



# RAINBOW ACTION PLAN

2024–2028



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### Statement of Acknowledgement

The City of Casey proudly acknowledges the Traditional Owners, Casey's Aboriginal communities and their rich culture and pays respect to their Elders past, present and future.

We acknowledge Aboriginal people as Australia's first people and as the Traditional Owners and custodians of the land on which we work and live.

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### Diversity Statement

The City of Casey is also home to a remarkable diversity of cultures, languages, faiths, identities, landscapes, and stories. From our first Australians to our most recent arrivals and every wave between, the City of Casey welcomes and represents all community members and their respective ambitions to live healthy, rewarding and happy lives.



# Contents

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Message from the Chair of Administrators	4
Introduction	6
Rainbow action plan strategic alignment	8
What we know about the LGBTIQIA+ community	9
Message from the rainbow champions	10
Message from the rainbow advisory group	11
How this plan came together	12
Plan on a page	13
Our priority areas	14
Language	15
The LGBTQIA+ progress pride flag	15
Key focus areas, goals and actions	16
Measuring and communicating success	26
Casey studies	28



# Message from the Chair of Administrators

It gives me great pleasure to present the City of Casey’s LGBTIQA+ inclusive Rainbow Action Plan 2024 – 2028.



**Noelene Duff PSM**  
Chair of  
Administrators

I am delighted to present this Plan which is a significant step forward in our journey of dreaming big, empowering each other, and making our community proud. We are committed to implementing the Plan over the next four years and ensuring the best possible outcomes for LGBTIQA+ people who live, work and play in our region.

Through inclusion, we listen to the needs of our LGBTIQA+ community and have identified actions and initiatives to address these needs. By enhancing visibility, we will amplify the voices and experiences of our LGBTIQA+ community. By fostering cultural safety, we will create an environment where people can thrive and feel safe to be their authentic selves.

We are committed to empowering members of the LGBTIQA+ community to make a meaningful contribution and to lead change. We are committed to providing ongoing support to ensure the City of Casey achieves the goals outlined in this plan.

I wish to thank the staff and community members who contributed to the Rainbow Action Plan, who shared their lived experiences, and their vision and aspirations for a better and more inclusive world.

Let’s collectively champion this Plan, and work towards building a more inclusive, safe and proud community.

**The Plan identifies three key focus areas:**



**Safety**



**Leadership**



**Inclusion**







# Introduction



## What is the Rainbow Action Plan

The Rainbow Action Plan is a bold plan to improve the lives of members of the rainbow community who live, work or play in the City of Casey.

Over the past eighteen months, we've been talking and listening to the LGBTIQ+ community in Casey. We wanted them to be front and centre of this work to ensure the actions we take will improve their lives. The Rainbow Action Plan is built on the foundations of those discussions and considers three key questions:

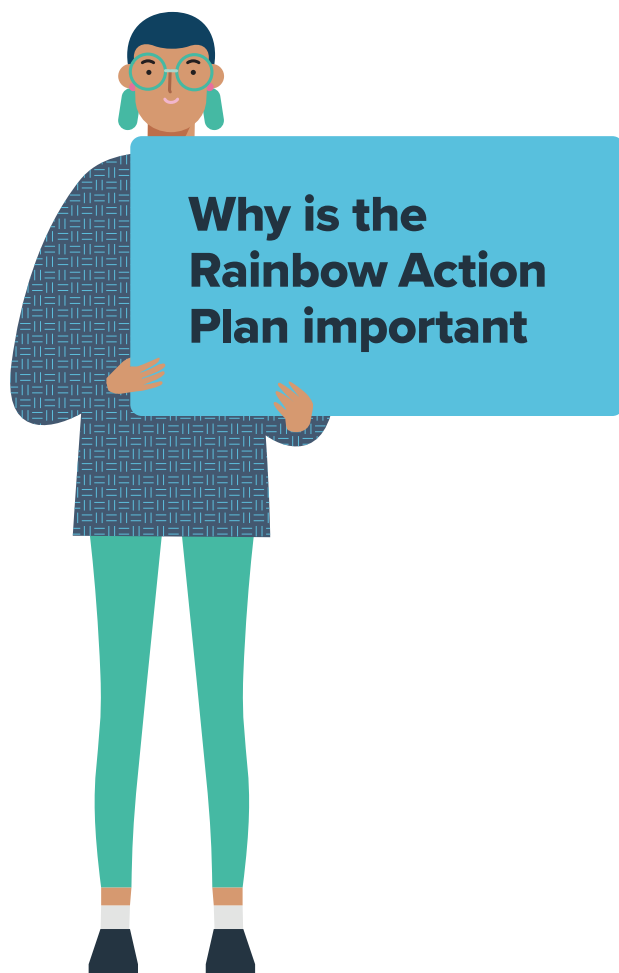
**What's it like for members of our rainbow community in Casey?**

**What can City of Casey do to improve that situation?**

**What will it be like for our community?**

We identified a number of actions in three key focus areas: Safety, Leadership & Inclusion. We hope these actions will go some way to improving the lives of people and families from our rainbow community.

In this Action Plan, we bring to life stories and examples of lived experiences of our LGBTIQ+ community. You will read fictional case studies that demonstrate local experiences and how the actions will assist with bringing positive change.



