



Mildura Rural City Council
GLBTIQ Inclusion Plan
2016

Background:

Mildura Rural City Council is committed to social inclusion and recognises its responsibility and role in promoting community wellbeing and assisting with the development of a community that is supportive, inclusive and welcoming.

Community members who identify as sexuality, sex or gender diverse or GLBTIQ (Gay, Lesbian, Bisexual, Transgender, Intersex or Queer) are at risk of social exclusion due to discrimination and the impacts of discrimination on health and wellbeing (**Social Determinants of Health: Solid Facts, World Health Organisation 2003, p.16**)

Local Government has an important role in promoting and developing a community that is welcoming, safe and inclusive for all people. The primary objective of a Council is to One of the key objectives of a Council is 'to endeavour to achieve the best outcomes for the local community having regard to the long term and cumulative effects of decisions' and in doing so must have regard to the objective of 'improving the overall quality of life of people in the local community.' (**Local Government Act 1989 Section 3C**)

Purpose of plan:

Council's vision is to be '**the most liveable, people friendly community in Australia**'.

The GLBTIQ Inclusion Plan is a 12 month initial action plan with the overall purpose of demonstrating genuine commitment to a socially inclusive community for GLBTIQ people. The plan has a small number of actions to implement which focus on building engagement and demonstrating leadership and support for GLBTIQ communities.

Action Plan development:

A Community Reference group was established to support the development of this action plan.

Community Engagement and consultation occurred through a range of methods including Facebook (Mildura Pride page), face to face and online discussions with community members as well as the Community reference Group.

A community survey (Rainbow Survey) was developed and distributed via social media and online, the survey responses assisted to inform the priority actions and areas for the 12 month plan.

Two community events were delivered in October and November 2015 to provide further engagement opportunities and to demonstrate commitment and establish trust with key stakeholders and community members.

The actions were developed in consultation with the Community Reference Group based on feedback provided by community.

Strategic and Policy Context:

- MRCC Social Inclusion Policy CP019
- MRCC Human Rights Policy CP006
- MRCC Community Engagement Policy CP020
- Council Plan 2013-2017

Why?

Mental Health 36.2% Trans 24.4% G,L & B 6.6% General	Social Health Discrimination & Exclusion	% Population 9% men 15% women 2% L,G,B
Human Rights Against the Law	Role of Local Gov. Objectives of Council	Policy & Vision Social Inc, Human Rights, Community Engagement. Council's Vision

Action Plan:

Priority Area: Education, Respect and Awareness			
Action	Responsibility	Timeframe	Measure
Deliver or support a GLBTIQ community event, providing an opportunity for awareness and recognition of GLBTIQ communities.	Social Inclusion Officer (SIO) and Community Reference Group	2016	Attendance at event Satisfaction of event
Priority Area – Anti- Discrimination			
Action	Responsibility	Timeframe	Measure
Rainbow Sticker campaign, support and recognise local businesses and shops that are supportive and welcoming of GLBTIQ people. Rainbow stickers on shop fronts are recognised as indicators of safe places for GLBTIQ people.	SIO and Community Reference Group	2016	Number of shops and businesses engaged and supported Media
Priority Area – Celebrating Diversity			
Action	Responsibility	Timeframe	Measure
Acknowledging International Day Against Homophobia (May 17 every year), flying of Rainbow Flag	SIO	17 May 2016	Event held Media
Priority Area – Engagement and Consultation			
Action	Responsibility	Timeframe	Measure
Facilitate the development of an ongoing GLBTIQ Community Reference Group to increase dialogue between Council and community.	SIO	2016	Group Established Terms of Reference adopted
Continue the Mildura Pride Facebook Page as a mechanism for engagement and ongoing consultation with GLBTIQ community members as well as promotion of community events and activities	SIO and Community Reference Group	2016	Number of 'likes'

Glossary

Language is important. Please see below a detailed glossary of commonly used terms and acronyms.

GLBTIQ: An internationally recognised acronym which is used to describe gay, lesbian, bisexual, transgender, intersex and queer people collectively. This can also be written LGBTIQ.

Gay: A person whose primary emotional and sexual attraction is towards people of the same sex. The term is most commonly applied to men, although some women use this term.

Lesbian: A woman whose primary emotional and sexual attraction is towards other women.

Bisexual: An umbrella term to describe a person who is sexually and emotionally attracted to more than one gender

Transgender: A person whose gender identity is different to their sex at birth. A trans person may take steps to live permanently in their nominated

sex with or without medical treatment.

Intersex: People who have genetic, hormonal or physical characteristics that are not exclusively 'male' or 'female'. A person who is intersex may identify as male, female, intersex or as being of indeterminate sex.

Queer: An umbrella term for a range of sexual and gender identities. For some, Queer has a negative connotation due to past uses of the term and historical experiences of discrimination. However, in recent years, this term has been reappropriated by the community

SSASGD: Same-sex attracted and/or sex and gender diverse is an acronym often used when referring to young people.

Sexuality/Sexual Orientation: A person's emotional or sexual attraction to another person, including, amongst others, the

following identities: heterosexual, gay, lesbian, bisexual, pansexual or same-sex attracted

Heterosexual: A person whose sexual orientation is primarily or exclusively toward people of the opposite sex.

Heteronormativity: Denoting or relating to an attitude that promotes heterosexuality as the normal or preferred sexual orientation.

Gender: The way in which a person identifies or expresses their masculine or feminine characteristics. Gender is generally understood as a social and cultural construction. A person's gender identity or gender expression is not always exclusively male or female and may or may not correspond to their sex.

Sex: A person's biological characteristics. A person's sex is usually described as being male or female. Some people may not be exclusively male or female (the term 'intersex' is explained below). Some people identify as neither male nor female.

