

Maribyrnong LGBTIQ+ Strategy 2021-2025 (Working document)



VISION				
LGBTIQ+ people are safe and healthy, and their diverse identities are celebrated.		LGBTIQ+ people are visible, connected and welcomed, and can fully participate in the community at all stages of life.		Council promotes equality and addresses inequality for LGBTIQ+ people through clear leadership and principled action.
PRINCIPLES				
Building on Council’s commitment to the key human rights and social justice values of freedom, respect, equity and dignity outlined in its Human Rights Framework, the LGBTIQ+ Strategy and Action Plan is underpinned by the following human rights-based principles:				
Participation Council promotes equity of access to the its services and public spaces to ensure LGBTIQ+ people are included and supported to reach their potential	Accountability Council supports LGBTIQ+ people and communities by developing and actively communicating a culture of human rights and social justice across the organisation and in the local community	Non-discrimination and attention to vulnerable groups Council applies an intersectional approach to reduce LGBTIQ+ discrimination and disadvantage, and improve health and wellbeing in the municipality	Empowerment Council works with local LGBTIQ+ people and communities to promote visibility, enhance diverse representation to support them to have a voice in processes and decisions that impact their lives	Linkage to human rights standards Council promotes and protects the rights contained in the Victorian Charter of Human Rights and Responsibilities consistent with the objectives of its Human Rights and Social Justice Framework
OBJECTIVES AND KEY FOCUS AREAS				
① Build social capital <i>Celebrate the vibrancy, strength and diversity of LGBTIQ+ people, families and communities and work to ensure their participation, inclusion, and health and wellbeing</i>	② Facilitate community capital <i>Recognise and support LGBTIQ+ intersections with the broader community; foster a welcoming, safe and cohesive community for all who live, work and socialise in the City of Maribyrnong</i>	③ Grow economic capital <i>Ensure access to resources, services, infrastructure, and shared opportunities to ensure the benefits of economic development are enjoyed by LGBTIQ+ people and families as our community continues to thrive and grow</i>	④ Develop Council’s ethical leadership <i>Proactively develop our own practice and influence the practice of our key partners through a culture of learning, innovation and reflective practice, transparent decision-making, collaboration, and community engagement</i>	
1.1 Strengthen LGBTIQ+ inclusion and cohesion by facilitating opportunities for civic participation, social engagement and volunteering. 1.2 Build LGBTIQ+ community strengths and assets by supporting and promoting community-led activities, programming and events. 1.3 Develop strategies to address the ongoing impacts of COVID-19 on LGBTIQ+ people, families and communities. 1.4 Strengthen LGBTIQ+ voice, representation and leadership through active community engagement.	2.1 Advocate and partner to prevent violence and discrimination against LGBTIQ+ people, families and communities in public and private settings. 2.2 Facilitate community cohesion and understanding through initiatives to educate and inform the broader community about LGBTIQ+ issues, needs and experience. 2.3 Deliver initiatives that recognise and celebrate LGBTIQ+ community cultures, symbols and histories, including through cross-cultural and generational exchange.	3.1 Apply an intersectional approach to consider the diverse needs of LGBTIQ+ people in infrastructure, service and program planning to ensure physical spaces and infrastructure are safe and welcoming. 3.2 Strengthen the availability and visibility of locally accessible LGBTIQ+ businesses, services and programs by encouraging them to meet minimum service quality and accreditation requirements for LGBTIQ+ people. 3.3 Promote and partner with local business, clubs, organisations and institutions to build resilient LGBTIQ+ tourism, circular and local economies.	4.1 Uphold Council obligations to promote and protect LGBTIQ+ human rights by actively demonstrating strong social responsibility across all areas of Council’s operations. 4.2 Ensure Council communications, language, information and data systems are inclusive of LGBTIQ+ people and families. 4.3 Continue to model a safer, healthier, diverse and more equitable organisation for LGBTIQ+ staff by influencing a positive and inclusive workplace that is accepting of all forms of diversity. 4.4 Identify resources to support the delivery of the Strategy and Action Plan and related initiatives.	