

Coming Out Proud

Kingborough/Huon Valley Region

Community Liaison Committee

Management Plan June 2009

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.

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Management Plan – 25 June 2009

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 GLBTI communities of the Committee and its work.

2: Partnership

Establish and develop partnerships with all organisations providing services to the local/regional GLBTI communities.

3: Access

Identify, document and make accessible information about service provision to the local/regional GLBTI communities.

4: Evaluation

Evaluate the efficiency, effectiveness and appropriateness of service provision to the local/regional GLBTI communities.

5: Quality

In consultation with service providers, work to improve the quality and extent of service provision to the local/regional GLBTI communities.

6: Consultation

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

Our Strategies

Strategy	Responsible	Timeframe	Indicators	Outcome
1: Ownership				
1.1: Promote the COP Program at meetings of funding organisations by giving reports and encouraging participation in CLCs	CLC members	Ongoing	COP Program promoted and participation encouraged	Regular updates have been provided to LoG members, and a few are regular participants Participation in Rainbow awards & Pride Week Participation in local Community based, Council groups and Unions (ASU)
1.2: Request donations at meetings of funding organisations to finance special COP Program initiatives	CLC members	Ongoing	Funds donated	Additional funds have been donated Annual Allocation of Funding Schedule in place
1.3: Develop and disseminate printed publicity material for the COP Program	CLC Members	Ongoing	Material developed	Terms of Reference and Management Plan are available on website Revised leaflets, brochures and posters
1.4: Develop and maintain a website for the COP Program and the CLC	Michael O'Halloran	Ongoing	Website created and developed	Developed, maintained and enhanced
1.5: Develop a regional "personal story" collection for inclusion in the website and in printed material	CLC Members	Ongoing	Collection published	Included on WS & regularly included in Papers e.g. Suicide prevention
1.6: Identify and recruit to the CLC additional members of local GLBTI communities including youth representative	CLC Members CD Divisions Huon/King	Ongoing	Additional members recruited Youth GLBTI Member recruited	Members recruited Youth Rep Campaign initiated

Our Strategies

Strategy	Responsible	Timeframe	Indicators	Outcome
2: Partnership				
2.1: Establish and develop a partnership with Kingborough Council	CLC Members	Ongoing	Participation by Councillors/ Officers in COPP Participation in Council issues by CLC Members	KC Cr representative is a member of the CLC another Councillor as Proxy LGBTI included in Council's Youth Policy & Participation strategy Included in Positive Ageing Strategy
2.1.1: Advocate the adoption by Council of a comprehensive policy affirming the value of Diversity	CLC Members	2009	Policy adopted by K&H Councils Environmental scan completed	Commitment from KC GM - Overall policy required per Darebin Council model Included on KC CD Agenda GLBTI included in Youth & Positive Ageing policies Diversity Awareness training for staff & councillors conducted
2.1.2: Seek inclusion of the CLC in Council's consultative processes for annual planning and reporting, including Tasmania <i>Together & GLBTI Framework</i> goals	CLC Members	2009	CLC included in consultations	CLC participation in Huon Council Search informing new strategic planning CLC participation in KC 20/20 Plus Visioning informing new strategic planning Included on KC CD Agenda K/H CLC Management Plan Review
2.1.3: Participate in the development of a Youth Policy & Participation Strategy for Kingborough	Julian Punch	Ongoing	Participation and input to policy	Participated in forums and ensured inclusion of GLBTI Youth Confirmed GLBTI rep places on YANK/YAK (YOK on internet)

Our Strategies

Strategy	Responsible	Timeframe	Indicators	Outcome
2.1.4: Participate in the development of a Policy on The Aged for Kingborough	Dr Stephen Edwards Julian Punch CD Div Julie Hall	Ongoing	Participation and input to policy Service options are operational	Participated in forums and ensured inclusion of GLBTI population Consultant Group Developed
2.1.5 Develop GLBTI Aged Care Facility Options	Dr. Stephen Edwards		Options are operational Explore possibilities	
2.2: Establish and develop a partnership with Huon Valley Council	CLC Members	Ongoing	Participation by Councillors/ Officers in COPP Participation in Council issues by CLC Members	
2.2.1: Advocate the adoption by Councils of a comprehensive policy affirming the value of Diversity	CLC Members	Ongoing	Policy adopted	Included on KC CD Agenda Diversity Awareness training for KC staff & councillors conducted Anti-discrimination workshops conducted @ KC
2.2.2 Establish partnerships re youth suicide prevention, shelter, accommodation, & celebration through Council Committees	CLC Members Council Liaison Officer through CD Divisions Huon & Kingborough (YANK /YAK)	Ongoing	Partnerships established	CLC Rep Phoenix Program K/H CLC Rep Suicide & self Harm Project KCLC Rep Harmony Day
2.3: Establish and develop a partnership with Tasmania Police	CLC Members	Ongoing	Participation by Officers in COPP	A GLBTI Liaison Officer was appointed by Tasmania Police
2.3.1: Draft a Paper on issues in Law for local GLBTI people	Julian Punch	2006	Paper developed in consultation with police/legal services	Paper drafted

