

Rainbow Ready roadmap



**Guide B1: Setting guide
for community groups**



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Except where otherwise indicated, the images in this document show models and illustrative settings only, and do not necessarily depict actual services, facilities or recipients of services.

In this document, 'Aboriginal' refers to both Aboriginal and Torres Strait Islander people.

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Available at **Rainbow Ready roadmap** <<https://www.vic.gov.au/rainbow-ready-roadmap>>.

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Guide B1: Setting guide for community groups

About the Rainbow Ready roadmap

The *Rainbow Ready roadmap* is a set of resources for rural and regional communities to build lesbian, gay, bisexual, trans and gender diverse, intersex, queer and asexual (LGBTIQA+) inclusion. The resources were developed by LGBTIQA+ communities for all regional and rural communities to work together to address inequalities experienced by LGBTIQA+ people. The *Rainbow Ready roadmap* responds to calls from rural and regional Victorians for the need to build LGBTIQA+ inclusion by equipping communities with practical resources.

About this setting guide



The setting guide should be read following **Guide A: User guide.**

The setting guide for community groups has been developed for rural and regional community groups that want to be more LGBTIQA+ inclusive and sustainable by using the *Rainbow Ready roadmap*. Community groups may include social, support, youth, sporting, and other groups.

This setting guide includes



A goal for community groups to become LGBTIQA+ inclusive and sustainable



10 indicators to show that the goal has been achieved



Tips and suggested activities for achieving each indicator










Using the setting guide

This setting guide is used in:

Phase 2	Phase 3	Phase 4
<p>Assess your community group's current state of LGBTIQ+ inclusivity with the measurement and evaluation tool, identifying areas for improvement.</p>	<p>Plan your activities using the action plan</p>	<p>Evaluate your progress, again using the measurement and evaluation tool to measure action and activity outcomes against the indicators for LGBTIQ+ inclusivity.</p>

Steps

 Step 1	Read this setting guide and its goal, indicators, tips and suggested activities
 Step 2	Complete an assessment of the current state of your community group against the indicators for LGBTIQ+ inclusion, using the measurement and evaluation t .
 Step 3	Use the results and the setting guide to identify areas for opportunity. Develop your action plan to improve against the LGBTIQ+ indicators of inclusion.
 Step 4	Deliver the activities under your action plan
 Step 5	5. After you have completed your project, use the measurement and evaluation tool to again measure your progress against the LGBTIQ+ indicators of inclusion.
 Step 6	Discuss evaluation results and findings with your project team and LGBTIQ+ community members. Consider making the evaluation report publicly available to demonstrate progress
 Step 7	tRepeat your evaluation to check progress until all indicators that can be have been achieved.

i When you're Rainbow Ready

When you feel you have finished your Rainbow Ready project please do share the good news. We want to hear how you're driving LGBTQIA+ inclusion in your local community. To share your story, both your successes and your lessons learned, simply email the Equality Unit.

It's one of the main purposes of this project, as LGBTQIA+ people across the state told us they would like to see how inclusion work was done. We want you to share your stories so that others can apply the lessons in their own town, community or organisation.



Goals and indicators for community groups

Goal

The community group understands the importance of LGBTIQ+ inclusion and welcomes and supports LGBTIQ+ group members.

Indicators

Indicators are measures used to understand the ways in which a community group has strengthened its LGBTIQ+ inclusion, and where there might be room for improvement. Each indicator aligns with one of the four core principles of LGBTIQ+ inclusion.

1 Understanding



1. Education is provided to ensure group members understand LGBTIQ+ inequalities and the importance of LGBTIQ+ inclusion.
2. Education provides group members with an understanding of the local history of LGBTIQ+ communities, including the historical exclusion of LGBTIQ+ people from some groups and the law.

2 Inclusion



3. The community group reaches out to and supports specific LGBTIQ+ groups.
4. The community group engages LGBTIQ+ members in identifying activities to build LGBTIQ+ inclusivity.
5. LGBTIQ+ inclusion activities do not depend on any one LGBTIQ+ group member.

