

Coming Out Proud

Greater Hobart



Management Plan 8 May 2007

**Reference: "Coming Out Proud Program, A GLBTI Self-Determined
and Consultative Governance Model"**

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Our Aim

To provide strategies that will enable gay, lesbian, bisexual, transgender and intersex (GLBTI) people in the region to “come out with pride” and live in their community with dignity as fully respected and participating members.

Our Values

- ❖ Equality – accepting and celebrating diversity
- ❖ Equity – responding to the individual needs of clients
- ❖ Engagement – involving community members and service providers
- ❖ Excellence – best practice in the service that we and others provide

Our Goals

1: Ownership

Encourage ownership by the local sexual and gender diverse communities of the Committee and its work.

2: Partnership

Establish and develop partnerships with all organisations providing services to the local sexual and gender diverse communities.

3: Access

Identify, document and make accessible information about service provision to the local sexual and gender diverse communities.

4: Evaluation

Evaluate the efficiency, effectiveness and appropriateness of service provision to the local sexual and gender diverse communities.

5: Quality

In consultation with service providers, work to improve the quality and extent of service provision to the local sexual and gender diverse communities.

6: Consultation

Represent the local sexual and gender diverse Communities on the Coming Out Proud Program Steering Committee and the GLBTI State Consultative Council.

Our Strategies

These are listed on the following pages.

Goal 1: Ownership

Encourage ownership by the local sexual and gender diverse communities of the Committee and its work.

Strategy	Responsible	Timeframe	Indicators	Outcome
1.1: Promote the COP Program at meetings of funding organisations by giving reports and encouraging participation in CLCs	CLC members	Ongoing	<ul style="list-style-type: none"> • COP Program promoted and participation encouraged 	<ul style="list-style-type: none"> • Regular updates have been provided to sponsoring organisations
1.2: Request donations at meetings of funding organisations to finance special COP Program initiatives	CLC members	Ongoing	<ul style="list-style-type: none"> • Funds donated 	<ul style="list-style-type: none"> • Additional funds have been donated
1.3: Develop and disseminate printed publicity material for the COP Program	CLC Members	2007	<ul style="list-style-type: none"> • Material developed 	<ul style="list-style-type: none"> • Terms of Reference and Management Plan are available on website
1.4: Develop and maintain a website for the COP Program and the greater Hobart CLC	Chair CLC Kingborough/Huon Chair Greater Hobart	Ongoing	<ul style="list-style-type: none"> • Website created and developed 	<ul style="list-style-type: none"> • Developed, maintained and ongoing
1.5: Develop a "personal story" collection for inclusion in the website and in printed material	CLC Members <ul style="list-style-type: none"> • N Shaw 	2007	<ul style="list-style-type: none"> • Collection published 	
1.6: Identify and recruit to the CLC additional members of local sexual and gender diverse communities	CLC Members	Ongoing	<ul style="list-style-type: none"> • Additional members recruited 	

Goal 2: Partnership

Establish and develop partnerships with all organisations providing services to the local sexual and gender diverse communities.

Strategy	Responsible	Timeframe	Indicators	Outcome
2.1: Establish and develop a partnership with Hobart City Council	CLC Members	Ongoing	<ul style="list-style-type: none"> Participation by Councillors/ Officers in COPP Participation in Council issues by CLC Members 	<ul style="list-style-type: none"> Ald Jeff Briscoe is a member of the CLC Participation in development of Council's Youth Policy
<ul style="list-style-type: none"> 2.1.1: Advocate the adoption by Council of a comprehensive policy affirming the value of Diversity 	CLC Members	2007	<ul style="list-style-type: none"> Policy adopted 	
<ul style="list-style-type: none"> 2.1.2: Seek inclusion of the CLC in Council's consultative processes for annual planning and reporting, including Tasmania <i>Together</i> goals 	CLC Members	2007	<ul style="list-style-type: none"> CLC included in consultations 	
<ul style="list-style-type: none"> 2.1.3: Participate in the development of a Youth strategy and youth specific programs for greater Hobart 	Dean Duggan	2007	<ul style="list-style-type: none"> Participation and input to policy 	<ul style="list-style-type: none"> Participated in forums and ensured inclusion of sexual and gender diverse Youth
<ul style="list-style-type: none"> 2.1.4: Participate in the development of a Policy for aged services in Hobart. Have input into the HCC positive aging strategy. 	CLC Members	2007	<ul style="list-style-type: none"> Participation and input to policy 	

