Greater Dandenong City Council's LGBTIQA+ Action Plan (Draft)

2026-2028

Greater Dandenong

Acknowledgement of Country

Greater Dandenong City Council acknowledges and pays respects to the Bunurong people of the Kulin Nation, as the Traditional Custodians of the lands and waters in and around Greater Dandenong.

We value and recognise local Aboriginal and Torres Strait Islander Cultures, heritage, and connection to land as a proud part of a shared identity for Greater Dandenong.

Greater Dandenong City Council pays respect to Elders past and present and recognises their importance in maintaining knowledge, traditions, and Culture in our Community.

Greater Dandenong City Council also respectfully acknowledges the Bunurong Land Council Aboriginal Corporation (BLCAC) as the Registered Aboriginal Party responsible for managing the Aboriginal Cultural heritage of the land and waters where Greater Dandenong is situated.

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LGBTIQA+ Inclusion Statement

(endorsed by Council 9 December 2019)

Greater Dandenong Council is proud to support the rights and ambitions of our Lesbian, Gay, Bisexual, Transgender, Intersex, Queer and Asexual (LGBTIQA+) communities. As a diverse and vibrant municipality, we are enriched by the social, cultural and economic contributions made by LGBTIQA+ people who live in, work in and visit the City of Greater Dandenong.

As an inclusive organisation, Council is dedicated to ensuring our City is safe, respectful and welcoming for our LGBTIQA+ residents and visitors. Council recognises there are real struggles facing LGBTIQA+ communities, particularly by those who experience other forms of discrimination and marginalisation. Council is a strong advocate for inclusion and equality and is committed to building a more equitable future for our LGBTIQA+ communities. To this end, as your ally and partner, Council will:

- Challenge discriminatory and antagonistic behaviours towards LGBTIQA+ communities;
- Engage with LGBTIQA+ communities in a manner that provides genuine opportunities for:

  a) participation in decision making;

  b) providing input into the responsiveness of existing services;

  c) finding solutions to current unmet needs;

  d) developing community leaders to foster positive change;
- Collaborate with service providers and organisations to support the needs of LGBTIQA+ communities;
- Advocate to state and federal governments for appropriate supports and services to meet the needs of LGBTIQA+ communities.

What does LGBTIQA+ Mean?

LGBTIQA+ is an inclusive acronym that stands for **Lesbian, Gay, Bisexual, Transgender, Intersex, Queer/Questioning, Asexual, and the plus sign (+) acknowledges the inclusion of other diverse sexual orientations and gender identities** that are not explicitly represented by the initial letters.

Each letter represents a distinct community within the larger spectrum of sexual and gender diversity.

- **L (Lesbian):** A woman (or non-binary person) primarily attracted to women.
- **G (Gay):** A person attracted to people of the same gender.
- **B (Bisexual):** A person attracted to more than one gender.
- **T (Transgender):** An umbrella term for people whose gender identity differs from the sex they were assigned at birth.
- **I (Intersex):** People born with sex traits, anatomy, or chromosomes that do not fit typical binary definitions of male or female
- **Q (Queer and Questioning):** **“**Queer" is an umbrella term for sexual/gender minorities, while "Questioning" refers to exploring one’s sexual orientation or gender identity.
- **A (Asexual and Aromantic):** Asexual people experience little or no sexual attraction. Aromantic means low/no romantic attraction, and agender refers to not having a gender.
- **+ (Plus):** Acknowledges other identities like pansexual, non-binary, genderqueer, or polysexual.

Mayoral Message

I am proud to introduce the City of Greater Dandenong's inaugural LGBTIQA+ Action Plan 2026–2028, a key step toward ensuring every resident feels safe, valued, and included.

Greater Dandenong is known as Australia's most culturally diverse municipality, home to residents from more than 150 nationalities, with over 61.4% of people born overseas. Within this diverse community, an estimated 17,000 residents identify as LGBTIQA+, yet many have historically reported feeling excluded or unseen.