3 Visibility



6. The group uses LGBTIQ+ inclusive language and images in their printed and online information, including in membership forms and guidelines.
7. The group has a statement of LGBTIQ+ inclusion that is publicly visible.

4 Safety



8. Potential risks to the safety of LGBTIQ+ group members are identified and minimised.
9. The community group responds to anti-LGBTIQ+ incidents by advocating for the rights of LGBTIQ+ members and taking steps to prevent reoccurrence.
10. The community group displays a message of welcome to LGBTIQ+ service users.



The 10 indicators are used to show the goal has been achieved or areas for improvement

Tips and suggested activities

The following activities and tips will help you achieve the indicators and progress your *Rainbow Ready roadmap* activities.



Are you considering intersectionality?

Intersectionality is an approach to understanding the diverse experiences of people and their identities. It involves recognising that this can create different layers and types of discrimination for an individual or group.

It is important to understand that LGBTIQ+ experiences are not all the same.

As well as being diverse in their sexuality, gender identity or sex characteristics, LGBTIQ+ people are diverse in other ways. This might include their Aboriginality, ethnicity, colour, nationality, refugee or asylum seeker background, migration or visa status, language, faith, ability, age, mental health, housing status or geographic location. For example, LGBTIQ+ Victorians from ethnic faith communities experience life as LGBTIQ+, as well as being a person of colour and person of faith.


It is critical to consider intersectionality when using the *Rainbow Ready roadmap*. This will help ensure your activities engage, include, support and respond to the needs of all LGBTIQ+ people. Ask the questions: who is not at the table? Are we including LGBTIQ+ people with different identities, and lived experiences in planning and project delivery? How are we enabling the voices of those who we don't usually hear from?

	Indicator	Tips	Activities
	<p>1.</p> <p>Education is provided to ensure group members understand LGBTIQ+ inequalities and the importance of LGBTIQ+ inclusion</p>	<ul style="list-style-type: none"> • Group members who understand LGBTIQ+ health and wellbeing inequalities may be more likely to understand the need for and support LGBTIQ+ inclusion. • In communities where there are no LGBTIQ+ groups, LGBTIQ+ inclusion in community groups is even more important. 	<ul style="list-style-type: none"> • Invite LGBTIQ+ group members or LGBTIQ+ community members to share their experiences as part of a community gathering or event. • Host a session with an external provider on intersectionality, to better understand how your community can celebrate LGBTIQ+ diversity and improve all LGBTIQ+ lives.
	<p>2.</p> <p>Education provides group members with an understanding of the local history of LGBTIQ+ communities, including the historical exclusion of LGBTIQ+ people from some groups and the law</p>	<ul style="list-style-type: none"> • Group members who understand historical experiences of exclusion may be more willing to work towards LGBTIQ+ inclusion. • LGBTIQ+ people have historically been excluded from groups, including communities like trans and gender diverse people. 	<ul style="list-style-type: none"> • Check with LGBTIQ+ community members to identify any policies or law relevant to the group's operations. • Sporting groups can review sporting policies and legislation, such as Trans and Gender Diverse Inclusion in Sport¹, and policies by VicSport², Cricket Victoria³, Football Victoria.

1 See TGD inclusion in sport, available from: <https://www.humanrights.vic.gov.au/resources/trans-and-gender-diverse-inclusion-in-sport-guideline/>