Our Strategies

Strategy	Responsible	Timeframe	Indicators	Outcome
2.3.2: Recruit a CLC member to manage the partnership with the Police.	CLC Members	2008	A CLC member appointed to liaise with the Police	Local issues referred to Tas Police GLBTI Reference group
2.3.3: Police Liaison Officer appointed to service local & regional needs		2008	Officer Appointed	Current Liaison Officer in Kingborough/Huon region
2.4: Establish and develop partnerships with local High Schools	CLC Members	Ongoing	Partnerships established	Local issues referred to Education GLBTI Reference group
2.4.1: Draft a paper on issues for local GLBTI Young People	Michael O'Halloran	2006	Paper developed in consultation with local high schools	Paper drafted
2.4.2: Recruit a CLC member to manage the partnership with the High Schools.	CLC Members	Ongoing	CLC member appointed to liaise with the High Schools	Meeting with Southern Region Social Workers conducted
2.4.3: Advocate delivery in local High Schools of the Pride and Prejudice Program	CLC Members	Ongoing	Pride and Prejudice Program delivered in local High Schools	Meetings with High Schools develops alternative based on Elizabeth College Model & Tool Kit
2.4.4: Advocate delivery in local High Schools of Sexual Health programs that include coverage of sex between same-sex partners	CLC Members	Ongoing	Sexual Health programs include coverage of sex between same-sex partners	Referred to DHHS GLBTI Ref Group

Our Strategies

Strategy	Responsible	Timeframe	Indicators	Outcome
2.5: Establish and develop partnerships with local Government & Private Community Health Centres	CLC Members	Ongoing	Partnerships established	Julian Punch and Michael O'Halloran met with Kingston Health Centre staff in December 2006 Referred to DHHS GLBTI Ref Group HVHCC Private appointed
2.5.1: Draft a paper on issues in Health for local GLBTI people	Julian Punch	2006	Paper developed in consultation with CHC's	Paper drafted COPP SSC
2.5.2: Recruit a CLC member to manage the partnership with the Community Health Centres	CLC Members	2007	A CLC member appointed to liaise with the Health Centres	COPP SSC referred to SG GLBTI Reference Group 'outcomes'
2.6: Establish and develop partnerships between COPP / Southern Tasmania Division of General Practice and local GP's	CLC Members	Ongoing	Partnerships established	Promotion of Poster Campaign
2.6.1: Recruit a CLC Member to manage the partnership with the Division of General Practice and local GP's	CLC Members	2007	Appointment established Poster Campaign supported	Dr Stephen Edwards appointed
2.7: Establish and develop a partnership between COPP/ Tasmanian Council on AIDS, Hepatitis and Related Diseases (TasCHARD)	CLC Members	Ongoing	Memorandum of Understanding signed	Collaborative arrangements re Man to Man Collaboration on the National Health alliance

Our Strategies

Strategy	Responsible	Timeframe	Indicators	Outcome
2.8: Establish and develop a partnership between COPP/ Working It Out	CLC Members	Ongoing	Memorandum of Understanding signed	
2.9: Establish and develop partnerships with the Enterprise Development Centres and local businesses	CLC Members	Ongoing	Partnerships established	
2.9.1: Draft a paper on issues in commerce for local GLBTI people	CLC Members	Ongoing	Paper developed in consultation with EDC and local businesses	Tourism Program GLBTI Friendly Communities referred to Councils (SRG Tourism) Minister Supportive
2.9.2: Recruit a CLC member to manage the partnership with the Enterprise Development Centres, local businesses and Chambers of Commerce	CLC Members	2007	A CLC member appointed to liaise with the EDC and local businesses	

Our Strategies

Strategy	Responsible	Timeframe	Indicators	Outcome
3: Access				
3.1: Develop and maintain a database of service providers, their services and their contact details	CLC Members	Ongoing	Database developed and maintained	
3.2: Publish details of service providers, their services and contact details on the COPP website	Michael O'Halloran	Ongoing	Details published on website	Links provided on COP website to service provider websites
3.3: Develop and disseminate a printed directory of service providers, their services and contact details	Jo Goodman	Ongoing	Details published in printed form	
3.4: Advocate inclusion of the COP Program & other LGBTI services in Community Directories	CLC Members	Ongoing	COP Program included in the Kingborough Council and Huon Valley Council directories	COP Program & LOG included in the Kingborough Directory

