



CAPITAL^{OF}

EQUALITY

First Action Plan 2019 & 2020

An ACT Government strategy
to deliver equitable outcomes
for Lesbian, Gay, Bisexual, Trans,
Intersex & Queer (LGBTIQ+) people

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This First Action Plan sits under the Capital of Equality Strategy and aims to make Canberra the most LGBTIQ+ welcoming and inclusive city in Australia.

Achieving this means that LGBTIQ+ people, their families and communities are: Visible, Valued and Respected.

WE WILL ACHIEVE THIS OUTCOME BY FOCUSING ON:



**CONTINUING
REFORMS TO HAVE
EQUAL RIGHTS
REFLECTED
IN LAW, DATA
AND POLICIES**



**FOSTERING
UNDERSTANDING
AND AWARENESS
SO THAT BARRIERS
TO EQUALITY CAN
BE REMOVED**



**UNDERTAKING
SERVICE
IMPROVEMENTS
TO DELIVER MORE
INCLUSIVE AND
ACCESSIBLE
SERVICES**

FIRST ACTION PLAN

This action plan explains the changes that the ACT Government wants to make by the end of 2020 to improve the lives of LGBTIQ+ Canberrans.

In addition to acting on immediate priorities, we are beginning work now that will be implemented in future action plans.

This action plan is not a comprehensive description of LGBTIQ+ issues in Canberra nor does it describe all services and activities that the government will continue to fund, such as essential services.

We will continue to engage with the community – reaching and raising the voices of the most marginalised members of LGBTIQ+ communities – to identify barriers to equality and develop solutions to overcome these barriers.

The success of this action plan will be measured as outlined in the Capital of Equality Strategy.



REFORMS FOR AN INCLUSIVE CANBERRA



We will be making an inclusive Canberra by continuing reforms to have equal rights reflected in law, data and policies.

KEEPING PEOPLE SAFE FROM HARM

- ★ Collaborate with intersex people, human rights organisations and healthcare professionals to form a plan on how prohibition of deferrable medical interventions on intersex people could operate in Canberra.
- ★ Ban conversion therapy.

BIRTH CERTIFICATE REFORMS

- ★ Amend the *Births Deaths and Marriage Registration Act 1997* to improve processes for changing birth registration and birth certificates for trans and gender diverse people, particularly young people.
- ★ Create a single form for the purposes of seeking both a change in sex and change in name registration and review associated fees and waiver processes.

ELIMINATING DISCRIMINATION

- ★ Progress consultations on reforms to the *Discrimination Act 1991*, including reforming exceptions that have a discriminatory effect on the LGBTIQ+ community, drawing on recommendations of the Law Reform Advisory Council.





UNDERSTANDING AND AWARENESS

We will be fostering understanding and awareness so that barriers to equality can be removed.

SUPPORTING COMMUNITY & EMBRACING INTERSECTIONALITY

- ★ Support events that bring the LGBTIQ+ community together and highlight individual experiences.
- ★ Invest in initiatives for LGBTIQ+ people with disability, or who are Aboriginal and Torres Strait Islander, or from a culturally diverse or faith background through the second round of the Capital of Equality grants program.
- ★ Train ACT Government officers in LGBTIQ+ affirmative practices and develop specialist staff expertise in LGBTIQ+ matters.
- ★ Reflect LGBTIQ+ people in government advertisements and communications.
- ★ Reflect the voices of LGBTIQ+ populations in delivering the Welcoming Cities Standard for migrant and multicultural communities.





SERVICE IMPROVEMENTS

We will be ensuring LGBTIQ+ people have equitable access to services and that they receive support that is both appropriate to their experience and responsive to their needs across all stages of life.



INCLUSION AND ACCESS FOR LGBTIQ+ PEOPLE, THEIR FAMILIES AND COMMUNITIES

- ★ Develop an LGBTIQ+ information hub to centralise information and discoverability of LGBTIQ+ affirmative services and supports in Canberra.
- ★ Invest in LGBTIQ+ support systems for Canberra's schools including the continuation of the Safe and Inclusive Schools initiative and making sure schools get good guidance about supporting students who are affirming their gender.
- ★ Prioritise doing business with organisations that provide inclusive and non-discriminatory services to the public.
- ★ Develop a gender affirming standard of care for psychologists and mental health professionals working with trans and gender diverse people.
- ★ Advertise vacancies on ACT Government boards and committees in a way that directly target LGBTIQ+ people and communities.
- ★ Support initiatives that allow mainstream services to pledge that they are LGBTIQ+ inclusive.
- ★ Funding community-based organisations to deliver targeted, peer-led services for LGBTIQ+ people, their families and communities.
- ★ Reflect the voices of LGBTIQ+ people in the development of the Charter of Rights for Victims of Crime.

EVIDENCE GATHERING TO INFORM SERVICE IMPROVEMENTS

- ★ Analyse and identify barriers to LGBTIQ+ people accessing health services to inform improvements to health service delivery. This will include a focus on Aboriginal and Torres Strait Islander LGBTIQ+ people.
- ★ Assess the feasibility of establishing a community of practice of legal practitioners to support LGBTIQ+ people.
- ★ Analyse local data collected through the *This is Me* study to inform future actions to support the health and wellbeing of Canberra's LGBTIQ+ young people.



FOR MORE INFORMATION

If you want more information please contact:
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