



CITY OF BALLARAT
LGBTIQA+
Inclusion Plan
2022–2026





Our vision for inclusion

Ballarat is an inclusive city where diversity is not only accepted but welcomed and celebrated.

Our city values the contribution of all people and our spaces, places, programs, events and services are designed to be welcoming and accessible to all.

We recognise that not everyone has the same experience and we work to make sure that people receive the support they need to ensure that no one is left behind.

Our vision for an inclusive Ballarat draws directly from the City of Ballarat Community Vision – a community-driven statement which highlights inclusion as a key part of our city's thriving future.

—
The City of Ballarat acknowledges the Traditional Owners of the land we live and work on, the Wadawurrung and Dja Dja Wurrung People, and recognises their continuing connection to the land and waterways.

We pay our respects to their Elders past, present and emerging and extend this to all Aboriginal and Torres Strait Islander Peoples.
—



Community quotes from the Inclusive Ballarat engagement process can be found throughout this plan...

"Inclusion is important because the diversity of our community makes it a better, more interesting and equitable place to live."

Community survey

"Kids are taught that gender diversity exists, but not always taught that it's also perfectly OK."

Community-led conversation

"When I am included I feel treated with respect, safe to identify as LGBTQIA+, welcomed and recognised, involved in meaningful discussions and decisions that affect me."

Community survey

"I don't only want to be known as the 'queer kid'."

Community Conversation



"We aspire to be an inclusive city that celebrates diversity and is safe and welcoming to LGBTIQ+ people."

We recognise the significant contribution our LGBTIQ+ community makes to Ballarat being a vibrant community and we celebrate the diversity of our city.

For our city to flourish, we must truly embrace and harness diversity and ensure that our LGBTIQ+ community feels supported, connected, visible and, above all, a strong sense of belonging.

It is in the best interests of all of us."

**Cr Daniel Moloney
Mayor, City of Ballarat**



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*“There are no losers in this.
Everybody will benefit.”*

Community-led conversation

Why do we have this plan?

Local governments are required by law to protect, improve and promote the health and wellbeing of their communities. Inclusion in community, work, learning and decision making is vital to good health.

As the level of government closest to the people, local government has the greatest opportunity to lead tangible local change by challenging discrimination, and championing increasingly inclusive attitudes and practices that support and celebrate LGBTIQA+ people.

The City of Ballarat acknowledges our responsibility to lead the development of inclusive policies and plans that recognise, respect and value diversity.

We are committed to taking practical actions to support everyone who lives in the municipality to be able to participate fully in life and to feel safe, welcome, visible and included.

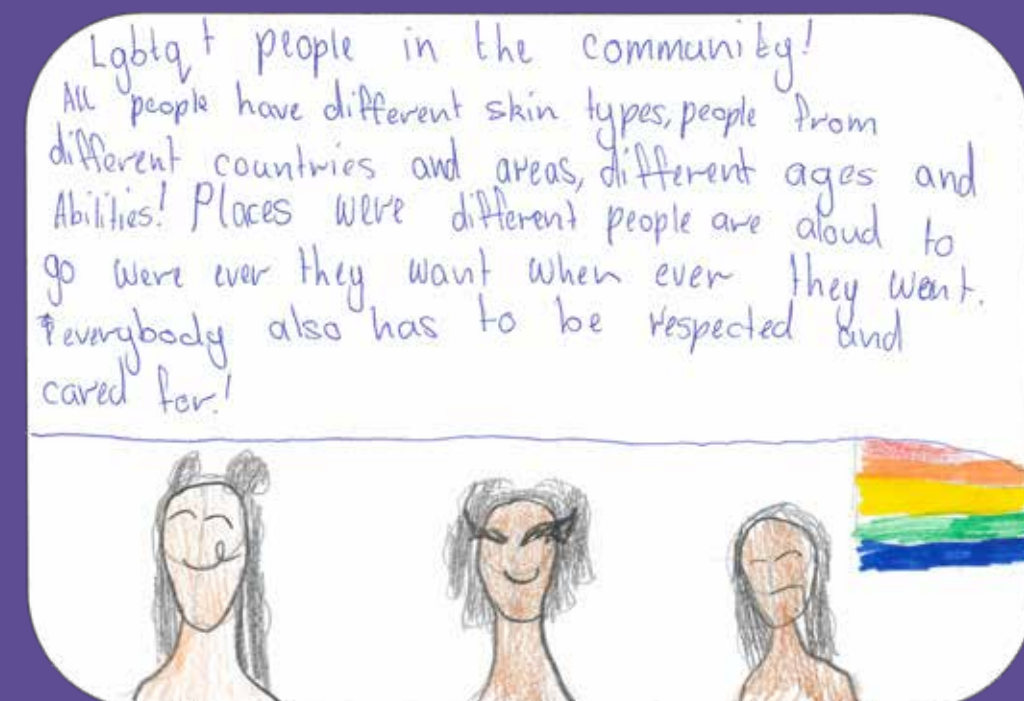
“Community safety is deeper than rainbow stickers.”