Our Strategies

Strategy	Responsible	Timeframe	Indicators	Outcome
4: Evaluation				
4.1: Evaluate the efficiency, effectiveness and appropriateness of local service provision by Kingborough Council	CLC Members	Ongoing	Assessment process established – efficiency, effectiveness and appropriateness of service provision evaluated by: - Individuals - COPP via KC Customer Service rep. through to Paul West (GM) Reports provided	Referred to CD Committee KC
4.2: Evaluate the efficiency, effectiveness and appropriateness of local service provision by Huon Valley Council	CLC Members	Ongoing	Efficiency, effectiveness and appropriateness of service provision evaluated Reports provided	
4.3: Evaluate the efficiency, effectiveness and appropriateness of local service provision by Tasmania Police	CLC Members	Ongoing	Efficiency, effectiveness and appropriateness of service provision evaluated Reports provided	Review of neighbourhood 'hate crime' police procedures through 'log of claims'. Review achieves poster & leaflet campaign
4.4: Evaluate the efficiency, effectiveness and appropriateness of service provision by local High Schools	CLC Members	Ongoing	Efficiency, effectiveness and appropriateness of service provision evaluated Reports provided	Forum for Factors leading to Self Harm & Suicide
4.5: Evaluate the efficiency, effectiveness and appropriateness of service provision by local Community Health Centres	Dr Stephen Edwards	Ongoing	Efficiency, effectiveness and appropriateness of service provision evaluated Reports provided	Letter sent to Minister & DHHS Reference group

Our Strategies

Strategy	Responsible	Timeframe	Indicators	Outcome
4.6: Evaluate the efficiency, effectiveness and appropriateness of local service provision by the Southern Tasmania Division of General Practice and local GPs	Dr Stephen Edwards	Ongoing	Efficiency, effectiveness and appropriateness of service provision evaluated MOU established	
4.7: Evaluate the efficiency, effectiveness and appropriateness of local service provision by TasCAHRD	CLC Members	Ongoing	Efficiency, effectiveness and appropriateness of service provision evaluated MOU established	K/H CD Division chairing meeting Contributed to TasCAHRD Evaluation 2008
4.8: Evaluate the efficiency, effectiveness and appropriateness of local service provision by Working It Out	CLC Members	Ongoing	Efficiency, effectiveness and appropriateness of service provision evaluated MOU established	K/H CD Division chairing meeting Contributed to WIO Evaluation 2009
4.9: Evaluate the efficiency, effectiveness and appropriateness of local service provision by Business Enterprise Centres local businesses and Chambers of Commerce	CLC Members	Ongoing	Efficiency, effectiveness and appropriateness of service provision evaluated MOU established	

Our Strategies

Strategy	Responsible	Timeframe	Indicators	Outcome
5: Quality				
5.1: Work with Kingborough Council to improve the quality and extent of their service provision	CLC Members	Ongoing	Quality and extent of service provision improved	COPP CLC rep. KC Minutes tabled at committee Issues managed via KC Customer Service rep. through to Paul West (GM) (see 4.1)
5.1.1: Work with Council to include GLBTI statistics in the Community Profile	CLC Members	Ongoing	GLBTI statistics included in Community Profile	Demonstration profile provided
5.1.2: Advocate the inclusion of Tasmania Together & GLBTI Framework objectives benchmarks in the Council's partnership agreement with the State Government	CLC Members	Ongoing	GLBTI objectives and benchmarks are included	
5.1.3: Advocate the inclusion in Council's Annual and Strategic Plans of GLBTI access and equity policy participation benchmarks	CLC Members	Ongoing	GLBTI access and equity participation benchmarks are included	
5.1.4: Advocate that Council's funding guidelines take account of Anti-Discrimination and Partnership legislation and GLBTI outcome reporting protocols	CLC Members	Ongoing	Funding guidelines take account of Anti-Discrimination and Partnership legislation and GLBTI outcome reporting protocols	

Our Strategies

Strategy	Responsible	Timeframe	Indicators	Outcome
5.1.5: Advocate Council support for coordination between local service providers – e.g., Police, Education and Health	CLC Members	Ongoing	Council supports coordination between local service providers through referrals to appropriate committees	
5.1.6: Advocate Council acceptance that services funded by Council are in accordance with the provisions of Anti-Discrimination legislation	CLC Members	Ongoing	Credentialing by the CLC is adopted	KC CD Youth Service Delivery credentialed in tendering process
5.1.7: Advocate the adoption by Council of recruitment and employment practices which support diversity and anti-discrimination	CLC Members	Ongoing	Adoption of appropriate recruitment and employment practices	Hobart City Council policy proposed
5.1.8: Advocate GLBTI Diversity Training for all Council staff, Councillors & Volunteers	CLC Members	Ongoing	GLBTI Diversity Training is provided	Anti-discrimination training for KC staff & councillors conducted Anti-discrimination workshops conducted @ KC
5.1.9: Advocate that the safety of GLBTI people be built into Council policy on planning of public space	CLC Members	Ongoing	GLBTI safety is built into Council policy (similar to HCC Policy)	Hobart City Council Public Safety Policy proposed