2 VicSport available from: <https://vicsport.com.au/lgbtiq>

3 Cricket Victoria available from: <https://www.cricketvictoria.com.au/lgbti-inclusion/4>

Indicator	Tips	Activities
 <p>3. The community group reaches out to and supports specific LGBTIQ+ groups</p>	<ul style="list-style-type: none"> • Supporting LGBTIQ+ community members to establish specific LGBTIQ+ groups can be a way of ensuring peer support to promote the health and wellbeing of LGBTIQ+ community members. • Consulting LGBTIQ+ community members can help determine what community members want and need. 	<ul style="list-style-type: none"> • Support can include sponsorship, auspicing for an LGBTIQ+ group, administration support or providing access to facilities. • Youth groups may consider creating a specific LGBTIQ+ youth group or activities for young LGBTIQ+ people.
<p>4. The community group engages LGBTIQ+ members in identifying activities to build LGBTIQ+ inclusivity</p>	<ul style="list-style-type: none"> • Once group members understand the need for LGBTIQ+ inclusion, they need to identify how to become more LGBTIQ+ inclusive. 	<ul style="list-style-type: none"> • Engage with local LGBTIQ+ groups, community members. • Develop a plan for LGBTIQ+ inclusion and promote the plan to other group members. • Ensure diverse perspectives are brought by those you engage. For example, consider engaging an LGBTIQ+ person with disability to ensure activities are inclusive and accessible.
<p>5. LGBTIQ+ inclusion activities do not depend on any one LGBTIQ+ group member</p>	<ul style="list-style-type: none"> • Relying on one LGBTIQ+ group member can lead to stress and increased instances of anti-LGBTIQ+ incidents for the individual, and can make it difficult to maintain a group. • Taking a team approach shows the group is committed to inclusion. 	<ul style="list-style-type: none"> • Take a team approach and share responsibilities.

Indicator	Tips	Activities
 <p>6. The group uses LGBTIQ+ inclusive language and images in their printed and online information, including in membership forms and guidelines.</p>	<ul style="list-style-type: none"> • Review the Victorian Government's <i>Inclusive Language Guide</i>⁴. • LGBTIQ+ group members and the broader community will value the use of inclusive language and images. It allows them to feel seen, valid and represented. • Inclusive language and images can have a positive impact on people who don't feel safe disclosing their LGBTIQ+ identity. 	<ul style="list-style-type: none"> • Include inclusive language and images in printed and online materials. • Using images of local LGBTIQ+ people can be a powerful way of showing LGBTIQ+ inclusion – make sure to get their consent. • Consider how images and language can be inclusive of diverse LGBTIQ+ communities. For example, you could include images of people of colour on your website, or offer translation services for materials for people who speak another language.
<p>7. The group has a statement of LGBTIQ+ inclusion that is publicly visible</p>	<ul style="list-style-type: none"> • Statements of commitment can communicate to LGBTIQ+ community members that you are working to be LGBTIQ+ inclusive. • Statements of commitment can educate other group members that you do not tolerate anti-LGBTIQ+ incidents. 	<ul style="list-style-type: none"> • Develop a statement of commitment and make sure it is publicly visible.
 <p>8. Potential risks to the safety of LGBTIQ+ group members are identified and minimised</p>	<ul style="list-style-type: none"> • Consulting with LGBTIQ+ group members will help to identify LGBTIQ+ people's safety concerns. • Check-in on the wellbeing of LGBTIQ+ group members to ensure they feel supported and the risk of burnout is minimised. • Keep consultations confidential to ensure LGBTIQ+ people can share their suggestions safely. 	<ul style="list-style-type: none"> • Consult with LGBTIQ+ group members if they can and feel safe participating. • Use identified risks to develop and deliver a plan to promote the safety of LGBTIQ+ group members.

4 <https://www.vic.gov.au/inclusive-language-guide>

Indicator	Tips	Activities
 <p>9. The community group responds to anti-LGBTIQA+ incidents by advocating for the rights of LGBTIQA+ members and taking steps to prevent future incidents</p>	<ul style="list-style-type: none"> • Step up to support LGBTIQA+ group members when anti-LGBTIQA+ incidents occur. 	<ul style="list-style-type: none"> • Take immediate steps to stop the incident and to support to the LGBTIQA+ person. • Provide feedback or discuss consequences of actions with the perpetrator.
<p>10. The community group displays a message of welcome to LGBTIQA+ service users</p>	<ul style="list-style-type: none"> • Rainbow flags, stickers and badges can provide simple 'frontline' welcome signals. • Support these with meaningful actions. 	<ul style="list-style-type: none"> • Share the good news.