The Rainbow Action Plan plays a crucial role in ensuring that the rights and needs of our LGBTIQ+ community are recognised and addressed. It provides a roadmap for initiatives that promote inclusion, equality, and protection from discrimination.

The Plan aims to support Casey's LGBTIQ+ community by reducing discrimination and exclusion and increasing access to appropriate local services. The Plan will provide opportunities for community education, understanding and social inclusion. Without a plan, the LGBTIQ+ community in Casey will continue to face discrimination, exclusion, and a lack of access to essential services. This plan provides spaces and opportunities for our LGBTIQ+ community to connect and feel socially included and see us acknowledging and celebrating Rainbow inclusion.

Research conducted by Latrobe University's *Out in Suburbia: Associations between residential location, mental health, and community connectedness among LGBTQ Australians\** highlights poorer mental health outcomes and a lower connection to community for LGBTIQ+ people living in outer metropolitan areas of Melbourne. The actions in this Plan work to address these statistics by providing opportunities for community members to feel more connected to Casey and build their sense of belonging within the community.

This Plan has been guided by the Victorian State Government's *Rainbow Ready Roadmap initiative*, that provides a framework for local councils to develop a plan for LGBTIQ+ inclusion, and our commitment to rainbow inclusion ensures our work aligns with the *Pride in our future: Victoria's LGBTIQ+ strategy 2022-2032*.

Grant, R., Amos, N., Lyons, A., McNair, R., Power, J., Carman, M., ... Bourne, A. (2023). Out in Suburbia: Associations between residential location, mental health, and community connectedness among LGBTQ Australians. *Social & Cultural Geography*, 1–19. <https://doi.org/10.1080/14649365.2023.2296472>

# Rainbow action plan strategic alignment

➤ **Casey**

- Council Plan 2021-25
- Council Vision 2021-31
- Casey’s Health and Wellbeing Plan 2021-25 Health Domain 5: Mental Wellbeing and Social Inclusion
- A Safe and Equal Casey 2022-32
- City of Casey Innovate Reconciliation Action Plan 2024-26

➤ **Victoria**

- Pride in our future: Victoria’s LGBTIQ+ strategy 2022-32
- Victorian Public Health and Wellbeing Plan 2023-2027
- Local Government Act 2020
- Equal Opportunity Act 2010
- Gender Equality Act 2020
- Charter of Human Rights and Responsibilities Act 2016

➤ **National**

- Disability Act 2006
- Sex Discrimination Act 1984
- Australian Human Rights Commission Act 1986



# What we know about the LGBTIQ+ community



11% of the Australian population identifies as lesbian, gay, bisexual, intersex, or transgender.

## x 2.5 more

LGBTIQ+ people are two and a half times more likely to have been diagnosed or treated for a mental health condition in the past 12 months (compared to the general population).

## 47%

of people who are gay or lesbian have experienced workplace sexual harassment in the past five years.

Percentage of LGBTIQ+ people who hide their sexuality or gender identity at certain events:

## 39%

at work

## 34%

accessing services

## 42%

at social and community events

## 40%

Nearly 40% of eligible Australians (almost 5 million) voted “no” in Australia’s marriage postal survey in 2017. In Casey, 68% voted yes and 32% voted no.

## 80%

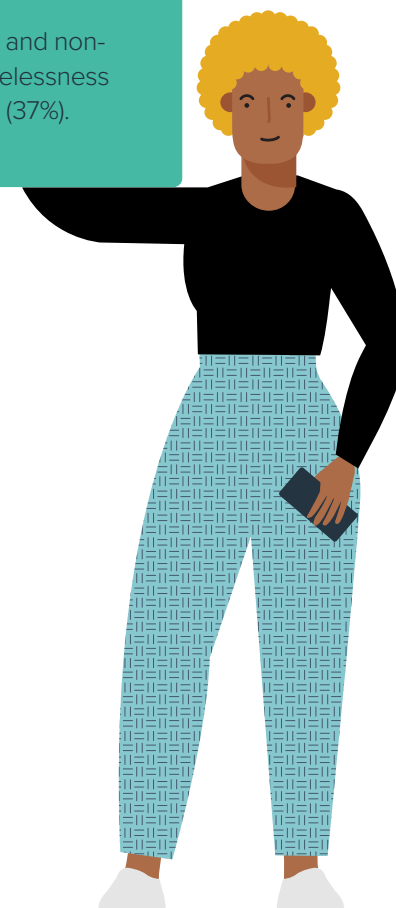
have witnessed or experienced homophobia in sport with homophobic language the most common.

## 60%

of young LGBTIQ+ people aged between 14 and 21 years old had felt unsafe at secondary school.

## 63%

of transgender, gender diverse and non-binary people experience homelessness compared to cisgender people (37%).



# Message from the Rainbow Champions



As staff and allies of the City of Casey, we recognise the critical importance of this Rainbow Action Plan and its guiding role in prioritising and embedding inclusive practices within our organisation.

This plan represents a comprehensive and practical roadmap leading to a high level of inclusion and cultural safety for LGBTIQ+ community members, staff, and allies.

Every individual, regardless of sexual orientation, gender identity or expression, or sex characteristics, deserves to feel safe and respected in our workplace. By implementing measures to enhance safety, we uphold the values of equality by creating an environment where everyone can thrive without fear of discrimination or harassment.

Inclusion is the cornerstone of our values and by embracing diversity and celebrating the unique contributions of every staff member, we foster a culture of acceptance and belonging. Through education, awareness, and allyship, we can create a workplace where everyone feels valued for who they are.