This Plan sets out practical actions across four priority areas:

- **Health and Wellbeing** – Improving access to inclusive health information, strengthening support for LGBTQIA+ young people, and exploring Rainbow Tick accreditation.
- **Safety and Pride** – Creating safe environments through partnerships, inclusive spaces, staff training, and visible recognition of Pride.
- **Awareness and Representation** – Enhancing visibility through inclusive communication, a dedicated LGBTQIA+ webpage, and celebrating key days of significance.
- **Intersectional Inclusion** – Ensuring multicultural, refugee, disability, and Aboriginal and Torres Strait Islander LGBTIQA+ communities are supported through culturally safe, co-designed initiatives.

This Action Plan reflects our shared commitment to fostering a community where everyone belongs. I thank the Advisory Committee, community members and partners whose voices shaped this important work.

With pride,

Councillor Sophie Tan
Mayor

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LGBTIQA+ Advisory Committee Message

The LGBTIQA+ Advisory Committee has played a key role in supporting the development of Greater Dandenong's first LGBTIQA+ Action Plan, recognising the need for strengthened advocacy and a coordinated approach to advancing inclusion.

The Committee extends its sincere appreciation to Council for its commitment to working collaboratively with the LGBTIQA+ community, its recognition of the importance of meaningful advocacy, and its support for the establishment of this Action Plan.

The Committee acknowledges that this Action Plan is an important first step and is confident that future versions will continue to grow in line with the community's evolving needs.

Through collaboration, shared purpose, and ongoing dialogue, the Committee and Council have developed a plan that responds to community needs, upholds diverse voices, and establishes a strong foundation for a more inclusive and equitable Greater Dandenong.

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Introduction

The Greater Dandenong LGBTIQA+ Action Plan outlines Council's commitment to creating a city where LGBTIQA+ people are safe, visible, included and able to thrive. Grounded in human rights and equity, the Plan builds on Council's earlier work to strengthen LGBTIQA+ inclusion, including actions highlighted in the 2019 progress report—such as community consultations, developing an inclusion statement, hosting LGBTIQA+ events, advocating for inclusive services and improving community understanding.

This work also informs and supports the establishment of the LGBTIQA+ Advisory Committee, commencing in 2025, which provides a formal mechanism for lived experience to guide Council's decisions and shape this Action Plan.

The Plan aligns with key statewide frameworks, including *Pride in Our Future: Victoria's LGBTIQA+ Strategy 2022–2032* and the *Rainbow Ready Roadmap*, which emphasise safety, visibility, intersectionality and strong community leadership.

Structured around four priorities—Health and Wellbeing, Safety and Pride, Awareness and Representation, and Intersectional Inclusion—the Plan provides a clear pathway for strengthening inclusion across Greater Dandenong and supporting LGBTIQA+ people to fully participate in community life.

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LGBTIQA+ Action Plan Strategic Alignment

The LGBTIQA+ Action Plan supports Community Vision 2040 by translating Council's high-level strategic goals into focused, practical actions that strengthen inclusion and wellbeing, guided by ongoing community engagement and accountable governance.

The LGBTIQA+ Action Plan strengthens Council's strategic objectives by helping build a socially connected, safe and healthy city where diversity is valued and celebrated. It also contributes to creating vibrant, accessible places and a community grounded in respect and accountability, ensuring inclusion is embedded across the city's long-term aspirations.

LGBTIQA+ Community Profile

Demographics

National [16+]	Victoria [16+]	Greater Dandenong
approx. 910,000 – 920,000 people identify as LGBTIQA+	approx. 300,000 – 330,000 people identify as LGBTIQA+	[16+]approx. 16,000 – 17,000 people identify as LGBTIQA+

Among age 16–24,

10–18%

identify with a sexuality other than straight, and around 2% have a different gender than the one recorded at birth.

5–12%

of Australians are estimated to be LGBTIQA+.