Community-led conversation

What is inclusion?

Inclusion exists when:

- people can see themselves in their community.
- people feel visible and represented.
- people feel safe, included, welcome and accepted in all parts of their lives.
- diversity is celebrated and its value is recognised.
- places, spaces, programs, services and events are accessible, safe and welcoming for everyone.
- everyone can participate fully in life and reach their potential.



Mikayla, grade 5/6

“Inclusion means removing barriers that stop people from participating or achieving their best.”

Community survey

“More acceptance of diverse choices, interests and styles – less staring at people who seem different.”

Community-led conversation

“Stepping away from assuming heteronormativity.”

Community survey

“We need to be a world designed for everyone.”

Community survey

How we talk about inclusion

The words and language we use are important in making sure we are being inclusive in our actions. Below are some terms¹ that are useful to understand when reading this framework.

Asexual

A term used to describe a sexual orientation that reflects little to no sexual attraction, either within or outside relationships. People who identify as asexual can still experience romantic attraction across the sexuality continuum. While asexual people do not experience sexual attraction, this does not necessarily imply a lack of libido or sex drive.

Bisexual/Bi

A term that refers to an individual who is sexually and/or romantically attracted to people of the same gender and people of another gender. Bisexuality does not necessarily assume that there are only two genders.

Cisgender/Cis

A term used to describe people whose gender corresponds to what they were assigned at birth.

Gay

A term that refers to an individual who identifies as a man and is sexually and/or romantically attracted to other people who identify as men. The term gay can also be used in relation to women who are sexually and romantically attracted to other women.

Gender/Gender identity

A term used to describe a person's sense of whether they are a man, woman, non-binary, agender, genderqueer, genderfluid, or a combination of one or more of these definitions. Gender can be binary (either a man or a woman), or non-binary (including people who have no binary gender at all and people who have some relationship to binary gender/s).

Intersectionality

An approach to understanding how social meanings related to the way we categorise and identify can overlap and interconnect. This creates different layers and types of discrimination or disadvantage for either an individual or group. Categories include gender, sexual orientation, sex characteristics, ethnicity, language, faith, class, socioeconomic status, ability and age.

Intersex

An umbrella term that refers to individuals who have anatomical, chromosomal and hormonal characteristics that differ from medical and conventional understandings of male and female bodies. There are at least 40 different variations that may be apparent at different life stages or may remain unknown to the individual and their medical practitioners. Some people with an intersex variation are LGBTQ, many are heterosexual and most are cisgender.

¹ Australian Institute of Family Studies – LGBTIQA+ Glossary of Common Terms

Lesbian

A term that refers to an individual who identifies as a woman and is sexually and/or romantically attracted to other people who identify as women.

LGBTIQA+

An acronym that stands for lesbian, gay, bisexual, trans, intersex, queer/questioning, asexual plus other terms that people identify with regarding their gender and/or sexuality.

Non-binary

An umbrella term for gender identities that sit within, outside of, across or between the spectrum of the male and female binary. A non-binary person might identify as gender fluid, trans masculine, trans feminine or could be agender (without a feeling of having any gender or having neutral feelings about gender).

Queer

A term used to describe a range of sexual orientations and gender identities. Although once used as a derogatory term and still considered derogatory by many older LGBTIQA+ people, the term queer is now often used as an umbrella term to describe the full range of LGBTIQA+ identities.

Sex

A classification that is often made at birth as either male or female based on a person's external anatomical characteristics. However, sex is not always straightforward, as some people may be born with an intersex variation, and anatomical and hormonal characteristics can change over a life span.

Sexual orientation

A term that refers to an individual's sexual and romantic attraction to another person. This can include, but is not limited to, heterosexual, lesbian, gay, bisexual and asexual. There are an infinite number of ways in which someone might define their sexuality.

Trans/transgender

An umbrella term used to refer to people whose assigned sex at birth does not match their gender identity. Trans people may choose to live their lives with or without modifying their body, dress or legal status, and with or without medical treatment and surgery. Trans people have the same range of sexual orientations as the rest of the population.



