RAINBOW COUNCIL TOOLKIT

SARAA rainbow alliance

lga South Australia

ACKNOWLEDGMENT OF COUNTRY

We acknowledge and pay our respects to the Traditional Custodians of the lands, oceans, skies and waterways now known as South Australia. We acknowledge and pay respects to Elders past and present. The sovereignty of these lands was never ceded.

ABORIGINAL IMPACT STATEMENT

We acknowledge that the lens through which diverse genders and sexualities are viewed is often based on western and therefore colonialist perspectives. The impact of colonisation has erased sexual and gender identities from some Aboriginal cultures, but some others still have maintained or are reclaiming traditional understanding of diverse genders and sexuality. We recognise and celebrate the diverse identities within our communities, including Sistergirls, Brotherboys, and other Aboriginal and Torres Strait Islander queer people.

We also acknowledge the ongoing challenges faced by LGBTIQA+ Aboriginal and Torres Strait Islander people today such as the intersection of homophobia and racism, including from within the LGBTIQA+ community. We commit to purposeful reconciliation with the oldest continuous culture in the world.

South Australian Rainbow Advocacy Alliance (SARAA) is the charitable peak body championing the health, safety, inclusion, equity and equality of LGBTIQA+ South Australians.

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INTRODUCTION

As the closest level of government to the people, local councils play a crucial role in enhancing the wellbeing and equity of lesbian, gay, bisexual, transgender, intersex, queer, asexual and other sexually or gender diverse people (LGBTIQA+) within their communities. By actively supporting LGBTIQA+ residents and families, local councils can foster safer, stronger and healthier environments for everyone.

Many LGBTIQA+ Australians experience poorer mental health outcomes, higher rates of suicidality, and poorer long-term health outcomes. This can be compounded intersecting identities, such as for Aboriginal and Torres Strait Islander people, intersex people, trans and gender diverse individuals, younger and older people, and those from diverse cultural, religious or disability backgrounds.

In recent years there has been an escalating environment of disinformation, hate and violence directed towards LGBTIQA+ individuals, particularly trans people and drag artists, playing out in local levels and in national discourse.

In South Australia, there is limited representation of LGBTIQA+ elected members on councils and a scarcity of information on best practice in LGBTIQA+ inclusion for local councils. Existing research and initiatives have primarily been based in Victoria and New South Wales. Compared to the diversity, equity and inclusion initiatives for Federal and State government agencies, few initiatives have been initiated by South Australian councils. There is a perception, arguably a reality, that the local government sector in South Australia has fallen behind in LGBTIQA+ inclusive practices. The Rainbow Council Toolkit is designed specifically to assist local council staff and elected members to develop policies, strategies and action plans that improve LGBTIQA+ inclusion and engagement.

ABOUT THE PROJECT

This toolkit is part of a project by the SA Rainbow Advocacy Alliance called the Rainbow Council Network, aimed at strengthening engagement and inclusion for LGBTIQA+ communities. The network consists of staff and elected member representatives who are champions of inclusivity, and have contributed to the development of this toolkit.

In its initial year of 2025, 19 councils joined the network, which is almost a third (27%) of the councils in South Australia, representing 49% of the metropolitan population and 20% of the regional population.

A scoping survey was distributed to Rainbow Council Network members to capture a baseline of initiatives undertaken. There were fourteen responses, which has been referenced throughout the toolkit domains. A copy of the scoping survey report is available at https://www.saraa.org.au/rainbow-council/

We would like to thank the following councils for their dedication to LGBTIQA+ inclusion by joining the Rainbow Council Network and contributions to the development of this toolkit:

City of Adelaide

The Barossa Council

City of Burnside

Clare and Gilbert Valleys Council

City of Charles Sturt

Regional Council of Goyder

City of Holdfast Bay

City of Gawler

City of Marion

City of Mitcham

City of Mount Gambier

Mid Murray Council

Mount Barker District Council

City of Onkaparinga

City of Playford

City of Port Adelaide Enfield

City of Unley

City of Victor Harbor

City of West Torrens

KEY STATISTICS

Accurate data collection provides the foundation for evidence -based policy, however estimates of LGBTIQA+ populations in Australia vary significantly[1] Estimates from the Australian Bureau of Statistics[2] suggest the following:

- 66,527 (4.5%) of people aged 16+ are LGBTI+
- 53,222 (3.6%) are gay, lesbian or bisexual
- 13,305 (0.9%) are trans or gender diverse

It's estimated that 1.7% of people are born intersex.[3]

These estimates are likely to underrepresent the true size of the LGBTIQA+ community. Changes in the 2026 Census questions are expected to provide further data, likely available mid-2027.[4]

The proportion of LGBTIQA+ people is consistently higher amongst younger Australians and lower in older Australians. For example, the Australian Bureau of Statistics (ABS) estimates that 9.5% of people aged 16-24 are LGBTI+ compared to 1.4% of people aged 75 years or older.[5]

There are no sector-wide estimates of the numbers of LGBTIQA+ employees in the local government sector in South Australia. For comparison, 8.7% of Australian Federal Government employees[6] and 4.9% of SA State Government Employees[7] identify as LGBTIQA+.

Considering the significant gaps in data collection, it is not surprising that there is even less focus on population estimates specific to local government areas. One research team developed a method for estimating the non-heterosexual identifying population at the level of Statistic Area Level 3[8] (closely aligned to large urban Local Government Areas). The research paper identified where populations are concentrated in South Australia, for example in Adelaide City (10.9%), Port Adelaide West (5.7%), Unley (5.1%) and West Torrens (4.7%). While there are many limitations to these local estimates (for example, it does not include trans or intersex people), it is the only identified source for geographically specific population estimates. A summary of the findings and further notes are included on page 40.

One key point in assessing demographic estimates is to distinguish between measures of identity, behaviour and attraction in regards to sexuality. A relatively large group of people have felt *attraction* to people of the same gender across their life, a smaller group have engaged in sexual *activity* with someone of the same gender, and an even smaller group *identifies* as being gay, lesbian or bisexual.[9] [10] Most representations of LGBTIQA+ populations are based on the (smaller) identity measure.

Understanding identity as being separate to behaviour and attraction highlights how the work to improve inclusivity and visibility of LGBTIQA+ people can benefit all people in society. This includes people who may be questioning their sexuality, people who engage in same-sex activity but do not identify as LGBTIQA+, and people who experienced internalised or interpersonal homophobia because of their thoughts, behaviours or presentation, regardless of how they identify.

1 Rainbow Health Victoria, Research Matters: How many people are LGBTIQ?, 2020. (archive)
2 Australian Bureau of Statistics, Estimates and characteristics of LGBTI+ populations in Australia, 2024 (archive)
3 Macquarie University, Intersex: stories and statistics from Australia (2016) https://researchers.mq.edu.au/en/publications/intersex-stories-and-statistics-from-australia/
4 See SBS News, Questions on sexuality and gender to be part of Census trial, 2025. (archive)
5 Australian Bureau of Statistics, Estimates and characteristics of LGBTI+ populations in Australia, 2024 (archive)
6 Australian Public Service Commission, APS LGBTIQA+ community, 2023. (archive)
7 Government of South Australia, South Australia Public Sector Highlights Report, 2024. (archive)
8 Department of Social Services (Cth), Local Area Estimates and Geographical Patterns of Australia's Sexual Minority Population 2021 (archive) . Estimates were calculated by using 2016 census counts of persons in same-sex attracted relationships, combined with other sources to estimate the approximate number of same-sex attracted individuals.
9 Rainbow Health Victoria, Research Matters: How many people are LGBTIQ?, 2020. (archive)
10 Diagram extracted Australian Population Studies, View of Estimates of Australia's non-Heterosexual Population 2023, (archive). Diagram loosely based on Figure 1 in Richters, Altman et al. (2014) and Figure 2 in Geary et al. (2018)

LITERATURE REVIEW

LGBTIQA+ communities are increasingly recognised in public policy as a priority cohort facing unique systemic barriers that require targeted, inclusive policy responses.

There is a large body of research on LGBTIQA+ discrimination, exclusion and negative health outcomes,[11] including some research specifically focused on Australian workplaces which may be applied to Councils as employers.[12] For example, the presence of LGBTIQA+ staff networks and inclusion training have been shown to increase wellbeing for LGBTIQA+ staff.[13]

Existing initiatives relating to LGBTIQA+ inclusion in local government have primarily been implemented in Victoria and New South Wales, and supported by broader state government strategies.[14] One research project, Queering Cities in Australia, focused on LGBTIQA+ experiences of public space through academic literature review and analysis of 68 local councils across Melbourne Sydney and Brisbane.[15]

The research provided five criteria to assess the success of local governments in 'usualising LGBTIQA+ people' in strategies and activities:

- Stakeholder engagement
- Establishing an LGBTIQA+ Advisory Committee
- Affirming and usualing LGBTIQA+ communities (i.e. through public statements, visibility etc)
- Staff awareness and training
- Inclusive public space design

Queering Cities in Australia found that overall Melbourne is the most proactive city in promoting LGBTIQA+ communities, followed closely by Sydney. It also identified that inner city Councils are more proactive in engaging with LGBTIQA+ communities than in outer suburbs, and that previous research has primarily focused on inner city 'gay villages', leaving LGBTIQA+ suburban experiences mostly invisible.