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Strategy	Responsible	Timeframe	Indicators	Outcome
2.2: Establish and develop a partnership with Glenorchy City Council (GCC) and Clarence City Council (CCC).	CLC Members	Ongoing	<ul style="list-style-type: none"> Participation by Councillors/ Officers in COPP Participation in Council issues by CLC Members 	<ul style="list-style-type: none"> Invite delegates from GCC and CCC to attend
<ul style="list-style-type: none"> 2.2.1: Advocate the adoption by Council of a comprehensive policy affirming the value of cultural Diversity and equal access 	CLC Members	2007	<ul style="list-style-type: none"> Policy adopted 	
2.3: Establish and develop a partnership with Tasmania Police	CLC Members	Ongoing	<ul style="list-style-type: none"> Participation by Officers in COPP 	<ul style="list-style-type: none"> A GLBTI Liaison Officer was appointed by Tasmania Police
<ul style="list-style-type: none"> 2.3.1: Draft a Paper on issues in Law for local sexual and gender diverse people 	Julian Punch	2007	<ul style="list-style-type: none"> Paper developed in consultation with police/legal services 	<ul style="list-style-type: none"> Paper drafted Contribute issues particular to Greater Hobart area
<ul style="list-style-type: none"> 2.3.2: Recruit a CLC member to manage the partnership with the Police in the greater Hobart area. 	CLC Members	2007	<ul style="list-style-type: none"> A CLC member appointed to liaise with the Police 	<ul style="list-style-type: none"> State-wide delegate appointed
2.4: Establish and develop partnerships with local High Schools in the greater Hobart area	CLC Members	Ongoing	<ul style="list-style-type: none"> Partnerships established 	

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Strategy	Responsible	Timeframe	Indicators	Outcome
<ul style="list-style-type: none"> 2.4.1: Contribute to the draft paper on issues for local sexual and gender diverse Young People in the greater Hobart area 	TBC	2007	<ul style="list-style-type: none"> Paper developed in consultation with local high schools 	<ul style="list-style-type: none"> Paper drafted
<ul style="list-style-type: none"> 2.4.2: Recruit a CLC member to manage the partnership with the High Schools in the Greater Hobart area. 	CLC Members	2007	<ul style="list-style-type: none"> A CLC member appointed to liaise with the High Schools 	<ul style="list-style-type: none"> TBC
<ul style="list-style-type: none"> 2.4.3: Advocate delivery in local High Schools of the Pride and Prejudice Program 	TBC	2007	<ul style="list-style-type: none"> Pride and Prejudice Program delivered in local High Schools 	
2.5: Establish and develop partnerships with local Community Health Centres	CLC Members	Ongoing	<ul style="list-style-type: none"> Partnerships established 	
<ul style="list-style-type: none"> 2.5.1: Contribute to the draft paper on issues in Health for local sexual and gender diverse people 	Julian Punch	2007	<ul style="list-style-type: none"> Paper developed in consultation with CHCs 	<ul style="list-style-type: none"> Paper drafted
<ul style="list-style-type: none"> 2.5.2: Recruit a CLC member to manage the partnership with the Community Health Centres 	CLC Members	2007	<ul style="list-style-type: none"> A CLC member appointed to liaise with the Health Centres 	

Goal 2: Partnership

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Strategy	Responsible	Timeframe	Indicators	Outcome
2.6: Establish and develop partnerships with the Southern Tasmania Division of General Practice and local GPs	CLC Members	2007	<ul style="list-style-type: none"> Partnerships established 	
<ul style="list-style-type: none"> 2.6.1: Recruit a CLC Member to manage the partnership with the Division of General Practice and local GPs 	CLC Members	2007		
2.7: Establish and develop a partnership with the Tasmanian Council on AIDS, Hepatitis and Related Diseases (TasCHARD), Sexual Health, Working it Out (WIO), Women's Health Centre, Tasmanian Men's Health & Wellbeing Association, University of Tasmania Queer Society, Tasmanian University Union, Tas Gay and Lesbian Rights Group, Gay and Lesbian Centre Inc, Tas Gay Law Reform Group, PFFLAG, GLC, SAFE, LoG.	CLC Members	Ongoing	<ul style="list-style-type: none"> Memorandum of Understanding signed 	
2.8: Establish and develop partnerships with the Enterprise Development Centres and local businesses	CLC Members	Ongoing	<ul style="list-style-type: none"> Partnerships established 	