Why is this plan important?

Some groups in our community face greater challenges than others: in learning, working, voicing their opinions and and participating fully in life.

LGBTIQA+ people are more likely to experience discrimination, exclusion and inequality, leading to poorer health and social outcomes. Beyond individual impacts, the broader community misses out on the skills, talents and contribution that LGBTIQA+ people can share when they are part of an inclusive community.

LGBTIQA+ people may need a range of supports to make sure they have the same opportunity to participate and to address discrimination.

The City of Ballarat recognise that there is significant diversity within the LGBTIQA+ community. We also recognise that experiences vary from person to person, and that individual and group requirements are not static and can change over time and across different settings.

Different people have different needs

We have a responsibility to help people receive the support they need to be able to participate fully in life and ensure that no one is left behind.

Inclusion is vital to social wellbeing

According to the World Health Organisation, inclusion is vital to social wellbeing: *“Being included in the society in which one lives is vital to the material, psychosocial and political empowerment that underpins social wellbeing and equitable health.”*

Diversity enriches and strengthens our community

Ballarat’s diverse communities bring a wealth of ideas, experiences, knowledge, creativity and world views that enrich the social, civic, economic and cultural fabric of our city. We have a thriving and growing LGBTIQA+ community in Ballarat. They are active in organising arts and cultural initiatives, providing social opportunities to connect, and establishing LGBTIQA+ organisations and networks that support LGBTIQA+ inclusion.

Ballarat is a changing and diverse community

About 11,000 LGBTIQA+ people in Ballarat identify as LGBTIQA+. This is approximately 10 per cent of our population and almost double the Victorian average of 5.7 per cent.



1.8%

of residents in Ballarat identify as Aboriginal and / or Torres Strait Islanders

2021 Census



11.3%

of residents were born overseas (89 different nationalities)

2021 Census



8.2%

Households that speak a language other than English at home

2021 Census



76

different languages spoken by Ballarat residents



5.8%

are preschool aged children

2021 Census



10.3%

are young primary school aged children

2021 Census



17.8%

are young people aged 12–25 years

2021 Census



22.5%

are aged 17 years and under

2021 Census



24.7%

are aged 60+ years

2021 Census



1 in 6

residents live with disability

Australian Institute of Health and Wellbeing, 2022, People with disability in Australia



32%

of residents living with disability, have profound disability

Australian Institute of Health and Wellbeing, 2022, People with disability in Australia



9.6%

of the residents in Ballarat identify as LGBTIQA+

Victorian Population Health Survey



19.6%

of households earn less than \$650 per week

2021 Census

“Inclusion is important because the diversity of our community makes it a better, more interesting and equitable place to live.”

Community survey

What are the key challenges for LGBTIQA+ people?

LGBTIQA+ people are more likely to face barriers to inclusion and experience poorer social and health outcomes than the general population.

They are more likely to experience discrimination, express lower satisfaction with life, experience high or very high psychological distress and experience greater rates of anxiety and depression.

They are more likely to experience family violence, have two or more chronic diseases, live with disability, and experience disadvantage and inequity in employment and financial and housing insecurity.

They are also more likely to experience social isolation due to barriers to participation such as not feeling safe, welcome or accepted.

The City of Ballarat acknowledges the diversity of LGBTIQ+ communities and that individuals within the communities face specific challenges, experience greater discrimination or are more marginalised than others.

Rates of psychological distress and discrimination are highest for trans and gender diverse people.

LGBTIQ+ culturally and linguistically diverse people face multiple forms of discrimination in the workplace and feel less comfortable to be 'out' at work.

LGBTIQ+ Aboriginal and Torres Strait Islander People report higher rates of interpersonal violence and can face a lack of acceptance in their own cultural communities.

LGBTIQ+ people with disability report difficulties in managing multiple identities and forms of service provision.

The cumulative effects of lifelong discrimination impact on LGBTIQ+ older people. The Royal Commission into Aged Care Quality and Safety recognised that older LGBTIQ+ people, along with others from diverse backgrounds, may have varied life experiences and face challenges accessing aged care services that meet their particular needs.

Younger LGBTIQ+ people report feeling unsafe or uncomfortable in educational settings such as high school, especially in rural and regional areas, and report higher levels of poor mental health and homelessness.



What is our approach?

“We recognise the important leadership role we play in ensuring that everyone who lives in the municipality has the opportunity to participate in all aspects of community life and fulfil their own aspirations.

We will take practical actions within our organisation and in the areas in our community where we have influence, to support our LGBTIQ+ communities and foster a truly inclusive Ballarat.