This Plan will empower LGBTIQ+ staff and community to contribute their unique perspectives to achieving our goal. The Rainbow Champions will work together to create positive change and lead by example in championing diversity and inclusion.

# Message from the Rainbow Advisory Group



As advocates for the LGBTIQ+ Casey community, we proudly endorse the Rainbow Action Plan, supporting safety, leadership, and inclusion as cornerstones of progress. Safety is the fundamental right of every individual, regardless of sexual orientation, gender identity, or sex characteristic. With safety, we create an environment where everyone can live authentically and without fear of discrimination or violence.

Leadership within the LGBTIQ+ community is vital for driving change and shaping a better future. This action plan recognises the importance of nurturing leadership skills and providing platforms for marginalised voices to be heard and empowered.

Inclusion is not just about representation, but about creating a sense of belonging for every member of our community. By embracing diversity and fostering an inclusive environment, we achieve collective strength, and accomplish common goals.

Building a resilient community requires collective action and unwavering commitment to progress. By endorsing this Action Plan, we reaffirm our dedication to creating a society where LGBTIQ+ individuals are valued, respected, and supported.

## Further Acknowledgement



The City of Casey would like to thank everyone who originally advocated for this initiative in 2022 and who supported its journey to fruition. We thank those people who provided input into the consultation process, particularly members of the LGBTIQ+ community who shared their lived experience.

We thank everyone who has been part of this journey at Casey, from our Rainbow Champions, our community Rainbow Advisory Group and key stakeholders.

We also acknowledge Jac Tomlins for her guidance in helping to build inclusion and resilience for the LGBTIQ+ community.

This plan is a first step, with many more steps to follow, but all leading to the success of better outcomes for people.



# How this plan came together

In 2022, we commenced this journey through developing a LGBTIQ+ community survey to begin conversations and to gain an insights of how LGBTIQ+ inclusion was understood.

We engaged through social media, Midsumma Festival, local events and internal and external focus groups.



**October 2022**

A new LGBTIQ+ Advisor role was established within Council to commence the work to develop a Rainbow Action Plan.



**January – April 2023**

City of Casey draft LGBTIQ+ Action Plan engagement online survey launched. The survey was for all members of the Casey community. Their input, insights and experiences were the start of the work towards a safer and inclusive Casey.



**January 2023**

In person consultation was held at Midsumma Carnival on 22 January and at Casey Rainbow Community Picnic on 29 January.



**April 2023**

Expressions of Interest opened to community members to join the newly planned Casey LGBTIQ+ Advisory Group.



**October – November 2023**

We held community focus groups to contribute towards the development of our Action Plan.



**December 2023 – January 2024**

Data Analysis.



**January 2024 – May 2024**

Draft Action Plan.



**June 2024**

Action Plan submitted for review and endorsement by Council.

# Plan on a page

Vision	To create a City of Casey where LGBTIQA+ people can feel safe to be who they are and can thrive wherever they live, work or play.						
Principles	<b>Evidence informed</b>  We use local data, research and lived experience to guide our decisions and measure our success	<b>Equity</b>  We are accessible and respond to LGBTIQA+ diverse needs and interests, including those who are experiencing vulnerability	<b>Partnerships</b>  We collaborate with internal and external partners and community to strengthen our collective impact and reduce duplication	<b>Strengths-based</b>  We celebrate LGBTIQA+ people's strengths and experiences, supporting social participation	<b>Sustainability</b>  We respond to the changing environment through advocacy and leadership that builds capacity and empowers communities		
Outcomes	All communications include inclusive language and images	Staff are resourced and empowered in providing an inclusive service	Key areas of greater knowledge are identified by staff that influence training and resources	Best practice is implemented as staff use inclusive processes	Risks are managed to improve cultural safety	Qualitative data is captured to inform the action plan	Staff are aware of improvements and the ongoing work to fulfil inclusive practices
Key focus areas & goals	<b>1. Inclusion</b>  <b>1.1 Organisational Capacity</b> Council aims to ensure inclusive practices are embedded in internal and external policies, programs, and services.  <b>1.2 Events</b> Council commits to delivering safe & inclusive rainbow events.  <b>1.3 External Stakeholders</b> Council commits to building relationships and developing collaborations with key external stakeholders.  <b>1.4 Community Connection</b> Council aims to ensure LGBTIQA+ inclusion is publicly promoted throughout the Casey Community.		<b>2. Leadership</b>  <b>2.1 Organisational Capacity</b> Council aims to ensure inclusive practices are embedded in internal and external policies, programs, and services.  <b>2.2 Executive Leadership</b> Councillors and the Executive Leadership team will champion the Rainbow Action Plan and its delivery.  <b>2.3 Building Staff Capacity</b> Council commits to learning, development and awareness raising opportunities for staff and volunteers.  <b>2.4 Across Sector Leadership</b> Council commits to developing and leading inclusion initiatives across the sector.		<b>3. Safety</b>  <b>3.1 Council Safety Initiatives</b> Council commits to collaboration with stakeholders and developing resources to support inclusion and safety for the Rainbow Community.  <b>3.2 Inclusive Programs &amp; Facilities</b> Council commits to strengthening the cultural safety of its existing programs and facilities.		

