

LGBTIQA+

Action Plan

May 2026

Brighton Council

Mayor's Foreword

Brighton is a growing and diverse community, and our vision for 2050 is for Brighton to be a thriving place with a proud community, where everyone has the opportunity to enjoy a good life, supported by a caring Council.

To achieve this vision, we must ensure that everyone who lives, works, studies or visits our municipality feels safe, respected, included and welcome, regardless of who they are or whom they love.

Brighton Council's LGBTIQA+ Action Plan is an important step towards making this commitment a reality. Developed in response to feedback from our community, the plan recognises both the positive experiences of many LGBTIQA+ people in Brighton and the ongoing challenges faced by some, particularly in relation to safety, discrimination and inclusion.

We listened to LGBTIQA+ community members, their families, friends and allies to better understand what would help make Brighton a more inclusive place. Their feedback has helped shape a practical plan of action.

Building an inclusive community is a shared responsibility. While Council has an important leadership role to play, lasting change also depends on the willingness of our organisations, businesses, community groups and residents to treat one another with dignity, challenge discrimination and celebrate the diversity that strengthens our community.

I thank everyone who contributed their experiences, ideas and perspectives to the development of this plan. Your voices are essential in helping us understand where we can do better and how we can continue to build a more welcoming and inclusive Brighton.

As Mayor, I am proud to support this important work and look forward to seeing the plan progress through action, collaboration and ongoing engagement with our community.

Together, we can help ensure Brighton is a place where everyone belongs.

Mayor Leigh Gray

Acknowledgements

Brighton Council acknowledges and thanks the LGBTIQA+ community members, families, friends, allies and organisations whose experiences, insights and contributions have helped inform the development of this Action Plan.

We extend our particular appreciation to Under One Rainbow, Rosemary Harwood, Rodney Croome, Martine Delaney and Dr Ruby Grant for their contributions to advancing understanding, visibility and inclusion for LGBTIQA+ people and for their connection to this important work.

Preface

Creating an inclusive community means recognising and responding to the different experiences, needs and aspirations of the people who live, work, study and visit Brighton. While progress has been made, LGBTIQA+ people can continue to face barriers to feeling safe, accepted and supported in their communities. Addressing these barriers is an important part of strengthening wellbeing, fostering social connection and ensuring everyone has the opportunity to participate fully in community life.

Lesbian, gay, bisexual, transgender (trans), intersex, queer/questioning and asexual people (LGBTIQA+) are an important part of the Brighton community. However, despite many LGBTIQA+ people living happy and healthy lives, discrimination and stigma continue to create barriers to wellbeing, contributing to poorer health outcomes, challenges in education and employment, and greater housing instability.

Around 4.5% of Australia's population identifies as LGBTIQA+, equating to nearly 900 people in the Brighton municipality. With Brighton's population growing faster than Tasmania's overall population, and the proportion of LGBTIQA+ people in Tasmania higher than the national average, it is important that Council's policies, services and public spaces respond to the needs of this growing and diverse community.

Supporting the health and wellbeing of all residents is central to building a stronger, more connected Brighton. With 37% of Brighton residents reporting health issues, including mental health concerns, addressing the barriers that can affect the mental health and wellbeing of LGBTIQA+ people is an important part of improving quality of life across our municipality.

This LGBTIQA+ Action Plan sets out Brighton Council's commitment to creating a safer, more inclusive and welcoming community. Informed by community consultation, it identifies practical actions to strengthen inclusion within Council, increase visibility and representation, improve safety and accessibility, promote access to support services, and ensure LGBTIQA+ community members have a meaningful voice in decisions that affect them.

Through ongoing engagement, collaboration and action, Council aims to help build a Brighton where everyone feels a sense of belonging and can participate in community life with dignity, confidence and respect.

How did we consult the community?

We wanted to consult our Brighton community to better understand local experiences and needs.

Between October 2024 and February 2025 we surveyed LGBTIQA+ people, their families, friends, and allies who live, work, and visit the Brighton area to hear how Brighton can be more safe, welcoming and inclusive for all. The survey was designed in consultation with community members and was promoted widely through local and state-wide print and social media.

Who did we hear from?

A total of 51 individuals completed the survey. This included people of all ages (14+) who live, work, visit, and go to school in the Brighton area. We heard from a mix of LGBTIQA+ community members, as well as non-LGBTIQA+ people who are parents, family members, and those working with LGBTIQA+ people in Brighton.

What did we learn?

Most LGBTIQA+ participants felt welcome in Brighton, but concerns about safety and inclusion persist, particularly for trans and non-binary residents. Key priorities identified were LGBTIQA+ training for council staff, public all-gender toilets, and greater visibility of inclusion. Participants also highlighted the need for improved mental health services and anti-discrimination efforts in the area.