This includes providing inclusive community facilities and public spaces, delivering inclusive services and providing safe and employing people that represent our diverse community.”

**Evan King
Chief Executive Officer,
City of Ballarat**



City of Ballarat LGBTIQ+ Advisory Committee

The operation of the following groups demonstrates our commitment to equity, diversity and inclusion.

City of Ballarat Gender Equity, Diversity and Inclusion Committee

This group is chaired by the City of Ballarat Chief Executive Officer and draws on participation from across Council teams.

It oversees the organisation's high-level inclusion work and ensures that legislative requirements are met.

City of Ballarat Diversity, Access, Equity and Inclusion Reference Group

This group was established in 2021. It is made up of staff responsible for the priority group-specific plans that sit within the Inclusion Framework.

It works to ensure that an intersectional approach to inclusion is taken in the implementation of each plan that sits under the framework.

City of Ballarat LGBTIQ+ Advisory Committee

This group was established in 2021 to provide support and advice on inclusion for LGBTIQ+ people, particularly in relation to City of Ballarat policies, strategies, services and activities. It is made up of people with lived experience, who work or volunteer with LGBTIQ+ people or who have expertise in this area.

This group has been instrumental in the development of this plan and will play an important role in driving the implementation of the actions in it.

City of Ballarat Diversity, Access, Equity and Inclusion Reference Group

This group was established in 2021. It consists primarily of staff responsible for a broad range or portfolio areas that focus on priority populations for the City of Ballarat including children and families, young people, older people, people from diverse cultural and religious backgrounds, people with disability, Aboriginal and Torres Strait Islander People and LGBTIQ+ people. The reference group members are responsible for plans that sit within Council's Inclusion Framework. Representative from other relevant Council areas such as recreation, libraries and strategic planning also sit on the reference group.

This group will work to ensure that an intersectional approach is taken in our inclusion work.

The City of Ballarat Inclusion Framework

The City of Ballarat have developed an Inclusion Framework to guide our inclusion work across a range of priority groups. This involves a whole-of-organisation approach to inclusion. It also involves understanding that people often fit in to several priority groups and that we need to address all the different ways that people face discrimination and exclusion.

This plan forms part of the Inclusion Framework.

The City of Ballarat Inclusion Framework

Our vision for inclusion

Ballarat is an inclusive city where diversity is not only accepted but welcomed and celebrated.

Our city values the contribution of all people and our spaces, places, programs, events and services are designed to be welcoming and accessible to all.

We recognise that not everyone has the same experience and we work to make sure that people receive the support they need to ensure that no one is left behind.

Inclusion principles

 **Our diversity is our strength**

 **Equity**

 **Intersectionality**

 **Diversity and inclusion is business as usual**

 **Strong partnerships**

 **Inclusive engagement**

Areas for action



Priority groups and plans

Children and families Municipal Early Years Plan 2022-2026	Young people Youth Strategy 2022-2026
Older people Ageing Well in Ballarat Strategy 2022-2026	Women Gender Equality Action Plan 2021-2025
Aboriginal and Torres Strait Islander People Reconciliation Action Plan 2022-2024	LGBTQIA+ people LGBTQIA+ Inclusion Plan 2022-2026
People from diverse cultural and religious backgrounds Intercultural Plan 2022-2026	People with disability Disability Access and Inclusion Plan 2022-2026
There is currently no separate plan for the financially vulnerable priority group. This group is considered in the development of each of the plans above.	

Inclusion principles

Our principles are the foundational ideas that shape to our planning and decision-making for our inclusion work.



Our diversity is our strength

We understand that every person can make valuable contributions, and that diversity strengthens our organisation and our community.



Equity

We understand that providing a level playing field means providing different supports to different people, based upon need.



Intersectionality

We acknowledge that people are complex with multiple aspects to their identity. Different aspects of a person's identity can expose them to overlapping forms of discrimination and marginalisation. We will consider the multiple forms of discrimination and disadvantage that may be experienced by our priority groups.



Diversity and inclusion is business as usual

We will work towards organisational change to ensure that diversity and inclusion are embedded in our policies, processes, programs and services.



Strong partnerships

We will support and strengthen existing partnerships and seek to form new ones with those working to promote inclusion in the community. We acknowledge the immense amount of work already being done in this area.



Inclusive engagement

We will engage meaningfully with our community, ensuring that our engagement processes are inclusive and that we engage directly with priority groups on issues that affect them.

In addition to our overarching inclusion principles, the following principle applies to our work in LGBTQIA+ inclusion.