# Our priority areas



## Inclusion

### **More LGBTIQ+ inclusive events and opportunities to come together.**

Inclusion is not just a goal; it is a fundamental principle that drives our unity and progress. Embracing inclusion means creating spaces where individuals of all sexual orientations, gender identities, and expressions feel welcomed, respected, and heard. It involves recognising and valuing the perspectives, contributions, and diverse experiences of each member of the community. Inclusive practices prioritise accessibility, equity, and representation - it ensures that everyone has a voice and a seat at the table. When we foster a culture of inclusion, the LGBTIQ+ community thrives.



## Leadership

### **Council works with the community to build visibility, participation, and safety in Casey.**

Leadership is about fostering inclusion, promoting the wellbeing of the community and leading positive change. It allows us to advocate for equity, diversity, and acceptance, creating an environment where individuals feel valued and respected regardless of their sexual orientation, gender identity or expression. Leadership works towards dismantling systemic barriers and promotes equality. Leadership is demonstrating a commitment to inclusivity through change, through words and through action.



## Safety

### **I am safe here.**

Safety is important for the LGBTIQ+ community due to the unique challenges they often face. Historically, many members of the LGBTIQ+ community have experienced discrimination and exclusion, simply because of their sexual orientation or gender identity. This leads to social isolation, vulnerability, and fear. When we focus on safety, we consider physical safety, emotional safety, access to resources and support and promotion of inclusion and acceptance. When LGBTIQ+ individuals feel safe, they are more likely to participate in and contribute to our community.





# Language

At the City of Casey, we understand that language is important and that currently there are several different ways to reference the LGBTIQ+ community. For this Action Plan, we have chosen to use 'Rainbow' as an umbrella term that references the broad range of people who identify within the LGBTIQ+ acronym. At times the word 'queer' is used, understanding it can be a challenging word for some members of the community. It is an umbrella term that is been increasingly accepted and used within the rainbow community.

**L**

Lesbian

**G**

Gay

**B**

Bisexual

**T**

 Trans and  
Gender-Diverse

**I**

Intersex

**Q**

 Queer and  
Questioning

**A**

 Asexual and  
Aromantic

**+**

 Plus sign  
represents the infinite  
variety of identities  
outside of, or not  
represented by,  
the acronym

Within the Rainbow Action Plan, the City of Casey embraces the acronym LGBTIQ+ to encompass the spectrum of identities, including Lesbian, Gay, Bisexual+, Trans and Gender-Diverse, Intersex, Queer and Questioning, Asexual, and Aromantic individuals, recognising the fluidity of language in reflecting the diverse experiences of gender, sexual orientation, and sex characteristics.

## THE LGBTQIA+ Progress Pride Flag

Created in 2018 by Daniel Quasar, the Progress Pride Flag builds upon the foundation of the iconic 1978 rainbow flag. Renowned for its celebration of LGBTQIA+ diversity, this design advocates for a more inclusive society.



# Key focus areas, goals and actions

## 1 Inclusion

### 1.1 Organisational Capacity

Council aims to ensure inclusive practices are embedded in internal and external policies, programs, and services.

	Action	Timeline	Responsibility	Lead Department
1.1.1	Through the Community Service Organisation (CSO) Growth and Attraction Framework, identify and address gaps in services for the LGBTIQ+ community, strengthen relationships with Council and collaborate with the sector to develop a united advocacy voice.	Year 1,2,3 & 4	Co-Lead	Manager Connected Communities Manager Active Communities
1.1.2	Support the Living and Ageing Well Plan by organising LGBTI Inclusion training and events.	Year 1,2,3 & 4	Lead	Manager Connected Communities
1.1.3	Investigate opportunities to include LGBTIQ+ questions in Council's consultation and engagement program.	Year 1	Co-Lead	Manager Connected Communities Manager Communications & Corporate Governance
1.1.4	Support safe and inclusive community programs for the Rainbow Community by promoting Council grants and distributing information about external funding opportunities that support LGBTIQ+ groups and programs.	Year 1,2,3 & 4	Co-Lead	Manager Connected Communities Manager Active Communities
1.1.5	Incorporate visible safe, inclusive, and welcoming LGBTIQ+ signage and programs in Council community facilities.	Year 2	Co-Lead	Manager Connected Communities Manager Active Communities
1.1.6	Explore learning and development opportunities that build LGBTIQ+ inclusion for educators and staff in Maternal Child and Health, kindergarten, and playgroup programs to better support Rainbow families.	Year 1	Co-Lead	Manager Connected Communities Manager Child Youth & Family
1.1.7	Explore opportunities to include Rainbow awards within the community awards program to acknowledge and celebrate inclusion within the community.	Year 2	Co-Lead	Manager Connected Communities Manager Active Communities
1.1.8	Develop LGBTIQ+ educational resources, information, and support service details for the City of Casey website.	Year 1	Lead	Manager Customer & Digital
1.1.9	Deliver intersex awareness education to Council staff to increase the understanding and capacity of Council services.	Year 3	Lead	Manager Connected Communities
1.1.10	Council to affirm the Darlington Statement for the rights of intersex people in Australia and New Zealand.	Year 3	Lead	Manager Connected Communities

## 1.2 Events

Council commits to delivering safe & inclusive rainbow events.

