit and support LGBTIQ+ candidates and allies to increase diversity and champion change on LGBTIQ+ issues in local government.

We welcome Council's commitment to develop an LGBTIQ+ Action Plan and believe that such a plan will meet its vision for an inclusive City where diverse LGBTIQ+ communities are connected, safe and welcome.

We make the following recommendations in relation to the draft LGBTIQ+ Action Plan.

For **action 1.5**, amend the division responsible from 'Communications and Brand/Digital Communications and Design' to 'Digital and Technology Services'

For **action 1.6**, delete the words "gender affirmation" as it is unclear what this means in this context.

For **action 2.5**, amend the division responsible from 'Maintenance and Operations' to 'Construction, Contracts and Operations'

For **focus area 2**, strategy ‘Recognise and celebrate Port Phillip’s LGBTIQA+ communities’, insert an additional action as follows “2.9 Conduct a review of LGBTIQA+ heritage within the City (Delivery 2023)” with the division responsible ‘City Planning and Sustainability’.

There are a number of sites within the City that have a special meaning to Victoria’s queer communities, including the the Prince of Wales Hotel on Fitzroy Street, St Kilda, and the former Positive Living Centre on Acland Street, St Kilda, both of which are captured in Heritage Victoria’s *A History of LGBTIQ+ Victoria in 100 Places and Objects*. More recently, there is the Victorian Pride Centre on Fitzroy Street, St Kilda, and the now demolished Greyhound Hotel on Brighton Road, St Kilda, which was lost to the community due to a lack of heritage protection. This demonstrates the need for LGBTIQA+ heritage to be properly captured and protected, which is what this proposed action seeks to do. It also follows action from Yarra City Council, which is currently conducting a project on recognising LGBTIQA+ heritage.

For **focus area 3**, strategy ‘Value the lived experience experience and improve data collection about our diverse LGBTIQA+ communities, to inform Council decision-making about ways to advance equality and inclusion’, insert an additional action as follows “Conduct a triennial survey of the LGBTIQA+ community to understand their needs and inform development of the next iteration of the Action Plan (Delivery 2026)” with the division responsible ‘Community Building and Inclusion (Lead) / LGBTIQA+ Advisory Committee (Partner)’. This will ensure that Council incorporates the lived experience of the LGBTIQA+ community into its next Action Plan.

For **action 3.3**, amend the division responsible from ‘Open Space and Recreation’ to ‘Open Space, Recreation and Community Resilience’ and insert ‘LGBTIQA+ Advisory Committee (Partner)’

For **focus area 3**:

- amend the strategy to read: ‘Advocate for the rights of LGBTIQA+ people to be safe, and to be able to fully participate in the City, and to be free from discrimination in the City’;
- insert an additional action as follows: “Conduct a review of Local Laws to ensure that they protect LGBTIQA+ people from vilification (Delivery 2023-2024)” with the division responsible ‘Safety and Amenity (Lead) / Governance and Organisational Performance (Partner)’; and
- insert an additional action as follows: “Advocate for Melbourne Sports Centre to host a pride night (Ongoing)” with the division responsible ‘Open Space, Recreation and Community Resilience (Lead).’ This will align with many other councils that are hosting pride nights at sport and aquatic centres.

Local Law No. 1 (Community Amenity) stipulates that “a person must not behave on Council land in a manner which causes interference with the quiet enjoyment by any other person” (clause 52(1)) except that “a person does not interfere with the quiet enjoyment of other persons simply by expressing political or other opinions which may cause offence” (clause 52(4)). This may protect LGBTIQA+ people from vilification (but not from offence), but could be strengthened to provide more explicit protection, in line with Local Laws in other councils.

For **action 4.1**, amend the division responsible from 'Procurement, contracts' to 'Construction, Contracts and Operations'

For **action 4.2**:

- amend the action to read: "Use Update Council's procurement policies and processes to promote LGBTIQA+ inclusive practices in Council suppliers and prohibit discrimination by contractors against LGBTIQA+ service users (Ongoing Delivery 2023)"; and
- amend the division responsible from 'Procurement, contracts' to 'Construction, Contracts and Operations'.

This would ensure that contractors cannot discriminate against LGBTIQA+ service users, and aligns with a provision in the Monash City Council LGBTIQA+ Action Plan: "Procurement policies and processes to include an 'equality clause' to ensure that contracting companies and external agencies comply with the workplace's equal opportunity policy and do not discriminate against LGBTIQA+ people."

For **action 4.3**, amend the division responsible from 'Procurement, contracts' to 'Construction, Contracts and Operations'

For **action 4.4**, amend the division responsible from 'Economic Growth and Activation' to 'City Development'

For **focus area 4**, strategy 'Increase opportunities and expand markets for LGBTIQA+ businesses', insert an additional action as follows "4.5 Conduct a study of the financial contribution of LGBTIQA+ consumers and businesses to the City and identify opportunities for growth (Delivery 2023)" with the division responsible 'Finance (Co-Lead) / City Development (Co-Lead)'.

We strongly believe that the LGBTIQA+ Action Plan can be a catalyst for greater economic diversity, development and growth in the City, but this requires a study to determine these opportunities for diversification, development and growth. Once conducted and implemented, this will reap economic benefits for the City.

For **action 5.3**, amend the division responsible from 'Digital Technology' to 'Digital and Technology Services'

For **focus area 5**, strategy 'Provide inclusive people and culture systems and practices that actively seek feedback to inform continuous improvement', insert additional actions as follows:

- "Develop and promote gender affirmation guidelines to support staff affirming gender in the workplace (Delivery 2023)" with the division responsible 'People, Culture and Safety (Lead)'; and
- "Update policies to ensure that staff are able to access adoption leave, surrogacy leave, foster parent leave, family violence leave and other forms of personal leave in a way that does not force undue disclosure about their personal life (Delivery 2023)" with the division responsible 'People, Culture and Safety (Lead)'.

This will ensure that Council meets its objective of becoming a proud, welcoming and LGBTIQA+ inclusive workplace that is culturally safe, affirming and reflective of Port Phillip's diverse communities, in particular by providing support to trans and gender diverse staff and staff in rainbow families.

For **action 5.5**, amend the action to read “Deliver diversity and inclusion awareness training for all staff from induction onwards that includes LGBTIQA+ inclusive language and practice”

We welcome any opportunity to work together to develop your inaugural LGBTIQA+ Action Plan and to ensure that the consultation responds to the needs of LGBTIQA+ people who live, work and recreate in Port Phillip.

Yours sincerely,

Austin Fabry-Jenkins and Liam Elphick
Co-Convenors, Victorian Pride Lobby