The recommendations and findings from the community consultation have been used to develop this Brighton Council LGBTIQA+ Action Plan.



Timeframe for Implementation: Quarter 2 2026 onwards

*Updates to Council and community to be provided quarterly on implementation of actions until Q2 2029.

Brighton Council's Statement of Commitment to the LGBTIQA+ Community

Brighton Council is committed to fostering a safe, inclusive, and welcoming community for LGBTIQA+ residents, visitors, and their families. We recognise our role in promoting wellbeing, challenging discrimination, and building social connection. Ongoing engagement with the LGBTIQA+ community will guide our actions and ensure Brighton continues to grow as a supportive and inclusive place for all.



Main Themes

1. Building Internal Capacity and Accountability

Brighton Council is committed to embedding LGBTIQA+ inclusion within its organisational culture through regular training, clear anti-discrimination policies, and staff education that supports respectful and inclusive service delivery.

2. Visibility, Representation and Celebration

Council will increase the public visibility of LGBTIQA+ inclusion through inclusive signage, symbols, and active celebration of days of significance, promoting a sense of belonging and affirmation in community spaces.

3. Safety, Accessibility and Inclusive Infrastructure

Efforts will be made to ensure public spaces and facilities are safe, welcoming, and accessible to all, particularly for trans and gender diverse people, through inclusive infrastructure and collaboration with local partners to prevent discrimination.

4. Community Engagement and Support Services

Ongoing engagement with the LGBTIQA+ community will guide council's work, with a focus on improving access to information on inclusive mental health services, peer support, and up-to-date information about other local resources.

5. Co-Design and Collaborative Decision Making

Council recognises the importance of shared decision-making by partnering with LGBTIQA+ organisations and involving community members in the design and evaluation of local initiatives.

Theme 1: Building Internal Capacity and Accountability

Objective: Strengthen Council's ability to deliver inclusive, respectful, and affirming services through training and policy.

Action	Timeframe	Responsibility
Implement regular LGBTIQA+ awareness and inclusion training for all Council staff, elected members and through the Brighton Alive community network (e.g. Equality Tasmania Ally Upstander Training, Working It Out Inc. specific local government sector training for staff and elected members, TasPride history walk in Hobart City).	Short term (within 12 months), then ongoing.	CEO; HR; Community Development
Include and specifically reference Council's inclusion and diversity policies in onboarding processes for all new staff.	Short term (within 6 months).	HR
Ensure training addresses the specific needs of trans and gender diverse people, and people with innate variations of sex characteristics.	Short term (within 12 months), reviewed biennially.	HR; Community Development
Allow provision for Council staff to add their pronouns on Council emails.	Short term (within 6 months).	CEO; Information Technology

Theme 2: Visibility, Representation and Celebration

Objective: Promote belonging and inclusion through visible support and recognition of LGBTIQA+ communities.

Action	Timeframe	Responsibility
Install visible inclusion markers in Council buildings, parks, facilities and other relevant infrastructure (e.g. welcome stickers, ally badges, list Brighton Council on Sign Post Directory as an inclusive service for LGBTIQA+ population groups in Tasmania - https://signpost.org.au).	Short - Medium term (6 months to 2 years).	CEO; Asset Services; Facilities Manager
Review all Council forms to enable customers to provide preferred names, pronouns, gender reference (as per Australian Bureau of Statistics standards for collection of data and information).	Short term (12 months).	Governance; Corporate Services
Promote LGBTIQA+ resources and events through Council's communication channels and community networks.	Ongoing.	Community Development & Engagement; Communications
Actively celebrate key LGBTIQA+ events and days of significance (local Tasmanian and international), including potentially flying relevant flags on days of significance at certain council sites, subject to Council's Flag Policy (e.g. TasPride, IDAHOBIT, Trans Day of Visibility, Trans Awareness Week).	Short term (within 12 months), then ongoing.	Mayor & Councillors; CEO; Communications

Theme 3: Safety, Accessibility and Inclusive Infrastructure

Objective: Create safe, inclusive, and accessible public spaces for all, with a focus on inclusion for trans and gender diverse people, and people with innate variations of sex characteristics.

Action	Timeframe	Responsibility
Partner with local community groups, sports clubs, businesses and transport services to improve oversight and prevent discrimination. For example facilitate opportunities for community groups and businesses to undertake training or education e.g. Working It Out training, Equal Opportunity Tasmania, Tasmania Police LGBTIQA+ Liaison Officers.	Medium term (1–2 years), then ongoing	Community Development & Engagement.
Increase safe, inclusive spaces for young LGBTIQA+ people in partnership with other community groups organisations and service providers (e.g. youth activities, events, support groups).	Medium term (1–3 years)	Community Development.
Conduct an audit of public amenities to assess safety, inclusivity and accessibility.	Short term (within 12 months)	Asset Services; Facilities Manager.
For future upgrades and developments, plan for additional all-gender toilets in Council buildings and recreation areas.	Long term (3–4 years, embedded in capital works planning)	Asset Services.