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Strategy	Responsible	Timeframe	Indicators	Outcome
<ul style="list-style-type: none">• 2.8.1: Contribute to the draft paper on issues in commerce for local sexual and gender diverse people	CLC Members	2007	<ul style="list-style-type: none">• Paper developed in consultation with EDC and local businesses	
<ul style="list-style-type: none">• 2.8.2: Recruit a CLC member to manage the partnership with the Enterprise Development Centres and local businesses	CLC Members	2007	<ul style="list-style-type: none">• A CLC member appointed to liaise with the EDC and local businesses	

Goal 3: Access

Identify, document and make accessible information about service provision to the local sexual and gender diverse communities.

Strategy	Responsible	Timeframe	Indicators	Outcome
3.1: Identify local databases of service providers, their services and their contact details	CLC Members	Ongoing	<ul style="list-style-type: none">• Databases maintained	
3.2: Publish details of service providers, their services and contact details on the COPP website	Chairs/ Co-chairs CLC's	Ongoing	<ul style="list-style-type: none">• Details published on website	<ul style="list-style-type: none">• Links provided on COP website to service provider websites
3.3: Provide consultancy service for appropriate services and resources as requested by the greater Hobart sexual and gender diverse community.	CLC Members	2007		
3.4: Advocate inclusion of the COP Program in Greater Hobart Directories	CLC Members	2007	<ul style="list-style-type: none">• COP Program included	<ul style="list-style-type: none">• COP Program included in the Greater Hobart Directory

Goal 4: Evaluation

Evaluate the efficiency, effectiveness and appropriateness of service provision to the local sexual and gender diverse communities.

Strategy	Responsible	Timeframe	Indicators	Outcome
4.1: Evaluate the efficiency, effectiveness and appropriateness of service provision by Hobart City Council	CLC Members	Ongoing	<ul style="list-style-type: none"> Efficiency, effectiveness and appropriateness of service provision evaluated 	
4.2: Evaluate the efficiency, effectiveness and appropriateness of service provision by GCC and CCC	CLC Members	Ongoing	<ul style="list-style-type: none"> Efficiency, effectiveness and appropriateness of service provision evaluated 	
4.3: Evaluate the efficiency, effectiveness and appropriateness of service provision by Tasmania Police	CLC Members	Ongoing	<ul style="list-style-type: none"> Efficiency, effectiveness and appropriateness of service provision evaluated 	
4.4: Evaluate the efficiency, effectiveness and appropriateness of service provision by local High Schools	CLC Members	Ongoing	<ul style="list-style-type: none"> Efficiency, effectiveness and appropriateness of service provision evaluated 	
4.5: Evaluate the efficiency, effectiveness and appropriateness of service provision by local Community Health Centres	CLC Members	Ongoing	<ul style="list-style-type: none"> Efficiency, effectiveness and appropriateness of service provision evaluated 	
4.6: Evaluate the efficiency, effectiveness and appropriateness of service provision by the Southern Tasmania Division of General Practice and local GPs	CLC Members	Ongoing	<ul style="list-style-type: none"> Efficiency, effectiveness and appropriateness of service provision evaluated 	

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Evaluate the efficiency, effectiveness and appropriateness of service provision to the local sexual and gender diverse communities.