Safety

We recognise that safety is a core requirement to enable LGBTQIA+ inclusion. We will work to promote safety in all environments to ensure that LGBTQIA+ people can participate in all areas of life without fear or risk of discrimination.

Common areas for action

Our overarching focus for the next four years will be to build organisational knowledge and capacity building to improve inclusive practice in our organisation and promote inclusion in the broader community. To achieve this, we will focus our work on seven key areas which have been developed based on feedback from our community



1. We will commit to building organisational knowledge and capacity

We will conduct assessments to understand areas for improvement. We will seek advice from priority groups about how to deliver improvements. We will evaluate our progress and seek to continually fine-tune and improve our practice.

2. We will lead and advocate

We advocate for our priority groups and the issues affecting them. We will role model inclusive practice.

3. We will provide a diverse and inclusive workplace

We will ensure our staff and volunteer recruitment and workplace policies promote a diverse, safe and welcoming workplace. We will build an inclusive culture and provide inclusive work sites.

4. We will provide welcoming and inclusive spaces

We will design and operate our facilities and public spaces to promote safety and inclusion.

5. We will provide welcoming and inclusive services and programs

We will work to ensure our services, programs, projects and events are inclusive and welcoming.

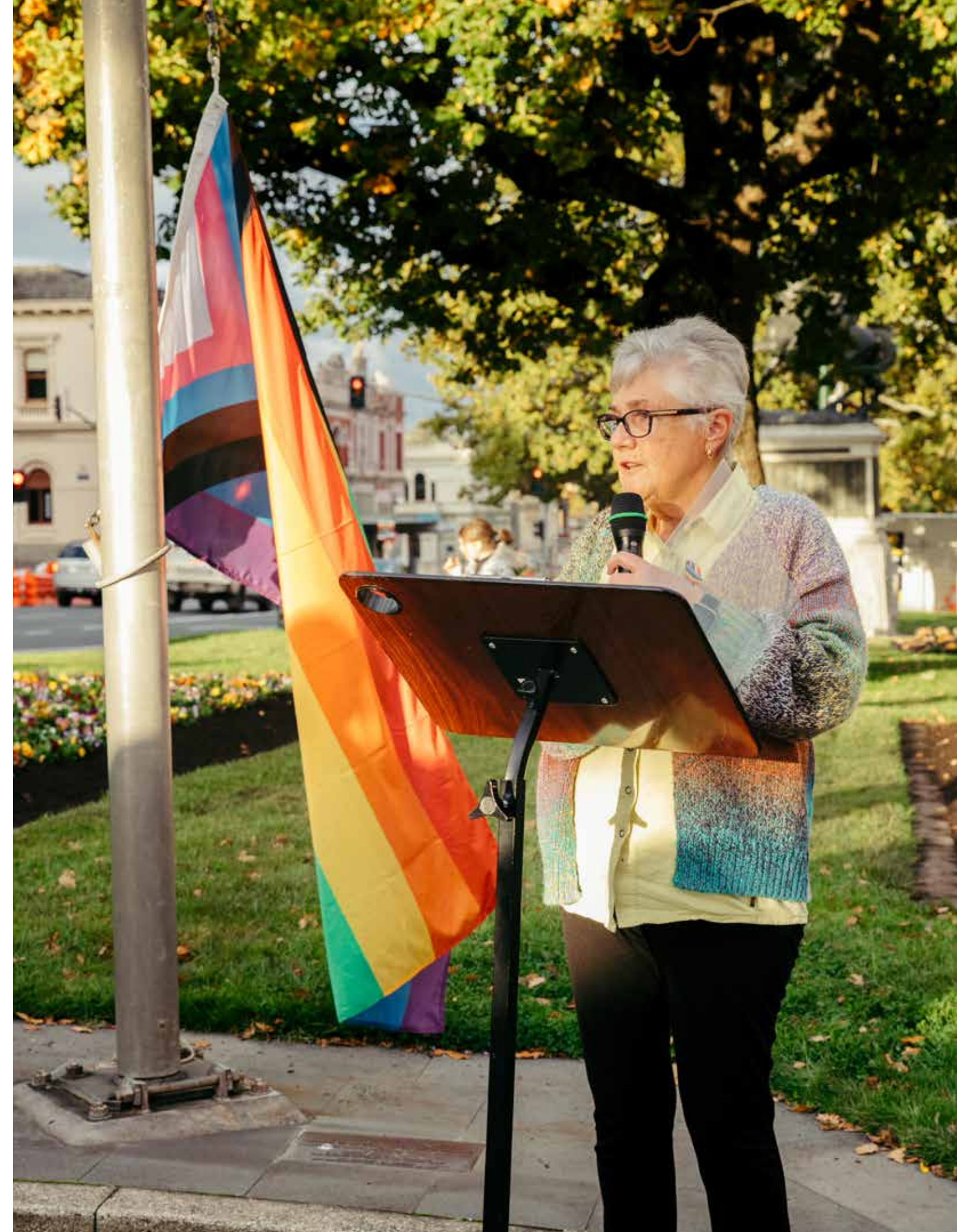
6. We will listen to our community

We will work to ensure our engagement practices are inclusive. We will work to ensure that all priority groups have opportunities to advise us directly on the design of inclusive processes, projects, programs and services.

7. We will connect our community

We will support opportunities for people to connect with others, with places and with the services they need.

Specific actions that will deliver these capability improvements are detailed in the action plan which can be found on [page 32](#).



What our community told us

In 2022, a broad community engagement process titled **'Inclusive Ballarat'** was undertaken.

Inclusive Ballarat used a two-phased design approach that involved consultation with the broader community and targeted engagement with people from LGBTIQA+ communities and those connected to them via local networks and groups.

This plan and its two-year action plan have been informed by the key findings from Inclusive Ballarat.

A range of engagement methods and tools were used such as a community survey, community-led conversations and interactive engagement tools.

We heard...

75% of LGBTIQA+ respondents have experienced discrimination in Ballarat

55% of LGBTIQA+ respondents feel safe in Ballarat

"(Language used) Don't use mum and dad all the time. Say can you take that back to your grown up? Don't assume my wife is my mother, sister, friend. Ask me."

Community survey

"Roll out inclusion reviews of all Council facilities."

Community survey

"Partnering with existing queer owned and run orgs to understand community priorities and to support these through council activities."