In 2016, the Victorian Government undertook a LGBTIQA+ Equality Roadshow which visited 29 towns and engaged with more than 2,500 people across rural and regional Victoria to encourage communities to develop LGBTIQA+ inclusion. This process identified that a resource would assist in developing LGBTIQA+ inclusive communities, resulting in the creation of a Rainbow Ready Roadmap for Victorian regional and rural communities.[16]

11 For example, Private Lives 3 (2020) (archive), Writing Themselves in 4 (2021) (archive), and Rainbow Realities (2024) (archive), which underscore the significant impacts of discrimination on LGBTIQA+ health and wellbeing

12 For example, LGBTIQ+ reported much higher levels of discrimination and/or harassment compared with non-LGBTIQ+ workers, see: Diversity Council of Australia Inclusion@Work Index 2023-2024, 2024 (archive) and Victorian Government Gender Equality Commission, Intersectionality at Work Chapter 5: Gender and LGBTIQ+ Employees, 2023 (archive).

13 Improving the wellbeing of LGBTQ+ employees, Preventive Medicine, 2022 (archive) and Perspectives on LGBTI+ inclusion in the workplace, PWC, 2017 (archive)

14 For example, Victorian Government, Pride in our future: Victoria's LGBTIQA+ strategy, 2023 (archive) and New South Wales Government, NSW LGBTIQ+ Health Strategy 2022-2027, 2022 (archive)

15 Queering Cities in Australia, ARUP, 2024 (archive)

16 Rainbow Ready Roadmap, Victoria State Government, 2023. (archive)

ADDITIONAL DOCUMENTS AND RESOURCES

Menu of Ideas, Local Government Association of South Australia

Actions that councils can take to improve the health and wellbeing all South Australians. A number of actions relating specifically to LGBTIQA+ communities are listed in the 'Determinants of health' section.[17]

Rainbow Ready Roadmap, Victoria State Government

A planning document developed by the Victorian Government in partnership with LGBTIQA+ communities focused on regional and rural Victoria, but with relevance to South Australia.[18]

A Guide to Hosting LGBTQ+ Event Safety for Local Councils in NSW, ACON

Practical guidance for local councils on planning, promoting and delivering events safely in the context of rising misinformation, hate speech and organised disruption[19].

Rainbow Local Government, Victorian Pride Lobby

A campaign to encourage local government candidates to take a pledge to support LGBTIQA+ communities[20]

Rainbow Resource for Victorian Councils, Victorian Local Government Association

A comprehensive and in-depth range of case studies from Victorian councils to support and engage local LGBTIQA+ communities.[21]

Rainbow Tick Framework, La Trobe University

A self assessment tool based on the Rainbow Tick standards to assess LGBTI-inclusivity.[22]

Guideline: LGBTIQA+ inclusive workplaces,

Victorian Equal Opportunity & Human Rights Commission

A guideline by the Victorian Equal Opportunity and Human Rights Commission focusing on employers' legal duties under the Equal Opportunity Act (VIC), with a set of four minimum standards relevant to small, medium and large organisations.[23]

17 Original (archive).
18 Original (archive)
19 Original (archive)
20 Original (archive)
21 Original (archive)
22 Original (archive)
23 Original (archive)

USING THE TOOLKIT

This toolkit has been developed to support Councils to improve inclusivity and engagement of LGBTIQA+ people by providing evidence, recommendations and examples of wording, practical tips and advice. It is designed to be expansive rather than prescriptive.

Local council staff and elected members may use this toolkit in developing policies, strategic and action plans, and implementing initiatives. Community members may also use this guide to reflect on how their local council practices its commitments to LGBTIQA+ communities.

This toolkit is structured according to eight domains representing different areas of practice which may be approached in isolation or in combination. The domains are:

- LEADERSHIP
- COMMUNITY ENGAGEMENT
- POLICY AND STRATEGY
- STAFF AND VOLUNTEER DEVELOPMENT
- PROGRAMS AND EVENTS
- FACILITIES AND OPEN SPACES
- SAFETY
- VISIBILITY

Each domain is structured with the following elements:

DOMAIN GOALS

A high level summary of the desired outcome.

KEY INSIGHTS

A summary of the evidence, reasoning, findings from the survey of participating councils, and feedback from the LGBTIQA+ community across South Australia.

STRATEGIES

The expected requirements to achieve the domain goal.

INDICATORS

Measurable signals of progress towards the goal. While not all indicators will be relevant to every Council, they can be used as a benchmark for councils to self-assess existing practices and identify gaps.

IDEAS FOR ACTION

Practical examples that councils may undertake in achieving the goals.

EXAMPLES

Highlighting the excellent work being undertaken by many people in the local council sector, intended to contextualise best practice within a South Australian context.

LEADERSHIP

DOMAIN GOAL

LGBTIQA+ communities are authentically represented and actively championed by those in leadership positions.

KEY INSIGHTS

Culture starts at the top. Less than half (45%) of councils surveyed reported that LGBTIQA+ people hold leadership positions and even fewer (36%) reported that their council makes public statements or motions in support of LGBTIQA+ equality. A lack of LGBTIQA+ representation in leadership can increase the risk of harm to LGBTIQA+ employees.[24] There are many councils in South Australia where there is no record of council discussion items or motions relating to LGBTIQA+ communities. Despite the best efforts and intentions of staff, some councils are hamstrung in LGBTIQA+ inclusion due to a perceived or actual resistance from leadership (senior executive and/or elected members).

Conversely, some councils have very strong leadership, including from LGBTIQA+ elected members. This is demonstrated by the efforts made to join the Rainbow Council Network and further illustrated by examples in this document from South Australian local councils. Proactive leadership sets the tone and expectation for staff and community members to work towards a shared vision of equity.

24 WorkWell LGBTIQA+ Toolkit, Worksafe Victoria, 2025 (archive)

STRATEGIES

» The voices and lived experience of LGBTIQA+ elected members and/or senior executives are supported within the council.

» LGBTIQA+ communities see themselves represented and supported by Local Council.

» Local government is the champion of LGBTIQA+ inclusion through visible signs and meaningful actions.

INDICATORS

› There are elected members and senior executives who are openly LGBTIQA+.

› Elected members undertake education on LGBTIQA+ inclusion and actively enquire about LGBTIQA+ inclusion matters.

› Elected members engage in the Rainbow Council Network or other professional development or community of practice initiatives.

› Elected members and senior executives demonstrate allyship through public statements and meaningful support.

› LGBTIQA+ relevant items are discussed at Council Meetings with demonstrated support for LGBTIQA+ communities.

› Senior leadership and elected members are aware of LGBTIQA+ inclusion initiatives and areas for improvement.

LEADERSHIP
IDEAS FOR ACTION

Briefings

Provide formal or informal briefings to senior executives and/or elected members on issues of relevance to LGBTIQA+ communities.

For example:

- Importance of using correct pronouns
- Demographic information or personal stories from residents
- Increasing awareness of days of significance (see page 41)

Support through motions

Present motions in Council to support LGBTIQA+ inclusion, events or advocacy matters.

For example:

- "We would like to congratulate artists involved in Feast Festival events in our local community"
- "May 17 is International Day Against LGBTQIA+ Discrimination (IDAHOBIT). We commit to take a stand against homophobia, biphobia and transphobia in all its forms.
- "We request the CEO to develop a public statement in support of trans inclusion"[25]
- "That the Lord Mayor Dr Jane Lomax-Smith write to the Premier [...] urging the government to progress a ban on LGBTIQA+ conversion therapy practices in South Australia"[26]

Assess level of support

Search council minutes for statements of support for LGBTIQA+ communities or initiatives to assess past levels of support.

You can undertake a targeted Google search such as the following (replacing Onkaparinga with your council URL), and it will return only pages from the council website with any of the versions of the LGBTIQA+ initialism or key phrases:

site:https://www.onkaparingacity.com

lgbt OR lgbti OR lgbtiq OR lgbtq OR lgbtqia+ OR lgbtqia+ OR gay OR lesbian OR trans OR transgender OR queer OR "diverse gender" OR "diverse genders" OR "gender diverse" OR "diverse sexualities" OR "diverse sexuality" OR intersex OR bisexual OR "Pride Month" OR "Feast Festival" OR Homophobia OR Transphobia

Note: This only accesses webpages that are indexed by google. Some site settings or pages within sites may not index, such as databases of council minutes.