Strategy	Responsible	Timeframe	Indicators	Outcome
4.7: Evaluate the efficiency, effectiveness and appropriateness of service provision by TasCAHRD, Sexual Health, Working it Out (WIO), Women's Health Centre, Tasmanian Men's Health & Wellbeing Association, University of Tasmania Queer Society, Tasmanian University Union, Tas Gay and Lesbian Rights Group, Gay and Lesbian Centre Inc, Tas Gay Law Reform Group, PFFLAG, GLC, SAFE, LoG.	CLC Members	Ongoing	<ul style="list-style-type: none">• Efficiency, effectiveness and appropriateness of service provision evaluated	
4.8: Evaluate the efficiency, effectiveness and appropriateness of service provision by Enterprise Development Centres and local businesses	CLC Members	Ongoing	<ul style="list-style-type: none">• Efficiency, effectiveness and appropriateness of service provision evaluated	

Goal 5: Quality

In consultation with service providers, work to improve the quality and extent of service provision to the local sexual and gender diverse communities.

Strategy	Responsible	Timeframe	Indicators	Outcome
5.1: Work with Hobart City Council to improve the quality and extent of their service provision	CLC Members	Ongoing	<ul style="list-style-type: none"> Quality and extent of service provision improved 	
<ul style="list-style-type: none"> 5.1.1: Work with Council to include sexual and gender diverse statistics in the Community Profile 	CLC Members		<ul style="list-style-type: none"> Sexual and gender diverse statistics included in Community Profile 	
<ul style="list-style-type: none"> 5.1.2: Advocate the inclusion of Tasmania Together GLBTI objectives benchmarks in the Council's partnership agreement with the State Government 	CLC Members		<ul style="list-style-type: none"> GLBTI objectives and benchmarks are included 	
<ul style="list-style-type: none"> 5.1.3: Advocate the inclusion in Council's Annual and Strategic Plans of sexual and gender diverse access and equity participation benchmarks 	CLC Members		<ul style="list-style-type: none"> Sexual and gender diverse access and equity participation benchmarks are included 	
<ul style="list-style-type: none"> 5.1.4: Advocate that Council's funding guidelines take account of Anti-Discrimination and Partnership legislation and sexual and gender diverse outcome reporting protocols 	CLC Members		<ul style="list-style-type: none"> Funding guidelines take account of Anti-Discrimination and Partnership legislation and sexual and gender diverse outcome reporting protocols 	

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Strategy	Responsible	Timeframe	Indicators	Outcome
<ul style="list-style-type: none"> 5.1.5: Advocate Council support for coordination between local service providers – e.g., Police, Education and Health 	CLC Members		<ul style="list-style-type: none"> Council supports coordination between local service providers 	
<ul style="list-style-type: none"> 5.1.6: Advocate Council acceptance that services funded by Council to work with local GLBTI people are credentialed by the CLC 	CLC Members		<ul style="list-style-type: none"> Credentialing by the CLC is adopted 	
<ul style="list-style-type: none"> 5.1.7: Advocate the adoption by Council of recruitment and employment practices which support diversity and anti-discrimination 	CLC Members		<ul style="list-style-type: none"> Adoption of appropriate recruitment and employment practices 	
<ul style="list-style-type: none"> 5.1.8: Advocate sexual and gender diverse Diversity Training for all Council staff 	CLC Members		<ul style="list-style-type: none"> Sexual and gender diverse Diversity Training is provided 	
<ul style="list-style-type: none"> 5.1.9: Advocate that the safety of sexual and gender diverse people be built into Council policy on planning of public space as part of the broader community safety agenda. 	CLC Members		<ul style="list-style-type: none"> Sexual and diverse safety is built into Council policy 	

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Strategy	Responsible	Timeframe	Indicators	Outcome
<ul style="list-style-type: none"> 5.1.10: Advocate Council acceptance that the local sexual and gender diverse Communities be included in public cultural celebrations 	CLC Members		<ul style="list-style-type: none"> The local sexual and gender diverse Communities is included 	
<ul style="list-style-type: none"> 5.1.11: Advocate the inclusion by Council of sexual and gender diverse Communities representatives on relevant Council committees 	CLC Members		<ul style="list-style-type: none"> Sexual and gender diverse Communities representatives are included 	
<ul style="list-style-type: none"> 5.1.12: Advocate the inclusion of sexual and gender diverse-related enterprise development benchmarks by the Kingborough Enterprise Development Board 	CLC Members **Heather to transpose Hobart info/detail		<ul style="list-style-type: none"> Sexual and gender diverse-related benchmarks are included 	
<ul style="list-style-type: none"> 5.1.13: Advocate the inclusion by Council of the sexual and gender diverse Communities in its community consultation policy 	CLC Members		<ul style="list-style-type: none"> The sexual and gender diverse Communities is included in community consultations 	
5.2: Work with GCC and CCC to improve the quality and extent of their service provision	CLC Members	Ongoing	<ul style="list-style-type: none"> Quality and extent of service provision improved 	