Theme 4: Community Engagement and Support Services

Objective: Strengthen support systems and ensure LGBTIQA+ community members can access affirming services and resources.

Action	Timeframe	Responsibility
Support expanded mental health services tailored to LGBTIQA+ needs through promoting and advocating for the implementation of Department of Health LGBTIQA+ Action Plan 2024-2027.	Ongoing	Mayor & Councillors; CEO
Advocate for health providers to deliver inclusive and affirming services as per Department of Health LGBTIQA+ Action Plan 2024-2027 including specific LGBTIQA+ messaging and promotion of health services in our area.	Medium term (1–3 years)	Community Development
Support peer-led community wellbeing initiatives.	Medium term (1–3 years)	Community Development
Maintain and promote a list of LGBTIQA+ support services on the Council website.	Short term (within 6 months), reviewed annually	Communications; Community Development
Promote family education resources supporting LGBTIQA+ individuals (e.g. Rainbow Families, Working It Out Inc., Headspace, Department of Health LGBTIQA+ online training course, LGBTIQA+ Champions Network and LGBTIQA+ anti-stigma campaigns to local health workers.).	Medium term (1–2 years)	Community Development

Theme 5: Co-Design and Collaborative Decision Making

Objective: Ensure ongoing community voice and partnership in shaping inclusive policy and practice.

Action	Timeframe	Responsibility
Engage with LGBTIQA+ community when appropriate to inform Council decisions.	Ongoing	CEO; Community Development
Collaborate on local programs and events with LGBTIQA+ organisations and groups.	Medium term (1–3 years), then ongoing	Community Development; Communications



Glossary

Ally
A person who does not identify as LGBTIQA+ but actively supports, advocates for, and stands in solidarity with LGBTIQA+ communities.

Asexual (Ace)
A person who experiences little or no sexual attraction to others. Asexuality exists on a spectrum.

Bisexual (Bi)
A person who is attracted to more than one gender.

Cisgender (Cis)
A person whose gender identity aligns with the sex assigned to them at birth.

Belonging
Being accepted and valued for who you are, without the pressure to conform or shed parts of your authentic self.

Diversity
The presence and valuing of a wide range of identities, backgrounds and lived experiences, including those within LGBTIQA+ communities.

Gay
A person who is attracted to people of the same gender. Often used to describe men, but can apply more broadly.

Gender
A social and cultural concept relating to identity, roles, behaviours and expectations associated with being male, female, or non-binary.

Gender Expression
How a person publicly expresses their gender, including through behaviour, clothing, voice or appearance.

Gender Identity
A person's deeply felt internal sense of their gender (e.g. male, female, non-binary, gender diverse).

Gender Diverse
An umbrella term for people whose gender identity differs from what is typically expected based on their sex assigned at birth.

Heterosexual (Straight)
A person who is attracted to people of a different gender.

Inclusion
The practice of creating environments where all people feel respected, valued, safe and able to participate fully.

Intersex
People born with natural variations in sex characteristics (such as chromosomes, hormones or anatomy) that do not fit typical definitions of male or female bodies.

Intersectionality
The way different aspects of a person's identity (e.g. gender, sexuality, race, disability, socio-economic status) combine and shape their experiences of advantage or disadvantage.

Lesbian
A woman who is attracted to other women.

LGBTIQA+
An acronym for Lesbian, Gay, Bisexual, Transgender, Intersex, Queer/Questioning, Asexual, with the "+" recognising the diversity of identities not explicitly listed.

Non-binary
A term describing gender identities that sit outside the binary of male and female.

Pride
A term that reflects both a sense of self-affirmation, dignity and equality for LGBTIQA+ people, and the public celebration of LGBTIQA+ communities, histories and contributions. Pride events and initiatives promote visibility, inclusion and community connection. Pride is an antidote to the shame imposed on many LGBTIQA+ people.

Pronouns
Words used to refer to a person (e.g. she/her, he/him, they/them). Using a person's correct pronouns is a sign of respect.

Queer
An umbrella term used by some people to describe diverse sexual orientations and gender identities. While reclaimed by many, it should be used respectfully and in context.

Transgender (Trans)
A person whose gender identity does not align with the sex assigned to them at birth.

Visibility
The extent to which LGBTIQA+ people, issues and contributions are recognised and represented in community life.

Further information:

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