Share personal experiences

Elected members can share their own experiences and what LGBTIQA+ inclusion means to them

For example, Cr Isaac Solomon made a powerful speech about his experiences growing up gay as part of the motion to join the Rainbow Council Network.

Events

Invite the Mayor, Elected Members and Senior Leadership to relevant LGBTIQA+ events

25 GLHV, LGBTI-inclusive practice audit tool for health and human service organisations, 2016 (archive)

26 See Alice Springs Council Public Statement (archive) on trans inclusion in sport.

LEADERSHIP EXAMPLES

City of Victor Harbor

At the City of Victor Harbor, every council meeting begins with a diversity commitment statement read out by the chairperson:

> *The City of Victor is committed to diversity, equity, and inclusion. We respect people of all ages, abilities, genders, sexualities, religions and beliefs, cultures, and backgrounds.*[27]

City of Mitcham

On discussing the City of Mitcham joining Rainbow Council Network, Cr Joanna Wells made a powerful statement in support:[28]

> *We're actually talking about inclusion ... it's not that the cost doesn't matter. It's the flip side of that. It's when people aren't included and don't feel part of the community and don't feel the facilities are really accessible. There is a cost to that. And the cost to that is really significant. And you won't find that in the balance sheet or in your council budget. But it's massive. And so the very small cost that we pay as a council to make sure that everyone is included through the provision of appropriate facilities is nothing by comparison to the cost if we don't make sure that everyone is included.*

City of Port Adelaide Enfield

City of Port Adelaide Enfield made a series of statements in support of LGBTIQA+ communities and requested the council administration develop a report on how the council could improve inclusion through training, facility design and community development initiatives (included on the next page).[29]

27 See any minutes of City of Victor Harbor , for example pg 4 of Ordinary Council Meeting Minutes 23/06/2025 (archive)
28 Transcribed from City of Mitcham meeting recording 11/02/25 (archive).
29 City of Port Adelaide Enfield, Ordinary Council Meeting Agenda 12/12/2023 pg 243 (archive)

LEADERSHIP EXAMPLES

City of Port Adelaide Enfield

At the 12 of September 2023 Council meeting Council passed a resolution in regards to creating a work place and community services that are inclusive for the LGBTIQA+ people:

1. Affirms that LGBTIQA+ rights are human rights and recognises that a person's identity is not a matter of choice.
2. Declares that the City of Port Adelaide Enfield has zero tolerance for discrimination, bullying and harassment based on sexual orientation, sex and gender identity, gender expression and intersex status
3. Commit to: sustaining an open and inclusive City that embraces, supports and celebrates differences and diversity by ensuring all Council-operated premises, including workplaces, are safe spaces for all people.
4. Condemns in the strongest possible terms homophobic, transphobic and queerphobic conduct, including language, rhetoric, and behaviour, and commits to calling this out wherever it may occur. Therefore Council:
5. Resolves to request Council Administration:

a. Explore options to undertake LGBTIQA+ inclusion training and professional development for staff and Elected Members

b. Provide a report to be undertaken and/or planned that assists Council's services facilities and workplaces to be an inclusive place for LGBTIQA+ people. The report should include consideration of Council's: i. strategies, plans, policies, procedures, guidelines, forms and other documentation. ii. services, standards and programs.

c. Consider from a community development perspective how Council can contribute to promoting the values of diversity and inclusion of LGBTIQA+ people through Council's services, programs, events and activities

d. Resolves to register as a participating organisation in Equal Opportunity SA's initiative 'WE'RE EQUAL' which identifies businesses and organisations who are committed to treating everyone equally, regardless of their age, ability, gender diversity, sexuality, relationship and reproductive status, race, religion, and culture; and

e. Directs the Chief Executive Officer to sign the 'WE'RE EQUAL' Statement of Commitment; and

f. Directs Council Administration to prominently display the 'WE'RE EQUAL' signage at entrances to all Council-operated premises.[30]

30 City of Port Adelaide Enfield, Ordinary Council Meeting Agenda 12/12/2023 pg 243 (archive)

COMMUNITY ENGAGEMENT

DOMAIN GOAL

Thriving local LGBTIQA+ communities that strengthen community wellbeing, inclusion and engagement.

KEY INSIGHTS

Community engagement is vital across all domains in this toolkit. Beyond mere consultation, authentic community engagement should build upon the existing strengths and expertise within the local community. Moreover, robust engagement can significantly reduce social isolation and improve mental health and wellbeing within LGBTIQA+ communities.

Despite the critical importance, there are few examples of targeted LGBTIQA+ engagement and consultation by South Australian councils, and we found no examples of councils with dedicated formal mechanisms for LGBTIQA+ input. For comparison, a study of 68 local councils across Melbourne, Sydney and Brisbane found that 23% of councils had stakeholder engagement activities that targeted LGBTIQA+ community, and 17% of Victorian LGA's in the study had a dedicated LGBTIQA+ advisory committee.[31]

There are only a few examples of South Australian local councils funding LGBTIQA+ organisations or events. Across all Australian councils using SmartyGrants between 2013 and 2018, out of 45,155 applications, just 18 (0.22%) were approved for LGBTIQA+ causes.[32]

STRATEGIES

» Council meaningfully supports local LGBTIQA+ community groups.

» The voices of LGBTIQA+ people are supported and heard by local councils.

» Council decisions are actively shaped by LGBTIQA+ engagement.

INDICATORS

› Council regularly consults with LGBTIQA+ community on local planning and service delivery.

› LGBTIQA+ voices are actively sought and represented in decision-making processes and advisory bodies.

› Council provides appropriate support (social, practical, financial) to LGBTIQA+ organisations and community leaders to build capacity and develop local projects.

› Council supports LGBTIQA+ communities to access information about nominating for council elections.

31 Queering Cities in Australia, ARUP, 2024 (archive)
32 Funding to LGBTIQ+ causes in Australia, OurCommunity 2025 (archive)

COMMUNITY ENGAGEMENT IDEAS FOR ACTION

Collaborate

Work with LGBTIQA+ organisations and services for resources, advice and collaboration (see list of LGBTIQA+ organisations in South Australia on page 35).

Provide assistance

Meet with local LGBTIQA+ organisations or community groups to see where council can support such as through free use of facilities, assisting in promotion, referrals or financial support.

Strengthen networks

Undertake an audit of LGBTIQA organisations, networks, community leaders and services in the council area and assist in networking, resource sharing or collective actions.

Cultural Audit

Engage with local community groups or organisations to undertake a cultural audit of council facilities, programs or services.

Advisory Committee

Establish a formal LGBTIQA+ advisory group to provide feedback and advice on strategic plans, action plans and initiatives.

Community Development

Initiate community development initiatives such as arts and cultural programs focusing on LGBTIQA+ inclusion.

Survey

Conduct surveys and consultations with LGBTIQA+ people to understand local community needs.

Prioritise

Identify LGBTIQA+ initiatives as priorities in community funding programs.

Collaborate

Collaborate with other neighbouring councils to provide a regional approach (for example, Pride of the South is a local grassroots LGBTIQA+ organisation across multiple southern Adelaide council areas).

Feast Festival

Support local residents to engage in Feast Festival through venue hire, subsidies or shared resources.

Provide support to local LGBTIQA+ initiatives and networks, such as promoting events, access to facilities, providing advice and mentoring or financial support.

COMMUNITY ENGAGEMENT EXAMPLES

City of Charles Sturt

The City of Charles Sturt conducted an LGBTIQA+ specific drop in session for consultation on their Disability Access and Inclusion Plan.[33]

Feast Festival

In 2025, four councils (City of Charles Sturt, City of Port Adelaide Enfield, Campbelltown City Council and City of Prospect) provided subsidised registration fees for participating artists and event organisers at Feast Festival, acknowledging the role that queer arts can play in the cultural life of council areas. Some councils provided subsidies for artists and event organisers exhibiting within their council area, while others also provided subsidies for those who reside in their council area but are exhibiting in another.[34]

Pride of the South

Pride of the South is a volunteer-based social, support and networking group for the LGBTIQA+ communities of Adelaide's outer Southern suburbs and beyond. The group has received sponsorship, venue support and grants from Onkaparinga Council and also support from Victor Harbor Council and Alexandrina Council.[35]

City of Marion

The City of Marion Youth Collective Committee undertook a collaborative consultation with the Commissioner for Children and Young People to understand young people's wellbeing, emotional safety and mental health. The report highlighted the needs of LGBTIQA+ young people: "Inclusive spaces are crucial and young people mentioned they want LGBTQ+ spaces and services that are friendly. They also said they want this to be included in community centres and public spaces by having unisex bathrooms, gender neutral and inclusive areas so they feel comfortable, and they do not have to worry about bullying or harassment."[36]

33 City of Charles Sturt YourSay (archive)
34 Grants and Opportunities, Feast Festival, 2025 (archive)
35 Pride of the South, 2025 (archive)
36 Safe Space Project Report, City of Marion, 2022 (archive)

POLICY AND STRATEGY

DOMAIN GOAL

LGBTIQA+ communities are affirmed and supported through Council policies and strategies

KEY INSIGHTS

In reviewing the bylaws of councils across South Australia, approximately one-third prohibited people from entering a toilet provided for the "opposite sex" or "opposite gender" without exemptions for people who are trans and gender diverse. This highlights that policies should be reviewed with an LGBTIQA+ lens to prevent systemic discrimination.