Action	Timeline	Responsibility	Lead Department
1.2.1 Facilitate an annual IDAHOBIT event for the community to acknowledge and celebrate rainbow inclusion.	Year 1,2,3 & 4	Lead	Manager Connected Communities
1.2.2 Prominently display the Progress and Transgender flag at Council facilities in support of days of significance such as IDAHOBIT and Transgender Awareness Week.	Year 1,2,3 & 4	Lead	Manager Connected Communities
1.2.3 Support community-driven opportunities to celebrate the LGBTIQ+ community through, Midsumma Festival, IDAHOBIT, Wear it Purple Day and Transgender Awareness Week.	Year 1,2,3 & 4	Lead	Manager Connected Communities
1.2.4 Partner and collaborate with local councils to establish a south-east community event during the Midsumma Festival that celebrates the LGBTIQ+ community and all its diversity.	Year 2	Lead	Manager Connected Communities
1.2.5 Partner with Bunjil Place to host LGBTIQ+ programs, events and activities that acknowledge and celebrate rainbow inclusion.	Year 1,2,3 & 4	Lead	Manager Connected Communities Manager Creative Communities



**Queer:** a term used to describe a range of sexual orientations and gender identities.





### 1.3 External Stakeholders

Council commits to building relationships and developing collaborations with key external stakeholders.

	Action	Timeline	Responsibility	Lead Department
1.3.1	Support community groups such as AGMC (Australian GLBTIQ Multicultural Council), Casey Rainbow Network, Casey Multi-Faith Network, Ruby Demons and Casey Cardinia Pride Inc with events throughout the year that create connections and celebrate diversity.	Year 1,2,3 & 4	Lead	Manager Connected Communities
1.3.2	Partner with Many Coloured Sky to host events for LGBTIQA+ refugee and asylum seekers to connect and build relationships in Casey.	Year 1	Lead	Manager Connected Communities
1.3.3	Partner with Melbourne Football Club on the development of an annual community AFL Pride round event in Casey.	Year 1,2,3 & 4	Lead	Manager Active Communities
1.3.4	Partner with Connected Libraries to support LGBTIQA+ specific programs and events to promote and celebrate inclusion and cultural safety for LGBTIQA+ communities.	Year 1,2,3 & 4	Co-Lead	Manager Connected Communities Manager Creative Communities
1.3.5	Support to enhance Switchboard's Out and About Older LGBTI Program for community members in Casey.	Year 1	Lead	Manager Connected Communities
1.3.6	Collaborate with Proud 2 Play and other relevant providers to promote the opportunity for LGBTIQA+ inclusion training to local sporting clubs in Casey.	Year 1	Co-Lead	Manager Connected Communities Manager Active Communities
1.3.7	Explore partnerships with Thorne Harbour Health and other health services to provide information and access to services for people within Casey.	Year 2	Lead	Manager Connected Communities

1.4 Community Connection

Council aims to ensure LGBTIQ+ inclusion is publicly promoted throughout the Casey Community.

Action	Timeline	Responsibility	Lead Department
1.4.1 Explore the development of a Pride Centre in the outer southeast of Melbourne for LGBTIQ+ groups and organisations to share ideas and resources and to further their work in supporting equality, diversity and inclusion across the region.	Year 1,2,3 & 4	Lead	Manager Connected Communities
1.4.2 Provide yearly video wrap up reels acknowledging and highlighting the Rainbow action plan achievements.	Year 1,2,3 & 4	Lead	Manager Connected Communities
1.4.3 Develop a resource list of LGBTIQ+ performers, artists for internal and community events.	Year 3	Lead	Manager Creative Communities



**Bisexual:** a person romantically and/or sexually attracted to people of their own gender and other genders.



## 2 Leadership

### 2.1 Organisational Capacity

Council aims to ensure inclusive practices are embedded in internal and external policies, programs, and services.

	Action	Timeline	Responsibility	Lead Department
2.1.1	Collaborate with the Ageing and Living Well team in exploring minimum accreditation standards for older people (Rainbow Tick/Silver Rainbow) that will contribute to building inclusive council programs and demonstrate sector leadership.	Year 2	Lead	Manager Connected Communities
2.1.2	Develop a program with People and Culture to utilise the use of the Rainbow Ready Roadmap and the Rainbow Tick Accreditation standards to embed LGBTIQ+ inclusion workplace best practices.	Year 2	Lead	Manager People & Culture
2.1.3	Support and develop the Rainbow Advisory Committee and their role in supporting Councils LGBTIQ+ inclusion practices which includes training and leadership opportunities.	Year 1,2,3 & 4	Lead	Manager Connected Communities
2.1.4	Create opportunities to engage with Casey businesses and community organisations that aim to expand their LGBTIQ+ inclusion in Casey.	Year 1	Co-Lead	Manager Growth & Investment Manager Connected Communities
2.1.5	Develop a Casey Rainbow Map resource for the City of Casey website to promote LGBTIQ+ inclusive and friendly organisations, services and businesses.	Year 1	Co-Lead	Manager Connected Communities Manager Customer & Digital



2.2 Executive Leadership

Councillors and the Executive Leadership Team will champion the Rainbow Action Plan and its delivery.