Actual numbers are likely higher, especially among younger people and people from migrant and refugee backgrounds, due to under-reporting and gaps in national datasets.

Experiences of First Nations LGBTIQA+ people

First Nations LGBTIQA+ people must frequently choose between getting care that supports them as a First Nations person or as LGBTIQA+. This often means having to hide part of who they are.

In 2023,

43%

of young First Nations people reported hearing rude or hurtful comments about their First Nations identity when accessing LGBTQA+ health services.

Older LGBTI people

Older LGBTI people are more likely to feel lonely when they have limited connection with other LGBTI people.

69% prefer mixed-age or intergenerational activities

58% want these activities to be LGBTI-focused.

LGBTIQA+ people who have come to Australia because they are not able to live safely in their country of origin

In 2023, LGBTIQA+ people who came to Australia for safety reported high levels of discrimination:

69% experienced LGBTIQA+ discrimination.

85% experienced racism or migration-related discrimination.

Discrimination was most commonly reported in:

69% Employment

53% Education

51% Housing

Australian Human Rights Commission. (2025). Stats & Facts: LGBTIQA+.

LGBTIQA+ Community Profile

People with intersex variations

People with intersex variations make up to **1.7%** of the population.

Many continue to campaign for meaningful inclusion in the Australian Census.

Acceptance and inclusion

3/5 LGBTIQ people felt accepted at work.

Over **1/3** felt accepted at social or community events.

Over **1/2** felt accepted in educational settings.

Over **2/5** felt accepted when using health or support services.

Experiencing homelessness

LGBTIQA+ people experience homelessness at more than twice the rate of the general Australian population

Living together and marriage

In 2021, **78,425** same-sex couples were living together in Australia in 2021, a 68% increase since 2016

Mental health

In a 2023 survey of young First Nations LGBTQA+ people:

Nearly

70% said they experienced or had been diagnosed with depression

64% had generalised anxiety

35% had an eating disorder

75% of LGB+ people have experienced a mental disorder at some point, compared with **42%** of heterosexual people

People who reported in a 2020 survey experiencing psychological distress at over four times the rate reported by the general population:

- Trans men
- Non-binary people
- People who are pansexual
- People who are asexual

Australian Human Rights Commission. (2025). Stats & Facts: LGBTIQA+.

Challenges and Opportunities Facing Council

Key Challenges

1. Discrimination and Safety Concerns

LGBTIQA+ communities continue to experience stigma, safety concerns in some public spaces, and poorer mental health linked to minority stress.

2. Intersectional Barriers

People who are LGBTIQA+ and culturally diverse, faith-based, disabled, young or newly arrived face additional obstacles accessing inclusive health and wellbeing services.

3. Need for Stronger Representation

Council aims to increase visibility and ensure diverse voices are represented through the new LGBTIQA+ Advisory Committee, with ongoing effort needed to sustain engagement.

4. Broader Social Pressures

Economic, social, political and environmental pressures impact community cohesion and increase risks of exclusion for minority groups.

5. Community Expectations for Inclusive Services

Council must ensure consistent, high-quality inclusive practice across all departments to meet expectations for equitable and welcoming services.

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Opportunities Through the Action Plan

1. Increase Visibility and Celebration

Expand LGBTIQA+ events, promote Council's Inclusion Statement, partner with libraries and youth services, and co-design engagement through the Advisory Committee.

2. Strengthen Inclusive Health Partnerships

Work with local health organisations to deliver joint campaigns, workforce training, programs for at-risk groups, and inclusive education for young people.

3. Improve Staff Capability and Cultural Safety

Implement intersectional gender lens training, active bystander training, and broader capability building to ensure safe and affirming service delivery.

4. Co-Design Programs with the Advisory Committee

Use the committee to identify emerging needs, test new initiatives and strengthen accountability.

5. Build Cross-Sector Collaboration

Partner with multicultural and multifaith organisations to reduce stigma and promote social cohesion.

