



Whole-of-Government Framework for Lesbian, Gay, Bisexual, Transgender and Intersex Tasmanians

Action Plan

Action Plan for LGBTI Tasmanians

Ensuring Tasmanian Government services are inclusive requires a focus on understanding the issues surrounding LGBTI communities, enhancing access in the provision of Government services and programs and treating all Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) Tasmanians with dignity and respect.

The Action Plan identifies two practical priority areas for the Tasmanian Government to achieve greater respect and dignity for LGBTI Tasmanians and support greater access to programs and services offered by government.



Key Priority Areas

Priority 1: Enhancing Access and Participation

Links with Principles 2, 3 and 5

The Tasmanian Government wants to ensure all people in Tasmania have equal access to services and that service delivery is responsive of a high quality and addresses areas of need. LGBTI Tasmanians should be able to identify and access services that meet their needs without fear of prejudice or discrimination.¹

It is important to empower LGBTI people to be involved in the decisions affecting them and support LGBTI Tasmanians to be connected with their community. Examples of good practice include:

- Establishment of agency-specific working groups to support greater inclusion and participation of LGBTI Tasmanians in Government services and programs. These working groups, comprised of agency and non-government representatives, undertake specific tasks and provide advice and recommendations to senior management on LGBTI-inclusive practice, professional learning opportunities and resource development.
- Continued support for the Coming Out Proud Program - Community Liaison Committee, made up of non-government organisations and representatives from local councils in Southern Tasmania. Four committees state wide coordinate consultation with the Tasmanian government and organisations and initiate support and represent LGBTI organisations at state and national levels to achieve greater equality of access and respect for LGBTI Tasmanians.
- Establishment of a support network by Working It Out for parents of LGBTI students to assist them engage with school communities and challenge prejudice and discrimination.



Actions

- 1.1** Continue to support the Whole-of-Government Reference Group with representation from every Tasmanian Government agency, including Equal Opportunity Tasmania, LGBTI organisations and members of the Tasmanian community.
- 1.2** Facilitate interagency collaboration in LGBTI-inclusive policy development, service delivery and program evaluation through consultation with the LGBTI Whole-of-Government Reference Group and other LGBTI communities' representatives.
- 1.3** Provide information about legislation, services and programs for LGBTI Tasmanians on Government agency websites.
- 1.4** Support Government funded organisations, programs and services to develop inclusive and accessible services to encourage participation by LGBTI Tasmanians.
- 1.5** Identify opportunities for LGBTI Tasmanians and their families to be involved in the design and delivery of Government services.





Priority 2: Fostering Inclusion, Respect and Dignity

Links with Principles 1, 2, 4 and 5

An emphasis on practices that are inclusive of all individuals is critical in fostering inclusion, respect and dignity for LGBTI Tasmanians and valuing the diversity in our community.

Examples of current good practice include:

- Removal of gender references on forms required for accessing the services of Equal Opportunity Tasmania that were thought to be provided exclusively to either men or women. This means intersex people do not have to disclose information about their sex in order to receive services or benefits, noting that national guidelines have been developed.
- Training to enable teachers and student wellbeing staff (psychologists, social workers and chaplains) to develop an in-depth understanding of the issues facing same-sex attracted and gender questioning students and to effectively challenge homophobia and transphobia in the classroom.
- Implementation of LGBTI Liaison Officers for Tasmanian Police and training for police in the issues facing LGBTI people so they have the information and skills required to act professionally, particularly in regard to hate-motivated crimes and family violence situations.

Actions

- 2.1 Develop whole-of-government guidelines for LGBTI inclusive language.
- 2.2 Improve understanding of issues facing LGBTI communities and promote good practice in LGBTI inclusion and awareness of statutory requirements eg the *Anti-Discrimination Act 1998* (Tas) and the *Sex Discrimination Act 1984* (Cth).
- 2.3 Encourage and support LGBTI Tasmanians to report incidents of violence, crime or anti-social behaviour.
- 2.4 Identify appropriate professional learning and/or resources for staff to support LGBTI inclusive service delivery, including diversity awareness training and guidance on using inclusive language.
- 2.5 Promote awareness of LGBTI-inclusive practices and achievements including community events such as Working it Out's *Dorothies Awards*, International Day against Homophobia and Transphobia (IDAHOBIT), Rainbow Communities Tasmania's *Rainbow Awards* and Tasmanian Government agencies achievements.



Notes

¹ AsquithFox Research Consultancy & Training, in conjunction with Working it Out, Tasmanian Gay and Lesbian Rights Group and the Tasmanian Council on AIDS, Hepatitis and Related Diseases, 2013, *Be Proud Tasmania*, p10.



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