Action	Timeline	Responsibility	Lead Department
2.2.1 Develop opportunities that provide training for Councillors on the importance of LGBTIQA+ inclusion and effective allyship.	Year 1	Co-Lead	Manager Communications & Corporate Governance Manager Connected Communities
2.2.2 Councillors and the Executive Leadership Team to champion the Rainbow Action Plan and its delivery.	Year 1	Lead	Manager Connected Communities
2.2.3 Continue to engage with all levels of leadership across Council to ensure representation at LGBTIQA+ events.	Year 1,2,3 & 4	Lead	Manager Connected Communities



**Intersex:** a person with an intersex variation is a person born with atypical natural variations to physical or biological sex characteristics.



## 2.3 Building Staff Capacity

Council commits to learning, development and awareness raising opportunities for staff and volunteers.

Action	Timeline	Responsibility	Lead Department
2.3.1 Encourage and provide opportunities for staff participation in Rainbow events, such as Midsumma Festival and Pride March.	Year 1,2,3 & 4	Lead	Manager Connected Communities
2.3.2 Celebrate and recognise IDAHOBIT day for staff by building awareness and hearing stories of lived experiences.	Year 1,2,3 & 4	Lead	Manager Connected Communities
2.3.3 Develop opportunities that provide training for Council staff on the importance of LGBTIQA+ inclusion and effective allyship.	Year 1,2,3 & 4	Co-Lead	Manager People & Culture Manager Connected Communities
2.3.4 Provide training and leadership opportunities for the Rainbow Champions Steering Group to continue to create positive change and champion diversity and inclusion within Casey.	Year 1	Lead	Manager Connected Communities
2.3.5 Provide Council staff with an educational LGBTIQA+ section on My Casey with resources demonstrating allyship.	Year 1	Lead	Manager Connected Communities

## 2.4 Across Sector Leadership

Council commits to developing and leading inclusion initiatives across the sector.

Action	Timeline	Responsibility	Lead Department
2.4.1 Partner with stakeholders and local south-east councils to develop a professional development summit for LGBTIQ+ community members.	Year 1,2,3 & 4	Lead	Manager Connected Communities
2.4.2 Connect with stakeholders to develop a health specific Pride in the South-East Summit for health and medical services to promote education on LGBTIQ+ best practice inclusion for community members.	Year 2	Lead	Manager Connected Communities
2.4.3 Co-facilitate LGPro Rainbow Special Interest Group meetings to connect with other councils and council workers on LGBTIQ+ awareness and professional developments.	Year 1,2,3 & 4	Lead	Manager Connected Communities
2.4.4 Co-facilitate the Pride in the South-East Alliance, leading collaboration, and engagement to promote LGBTIQ+ inclusion in the South-East suburbs.	Year 1,2,3,& 4	Lead	Manager Connected Communities



**Asexual:** a person who does not experience sexual attraction, but may experience romantic attraction towards others.



## 3 Safety

### 3.1 Council Safety Initiatives

Council commits to collaboration with stakeholders and developing resources to support inclusion and safety for the Rainbow Community.

Action	Timeline	Responsibility	Lead Department
3.1.1 Review the Gender Impact Assessment toolkit to include a LGBTIQ+ lens on new programs and policies, workforce audits under the Gender Equality Act 2020.	Year 1 & 2	Lead	Manager Connected Communities
3.1.2 Develop an all-gender bathroom and changeroom options design guide to provide inclusive spaces for LGBTIQ+ community members.	Year 1 & 2	Lead	Manager Connected Communities
3.1.3 Develop a language and image guide to ensure inclusive and accessible communication and promotion of Council internal and external information, programs, and events.	Year 2	Co-Lead	Manager Connected Communities
3.1.4 Develop a program for risk assessments for LGBTIQ+ events across Council.	Year 1,2,3 & 4	Lead	Manager Connected Communities
3.1.5 Collaborate with the Disability Inclusion Officer to ensure all LGBTIQ+ communications and events are accessible to encourage participation and inclusion for LGBTIQ+ community members living with a disability.	Year 1	Lead	Manager Connected Communities
3.1.6 Maintain and build stakeholder relationship with Victoria Police LGBTIQ+ Liaison Officers for consultation on community safety events.	Year 1	Lead	Manager Connected Communities
3.1.7 Organise 'Providing Best-Practice Pastoral Care for the LGBTIQ+ Community' workshop for community members.	Year 1	Lead	Manager Connected Communities
3.1.8 Partner with relevant stakeholders to organise and provide LBGTIQ+ family violence prevention and education workshops.	Year 2	Lead	Manager Connected Communities
3.1.9 Partner with Victoria Police LGBTIQ+ Liaison Officers to facilitate community safety information sessions.	Year 2	Lead	Manager Connected Communities
3.1.10 Invite LGBTIQ+ communities to participate in Community Safety Month, 16 Days of Activism Against Gender Based Violence and other similar events throughout the year.	Year 1,2,3 & 4	Lead	Manager Connected Communities



3.2 Inclusive programs and facilities

Council commits to strengthening the cultural safety of its existing programs and facilities.