Half of the councils surveyed reported having strategic plans that align to wellbeing and inclusion of LGBTIQA+ people, and less than half (46%) reported having a strategy or plan that includes LGBTIQA+ communities. We have found no examples of South Australian councils that have an established dedicated LGBTIQA+ policy, strategy or action plan. For comparison, in Tasmania at least five local councils have a recent, current or upcoming LGBTIQA+ strategy or statement of commitment.[37]

Ideally, councils should move beyond generic statements of inclusion in policies (i.e. "people are included regardless of their identities") to specifically identifying, validating and supporting LGBTIQA+ inclusion. For example, "The LGBTIQA+ community is a diverse and important community to our Council. We welcome all LGBTIQA+ people and their families in programs and services and celebrate the community with pride". Similarly, generic statements "we do not accept discrimination" can be strengthened as "we take a zero tolerance approach to homophobia, transphobia, hate speech and other forms of LGBTIQA+ discrimination".

37 City of Hobart LGBTQI+ Commitment 2021-23, Kingsborough Council LGBTIQA+ Action Plan 2023 - 2025 (archive), Glenorchy City Council LGBTIQA+ Inclusion and Advisory Group developing Statement of Commitment and recommend action points (2025)(archive), Burnie City Council (LGBTIQ+) Advisory Group developing a LGBTIQA+ action plan (2025) (archive), City of Launceston undertaking an LGBTQIA+ survey to develop LGBTQIA+ Action Plan (2025) (archive)

STRATEGIES

» LGBTIQA+ people are considered in council planning processes and policies.

» Council commits to actions to promote the safety, wellbeing and inclusion of LGBTIQA+ people.

INDICATORS

› Council has a diversity and inclusion policy that explicitly identifies and promotes the LGBTIQA+ community and explicitly condemns homophobia, transphobia, hate speech and other forms of LGBTIQA+ discrimination.

› Policies and strategies are written in a way which is inclusive of LGBTIQA+ people, including using gender neutral language and non-discriminatory practices.

› The council has dedicated strategy or action plan for the LGBTIQA+ community.

› LGBTIQA+ community is explicitly identified in relevant strategy documents including youth, aging, disability and reconciliation strategies, with specific actions where appropriate.

› Key principles of inclusion such as all-gender facilities, transgender inclusion in sport, support for gender affirmation or raising the Rainbow Flag are embedded in policy.

POLICY AND STRATEGY IDEAS FOR ACTION

Consistency

Develop a list of definitions or a style guide to provide clear and consistent references to LGBTIQA+ communities (see glossary of terms on page 42).

Action plan

Develop a specific LGBTIQA+ inclusion strategy or action plan.[38]

Gender neutral language

Review policies to remove gendered language, e.g. swapping "his or her" with "their", "maternity leave" with "parental leave" and "chairman" with "chairperson" etc.

Review bylaws

Review bylaws to remove gender or sex based restrictions which may prohibit access to facilities such as toilets.

Consult

Consult with LGBTIQA+ communities on their needs, and in developing policies and strategies.

Be specific

Provide explicit reference to support LGBTIQA+ communities in policies and strategies, rather than generic statements of inclusion.

Provide explicit statements in policy and strategy condemning LGBTIQA+ specific discrimination, rather than generic statements.

Support

Develop policies or plans to support staff members undergoing gender affirming care and transition. [39]

38 For example Kingsborough Council (TAS) (archive).

39 SA Health Workplace Gender Affirmation and Transition Guideline (archive)

POLICY AND STRATEGY EXAMPLES

Alexandrina Council

Alexandrina Council's Community Wellbeing Action Plan provides specific reference and outcomes about LGBTIQA+ communities.[40]

City of Salisbury

After consulting with older LGBTIQA+ community members, City of Salisbury identified specific actions relating to LGBTIQA+ communities in their Age Friendly Strategy.[41]

> *Three new actions were developed to respond to consultation findings which showed that cultural safety, LGBTIQA+ inclusion and gender inclusivity were important to our population:*
>
> *4.11 Provide a range of social activities that are appealing and inclusive of diverse gender, culture, language and interests. Improve inclusivity of formerly 'Men's Shed' activities to people of all genders.*
>
> *5.6 Provide a culturally safe environment for social programs and services to encourage inclusion and integration of people of diverse cultures, e.g. accommodating dietary, cultural and religious requirements.*
>
> *5.7 Advocate for LGBTIQA+ inclusion e.g. training for staff and volunteers, inclusive language and forms and consideration of Rainbow Tick accreditation standards.*

40 Community Wellbeing Action Plan 2022-26, Alexandrina Council (archive)
41 Age Friendly Salisbury Strategy 2022 - 2027, City of Salisbury (archive)

POLICY AND STRATEGY EXAMPLES

Kingborough Council

(Tas. Population approx. 46,000)[42]

Following longstanding partnership with Rainbow Communities Tas, a working group with LGBTIQA+ members and Council staff, and consultation with LGBTIQA+ communities, Kingborough Council established an LGBTIQA+ action plan to improve services and quality of life for LGBTIQA+ people who live, work, study and recreate in the Kingborough Council.

City of Holdfast Bay

City of Holdfast Bay makes explicit reference to LGBTIQA+ people in its Anti-Discrimination Policy[43]:

> *Council acknowledges that people living with a disability, people from culturally and linguistically diverse backgrounds and people who are lesbian, gay, bisexual, transgender, intersex or queer (LGBTIQ+) have historically, and often continue to face, unique challenges and disparities in access and participation.*

And also as a priority population in the Youth Policy:

> *Actively promote inclusiveness of the LGBTQIA+ community within our Council.*[44]

42 Kingsborough Council LGBTIQA+ Action Plan 2023 - 2025, (archive)
43 Council Anti-Discrimination Policy, City of Holdfast Bay, 2022 (archive)
44 Youth Policy, City of Holdfast Bay 2021 (archive)

STAFF AND VOLUNTEER DEVELOPMENT

DOMAIN GOAL

Councils are culturally safe for LGBTIQA+ staff and volunteers. Council staff and volunteers have the training, skills, and resources to support LGBTIQA+ communities.

KEY INSIGHTS

Councils have a proactive duty to prevent psychosocial hazards in the workplace and an obligation to support the wellbeing of staff members. Some councils are seen as LGBTIQA+ friendly workplaces and some others are not. Some LGBTIQA+ staff members have reported to us that they feel ostracised, invisibilised, or marginalized within their council.

Improved organisational culture, support mechanisms and regular LGBTIQA+ training are some key strategies to reduce and eliminate harm occurring.[45]

STRATEGIES

» The voices and lived experience of LGBTIQA+ staff and volunteers are supported.

» Training is provided to staff and volunteers on LGBTIQA+ inclusion.

» The Council adequately responds to incidents of homophobia, transphobia, hate speech and other forms of LGBTIQA+ discrimination experienced by staff.

INDICATORS

› Council staff and volunteers demonstrate inclusive practices, language, and visible allyship.

› Statements of LGBTIQA+ inclusivity are included in job advertisements.

› Correct pronouns for staff and volunteers are used, and education provided for staff to understand the importance of pronouns.

› Staff and volunteers report positive experiences of safety, wellbeing and inclusion.

45 WorkWell LGBTIQA+ Toolkit - Step 3: Take action to reduce and eliminate harm occurring, WorkSafe Victoria, 2025 (archive)

STAFF DEVELOPMENT IDEAS FOR ACTION

Pronouns

Encourage staff and elected members to use pronouns in email signatures and normalise pronouns in introductions ("Hello, my name is Garry, I use he/him pronouns").

Capturing Statistics

Capture demographic information of staff and volunteers. For appropriate wording relating to questions on sexual orientation, sex, gender and variations of sex characteristics see guides available from Department of Human Service[46] and Australian Bureau of Statistics.[47]

Investigate Culture

Include questions about LGBTIQA+ cultural safety in staff surveys, for example using likert scale on statements such as:

"This council is free from homophobia, biphobia and transphobia"

"At this council, people are treated respectfully regardless of their sexuality"

"At this council, people of all genders are respected and pronouns used correctly"

"This council is inclusive of LGBTIQA+ staff and volunteers"

"I feel confident to support LGBTIQA+ staff, volunteers and clients"

Inclusion Training

Provide training to staff and volunteers on LGBTIQA+ inclusion (see training summary on page 38).