6. Strengthen Policy Alignment

Integrate LGBTIQA+ goals across Council plans and embed measurable inclusion outcomes into service standards.

Overall Summary

Council has strong foundations to advance LGBTIQA+ inclusion. Success will depend on co-design, partnerships, building internal capability, and continuing to promote visibility and belonging—ensuring LGBTIQA+ residents feel safe, valued and represented.

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Consultation

Consultations to inform the LGBTIQA+ Action Plan 2026–28 will be held between Tuesday 21 April and Tuesday 19 May 2026, involving a diverse range of participants across all life stages, including older adults, culturally and linguistically diverse communities, people with disabilities, families, volunteers, and allies. Throughout the consultation period, measures will be implemented to ensure that LGBTIQA+ community members and allies can engage in a safe, respectful, and inclusive environment.

Phase One – Benchmarking and Internal Engagement

- Benchmarking was conducted with other Victorian local governments and LGBTIQA+-specific organisations to identify best-practice approaches.
- The LGBTIQA+ Advisory Committee Action Plan Working Group played an instrumental role in shaping the benchmarking process.
- The Council Staff Pride Working Group also contributed insights to inform the development of the draft Action Plan.

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Implementation, Monitoring and Reporting

Effective implementation of the LGBTIQA+ Action Plan relies on clear governance, coordinated action across Council, and consistent monitoring to ensure progress is measurable, transparent and aligned with community needs. The following framework outlines the approach to implementation, monitoring and reporting over the life of the Action Plan.

Implementation

Implementation of the LGBTIQA+ Action Plan will be coordinated by the Community Advocacy team, in partnership with relevant Council departments. Each action within the plan will be assigned to a responsible business unit, with defined timelines, required resources and performance indicators. The LGBTIQA+ Advisory Committee and the Council Staff Pride Working Group will continue to play a key role in guiding implementation, validating priorities and supporting ongoing alignment with lived experience and best practice.

Monitoring

Council will adopt a structured monitoring approach to track progress and identify areas requiring further attention. Monitoring will ensure that implementation remains adaptive, responsive and accountable to the community. Monitoring activities will include:

- Quarterly internal progress reviews conducted by responsible business units, reporting on action status, achievements, emerging risks and next steps.
- Consultation checkpoints with the LGBTIQA+ Advisory Committee to ensure the ongoing relevance and impact of actions.
- Data collection and analysis measuring participation, community feedback, service engagement and outcomes for LGBTIQA+ communities.
- Cross-departmental coordination, ensuring actions are integrated across Council's broader diversity, inclusion and wellbeing priorities.

Reporting

Council will provide transparent reporting on the progress of the LGBTIQA+ Action Plan through:

- Annual Public Progress Report

A summary of achievements, challenges and next steps will be published annually on Council's website and shared with the LGBTIQA+ Advisory Committee, community stakeholders and internal staff.

- End-of-Term Evaluation

A comprehensive evaluation will be completed at the end of the Action Plan term. This will assess the overall outcomes, effectiveness of actions, impact on LGBTIQA+ communities, and recommendations for future planning

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LGBTIQA+ Action Plan Strategic Alignment

Greater Dandenong	Community Vision 2040 Council Plan 2025-29 Municipal Public Health and Wellbeing Plan (embedded in the Council Plan) Gender Equality and Gender Impact Assessment Framework Community Engagement Policy & Inclusion Principles Innovate Reconciliation Action Plan (RAP) 2026-29 (draft) Multicultural and Refugee Strategic Approaches Youth Strategy and Children & Families Plans Community Safety Strategies Arts, Culture and Events Strategies Disability Action and Inclusion Strategy Organisational Workforce & Capability Strategies
Victoria	Pride in our future Victoria's LGBTIQA+ STRATEGY 2022-32 Victorian Public Health and Wellbeing Plan 2023-27 *Local Government Act 2020* *Equal Opportunity Act 201* *Gender Equality Act 2020* *Charter of Human Rights and Responsibilities Act 2016*
National	National Action Plan for the Health and Wellbeing of LGBTIQA+ People 2025–2035 *Sex Discrimination Act 1984 (Cth)* Australian Human Rights Commission – LGBTIQA+ Rights Framework National Mental Health and Suicide Prevention Frameworks National LGBTIQA+ Policy Guide (The Equality Project – nationally recognised policy) LGBTIQ+ Health Australia – Strategic Plan 2024–2029 National Priorities for LGBTIQ+ Health and Wellbeing (LGBTI+ Health Australia Federal Priorities)