Our Strategies

Strategy	Responsible	Timeframe	Indicators	Outcome
5.1.10: Advocate Council acceptance that the local GLBTI Communities be included in public cultural celebrations as well as Council Protocols e.g. Flag showing Pride Week	CLC Members Liaison Councillors	Ongoing	Local GLBTI communities are included Pride Week celebrations conducted	GLBTI included in KC's Harmony Day
5.1.11: Advocate the inclusion by Council of GLBTI Communities representatives on relevant Council committees	CLC Members Liaison Councillors	Ongoing	GLBTI Communities representatives are included	CLC represented on YANK/YAK
5.1.12: Advocate the inclusion of GLBTI-related enterprise development benchmarks by the Kingborough Business Enterprise Centre Board	CLC Members Liaison Councillors	Ongoing	GLBTI-related benchmarks are included	
5.1.13: Advocate the inclusion by Councils of the GLBTI Communities in its community consultation policy	CLC Members Liaison Councillors	Ongoing	The GLBTI Communities is included in community consultations	KC Youth & Participation policy Positive Ageing policy
5.1.14 CLC represented at Official Councils Functions	CLC Members Liaison Councillors	Ongoing	CLC Represented at official functions	
5.2: Work with Huon Valley Council to improve the quality and extent of their service provision	CLC Members Liaison Councillors	Ongoing	Quality and extent of service provision improved	

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5.3: Work with Tasmania Police to improve the quality and extent of their service provision	CLC Members Liaison Councillors	Ongoing	Quality and extent of service provision improved	Meeting Police Minister & Commissioner Hate crimes victims group meeting and 'log of claims presented' Posters and leaflets printed and launched
5.4: Work with local High Schools to improve the quality and extent of their service provision	CLC Members	Ongoing	Quality and extent of service provision improved	Meeting & work with Southern Social workers HS website developed & available Tool Kit developed and available
5.5: Work with local Community Health Centres to improve the quality and extent of their service provision	CLC Members	Ongoing	Quality and extent of service provision improved	Request to DHHS Minister and GLBTI ref Group Participation and Paper presented on Suicide Prevention State consultation Kingborough/Huon
5.6: Work with Southern Tasmania Division of General Practice and local GPs to improve the quality and extent of their local service provision	CLC Members Dr Stephen Edwards	Ongoing	Quality and extent of service provision improved	
5.7: Work with TasCAHRD to improve the quality and extent of their local service provision	CLC Members	Ongoing	Quality and extent of service provision improved	K/H CD Division chairing meeting
5.8: Work with Working It Out to improve the quality and extent of their local service provision	CLC Members	Ongoing	Quality and extent of service provision improved	K/H CD Division chairing meeting

Our Strategies

Strategy	Responsible	Timeframe	Indicators	Outcome
5.9: Work with the Business Enterprise Centres and local businesses to improve the quality and extent of their service provision	CLC Members	Ongoing	Quality and extent of service provision improved	
5.9.1: Work with the EDCs and local businesses to improve the quality and extent of support for local GLBTI entrepreneurs	CLC Members	Ongoing	Quality and extent of service provision improved	Tourism Program GLBTI Friendly Communities referred to Councils
5.9.2: Promote the concept of GLBTI Safe Space and its adoption by local businesses	CLC Members		Adoption by local businesses of the Safe Space concept	Support LOG Brunch Meetings in local restaurants
5.9.3: Promote training and credentialing of local businesses as Safe Space	CLC Members		Training and credentialing delivered	Credentialing of Grand Hotel Huonville (see ABC)
5.10: Hold public forums to evaluate services and propose new approaches to meeting the needs of GLBTI people	CLC Members	Ongoing	Public forums held Services evaluated New approaches proposed	Positive Ageing Strategy Suicide Prevention Consultation Forum 'Factors Leading to Self harm and Suicide' held
5.11: Participate in the development and delivery of Cultural Diversity Awareness training modules	CLC Members	Ongoing	Cultural Diversity Awareness training modules developed and accredited	'Not Round Here' being proposed and available for Curriculum Development.

Our Strategies

Strategy	Responsible	Timeframe	Indicators	Outcome
6: Consultation				
6.1: Co-Chairs participate in meetings of the COP Program Steering Committee and the GLBTI State Consultative Council	Co-Chairs	Ongoing	Participation in meetings	Co-Chairs participate in meetings of the COP Program State Steering Committee Incorporation drafted & reviewed
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	Reports provided	Regular reports and Agenda items presented
6.3: Publish details relating to the COP Program Steering Committee and the State Consultative Council on the COPP website	Michael O'Halloran	Ongoing	Details published on website	Regular updates made on website