Identity Expression

Provide rainbow lanyards or other forms of identity expression such as pronoun badges and rainbow pins (available at ShineSA and Minus18).

Uniform Expectations

For roles with uniforms, ensure gender neutral options are available, and remove gendered clothing expectations i.e. "women must wear..."

Reference Group

Establish a reference group of LGBTIQA+ staff and allies to contribute to policy review or action planning.

Internal Network

Establish an LGBTIQA+ employee-led network to support safety, inclusivity and belonging in the workplace.

Professional Development

Support staff to attend LGBTIQA+ conferences and professional development opportunities.

Risk Assessment

Undertake a risk assessment to review systems, policies and procedures that might discriminate exclude or harm LGBTIQA+ workers (examples available from Human Rights Victoria).[48]

46 Data Collection and Gender Guideline, Department of Human Services, 2021 (archive)
47 Standard for Sex, Gender, Variations of Sex Characteristics and Sexual Orientation Variables, Australian Bureau of Statistics, 2021 (archive)
48 Guideline: LGBTIQA+ inclusive workplaces pp 64-70, Victorian Equal Opportunity and Human Rights Commission, 2025 (archive)

PROGRAMS AND EVENTS

DOMAIN GOAL

Council delivers programs and events with and for LGBTIQA+ communities.

KEY INSIGHTS

Dedicated programs, services or events can have significant benefits to LGBTIQA+ people.
Less than a third of councils surveyed stated that they provide services specifically for LGBTIQA+ people (18%) or events for LGBTIQA+ communities (27%).

One key strength identified in the council survey was that a majority of councils provide LGBTIQA+ publications in libraries (54%). For some councils, library collections were the main or only way to celebrate LGBTIQA+ days of significance, such as displaying collections during Pride Month.

There are also challenges in ensuring LGBTIQA+ community are aware of dedicated initiatives. One South Australian report found that respondents in regional areas were, on average, aware of half of the available LGBTIQA+ initiatives, and respondents in metropolitan areas were aware of one-fifth. The report also found that three quarters of initiatives for LGBTIQA+ people in South Australia were under-funded, or received no funding at all.[49]

STRATEGIES

» Programs are designed for or with LGBTIQA+ communities as a key demographic.

» Council partners with LGBTIQA+ communities and organisations to plan and deliver programs and events.

» Community centres, libraries and other council areas are supported to program for LGBTIQA+ audiences.

INDICATORS

› LGBTIQA+ programs and events are publicly and internally promoted.

› LGBTIQA+ community members report positive experiences attending LGBTIQA+ specific and inclusive mainstream events.

› Libraries feature LGBTIQA+ publications.

› LGBTIQA+ events are available and targeted to specific community cohorts, such young people, older people, refugees and migrants, or with special interests such as board games, sports, or arts.

› Events are held during Feast Festival.

49 The Equality Project, Rainbow Connections, SA Discovery Report 2024 (archive)

PROGRAMS AND EVENTS IDEAS FOR ACTION

Past Feast Inspiration

Look through the previous programs of Feast Festival for ideas of different activities.

History Walk

Engage an artist or historian to develop a queer history walk, such as Dr Gertrude Glossip (aka Will Sergeant). [50]

Picnic

Hold an LGBTIQA+ family picnic event.

Programs & Workshops

Conduct a queer friendly program such as Queer Yoga[51], host an event by Adelaide Queer Gamers[52], or provide a queer theatre workshop with ActNow Theatre[53].

Youth drop-in

Establish or support a LGBITQA+ youth drop-in for example Southern Rainbow Youth[54], Feast Queer Youth Drop In[55] or Mount Gambier LGBTIQA+ youth group[56].

Artist talks

Hold artist-talks with LGBTIQA+ authors, filmmakers, or other artists.

Clubs

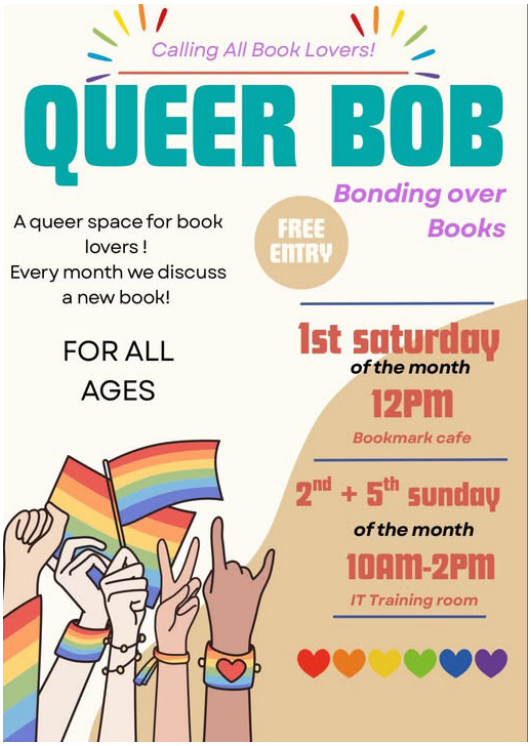
Establish an LGBTIQA+ book club or film club.

50 See Gertrude Glossip, Queen of Adelaide Queer History, Town of Gawler, 2023 or 50th Anniversary of Decriminalisation: History Walk with Dr Gertrude Glossip, 2025 (archive)
51 Creating an inclusive and social queer community at Human.Kind, InDaily, 2023 (archive)
52 Adelaide Queer Gamers, Facebook
53 Queer Theatre Program, ActNow Theatre (archive)
54 Southern Rainbow Youth, Headspace, 2022. (archive)
55 Feast Queer Youth Drop In, Facebook.
56 Regional Groups, Bfriend Uniting Communities. (archive)

PROGRAMS AND EVENTS EXAMPLES

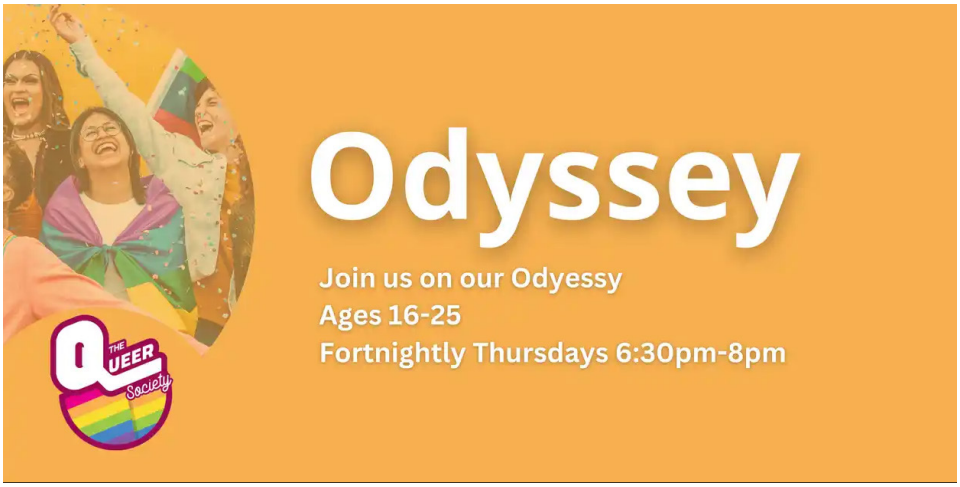
City of Mount Gambier

City of Mount Gambier supports a queer book club called Queer BoB. Queer BoB is a queer, youth driven initiative open to all ages.[57]



City of Holdfast Bay

City of Holdfast Bay provided grant funding also partnership support to The Queer Society to establish Odyssey - a social group for LGBTIQA+ people aged 16-25. The group provides fun and creative activities for example scavenger hunts, tie-dye and gardening sessions.[58]



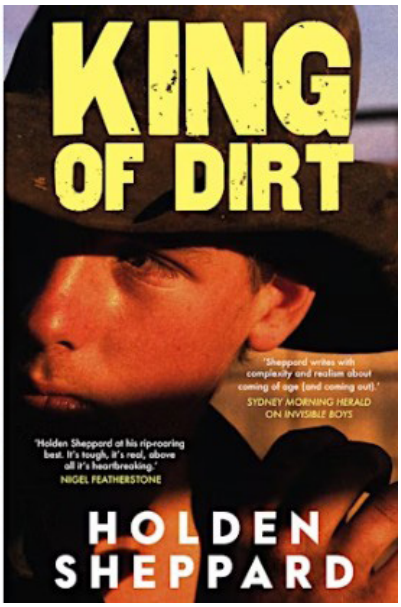
57 Limestone Coast Queer Community Hub Facebook group post, 2025. (archive)
58 The Queer Society, Humanitix Event Description, 2025 (archive)

PROGRAMS AND EVENTS EXAMPLES

City of Onkaparinga

As part of Firstival (Libraries SA), the City of Onkaparinga held an author talk with LGBTIQA+ author Holden Sheppard.[59]

"Sheppard's writing is raw and unflinching, exploring masculinity, identity and homosexuality against the backdrop of rural Australia."



