

# Kingborough

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## **LGBTIQA+ ACTION PLAN 2023 - 2025**

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**PREPARED BY**  
Kingborough Council

*Endorsed by Council  
5 December 2022*

# BACKGROUND

During 2022, Kingborough Council consulted with the lesbian, gay, bisexual, transgender, intersex, queer and asexual (LGBTIQA+) community to better understand local experiences and needs.

This consultation took into consideration years of work by members of the Kingborough/Huon Valley *Coming Out Proud Program*, which has been a longstanding partnership that commenced in 2005 with Rainbow Communities Tasmania Inc.

A working group was established that included representatives from the local LGBTIQA+ community and Council staff. The working group developed questions to be included in an online, anonymous survey to seek information from members of the LGBTIQA+ community, their family, friends, allies and organisations that support this community, as well as members of the general public.

The survey sought demographic information, perceptions of Kingborough, experiences in Kingborough, and experiences with Kingborough Council. A total of 162 people completed the survey between 12 July and 12 August 2022.



Four broad themes emerged for improving services and quality of life for LGBTIQA+ people who live, work, study and recreate in Kingborough.

Feedback received from the survey was used to produce this LGBTIQA+ Action Plan 2023 – 2025, which identifies actions against each of the themes.

Kingborough Council is extremely grateful to the members of our community and advocacy organisations that supported Council in developing the Action Plan.

Council is committed to implementing the LGBTIQA+ Action Plan 2023-2025, and continuing to engage with our LGBTIQA+ community.

# MAIN THEMES

-  **Greater Understanding:** To understand the experiences and needs of our LGBTIQ+ community members and respond in a way that is inclusive and welcoming.
-  **Celebration and Visibility:** To ensure that LGBTIQ+ members of our community feel seen and valued. We can do this through celebrating special days of significance, hosting festivals, flying the rainbow flag or wearing an ally badge to provide acknowledgement, recognition, and support.
-  **Feeling Safe, Heard and Having a Supportive Place:** To create and advocate for spaces where people of all cultures, genders, backgrounds, ages and abilities can feel safe and welcome. LGBTIQ+ people, their families, friends and allies need to feel heard and represented in all areas of life in Kingborough.
-  **Equal Access:** To be mindful in the provision of services and facilities that being treated with equality, respect and dignity is a human right for any member of our community.

# Kingborough LGBTIQA+ Action Plan 2023 – 2025

The Kingborough LGBTIQA+ Action Plan 2023 – 2025 aligns with Kingborough Council's Strategic Plan 2020 – 2025, which aims to:

1. Encourage and support a safe healthy and connected community
2. Deliver quality infrastructure and services
3. Sustain the natural environment whilst facilitating development for our future.

## 1. Greater Understanding

### Immediate Actions

- 1.1 Contact local state schools and private schools to inform them of the options and actions they can take for LGBTIQA+ Inclusion training for staff and students.
- 1.2 Engage with 'Working it Out' to conduct LGBTIQA+ Inclusion training for front line Council staff, management, and elected representatives.
- 1.3 Engage with 'Working it Out' to conduct a limited number of LGBTIQA+ Inclusion workshops for community members as part of Council's Learning for Life program.
- 1.4 Liaise with relevant stakeholders to encourage LGBTIQA+ inclusion training with members of the Kingborough business community through the Kingborough/Huon Business Enterprise Centre.
- 1.5 Seek opportunities to provide positive news stories and articles to raise awareness of the LGBTIQA+ community in the local media.
- 1.6 Send a copy of the Kingborough LGBTIQA+ Engagement Report and Action Plan to relevant organisations such as Department of Education, Department of Health, Local Government Association of Tasmania, Tasmanian Chamber of Commerce and Industry, and Small Business Council to inform them of the findings and actions.

### Actions Requiring Further Consultation

- 1.7 Investigate the formation of a Diversity and Inclusion Reference Group to inform Council on matters to ensure inclusion and access, including the implementation of the LGBTIQA+ Action Plan.

## **2. Celebration and Visibility**

### **Immediate Actions**

- 2.1 In accordance with Council's policy, fly flags to mark/celebrate significant events on the calendar throughout the year e.g. TasPride Festival, Trans Day of Visibility, IDAHOBIT, Wear It Purple Day, Bi Visibility Day, Intersex Awareness Day and Trans Day of Remembrance.
- 2.2 Engage with members of the local LGBTIQ+ community to learn what types of events and workshops could be held in Kingborough to celebrate diversity and promote inclusivity.
- 2.3 Collaborate with members of the local LGBTIQ+ community to hold an annual event at the Kingborough Community Hub to celebrate diversity and promote inclusivity.
- 2.4 Ensure Kingborough's website, social media, marketing and printed material includes images of the diverse range of people who live, work, study and play in the municipality.
- 2.5 Allow provision for Council staff to add their pronouns on Council emails.
- 2.6 Develop a symbol that will go on all Council's posters and event advertising materials that promotes inclusivity.

### **Actions Requiring Further Consultation**

- 2.7 Work towards Signpost ([www.signpost.org.au](http://www.signpost.org.au)) for LGBTIQ+ inclusion in Council buildings including Civic Centre, Kingborough Community Hub, Kingborough Sports Centre and Kingborough Fitness Centre.
- 2.8 Encourage local business to list on Signpost to promote their business as being an inclusive, welcoming space.
- 2.9 Work towards the provision of ally badges for front facing staff and all staff who work closely with the community, on completion of LGBTIQ+ Inclusion training.

### **3. Feeling safe, heard and having a Supportive Place**

#### **Immediate Actions**

- 3.1 Engage with members of Youth Action Kingborough to explore the viability and pilot of an ongoing LGBTIQA+ youth group.
- 3.2 Investigate options to promote LGBTIQA+ advocacy services through Council news stories for better public awareness.
- 3.3 Continue to advocate to the Tasmanian Government for onsite mental health services (for children, young people and adults) to be included in the stage 2 development of the Kingston Community Health Centre.
- 3.4 Continue to advocate to the Tasmanian Government for a 24-hour police presence in Kingston and request the inclusion of an LGBTIQA+ Liaison Officer.
- 3.5 Continue to advocate to the Tasmanian Government for safety improvements to public transport infrastructure.
- 3.6 Engage with 'Working it Out' to advocate with LGBTIQA+ inclusive health service providers to outreach to Kingborough.

#### **Actions Requiring Further Consultation**

- 3.7 Engage with Working it Out to further investigate ways to make the Kingborough Sports Centre and Kingborough Fitness Centre more inclusive.
- 3.8 Engage with members of the LGBTIQA+ community to gain a deeper understanding of the needs for a 'safe place'.
- 3.9 Develop a responsible event booking and venue hire policy to ensure that Council's facilities and spaces are safe and welcoming.

## **4. Equal Access**

### **Immediate Actions**

- 4.1 Investigate the potential for all new public toilets to have at least one universal equal access bathroom.
- 4.2 Update and replace signage on all universal toilets to indicate that they are also gender inclusive.

### **Actions Requiring Further Consultation**

- 4.3 Investigate the creation of a gender inclusive change room at the Kingborough Sports Centre.
- 4.4 Explore the potential of auditing Council forms, documents and procedures to ensure that language is gender neutral.
- 4.5 Explore the development of a Council Style Guide that refers to the use of non-gendered language.