Community survey

"Work around discrimination and prejudice (both implicit and explicit) is an important step, and it is important for the City of Ballarat and associated organisations to lead this."

Community-led conversation

“Consider intersectionality... and embedding LGBTIQA+ inclusion in all areas and not just always creating separate spaces for these conversations.”

Community-led conversation

“As with other marginalised groups, please consult extensively, work collaboratively and endeavour to understand the feedback and different world views.”

Community survey

“Normalise and promote indicators of allyship – pronouns, rainbow flags, stickers, gender neutral toilets and language.”

Community survey

“Staff need to be trained in how to address people – all people.”

Community survey

“A place is safe and welcoming when I know there are people who will call out discrimination (including staff and others).”

Community-led conversation

We heard...

LGBTIQA+ is not a catch-all category – LGBTIQA+ communities are diverse and intersectional and some LGBTIQA+ people and groups are more marginalised and/or isolated such as young people, older people and trans people.

Advocacy for LGBTIQA+ inclusion by the City of Ballarat must be undertaken at local, state and federal levels and be underpinned by continuous engagement and consultation with LGBTIQA+ communities.

Education and inclusivity training are essential to create safer spaces for LGBTIQA+ people.

LGBTIQA+ visibility and representation through public art and displays, events, photos, communications, flags, stickers and a diverse workforce are important to normalise gender diversity.

LGBTIQA+ friendly information needs a home base to connect LGBTIQA+ people with supportive services, businesses, events and each other.

Suitable auditing and reporting mechanisms and up-to-date data are crucial for accountability in LGBTIQA+ inclusive plans, services and infrastructure.

Consultation findings from the Inclusive Ballarat engagement process were analysed and responses were grouped into themes that shaped the priority areas. Actions in the two-year action plan were then selected based on priority, feasibility and resourcing.







What are the priorities for the 4-year plan?

Priority areas

Informed by community engagement, research and review of Victoria's LGBTIQ+ Strategy, our LGBTIQ+ inclusion work over the coming four years will be focused on the following four priority areas.

A two-year action plan outlining actions under each priority area can be found on [page 32](#).

A second two-year action plan will be developed in 2024 and will build on the progress of this first action plan.


Priority areas	
	Priority 1: Safety “I feel safe and accepted.”
	Priority 2: Advocacy and culture “The City of Ballarat is recognised as an advocate for LGBTIQ+ people.”
	Priority 3: Visibility “I am visible and can see myself represented in my community.”
	Priority 4: Inclusion “I am supported, consulted and connected with others.”


How will we track our progress?


We will monitor and review our progress against the actions detailed in this plan to ensure it remains relevant and responsive to our community’s needs. Our progress will be reported annually to Councillors and made public.