59 In Conversation with Holden Sheppard, Firstival, 2025 (archive)

FACILITIES AND OPEN SPACES

DOMAIN GOAL

Council facilities are culturally safe, accessible and inclusive for LGBTIQA+ people and their families.

KEY INSIGHTS

Facilities designed on cisnormative assumptions (i.e. providing 'male' and 'female' toilets) can result in discrimination, prejudice and harassment, especially for trans and gender diverse people. Providing all gender or gender neutral facilities is a way to support LGBTIQA+ inclusion, and can provide increased safety, privacy and dignity for all members of the community when accessing public facilities such as toilets, parent rooms and change rooms.

There is additional need to proactively support the participation of trans and gender diverse people in sport, due to significant levels of barriers and discrimination that exists.

STRATEGIES

» Universal design principles are incorporated into council facilities, including through an LGBTIQA+ lens.

» Sporting clubs and other organisations using council facilities are required to demonstrate LGBITQA+ inclusion.

» Spaces are available for LGBTIQA+ people to relax and socialise in comfort and safety.

» Transgender participation in sports is actively supported.

INDICATORS

› Gender neutral facilities (such as toilets, parenting rooms and change rooms) are available at all council facilities.

› Council has established policies or guidelines to support transgender people in sporting activities.

› LGBTIQA+ community groups and organisations are supported to use council facilities (such as through venue hire).

FACILITIES
IDEAS FOR ACTION

Co-design

Include LGBTIQA+ people, especially trans and gender diverse people, in consultations on facility designs using universal design principles.

Audit facilities

Conduct an audit of council facilities, venue hire contracts and sporting club agreements to identify areas for improvement in LGBTIQA+ inclusivity.

Public art

Engage LGBTIQA+ artists in creative visible signals of inclusivity in facilities and public spaces (see visibility section pg 32).

Dedicated spaces

Establish dedicated spaces for LGBTIQA+ people , such as a rainbow room.[60]

Bathroom signs

Safer bathroom posters and all gender bathroom signs have been created for download by WorkSafe Victoria.

Include sanitary bins in all restrooms and label bathrooms by features (e.g. "stalls only", "urinals and stalls").[61]

Welcoming sign

Place a rainbow "You are Welcome Here" sign in prominent locations in facilities (See visibility page 32).

60 See University of Adelaide Rainbow Room (archive) , Flinders University Queer Space (archive), Victorian Pride Centre (archive)

61 WorkWell LGBTIQA+ Toolkit - Step 3: Take action to reduce and eliminate harm occurring, WorkSafe Victoria, 2025 (archive)

SAFETY

DOMAIN GOAL

LGBTIQA+ people feel safe in all places including public spaces, education, work and at home.

KEY INSIGHTS

Safety is a major concern for many LGBTIQA+ people, especially trans and gender diverse people, drag artists and people living regionally.

Safety was identified as a leading concern for LGBTIQA+ living in regional South Australia, especially Aboriginal and Torres Strait Islander people.[62] Elements of safety can include:

Threats and harassment against LGBTIQA+ people in public, schools or shopping centres.

Online safety - LGBTIQA+ community experiences online hate at more than double the national average in Australia.[63]

Suicide and self harm - significantly higher rates of suicidality amongst LGBTIQA+ people in South Australia compared to the general population.[64]

Psychological distress - over half of LGBTIQA+ adults and the vast majority of LGBTIQA+ young people from South Australia reported high or very high levels of psychological distress. This includes harassment and other forms of psychosocial hazards in the workplace.

STRATEGIES

» Council undertakes risk assessments with an LGBTIQA+ lens for programs, policies and practices.

» Potential risks to the safety of LGBTIQA+ clients, staff and community members are identified and minimised.

» Incidents of LGBTIQA+ discrimination and hate speech are documented and reported to relevant authorities.

INDICATORS

› Council takes appropriate responses to threats or incidents of violence, hate speech and vilification.

› LGBTIQA+ suitable support services are known and provided to clients, staff and community members as appropriate

› Council undertakes risk assessments with an LGBTIQA+ lens for event, policies or programs.

› LGBTIQA+ people are considered when approaching homelessness and/or domestic violence.

› Community safety is captured through a community survey which include LGBTIQA+ demographics.

› Staff safety for LGBTIQA+ people is captured through employee wellbeing surveys.

› Flyers, posters and contact information is available for LGBTIQA+ support services.

62 The Equality Project, Rainbow Connections, SA Discovery Report 2024 (archive)
63 Online hate and discrimination, eSafety Commissioner (Cth), 2024 (archive)
64 LGBTIQA+ Mental Health and Suicidality State and Territory Snapshot, Latrobe University, 2024 (archive)

SAFETY
IDEAS FOR ACTION

Consultation

Consult with LGBTIQA+ community on their experiences of safety in the local council area.

Safety plans

Undertake risk assessments for events[65] and develop a safety plan for events when necessary.[66]

Risk Assessments

Undertake risk assessments for policies, programs and practices.[67]

Employee Assistance Programs

Ensure that Employee Assistance Programs are suitable for LGBTIQA+ people.

Training

Provide staff or community training in Mental Health First Aid or Suicide Prevention (see summary of training page 38).

Days of Importance

Hold conversations and events on International Day Against Homophobia Biphobia and Transphobia (IDAHOBIT).

Support Services

Provide LGBTIQA+ suitable support services for client referrals and community centres, such as:

QLife - LGBTIQA+ phone and web counselling

ShineSA - Family, Domestic and Sexual Violence Counselling service for LGBTIQA+ people

Thorne Harbour Health - Alcohol and Other Drugs Service for LGBTIQA+ people

65 See Ballarat Pride Queer Event Risk Assessment Matrix Example (archive)
66 See ACON Guidance for Hosting LGBTIQ Events Safely, 2023 (NSW). (archive)
67 Guideline: LGBTIQA+ inclusive workplaces pp 64-70, Victorian Equal Opportunity and Human Rights Commission, 2025 (archive)

SAFETY EXAMPLES

City of Onkaparinga

Following incidents of anti-LGBTIQA+ graffiti, Mayor Moira Were made a statement to the media:

> *"Hateful messages such as this have no place in our diverse community, and we ask that if anyone has any information regarding this incident, to please contact police."*[68]

Whyalla City Council

The City of Whyalla regularly holds events for IDAHOBIT day (see days of significance page 41). In 2024, they published a statement:

> *We acknowledge IDAHOBIT as a day for our communities to go rainbow and stand up against discrimination. Whether you're part of the LGTBQIA+ community or you're an ally – today we stand together.*[69]

City of Marion

The City of Marion developed a The Safe Space Project to hear from young people about mental health and wellbeing, and what helps them to feel safe.

> *Inclusive spaces are crucial and young people mentioned they want LGBTQ+ spaces and services that are friendly. They also said they want this to be included in community centres and public spaces by having unisex bathrooms, gender neutral and inclusive areas so they feel comfortable, and they do not have to worry about bullying or harassment.*
>
> *When asked what support they look for, young people often told us of informal support. They told us about community groups and clubs they are involved in, social media pages that share mental health information, social groups, and family members. Young people told us they go to groups such as the LGBTQI collective, the gaming and Minecraft club, and resources such as a journal, a vent book, google and YouTube videos of people sharing their stories. Young people told us the importance of having a chosen family to go to, informal mentors, and people in general that help to make sure they are healthy and safe.*[70]

68 City of Onkaparinga, Media response - anti-LGBTQI graffiti, 2023 (archive)
69 Whyalla City Council, News
70 City of Marion, Safe Space Project Report 2022-2026 (archive)

SAFETY EXAMPLES

City of Palmerston (NT)

The Welcome Here project (formerly Safe Place Project) was started in 1992 in response to street-based violence directed at LGBTIQA+ people. Local businesses sign up to display a rainbow 'Welcome Here' sticker to inform LGBTIQA+ community members they can seek refuge in the premises if they were under threat of violence.

> *The Palmerston Recreation Centre, Palmerston Library and City of Palmerston Civic Building are now registered 'Welcome Here' spaces. The Welcome Here Project aims to improve visibility and inclusivity for our LGBTQIA+ community and is the new Safe Place Project. The Safe Place Project started in 1992 in response to high levels of street-based violence directed at lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) people. Keep an eye out for our Welcome Here stickers at the front of our buildings.*[71]

71 Welcome Here Project, ACON, 2018 (archive), and Community and Culture Quarterly Report, City of Palmerston, 2023 (archive)

VISIBILITY

DOMAIN GOAL

Council visibly demonstrates its commitments to LGBTIQA+ inclusivity.