Progress Pride Flag

The Progress Pride Flag is more than just a symbol—it's a powerful representation of diversity, inclusion, and the ongoing fight for equality. Evolving from the original rainbow flag, the Progress Pride Flag incorporates additional colours to honour marginalised communities and emphasise the importance of progress. Each stripe carries a unique meaning, reflecting values of love, unity, and resilience within the LGBTQIA+ community.

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Why Pronouns Matter

Pronouns: Respecting Identity in Our Community

What Are Pronouns?

Pronouns are the words we use instead of someone's name — like ***she, he,*** or ***they***. Using the pronouns someone shares helps everyone feel included and respected.

How to Ask About Pronouns

Make it easy by starting with your own:
"Hi, I'm Sam. I use he/him pronouns."

If you need to ask someone else:
"Can I check what pronouns you use?"

Why Pronouns Matter

Identity
Pronouns reflect who a person is and how they want to be addressed.

Inclusion
Correct pronoun use creates safe, welcoming spaces in a diverse community.

Respect
Using someone's pronouns shows dignity, care, and acknowledgment.

Common Pronouns

Gender-Neutral	Gender-Specific
They / Them/ Their Ze / Hir	She / Her He / Him

Everyone's pronouns may change over time.

If You Make a Mistake

Mistakes happen!

- Apologise briefly.
- Correct yourself.
- Keep going.

Example:

"Sorry — they. Thanks for your patience."

Everyday Examples

"Aisha said they will bring the forms."

"Jordan confirmed she will attend."

"Kai mentioned hir artwork is ready."

Normalising Pronouns

- ✓ Add pronouns to name badges and email signatures.
- ✓ Offer optional pronoun introductions in meetings.
- ✓ Avoid assuming someone's pronouns.
- ✓ Respect people who choose not to share pronouns.

Greater Dandenong LGBTIQA+ Actions 2026-2028

PRIORITY AREA 1. Health and Wellbeing

Goal Focus:
Promote physical, mental and social wellbeing, and sexual and reproductive health of LGBTIQA+ communities.

	Actions	Responsibility	Timelines
1.1	**Promote LGBTQIA+ specific health resources to all Council services and to the wider community**. • **Measure**: Number of LGBTIQA+ health resources promoted across Council services. • **Target:** At least 3 new partnerships with LGBTIQA+ inclusive organisations established within 2 years.	Advocacy	Jul 2026 – Jun 2028
1.2	**Promote opportunities for LGBTQIA+ young people to voice their lived experience to Council.** • **Measure:** Number of Council-wide opportunities and participation rates of LGBTIQA+ young people, with Youth Services promoting and supporting their engagement. • **Target:** Annual increase in both opportunities and youth participation.	Advocacy lead with other relevant Depts	Jul 2026 – Jun 2028
1.3	**Develop partnerships with LGBTIQA+ inclusive sports and recreation organisations to support local sporting groups.** • **Measure:** Monitor the number of partnerships established with LGBTIQA+-inclusive sports and recreation organisations that provide support to local sporting groups. • **Target:** Establish an active partnership with LGBTIQA+-inclusive organisations within two years.	Sport and Rec	Jul 2026 – Feb 2028
1.4	**Explore the requirements and feasibility of obtaining Rainbow Tick accreditation for Council services.**	Advocacy	Jul 2026 – Jul 2027

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	• **Measure:** Assess and document the requirements, processes and resource implications involved in achieving Rainbow Tick accreditation for relevant Council services. • **Target:** Complete a feasibility assessment outlining accreditation requirements, costs and readiness within the Action Plan period.		

