



Coming Out Proud Program

Terms of Reference of the Community Liaison Committee (CLC) for the Greater Hobart region

Program Aim

Members of GLBTI communities have observed that, in the past, many young and some older GLBTI people have had to leave the region because of local prejudice – some have even suicided or attempted to do so. They have also observed that prejudice still exists against GLBTI people in the region. The aim of the program is therefore:

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.

Program Objectives

- To achieve equality of access and respect within the region’s community for gay, lesbian, bisexual, transgender and intersex (GLBTI) people.
- To support the region’s community to create a climate where GLBTI people are accepted and celebrated as full, contributing and proud members of the general community.
- To develop a model of best practice in relation to the development of the COP Program in this region for use in other regions.

Initial COP Program Strategies

1. Identify and build on existing local and neighbouring GLBTI Networks.
2. Design a questionnaire/survey of stakeholder groups regarding provision of inclusive services to the GLBTI communities.
3. Convene a forum with stakeholders to discuss appropriate service provision.
4. Develop a Management Plan, review/evaluate progress and design/redesign strategies.

Program Outcomes

1. The local GLBTI communities identifies its full diversity, including the particular support needs of certain members – e.g. young people, older persons, indigenous, ethnic, parents – and implements strategies to ensure appropriate services are provided to enable them to live as fully participating members of the general community.
2. Government and community organisations in the region have active programs/strategies in place to ensure respect for members of the GLBTI communities as fully participating members of the general community.
3. GLBTI organisations are fully operational in the region.

Program Intentions

- The COP Program should complement and extend, rather than replicate, existing pro-diversity programs and resources.
- The overall program strategies and objectives should complement as well as inform the *Tasmania Together GLBTI Inclusive Benchmarks* and should be confirmed in Local Government Authority partnerships.
- It is expected that local GLBTI people would be employed by successful tendering organisations or assist with projects as volunteers.
- Part of the initial stage of the program will be to raise the consciousness of community members as to the key roles they can play.

Values

- Implementing strategies that enhance local strengths and address local weaknesses.
- Utilising the skills, knowledge and experience of local people alongside politicians and local leaders.
- Raising consciousness of the COP Program and commitment to its objectives.
- Fostering in the local GLBTI communities a sense of belonging to the broader community.
- Promoting the proactive engagement of individual members of the GLBTI communities.
- Brokerage to deliver state and national programs into the area where appropriate.
- Raising the expectation that community organisations will meet their obligations of inclusiveness and equal access for the GLBTI communities.
- Identifying and using best practice in community development, and challenging and confronting only when all else fails.
- Regarding everyone as of equal value, without preference.
- Challenging discrimination, exclusivity and intolerance.
- Highlighting the achievements and contributions of community members.

Governance Arrangements

Following the dedicated work of activists, the resulting law reform and the development of anti-discrimination and partnership legislation, there is maturity and a desire in GLBTI communities to determine their own participation in the Tasmanian community. The COP Program supports local and regional representation at state and national levels. Please refer to the Representation Model appended.

Sponsoring Organisation

The COP Program Steering Committee accepts responsibility for the COP Program in the regions in which it establishes CLCs. The Program Steering Committee is comprised of representatives of the major funding organisations and the Co-Chairs of the CLCs as they are appointed. Sponsorship of the COP Program is expressed in the following responsibilities:

- Accepting nominations and making appointments to the CLCs from the wider local/regional GLBTI communities together with other local (municipal or regional) and representative organisations.
- Raising funds for COP Program strategies and administration of the program as distinct from the programs being brokered and delivered by other organisations at the local/regional level.

Community Liaison Committee Protocols

- The COP Program Steering Committee will make appointments to each CLC, in consultation with local sponsoring organisations.
- GLBTI non-government service providers can have membership and participate with voting rights in CLCs (e.g., Working It Out, TasCAHRD, TUU QSoc, and TGLRG).
- State Government will be invited to provide representation on CLCs as a means of engaging local Departmental officers (e.g., police, school principals) 'when and where needed'. Local area engagement will be supplemented by consultation under the arrangements established by the State Government in its Whole of Government Framework for Tasmania's Gay, Lesbian, Bisexual and Transgender Communities.
- Local Government is represented by Councillors or Council-nominated staff.
- Each CLC will facilitate partnership arrangements with wider community organisations at the local level.
- Membership will represent the full diversity of the local/regional GLBTI communities but will nevertheless be open to the broader community.
- GLBTI balanced membership should be achieved through targeted recruitment and nomination to the CLC, and a gender balance in the established positions of Co-Chairpersons.

- It is expected that the interests of the local GLBTI communities will prevail through balanced membership and the Co-Chairpersons' casting votes.

CLC Member Responsibilities

It is envisaged that the responsibilities of CLC members would include the following:

- Raising consciousness and ownership of the project by the local GLBTI communities.
- Developing and contributing to the COP Program strategies.
- Taking a lead role in local activities.
- Accounting for the expenditure of allocated funds.
- Arranging any tendering processes.
- Monitoring and reporting on progress.

In addition, members from GLBTI non-government service providers would be expected to liaise between those organisations and the CLC in representing the needs and issues of the local GLBTI communities.

Financing the COP Program

It is intended that COP Program strategies will complement GLBTI International/National and State Programs. The COP Program Steering Committee manages funds and allocates them to the CLCs for their administration. CLCs can apply for to the COP Program Steering Committee for special projects.

As funds are required for particular aspects of the program, further fundraising efforts will be undertaken in the local municipalities. It is expected that, as local GLBTI networks are achieved with balanced gender and diversity representation, other sections of the GLBTI communities will be in a position to contribute to fundraising for the implementation of COP Program.

Maturity and Self-Determination of the GLBTI communities

The establishment of a GLBTI State Consultative Council, as elected and drawn from regional or local CLCs and Co-Chairpersons, will provide many benefits, including;

- Consultation and coordination within the GLBTI communities will provide for more appropriate, effective and efficient assessment of needs and issues in program and policy design.
- Self-determination in the GLBTI communities will release considerable untapped social capital and a greater financial contribution to run the community's affairs.
- Participation in the general Tasmanian community will improve as the unique skills and attributes of the GLBTI communities are enabled to come into play at the local, regional and state level.



Appendix A

A GLBTI Representation Model