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Strategy	Responsible	Timeframe	Indicators	Outcome
5.3: Work with Tasmania Police to improve the quality and extent of their service provision	CLC Members	Ongoing	<ul style="list-style-type: none">• Quality and extent of service provision improved	
5.4: Work with local High Schools to improve the quality and extent of their service provision	CLC Members	Ongoing	<ul style="list-style-type: none">• Quality and extent of service provision improved	
5.5: Work with local Community Health Centres to improve the quality and extent of their service provision	CLC Members	Ongoing	<ul style="list-style-type: none">• Quality and extent of service provision improved	
5.6: Work with Southern Tasmania Division of General Practice and local GPs to improve the quality and extent of their service provision	CLC Members	Ongoing	<ul style="list-style-type: none">• Quality and extent of service provision improved	

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In consultation with service providers, work to improve the quality and extent of service provision to the local sexual and gender diverse communities.

Strategy	Responsible	Timeframe	Indicators	Outcome
5.7: Work with TasCAHRD, Sexual Health, Working it Out (WIO), Women's Health Centre, Tasmanian Men's Health & Wellbeing Association, University of Tasmania Queer Society, Tasmanian University Union, Tas Gay and Lesbian Rights Group, Gay and Lesbian Centre Inc, Tas Gay Law Reform Group, PFFLAG, GLC, SAFE, LoG to improve the quality and extent of their service provision	CLC Members	Ongoing	<ul style="list-style-type: none"> Quality and extent of service provision improved 	
5.8: Work with the Enterprise Development Centres and local businesses to improve the quality and extent of their service provision	CLC Members	Ongoing	<ul style="list-style-type: none"> Quality and extent of service provision improved 	
<ul style="list-style-type: none"> 5.8.1: Work with the EDCs and local businesses to improve the quality and extent of support for local sexual and gender diverse entrepreneurs 	CLC Members	Ongoing	<ul style="list-style-type: none"> Quality and extent of service provision improved 	
<ul style="list-style-type: none"> 5.8.2: Promote the concept of GLBTI Safe Space and its adoption by local businesses 	CLC Members		<ul style="list-style-type: none"> Adoption by local businesses of the Safe Space concept 	

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In consultation with service providers, work to improve the quality and extent of service provision to the local sexual and gender diverse communities.

Strategy	Responsible	Timeframe	Indicators	Outcome
<ul style="list-style-type: none">5.8.3: Promote training and credentialing of local businesses as Safe Space	CLC Members		<ul style="list-style-type: none">Training and credentialing delivered	
5.9: Facilitate public forums to evaluate services and propose new approaches to meeting the needs of sexual and gender diverse people	CLC Members	Ongoing	<ul style="list-style-type: none">Public forums heldServices evaluatedNew approaches proposed	
5.10: Participate in the development and delivery of Cultural Diversity Awareness training modules	CLC Members	Ongoing	<ul style="list-style-type: none">Cultural Diversity Awareness training modules developed and accredited	

Goal 6: Consultation

Represent the local GLBTI Communities on the Coming Out Proud Program Steering Committee and the GLBTI State Consultative Council.

Strategy	Responsible	Timeframe	Indicators	Outcome
6.1: Co-Chairs participate in meetings of the COP Program Steering Committee and the GLBTI State Consultative Council	Co-Chairs	Ongoing	<ul style="list-style-type: none">• Participation in meetings	
6.2: Co-Chairs report to the CLC on the proceedings of the COP Program Steering Committee and the GLBTI Consultative Council	Co-Chairs	Ongoing	<ul style="list-style-type: none">• Reports provided	
6.3: Publish details relating to the COP Program Steering Committee and the State Consultative Council on the COPP website	Michael O'Halloran	Ongoing	<ul style="list-style-type: none">• Details published on website	