PRIORITY AREA 2. **Safety and Pride**

Goal Focus:
Creating safe, inclusive environments and celebrating identity.

	Actions	Responsibility	Timelines
2.1	Explore development of an all-gender bathroom and changeroom design guide. • **Measure:** Assess the needs, standards and practical requirements for developing an all-gender bathroom and changeroom design guide. • **Target:** Produce a feasibility summary outlining options and recommendations within the Action Plan period.	Advocacy	Jul 2026 – Jan 2028
2.2	Establish a partnership with Victoria Police, specifically LGBTIQA+ Liaison Officers, and conduct risk assessments and deliver targeted community safety sessions that ensure safe and inclusive environments for LGBTQIA+ events**.** • Measure**:** Track the establishment of formal collaboration with LGBTIQA+ Liaison Officers and the delivery of safety assessments and education sessions. • **Target:** Formalise the partnership and deliver a risk assessment and a targeted safety session each year.	Advocacy	Jul 2026 – Jun 2027
2.3	Deliver inclusion programs in Community Safety Month and 16 Days of Activism. • **Measure:** Number of safety initiatives co-delivered with Victoria Police. • **Target:** At least 1 safety-focused initiative delivered annually.	Community Safety	Jul 2026 – Jan 2027 Jul 2027 – Jan 2028
2.4	Update the Gender Impact Assessment toolkit with LGBTQIA+ lens. • **Measure:** Review and revise the Gender Impact Assessment toolkit to include guidance specific to LGBTQIA+ inclusion. • **Target:** Release an updated toolkit incorporating an LGBTQIA+ lens within the Action Plan timeframe.	People and Culture	Mar 2028

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2.5	Install inclusive signage at Council public facing facilities. • **Measure:** Installation of inclusive signage in Council facilities. • **Target:** All key Council customer-facing facilities to install inclusive signage by Year 2.	Advocacy/Building Maintenance	Aug 2027
2.6	Development and implement online Council staff training re LGBTIQA+ awareness raising. • **Measure:** Number of staff completing LGBTIQA+ awareness training. • **Target:** 70% of Council staff to complete LGBTIQA+ awareness training.	People and Culture	Mar – June 2028
2.7	Deliver inclusive youth programs that promote allyship and respect. • **Measure:** Track delivery of youth programs that embed LGBTIQA+ inclusion, allyship and respectful behaviour. • **Target:** Deliver a LGBTIQA+ inclusive program each year.	Youth Services	2026 & 2027 school year calendar

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PRIORITY AREA 3. **Awareness and Representation**

Goal Focus:
Visibility, education, and inclusion in public life and council processes.

	Actions	**Responsibility**	**Timelines**
3.1	Feature a dedicated LGBTQIA+ landing page on the Council website that provides up-to-date resources, services, and information for the LGBTIQA+ community, and increase visibility and promotion of LGBTQIA+ events across all Council online platforms. **Measure:** Track the development, maintenance and visibility of a dedicated LGBTQIA+ landing page and online promotion of LGBTQIA+ events across Council platforms. **Target:** Launch the landing page and ensure regular promotion of LGBTQIA+ events across all Council digital channels within the Action Plan period.	Advocacy/ Media	Sep 2026
3.2	Promote inclusive language, intersectional themes and imagery across Council newsletter, social media and strategic documents, and regularly include LGBTIQA+ content in The City magazine to highlight community stories, events and initiatives. • **Measure:** Monitor the use of inclusive language, intersectional imagery and frequency of LGBTQIA+ content in newsletters, social media and The City magazine. • **Target:** Ensure LGBTQIA+ stories, events and initiatives are featured across Council communications at least quarterly.	Advocacy	Oct 2026 and ongoing
3.3	Promote LGBTQIA+ Awareness Days—such as PRIDE March, IDAHOBIT, Transgender Day of Remembrance and Wear It Purple—through engaging activities like short film galas, flag-raising ceremonies and community events, and raise the LGBTQIA+ progress flag at Council community flagpoles to visibly mark these days of significance. • **Measure:** Track the delivery of activities, events and flag-raising ceremonies aligned with LGBTQIA+ Awareness Days.	Advocacy & Media	Jul 2026 - Jun 2028