Action	Timeline	Responsibility	Lead Department
3.2.1 Develop opportunities for LGBTIQ+ communities to access inclusive sports and recreation programs through targeted LGBTIQ+ activities.	Year 2	Lead	Manager Active Communities
3.2.2 Investigate welcome signage at Council facilities to encourage local LGBTIQ+ groups and services to utilise spaces for events, meetings, and workshops.	Year 1	Co-Lead	Manager Active Communities Manager Connected Communities
3.2.3 Provide support and advice to the Youth Services team on building LGBTIQ+ inclusion and engagement for young people accessing Council Youth Services.	Year 1,2,3 & 4	Co-Lead	Manager Child Youth & Family Manager Connected Communities
3.2.4 Support Councils Youth Services team to build and maintain relationships with school Pride groups and committees within the municipality.	Year 1,2,3 & 4	Co-Lead	Manager Connected Communities



**Non-binary:** someone whose gender is not exclusively female or male; while a person who is agender has no gender.



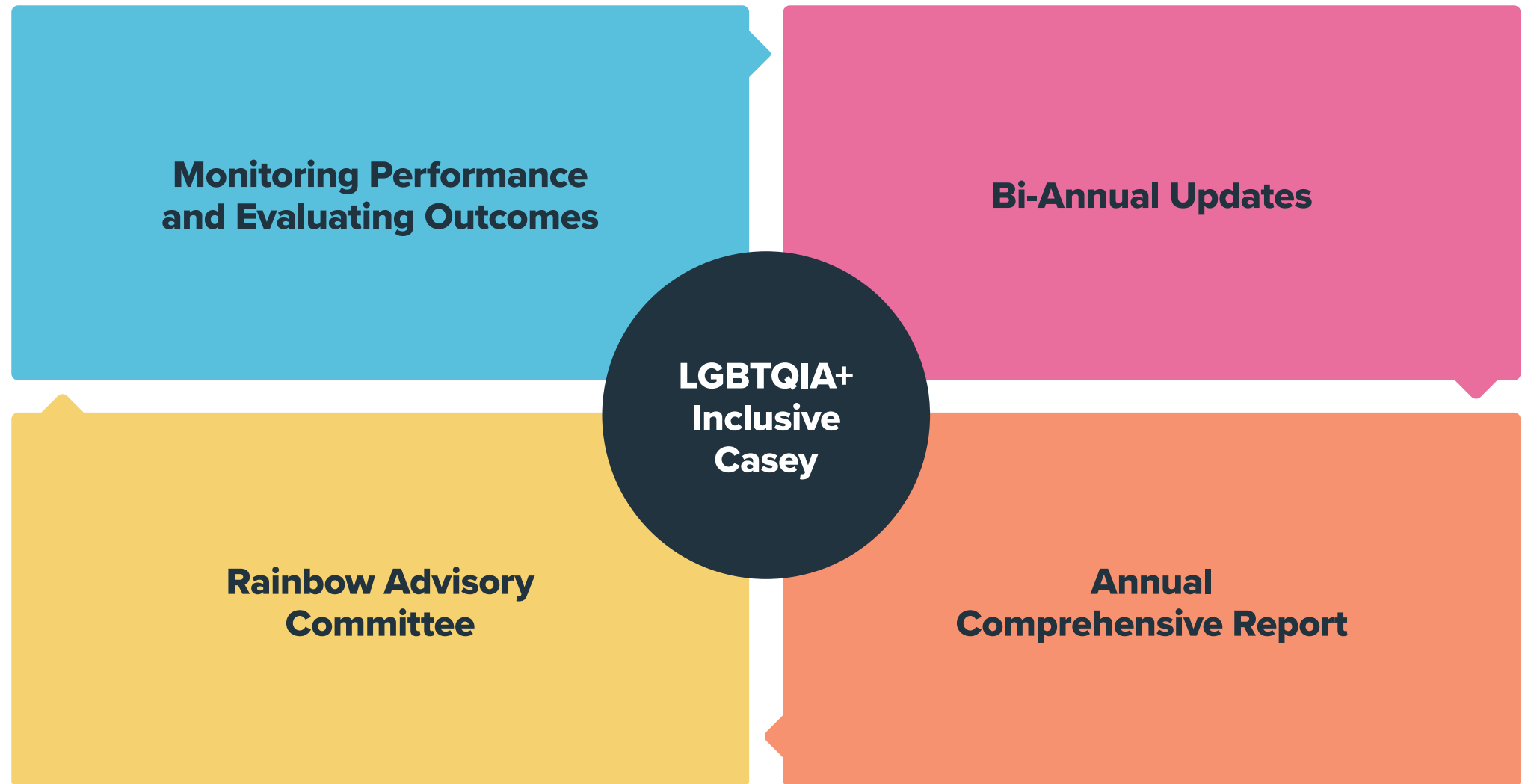
# Measuring and communicating success



The Rainbow Action Plan will utilise a monitoring and evaluation framework to ensure our efforts are effective and accountable.

By regularly monitoring our activities, evaluating their impact, being transparent about our findings and continuously learning from our experiences and adapting our approach, we aim to deliver outcomes that meet the needs of our community while fostering a culture of collaboration and improvement.





# Casey Studies









# Meet Michael

Michael is 16 years old and lives with his parents in Berwick. He goes to the local high school and plays footy on the weekends.



**Gay men:** a person romantically and/or sexually attracted to people of the same sex and/or gender as themselves.

Michael has always known he was a little different from the other boys at school but didn't really know why. He's gone looking for answers on the internet. Maybe he's gay? Maybe he's gender diverse? He's not sure, but just reading stuff in chat rooms and on-line hasn't been very helpful. The kids at school have started calling him names, bumping into him in the corridor 'accidentally', and a couple of times recently they've tripped him up on the stairs.