KEY INSIGHTS

Visibility can be a meaningful way for LGBTIQA+ people to feel validated and welcomed. In our council survey, perhaps surprisingly, LGBTIQA+ visibility was rated lower than all other themes. Under 20% of councils surveyed indicated that posters in council spaces visibly demonstrate Council's commitment to LGBTIQA+ inclusion or that LGBTIQA+ public art had been installed.

STRATEGIES

» LGBTIQA+ visibility is promoted in physical spaces such as through posters, flags and artwork.

» Staff are encouraged to display indicators of LGBTIQA+ inclusion and allyship such as pronoun badges or rainbow lanyards.

INDICATORS

› Council buildings have visible indicators of LGBTIQA+ inclusion such as posters, wall art or signage throughout the year.

› Council flies the rainbow flag at key events such as 'Pridevember' (coinciding with Feast Festival in November) or Pride Month in June.

› Images and stories of LGBTIQA+ people, relationships and families are included in council publications.

› Council makes social media posts at key days of significance of celebrating LGBTIQA+ initiatives.

› Community members are able to identify Council facilities as LGBTIQA+ safe places.

› Public art by LGBTIQA+ artists, or a rainbow crossing are commissioned in public spaces or exhibited in council facilities.

VISIBILITY
IDEAS FOR ACTION

Posters
Display posters and other visual indicators at community centres and offices celebrating LGBTIQA+ inclusion.

Flags
Fly the rainbow flag during the month of November ('Pridevember') for Feast Festival, or other key events such as Pride Month in June, or all year round (see page 41, days of significance)

Exhibits
Commission or exhibit artwork by LGBTIQA+ artists in public spaces and council facilities.

Pride Walk
Create a public 'rainbow walk', for example Adelaide Pride Walk, Darwin Pride Walk, City of Greater Geelong, Marri-Bek City Council.

VISIBILITY EXAMPLES

Adelaide City Council

Adelaide City Council endorsed the installation of a rainbow coloured walk that includes a timeline highlighting significant milestones, people and events in South Australia's history. The timeline is included within the unique colour bands, providing meaning and further connection with the LGBTIQ community.[72]

Various Councils

There are 24 councils across South Australia that proudly show their commitment to diversity, inclusion, and community safety through flying a rainbow flag during the month of November ("Pridevember"), celebrating Feast Festival. This simple action can make a huge difference to the sense of inclusion and validation by LGBTIQA+ community members.

72 Welcome to Pride Walk, Adelaide City Council 2016, (archive)

RELEVANT ORGANISATIONS IN SOUTH AUSTRALIA

This list is non-exhaustive and subject to change. For comprehensive and up to date information, go to:

Rainbow Directory SA LGBTIQA+ services & activities across SA
https://www.saraa.org.au/community/resources-support/

HEALTHCARE

Thorne Harbour Health Supporting the health and wellbeing of LGBTIQ+ communities.

SHINE SA Sexual health and relationship wellbeing for all.

SAMESH Sexual Health and HIV support for South Australian men who have sex with men and people living with HIV.

Trans Health SA Information for South Australia's transgender and gender-diverse community.

Bfriend Uniting Communities Peer support, counselling and community connections for LGBTIQA+ South Australians.

SIN Peer Industry Network run by sex workers for sex workers promoting the health, rights and well being of South Australian sex workers.

SPORTS

Adelaide University Sharks Adelaide's gay & inclusive rugby union team.

Queer Sporting Alliance LGBTIQA+ basketball club.

Rainbow Crows Inclusive, diverse social group for anyone in the LGBTIQ community and allies that support the Adelaide Football Club (Crows).

Port Adelaide Queer Squad Supporter group for fans of the Port Adelaide Football Club.

Adelaide Frontrunners All-inclusive running group.

Adelaide Spikers LGBTIQA+ friendly volleyball club.

Adelaide Happy Wanderers Social walking group for gay guys and their friends.

ClimbingQTs South Australia Inclusive social climbing club that meets on a regular basis at each of the bouldering gyms in Adelaide.

UNIVERSITY

Pinnacle Foundation Educational scholarships, mentoring and opportunities for young LGBTIQ+ Australians.

Pride Club of the University of Adelaide Social club for all University of Adelaide students who identify as LGBTQIA+, queer, gender or sexually diverse or questioning.

University of South Australia Rainbow Club Provides an inclusive, safe, fun, engaging campus environment, and bring representation to students of diverse genders, sexes and sexualities at the University of South Australia.

Flinders University Queer Collective The peak representative body for Queer students at Flinders Uni.

Queers in Science For any LGBTQIA+ identifying individual within a STEMM field. This includes professionals, researchers, students, administration and support services.

Out for Australia Empowering Australia's LGBTIQA+ students and young professionals to thrive.

COMMUNITY

Catalyst Foundation Social activities for LGBTIQA+ aged 50+.

ECH LGBTI Connect Culturally safe access, navigation, advocacy and connection to aged care services for and from LGBTI community members in South Australia.

Positive Life SA Peer-led and peer-run community organisation by and for people living with HIV, our partners, families and friends who are affected by HIV.

Rainbow Hub SA Programs, services, events and activities for the LGBTI community aged 50+.

Feast Queer Youth Drop In Space by and for queer young people aged 15-25 to meet, feel comfortable and take part in activities in Adelaide CBD.

Adelaide Queer Gamers A safe space for people of the LGBTQIA+ community and their allies to meet new people, socialise and have some fun while playing some games!

Pride Adelaide Adelaide's annual celebration of LGBTIQ+ Pride, Strength, Solidarity and Diversity.

Queer Housing Adelaide Facebook group for people looking for a queer or queer friendly housemate or household.

Gay Bingo Gay Bingo is a subversive queer take on the traditional bingo game in Adelaide CBD.

Unidos Online group that offers peer support to LGBTIQA+ people from a multicultural background based in Adelaide, South Australia.

Kindred Spirits A safe social group for LGBTIQ+ peoples and family and allies. We also host a number of social events at different locations.

Uranian Society of South Australia Social group for men who identify as Gay, Bi, Trans, Queer with an interest in Gay Men's arts and culture.

Adelaide Leather and Fetish Bringing the Leather people and fellow kinksters (and their admirers) of Adelaide together.

Gay & Lesbian Immigration Taskforce South Australia Support and assistance to couples applying for a Partner Migration Visa.

Pink Parents South Australia Group of prospective and established families of South Australia's same-sex community.

ARTS

Feast Festival Adelaide, South Australia's LGBTIQ+ Queer Arts and Cultural Festival held annually in November.

Diverse-City LGBTIQA+ performance venue.

The Pink Ink Slingers Club A free in-person LGBTQIASB+ writing group. Meeting up on a monthly basis.

ActNow Theatre A social justice focused theatre company that works with LGBTIQA+ communities and artists.

REGIONAL GROUPS

Pride of the South A LGBTIQ network group for the Southern communities of Adelaide.

L2Q on the EP Social and support group established for LGBTIQ+ people on Eyre Peninsula, South Australia.

Fleurieu pride LGBTIQ+ group in the southern Fleurieu.

Port Pirie LGBTIQ LGBTIQA+ group for people living in Port Pirie.

LGBTIQ Mid North SA Information and support for LGBTQI+ people living in the Mid-North Region of South Australia.

LGBTIQ Yorke Peninsula A group for the LGBTIQA+ Community on the Yorke Peninsula.

Limestone Coast Queer Community Hub A community board for LGBTQ+ events, information and collaboration.

Together in Pride Port Augusta running events to promote LGBTQ+ inclusion in the Port Augusta region.

Pride of the Barossa a group for LGBTQIA+ communities in and around the Barossa Valley

TRANS, INTERSEX AND ASEXUAL SPECIFIC

TransMasc SA SA based community group for trans masculine and/or masc non-binary people who were assigned/presumed female at birth.

TransFemme SA SA based community group for trans feminine and/or femme non-binary people who were assigned/presumed male at birth located in South Australia.

Parents of Gender Diverse Children Peer support to parents and those parenting trans and gender diverse children.

Transcend Australia Parent led peer support network for parents and carers of trans, gender diverse and non-binary kids in Australia, with an SA branch.

Australian Asexuals A place to bring asexuals in Australia together, to find out more about asexuality and help to anyone in their journey.

InterAction for Health and Human Rights A national charity by and for people with innate variations of sex characteristics.