A review of this plan will be undertaken every four years and it will be updated to reflect our improved knowledge, skills and practices. A mid-plan review will inform the development of the next two-year action plan.

2-year action plan

 Priority 1: Safety “I feel safe and accepted.”		
We will achieve this by:	We will:	When
1. Building the capacity of our staff to promote LGBTQIA+ safety	Audit existing inclusivity training practices and resources available	Year 1
	Develop and implement general inclusivity training for new staff as part of the onboarding process	Years 1 and 2
	Develop a model of training that provides both general and specific training as required	Year 2
2. Creating LGBTQIA+ safe spaces	Develop a Universal Design Policy to inform the inclusive planning and implementation of Council policies, programs, facilities and services	Year 1
	Include standards for accessible, inclusive and safe facilities in City of Ballarat's Community Infrastructure Guidelines	Year 1
	Demonstrate City of Ballarat's commitment to access and inclusion by publicising a statement of commitment across a range of settings (such as facilities, website, social media)	Year 2
	Assess organisational digital safety practices and monitor and respond promptly to any LGBTQIA+ discrimination on Council's social media	Years 1 and 2
	Provide input into planned upgrades of public spaces to ensure they are LGBTQIA+ safe and inclusive	Years 1 and 2
	Remove discriminatory graffiti promptly	Years 1 and 2
	Review Council's Public Toilet Strategy to ensure appropriate provision of facilities for all genders	Years 1 and 2
	Working with Victoria Police's LGBTIQ Liaison Officer, provide information on safety incidents in the community	Years 1 and 2
3. Tracking and reporting mechanisms for unsafe behaviour	Review and then promote Council's complaints process to ensure that it is clear that it can be used for a range of issues including those related to diversity, equity and inclusion	Year 1

 Priority 2: Advocacy and culture “The City of Ballarat is recognised as an advocate for LGBTQIA+ people.”		
We will achieve this by:	We will:	When
1. Advocating on key issues for LGBTQIA+ communities	Facilitate partnerships with existing business networks, community organisation networks and service networks to promote LGBTQIA+ inclusion	Years 1 and 2
	Be responsive and proactive regarding current LGBTQIA+ issues at state and federal levels (by providing input into submissions, applying for relevant funding, etc)	Years 1 and 2
	Participate in relevant LGBTQIA+ networks such as the LGPro Rainbow Special Interest Group and LGBTQIA+ Rural/Regional Network	Years 1 and 2
2. Promoting an inclusive workplace	Establish baseline data from staff regarding cultural identity, languages spoken, LGBTQIA+ identity, gender, Aboriginal and Torres Strait Islander identity and disability to understand the diversity of the organisation	Year 1
	Review Council's human resources and workplace policies to ensure they are inclusive	Years 1 and 2
	Audit Council workplaces to ensure they are LGBTQIA+ inclusive	Years 1 and 2
	Provide Pride flag option on email signature	Year 1
	Review Council's Anti-Discrimination and Anti-Harassment Policy	Year 1
	Seek opportunities to showcase diversity in Council staffing	Years 1 and 2
	Establish an internal LGBTQIA+ working group for staff to learn about and provide input into LGBTQIA+ inclusion	Year 1
	Recognise City of Ballarat-led initiatives that have demonstrated excellence in embedding access and inclusion for LGBTQIA+ people to promote positive reinforcement	Years 1 and 2

	Priority 3: Visibility “I am visible and can see myself represented in my community.”	
We will achieve this by:	We will:	When
1. Ensuring LGBTQIA+ people are visible and represented in Council spaces	Create a calendar of inclusion-related days of significance and resources to promote a whole-of-organisation approach to marking the day	Years 1 and 2
	Develop and implement guidelines to ensure that information provided by the City of Ballarat is inclusive and accessible	Year 1
	Develop a library of images representing our diverse community for use in Council publications and communications	Year 1
	Explore current facility audit tools and ways to incorporate more inclusive assessments	Year 1
	Review accessibility and inclusivity of City of Ballarat facilities, such as the libraries, Ballarat Aquatic and Lifestyle Centre and the Art Gallery.	Years 1 and 2
	Feature LGBTQIA+ welcoming signage in Council buildings and facilities	Year 2
2. Ensuring LGBTQIA+ people are visible and represented in public spaces	Host Council celebrations of selected LGBTQIA+ Days of Significance	Years 1 and 2
	Support community to celebrate LGBTQIA+ days of significance by publicising avenues to book flag raisings, Lake Wendouree fountain lightings and Town Hall clock lightings	Years 1 and 2
	Ensure LGBTQIA+ representation in cultural or other days of significance	Years 1 and 2
	Increase the visibility of LGBTQIA+ reading resources, with an emphasis on intersectionality and diversity	Years 1 and 2
	Investigate opportunities to attract events to Ballarat that highlight and promote inclusivity	Years 1 and 2
	Support the installation of a temporary art display for Pride month 2024	Years 1 and 2
	In line with the Municipal Early years Plan, identify opportunities for publications, public art and other initiatives for child audiences that celebrate diverse children and families	Years 1 and 2

