***2017 LGBTIQ Action Plan***

***Employment and Opportunities***

* Fair and inclusive government workplaces that increase opportunities for full participation in paid and unpaid work.
* A State Government workforce that is representative of the diversity contained in the South Australian community.

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| Actions | PIRSA Activities | Costs | Responsibility  | Achieved by |
| Have attraction, recruitment and retention strategies that are inclusive of LGBTIQ people. | * Review current recruitment and selection policies and procedures to ensure inclusive of LGBTIQ people.
* Benchmark against other agencies to ascertain best practice in recruitment and selection that is inclusive of LGBTIQ people.
 | Staff time | People and CulturePeople and Culture | September 2017 |
| Have mechanisms in place to increase the sensitivity to and awareness of homophobia and transphobia in the workplace and the consequences of this behaviour. | * Ensure all staff have completed Inclusive Communities Benefit Everyone (LGBTIQ Awareness).
* Inclusive Communities Benefit Everyone training to be added to Induction Checklist.
 | Online courses- no additional cost | All DivisionsPeople and Culture | November 2017July 2017 |
| Acknowledge the discrimination that can be experienced by LGBTIQ employees because of their sex, sexuality and gender identity in anti-discrimination, harassment and bullying policies. | * Include information in PIRSA’s Freedom from Discrimination, Harassment and Bullying Policy HRP006 and Procedures HR001.
 | No cost | People and Culture | August 2017 |
| Have mechanisms to include LGBTIQ information in workforce data collections. | * Explore possible workforce data collection.
 |  | People and Culture | August 2017 |

***Awareness and Education***

* The contribution of LGBTIQ South Australians to the civil, economic and political life of the state is recognised and celebrated.
* The strength and diversity of the LGBTIQ communities in South Australia is acknowledged and valued by all.

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| Actions | PIRSA Activities | Costs | Responsibility | Achieved by |
| Include LGBTIQ people in advertising and promotional campaigns. | * Create an intranet page with information on LGBTIQ.
 | Staff time | Digital Communications | December 2017 |
| Promote LGBTIQ events and important dates of interest to the LGBTIQ community across the state public sector and broader South Australian community. | * Create a calendar with important dates and post on intranet page.
 | Staff time | People and Culture/Digital Communications | December 2017 |

***Inclusive Service Delivery***

* State Government services are accessible to, and inclusive of, LGBTIQ communities in South Australia.
* The State Government workforce is sensitive and aware of the needs of LGBTIQ South Australians and provides culturally competent services.

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| Actions | PIRSA Activities | Costs | Responsibility | Achieved by |
| PIRSA implement the LGBTIQ Inclusion Strategy and use the guidelines, standards and training tools developed to improve inclusive service delivery. | * Report provided to the People and Governance Committee.
 |  | People and Culture | October 2017 |
| Identify all forms across PIRSA (both internal and customer facing) and make changes as per the forms review guide.  | * This has been included in the Rip it Up Initiative.
 |  | Business Transformation Team/Innovation and Change Team | September 2017 |