SUMMARY OF TRAINING OPTIONS FOR SOUTH AUSTRALIAN COUNCILS

ShineSA	Equity In Action: LGBTIQA+ Awareness Training (workplace and community spaces)	3-3.5 Hours Free (until Dec '26)
	Introduction to Working with Trans and Gender Diverse People	2 Hours $45/person
	Foundations of LGBTIQ+ Inclusion	1 Day $95
	How2 LGBTIQ (preparation for Rainbow Tick Accreditation)	3 Sessions $1,160/person
Bfriend (Uniting Communities)	LGBTIQA+ Workplace training	POA (free for some community groups)
Minus18 VIC, youth	LGBTQIA+ professional training (various modules available)	1.5-2 Hours POA
	Minus18 guest speaker (lived experience)	10-20 Minutes POA
SA Public Sector	LGBTIQA+ Inclusive Communities Benefit Everyone (fundamental knowledge and understanding)	40 Minutes Free
ACON Pride Training (national)	eLearning packages (various options, including customer service, aged care service, trans affirming workplaces)	0.5-3.5 Hours $39-59
Catalyst Foundation	LGBTIQA+ Understanding and Awareness training	2.5-3.5 Hours POA
	'Toward a Safe Place' – Domestic & Family Violence in LGBTIQA+ Communities	TBD POA

Training held in-person

Training held online

SBS Inclusion	LGBTIQ+ Course		POA
Equality Project (VIC based)	Unconscious Bias Training		1 Day POA
	Working with the Rainbow Community	90 Minutes POA	3 Hours POA
	Allyship at Work	3 Hours POA	Half Day POA

MENTAL HEALTH

Switchboard VIC based	LGBTIQA+ focused Applied Suicide Intervention Skills Training		2 Days POA
	LGBTIQA+ focused safeTALK (community awareness about suicide)		Half Day POA

SPORT

Proud2Play (National)	Various options including Introduction to Trans and Gender Diverse Inclusion in Sport & Movement Settings and Establishing an LGBTQI+ Inclusive Community Sports Club		1.5 - 3 Hours POA
PrideCup			TBD POA
Pride In Sport	Online training for member organisations		TBD POA

AGEING

Thorne Harbour	Silver Rainbow LGBTIQ+ Inclusive Aged Care		1-2 Hours POA

Training held in-person | Training held online

REGIONAL ESTIMATES OF SAME-SEX ATTRACTED INDIVIDUALS

One research paper developed a method for calculating estimates of the non-heterosexual individuals at the level of Statistic Area Level 3.[73] The research used data from the Department of Social Services HILDA Survey to extrapolate the number of same sex individuals based on the number of same-sex couples in the 2016 ABS Census Data. While they provide some useful geographic estimates and regional comparisons, they should be used with caution, and underrepresent the full LGBTIQA+ community.[74]

SA3 Area	Total Population[1]	Percentage[2]	Number[3]
Adelaide City	21,125	10.90%	2,304
Adelaide Hills	55,746	3.16%	1,763
Barossa	27,959	2.07%	578
Burnside	35,510	3.12%	1,106
Campbelltown	41,016	1.92%	788
Charles Sturt	90,344	3.51%	3,174
Eyre Peninsula & South West	44,772	1.38%	617
Fleurieu - Kangaroo Island	42,324	2.10%	888
Gawler - Two Wells	26,816	2.06%	552
Holdfast Bay	29,057	3.25%	945
Limestone Coast	51,381	1.25%	642
Lower North	18,133	1.65%	300
Marion	73,693	2.41%	1,772
Mid North	21,896	0.53%	115
Mitcham	50,982	2.55%	1,301
Murray and Mallee	56,457	1.53%	861
Norwood - Payneham - St Peters	29,929	4.21%	1,259
Onkaparinga	131,702	2.42%	3,188
Outback - North and East	21,005	1.06%	222
Playford	66,402	3.01%	1,998
Port Adelaide - East	54,819	3.48%	1,906
Port Adelaide - West	47,730	5.79%	2,764
Prospect - Walkerville	23,130	3.77%	872
Salisbury	105,823	2.07%	2,196
Tea Tree Gully	74,359	2.11%	1,568
Unley	31,342	5.12%	1,604
West Torrens	51,373	4.71%	2,419
Yorke Peninsula	21,099	0.94%	198
Totals:	1,345,924	2.93%	37,899

1. 2016, ABS.

2. Estimated % of Same-sex Attracted Population.

3. Estimated # of Same-sex Attracted Individuals (based on 2016 population).

73 Applied Spatial Analysis and Policy, Local Area Estimates and Geographical Patterns of Australia's Sexual Minority Population 2021 (archive) . Estimates were calculated by using 2016 census counts of persons in same-sex attracted relationships, combined with other sources to estimate the approximate number of same-sex attracted individuals.

74 Reasons for underrepresentation include: The recording of same-sex couples in the census excludes same sex couples living separately and overlooks LGBTIQA+ people in opposite-sex relationships, the estimates completely exclude intersex (approx. 0.3%), trans (approx. 0.9%) or other gender diverse people, the estimates are based on 2016 ABS populations.

DAYS OF SIGNIFICANCE

March 31
Transgender Day of Visibility

April 6
International Asexuality Day

April 26
Lesbian Visibility Day

May 17
International Day Against LGBTQIA+ Discrimination (IDAHOBIT)

May 28
LGBTQ Domestic Violence Awareness Day

June
Pride Month (international)

July 14
International Non-binary People's Day

August 25
Wear it Purple

September 23
Bi Visibility Day

October 8
International Lesbian Day

October 26
Intersex Awareness Day

October 19-25
Asexual Awareness Week

November 8
Intersex Solidarity Day

November
Pridevember/ Feast Festival

November 13-19
Trans Awareness Week

November 20
Trans Day of Remembrance

December 1
World AIDS Day

GLOSSARY OF TERMS

Based on Department of Human Services Diversity and Inclusion Style Guide[75]

Ally An ally is someone who supports, encourages, and stands up for the people around them. In this context, it refers to heterosexual and/or cisgender people who actively speak up and show support for LGBTIQA+ people and communities.

Asexual A person who does not experience sexual attraction but may experience romantic attraction. Related terms include 'agender' (someone who does not have a gender identity) and 'aromantic' (someone who does not experience romantic attraction).

Binary Something that is binary consists of two things or can refer to one of a pair of things. When talking about genders, binary genders are male and female.

Bisexual A person who is attracted to more than one gender. A related term is 'pansexual' (attracted to all genders).

Brotherboy A term used by many Aboriginal and Torres Strait islander community members to describe male identifying transgender people.

Cisgender Is a term that describes people whose gender aligns with the gender they were assigned at birth.

Cisnormative An assumption or expectation that all people are cisgender, for example providing only male and female gender options.

Deadname The act of using the birth name or former name of transgender person, which is generally seen as offensive, invading privacy, or invalidating.

Gender/ gender identity A person's gender identity is their internal sense of who they are. This may include identifying as a man, woman, genderqueer, agender, as non–binary, or in other ways. It's important to note that gender and sex mean different things.

Gender expression The way a person outwardly expresses their gender. This can include behaviour and appearance.

Gender queer A term sometimes used by people who don't fit traditional gender norms. 'Gender fluid' refers to people whose gender identity shifts or changes over time.

Intersex Intersex people have innate sex characteristics that don't fit medical and social norms for female or male bodies. This can include anatomical, chromosomal and hormonal characteristics. These characteristics exist since birth, but may not be identified until later in life.

75 DHS Diversity and Inclusion Style Guide, South Australia Department of Human Services (archive)

GLOSSARY OF TERMS

LGBTIQA+ Stands for Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, and Asexual/Agender (LGBTIQA+). Some organisations or individuals use different variations of the term, and there is no 'official' form, however "LGBTIQA+" is the standard use in Australia.

Non-binary An umbrella term that describes someone whose gender identity exists beyond the binary of male and female. They may identify as both, neither, or in a variety of other ways. This can include being gender fluid, genderqueer, bigender, or something else.

Queer An umbrella term for diverse genders or sexualities. The term 'questioning' is also sometimes used if someone is still exploring or questioning their gender or sexual orientation. Note: As a reclaimed word, queer is often used by younger people, however many older people still have negative associations with it. Because of this, services specifically for older people in the community sometimes exclude the 'Q' from the initialism (i.e. LGBTIA+)

Pronoun A pronoun is a word that takes the place of a noun (eg. I, me, he, she, herself, you, it, that, they, each, few, many, who, whoever, whose, someone, everybody, etc.).

Sex A classification made based on anatomical sex characteristics.

Sex Characteristics Physical features relating to sex, including chromosomes, genitals, hormones and reproductive anatomy, as well as secondary sex characteristics that emerge during puberty.

Sexual orientation/ sexuality A term that describes a person's romantic and/or sexual attraction to others. This can include being heterosexual, lesbian, gay, bisexual, as well as numerous other terms.

Sistergirl A term used by many Aboriginal and Torres Strait islander community members to describe female identifying transgender people.

Transgender An umbrella term that describes people whose gender is different to the gender presumed at birth. The terms 'trans' or 'trans and gender diverse' are also common.
The Trans umbrella includes trans women (presumed male at birth), trans men (presumed female at birth), and other gender diverse people, such as non-binary people.