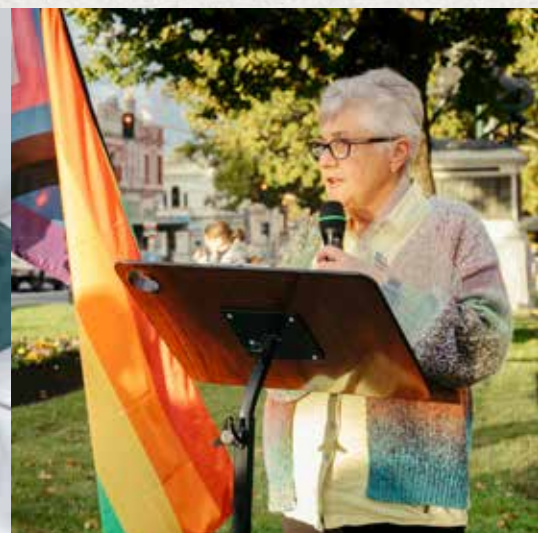


CITY OF BALLARAT

LGBTIQA+ Inclusion Plan 2022–2026



The City of Ballarat recognises that LGBTIQA+ people are more likely to face barriers to participation or achieving their best. They are more likely to experience discrimination, disadvantage or exclusion that leads to poorer health and social outcomes.

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This plan commits us to do better by taking a whole-of-organisation approach to embracing and harnessing diversity. This includes ensuring that LGBTIQA+ people are visible, represented and able to safely participate in community life as they choose.

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What our community told us

"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 LGBTIQA+, 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-led conversation

We heard...

75% of LGBTIQ+ respondents have experienced discrimination in Ballarat.

55% of LGBTIQ+ respondents feel safe in Ballarat.

LGBTIQ+ communities are diverse and intersectional – some LGBTIQ+ individuals and groups are more likely to be marginalised or isolated such as young people, older people and trans people.

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

A diverse workforce and LGBTIQ+ visibility and representation through public art and displays, events, photos, communications, flags and stickers are important for normalising gender diversity.

Engagement with the LGBTIQ+ community is vital to inform inclusive action.

What we will do

2-year action plan

Priority areas		We will achieve this by:
	Priority 1: Safety “I feel safe and accepted”	<ul style="list-style-type: none">• Building the capacity of our staff to promote LGBTIQ+ safety• Creating LGBTIQ+ safe spaces• Tracking and reporting mechanisms for unsafe behaviour
	Priority 2: Advocacy and culture “The City of Ballarat is recognised as an advocate for LGBTIQ+ people.”	<ul style="list-style-type: none">• Advocating on key issues for LGBTIQ+ communities• Promoting an inclusive workplace
	Priority 3: Visibility “I am visible and can see myself represented in my community.”	<ul style="list-style-type: none">• Ensuring LGBTIQ+ people are visible and represented in Council spaces• 2. Ensuring LGBTIQ+ people are visible and represented in public spaces
	Priority 4: Inclusion “I am supported, consulted and connected with others.”	<ul style="list-style-type: none">• Supporting LGBTIQ+ people to connect and participate• Ensuring that LGBTIQ+ people are informed and consulted

“The diversity of our community makes it a better, more interesting and equitable place to live.”

Community-led conversation