	Priority 4: Inclusion “I am supported, consulted and connected with others.”	
We will achieve this by:	We will:	When
1. Supporting LGBTQIA+ people to connect and participate	Review grant programs for opportunities to be more inclusive	Year 1
	Promote Council grant programs to LGBTQIA+ organisations	Year 1
	Develop Inclusive Event Guidelines to ensure Council events are inclusive	Year 1
	Develop Inclusive Event Guidelines for community event organisers	Year 2
	Create an LGBTQIA+ section on the Ballarat myCommunity Community Directory website	Year 1
	Investigate opportunities to promote targeted support for LGBTQIA+ groups that are more likely to be marginalised and isolated (such as older people, parents of trans and gender diverse children, etc.)	Years 1 and 2
	Create LGBTQIA+ inclusive programming in Council services	Years 1 and 2
	Trial LGBTQIA+ swim and gym nights at the Ballarat Aquatic & Lifestyle Centre	Year 1
2. Ensuring that LGBTQIA+ people are informed and consulted	Continue to support the LGBTQIA+ Advisory Committee	Years 1 and 2
	Develop and implement guidelines for improving the inclusivity and accessibility of information provided by Council	Year 1
	In line with the Municipal Early Years Plan, ensure that online information for families, children and young people is LGBTQIA+ inclusive	Years 1 and 2
	Develop and implement guidelines to ensure City of Ballarat engagement practices are accessible and inclusive	Year 1
	Identify and implement accessibility improvements to the City of Ballarat website	Years 1 and 2
	Develop an organisational Language Services Policy	Years 1 and 2

Appendices

Where this fits within the wider policy context

Commonwealth and Victorian legislation and guidelines are in place to ensure that human rights are upheld and to safeguard against discrimination and promote rights and equality for LGBTIQ+ people.



Commonwealth

- Age Discrimination Act 2004
- Australian Government Guidelines on the Recognition of Sex and Gender
- Disability Discrimination Act 1992
- Marriage Amendment Act 2017
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984 (amended 2013)



Victoria

- Change or Suppression (Conversion) Practices Prohibition Act 2021
- Charter of Human Rights and Responsibilities Act 2006
- Equal Opportunity Act 2010 (amended 2011)



Acknowledgements

This plan is informed by detailed research and policy analysis together with community engagement to ensure that it reflects the needs and aspirations of the diverse communities living in Ballarat.

The City of Ballarat sincerely thanks everyone who contributed to this plan.

We would like to acknowledge the input of the community and the following groups and organisations in the development of this plan:

- Ballarat High School Pride Group
- City of Ballarat LGBTIQ+ Advisory Committee
- Rainbow Coffee Group
- Speak
- Victorian Pride Lobby
- Woodmans Hill Secondary College Pride Group

This plan aligns with:

- Pride in our Future: Victoria's LGBTIQ+ Strategy 2022–2032 and related Rainbow Ready Roadmaps

This plan also acknowledges and draws from the following:

- Federation University's FedPride Strategy 2021–2024
- Rainbow Health Australia's Rainbow Tick Standards
- The Victorian Local Government Association's Rainbow Resource
- The Victorian Pride Lobby initiatives

Sources

- Australian Institute of Family Studies, LGBTIQ+ glossary of common terms
- Australian Institute of Health and Welfare, 2021, Older Australians who identify as lesbian, gay, bisexual, transgender or intersex
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- O'Shea et al, 2020, Deakin University, More than Ticking a Box: LGBTIQ+ People With Disability Talking About Their Lives
- Diversity Council Australia, 2020, Pride in Diversity
- Victorian Government, 2022, Pride in our Future: Victoria's LGBTIQ+ Strategy 2022–2032
- LaTrobe University, 2020, Private Lives 3 - The Health and wellbeing of LGBTIQ+ people in Australia 2020
- Lyons et al, 2019, Recent versus lifetime experiences of discrimination and the mental and physical health of older lesbian women and gay men,
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