Last week at footy, the boys stole his kit, chucked his boots around the changerooms, and told him he should go play netball with the girls. After the match, Michael told his coach – and his parents – that he didn't want to play

anymore because he needed to focus on his schoolwork. He's good at footy, and he really likes playing, but it's just not worth the hassle.

He feels alone and some days he feels scared. He thinks if he lived closer to the city, they'd be places to go, or someone to talk to. He doesn't see a way forward and doesn't know what to do.

# The impact of implementing the Rainbow Action Plan for Michael

Michael is 16 years old and lives with his parents in Berwick. He's gay and has a couple of other queer friends and a few straight ones who hang at their local rainbow-friendly café.



Michael's parents know he's gay and, though they found it difficult at first, they have come to be more accepting over time. They found a local support group for parents was quite helpful and their local priest was more familiar with the whole subject than they'd expected. He told them he'd attended a workshop and read some resources specifically designed for faith leaders.

Michael plays footy at the weekends. Not all his teammates are great about the fact that he's gay, but they know they need to keep their views to themselves, or they'll be in trouble with the club. They recently got a new coach who doesn't tolerate the boys making homophobic remarks.

With his parents' consent Michael's been attending the local Pride group for a few years, and he's made some good friends. He tried a drag workshop which was a laugh, but not his thing. Michael also went to the Pride March in the city with a few of his friends and his parents also went with them, which made him so happy. Council organised a bus to the March, and they had a brilliant time. He feels pretty connected now and a lot more confident in himself.

# Sharni & Dimitra

Sharni and Dimitra are an interracial lesbian couple with two young children.



Dimitra grew up in Casey, the eldest in a big family. Sharni grew up in Melbourne and, while she likes living in Casey and being near Dimitra's family, she's experienced both racism and homophobia and finds that very challenging. Recently, while they were both at the park with the kids, two other parents started staring and muttering to each other. Sharni and Dimitra just tried to ignore it, but then the women came over and told them they were unnatural and perverted. It was horrible and they were really shaken.

The kids started at the local kinder when they both went back to work. Dimitra asked if they could manage Fathers' Day and Mothers' Day a bit better after the kids brought home cards with the word father crossed out and mother scribbled in its place.

Some of the other kids were saying it's wrong to have two mummies and were being unkind and the Director really didn't handle it very well. She was outright hostile when Dimitra suggested they might buy some books that represented a greater diversity of families. They've also struggled with their local GPs. They've had to put up with lots of inappropriate questions: Who's the real mother? Where's the dad? Just a complete lack of understanding about what it means to be a rainbow family.



**Lesbian:** a woman romantically and/or sexually attracted to other women.

# The impact of implementing the Rainbow Action Plan for Sharni & Dimitra

Sharni and Dimitra are an interracial lesbian couple with two primary-aged children.



Over the last couple of years, they've got to know lots of local rainbow families as well which has been good for the adults, and especially good for the kids. The annual Rainbow Picnic run by the Council is a highlight. Their local library is a favourite place. There's a good range of books that feature families that aren't all straight and aren't all Caucasian.

Sharni & Dimitra were nervous about starting primary school, but at least some of the teachers seem to be a bit more on board about rainbow families. On Mother's Day last year, the kids came home with two perfect cards – no father crossed out and, when there was some teasing at the start of the year, the teacher was on it straight way. The teacher told the kids that 'families come in all shapes and sizes', and everyone was welcome and included.

One of the parents at the Rainbow Playgroup recommended a local GP who was queer-friendly. They'd done some professional development training on inclusive practice for the LGBTIQ+ community and that made a huge difference. It's not perfect, but Sharni and Dimitra, feel like times are changing and things are moving in a much more positive direction.

# Meet Asher

Asher is a 20 something trans woman who's grown up in Casey. She was kicked out of her family home at sixteen when she told her parents she was trans.



Asher was couch-surfing and now she now lives in a share-house with two other queer housemates. She's constantly trying to get work, but lots of places just won't employ someone who's trans.

Asher has some significant mental health challenges – depression and anxiety. A friend suggested that she could get a mental health plan and see a counsellor, but that needs a GP's referral and she's had bad experiences with the local GPs. The last time she went was just for an infection, but the doctor asked inappropriate questions about her gender that were irrelevant and inappropriate.

Asher doesn't want to move out of Casey but feels isolated and feels like there's nothing for her here. Asher doesn't feel safe travelling at night. If there was somewhere she could connect with other queer people and, a job where she felt safe and included, would make all the difference.



**Transgender:** a person whose gender does not exclusively align with the one they were assigned at birth.

# The impact of implementing the Rainbow Action Plan for Asher

Asher is a 20 something trans woman who's grown up in Casey. She lives in a share-house with two other queer housemates and works at a local café as a waiter and barista.



Asher did a basic barista course at the local Neighbourhood House which she really enjoyed.

The job has made a huge difference to everything. She feels less isolated. Asher makes a great coffee which is really all people care about. Having a steady income means she can afford to go into the city to attend queer events. Asher has also noticed there seems to be a few more things going on locally and for the first time this year, she went to the IDAHOBIT Day flag raising ceremony put on by Council which was great. Asher is also feeling safer in the community seeing more queer visibility.

These days she feels less anxious and depressed - she feels supported. Asher has had the courage to go to the Community Health Centre and found a GP who was good. Asher told her about her homelessness history and depression. The GP gave her a Mental Health Plan and a referral to a counsellor she'd heard was queer-friendly.





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