



**Brighton
Council**

LGBTIQA+ Community Consultation Report Recommendations



Recommendations

The results of our community consultation survey reflect the need for the following actions:

1. Strengthen LGBTIQ+ Inclusion Training for Council Staff and Elected Members

- Implement regular LGBTIQ+ awareness and inclusion training for all council staff and elected members, including as part of standard onboarding procedures for new staff.
- Ensure training includes specific content on the needs of trans and gender diverse people, given that they reported lower levels of safety and affirmation in the community.
- Develop clear policies and guidelines for addressing discrimination and harassment in council-run services and spaces.

2. Improve Visibility of LGBTIQ+ Inclusion in Public Spaces

- Introduce visible markers of inclusion, such as a rainbow flags, a rainbow zebra-crossing, “Everyone is Welcome” stickers for businesses, and LGBTIQ+ ally badges/lanyards for council staff.
- Promote and display LGBTIQ+ resources in community centres and local businesses.
- Actively celebrate LGBTIQ+ events and days of significance, such as TasPride (January/February), International Day Against Homophobia, Biphobia, Intersex discrimination, and Transphobia (IDAHOBIT) (May 17) and Trans Day of Visibility (March 31).

3. Enhance Safety and Accessibility in Public Spaces

- Increase efforts to prevent discrimination and harassment in key locations, particularly in shops, public transport hubs, and recreational areas.
- Improve council oversight of safety concerns by working with local businesses and public transport services to implement anti-discrimination policies.
- Support initiatives that provide safer spaces for young LGBTIQ+ people, such as youth drop-in centres or inclusive community events.

4. Expand Access to Mental Health and Support Services

- Advocate for increased mental health services that specifically cater to LGBTIQ+ residents.
- Work with local health providers to ensure services are inclusive and affirming of LGBTIQ+ people and their families.
- Support peer-led community groups that foster connection and mental wellbeing among LGBTIQ+ residents.

5. Provide More Gender-Inclusive Public Amenities

- Conduct an audit of existing facilities to ensure they are inclusive and accessible for all residents.
- Install more all-gender public toilets in council buildings, parks, and recreation areas.

6. Foster Ongoing Engagement with LGBTIQ+ Community Members

- In line with Kingborough, Hobart City and Glenorchy City Councils, establish an LGBTIQ+ advisory group to provide ongoing feedback on council policies and initiatives.
- Continue community consultations to track changes in LGBTIQ+ residents' experiences over time and ensure ongoing engagement.
- Partner with LGBTIQ+ organisations and local groups to co-design local programs and events.

7. Improve Awareness of LGBTIQ+ Support Services

- Develop and maintain a comprehensive list of LGBTIQ+ support services and make it easily accessible on the council website.
- Promote educational resources that support families of LGBTIQ+ people in the Brighton area.