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	• **Target:** Deliver at least four LGBTQIA+ Awareness Day activations annually, including raising the Progress Pride flag at community flagpoles.		
3.4	Host co designed events with trusted partners, for multicultural and refugee LGBTQIA+ community members, using a Cultural Safety & Accessibility Checklist covering interpreter support, refugee/asylum seeker inclusion, disability access, faith sensitive planning, and clear cultural safety expectations. • **Measure:** Monitor the number of co-designed events delivered with partners using the Cultural Safety & Accessibility Checklist. • **Target:** Deliver at least one culturally safe and accessible event for multicultural and refugee LGBTQIA+ communities each year.	Advocacy	Jan 2027-Dec 2027
3.5	Celebrate Visibility and Leadership through Youth-Led LGBTIQA+ Initiatives • **Measure:** Track delivery of youth-led initiatives that promote LGBTIQA+ visibility, leadership and empowerment. • **Target:** Support and deliver one youth-led LGBTIQA+ initiatives annually.	Youth Services	2026 & 2027 school year calendar

PRIORITY AREA 4. **Intersectional Inclusion**

Goal Focus:
Promote inclusive communication, culturally safe practices and equitable participation for LGBTQIA+ people from multicultural, refugee, newly arrived, faith-based and disability communities.

	Actions	Responsibility	Timelines
4.1	Promote inclusive communication by translating key LGBTIQA+ resources into top community language and adding intersectional stories to Council's social media and newsletters. • **Measure:** Track the translation of LGBTIQA+ resources into priority community languages and the inclusion of intersectional stories in Council communications. • **Target:** Translate key resources and feature intersectional LGBTIQA+ content in social media and newsletters at least quarterly.	Media	Aug 2027
4.2	Establish formal partnerships with LGBTIQA+ multicultural and disability organisations for co-designed programs. • **Measure:** Monitor the formation and effectiveness of formal partnerships with multicultural and disability-focused LGBTIQA+ organisations. • **Target:** Establish at least two formal partnerships to co-design and deliver inclusive programs within the Action Plan period.	Advocacy	Oct 2026 – Apr 2027
4.3	Deliver intersectionality and cultural safety training and focus groups for Council staff, advisory members, in partnership with multicultural LGBTIQA+ organisations. • **Measure:** Track participation in intersectionality and cultural safety training and focus groups delivered with multicultural LGBTIQA+ partner organisations. • **Target:** Ensure staff and advisory members participate in learning opportunities that strengthen awareness of intersectional and culturally safe practice.	People and Culture lead with Advocacy	Jun 2028

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4.4	Promote a Multicultural LGBTIQA+ Experience Snapshot documenting barriers and needs of queer multicultural, newly arrived, and refugee communities: ○ Codesigned with community members. ○ Developed in partnership with organisations such as Many Coloured Sky (MCS), Southern Migrant Resource Centre (SMRC), Australian GLBTIQ Multicultural Council (AGMC) and local multicultural groups. ○ Used to inform advisory group and shape future policy. • **Measure:** Monitor the co-design, development and promotion of the Multicultural LGBTIQA+ Experience Snapshot with community and partner organisations. • **Target:** Produce and publicly promote the Snapshot within the Action Plan period and use its findings to inform advisory group priorities and Council policy.	Advocacy	Mar 2027 – Jun 2028