

Belfast City Council – LGBT+ Action Plan 2021-2024 – Year 3 - 23/24

Appendix 2

| Actions | Expected Outcomes | Themes | 2023/24 | Activity Lead | Indicative cost 2023/24 |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|---------------------------------|-------------|---------------|-------------------------|
| Deliver LGBT+ awareness raising training including on Bi and Trans identities in the annual corporate training schedule, and make available to all staff | Increased awareness of LGBT+ issues including bias and its impact on staff and service delivery | <i>Training and Development</i> | ✓ ✓ ✓ | Corp HR | £1500 |
| Deliver LGBT+ awareness training to the following target groups: <ul style="list-style-type: none"> senior leadership procurement team customer hub Births , Deaths ,Marriages | Increased awareness of LGBT+ issues including bias and its impact on staff and service delivery | <i>Training and Development</i> | ✓ | Corp HR | £1000 |
| Review corporate induction to include: explicit statements from SMT in the importance of LGBT+ inclusion including the referencing of Pride etc, action plan etc allocate short slot to network chairs (rotate) | Demonstrate explicit commitment to LGBT+ inclusion | <i>Training and Development</i> | ✓ | Corp HR | Staff Resource |
| Develop peer mentoring and reverse mentoring with senior | Increased awareness of LGBT+ issues | <i>Training and Development</i> | ✓ | | Staff Resource |

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| champion, Kate Bentley and other members of CMT | Including bias and its impact on staff and service delivery | | | Senior Champion/Corp HR | |
| Review Senior Management appraisal process to recognise Diversity and Inclusion leadership activity | Increased awareness of LGBT+ issues including bias and its impact on staff and service delivery | <i>Training and Development</i> | ✓ | Corp HR | Staff Resource |
| Allocate 5 places each year on Mental Health First Aider course to Proud members. Participate in Mental Health Awareness Week and LGBT+ Awareness Weeks each year (cross sectional with other Diversity Networks) | Better mental health awareness | <i>Training and Development</i> <i>Health and Wellbeing</i> | ✓ | Corp HR Corp HR | Corporate Training Programme Staff resources |
| Source and offer unconscious bias training to relevant staff e.g. HR chairs/recruiters/Customer Hub | Reducing any perceived/realised bias experienced by LGBT+ individuals | <i>Training and Development</i> | ✓ | Corp HR | Corporate Training Programme |
| Review any relevant existing policies in terms of language, terminology and gender neutrality and inclusion including an effective consultation mechanism for all staff | Inclusive policies with appropriate language | <i>Promoting positive attitudes and behaviours</i> | ✓ | Corp HR | Staff resource |

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| Produce FAQ document to supplement Gender Identity Guidance | Guidance for employees and managers around Trans issues and identities. Increased awareness and understanding of issues affecting Trans individuals and service users. Better service delivery | <i>Promoting positive attitudes and behaviours</i> | ✓ | Corp HR | Staff Resource |
| Continue to use online, Intranet, and all promotional aids (posters, pop up stands etc) as channels to promote Proud activities and membership and in particular the importance of allyship Provide promotional materials e.g. pens, lanyards and reusable water bottles for example | Increase Proud Membership Improve awareness and accessibility to Network | <i>Visibility and Network Growth</i> | ✓ ✓ | Network Chair Network | Staff Resource £400 |
| Joint event (online or physical) addressing a cross-sectional issue or event e.g. Disability/Race | Collaborate with other Diversity Networks in BCC to promote the wider Diversity and Inclusion message | <i>Visibility and inclusive growth of all Networks</i> | ✓ | Network Chairs | £300 |
| Participate in Belfast Pride including BCC vehicles and staff as part of the official parade. Use opportunity to communicate other important messages around sustainability / looking after our city etc. Flying of LGBT+ flag on City Hall | Fully participate in Belfast Pride demonstrating BCC as an inclusive service provider and employer in the community Visible and practical support for local LGBT+ | <i>Community engagement and visibility</i> | ✓ | ALL | £3500 |

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| <p>Promote early to build participation with Network members and wider workforce to increase ally and senior management support</p> <p>Neighbourhood Service Team to participate in Pride Village</p> <p>Hold annual Pride Walk at Connswater Community Greenway in collaboration with other staff networks</p> | <p>charity/organisation. Communication of positive impacts</p> | <p><i>Community engagement and visibility</i></p> | <p>✓</p> | <p>Neighbourhood Services Team</p> | |
| <p>Hold a fundraiser internally to support LGBT+ organisations bake sale or sponsored event and feedback from charitable cause on how the fundraising is used to improve LGBT+ lives</p> | <p>Visible and practical support for local LGBT+ charity/organisation. Communication of positive impacts</p> | <p><i>Community engagement and visibility</i></p> | <p>✓</p> | <p>Network</p> | <p>Staff resources</p> |
| <p>Host the annual Transgender Day of Remembrance event in November each year. Use of City Hall for the event. Flying Trans flag to demonstrate support</p> | <p>Increased awareness of issues specifically affecting Transgender community</p> <p>Celebration of LGBT+ contributions</p> | <p><i>Community engagement and visibility</i></p> | <p>✓</p> | <p>Corp HR/Network</p> | <p>£1000</p> |

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| Develop an annual LGBT+ calendar plan to include: TDOR TDOV LGBT Awareness week Bi Visibility Lesbian visibility etc | Increased awareness of issues specifically affecting all LGBT+ stands | <i>Community engagement and visibility</i> | ✓ | Network/Corp HR | Staff Resource |
| Hold an annual engagement event with the sector | Increased knowledge of sector needs, increased knowledge of potential opportunities for sector | <i>Community engagement and visibility</i> | | CNS P&E Staff network | £1000 |
| Determine if feasible to expand existing Gender Neutral facilities provision in BCC workplaces | Explore option for expansion of gender neutral facilities in BCC buildings | <i>Visible inclusivity in the workplace and as a service provider.</i> | ✓ | Corp HR/Facilities/F&R /WM | Existing PMU/WM budgets |
| Promote/communicate city centre APCs as gender neutral and designed for users with disabilities | Improved access to services | <i>Visible inclusivity in the city</i> | | Waste Management Unit CNS | Staff resource Signage cost ? |
| Contribute to and host events facilitated by local LGBT+ service providers and other Networks across NI | Improved visibility, networking and learning | <i>Social Networking and community engagement.</i> | ✓ | Network Chair | £600 |
| Carry out a voluntary monitoring exercise for all staff when feasible | Improved knowledge of workforce mobility and demographics | <i>Monitoring/Organisational analysis</i> | ✓ | Corp HR | Staff Resource/ Comms |
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| Include non binary option in BCC application forms and monitoring forms | Attracting talent and improved diversity | <i>Diversity and Inclusion</i> | ✓ | Corp HR | Employee Resourcing |
| Communicate results of most recent staff survey | Staff aware of impact of inclusion activity on LGBT+ staff | <i>Organisational Analysis / continuous improvement</i> | ✓ | Corp HR and Marcomms | Staff resource |
| Develop an exit interview process | Mapping employee life cycles including LGBT+ | <i>Monitoring/Organisational Analysis</i> | ✓ | Corp HR | Staff Resource |
| Explore feasibility of a Proud Instagram page to share relevant info/events/messages | Understanding needs of LGBT+ community and service users | <i>Community engagement/Communications</i> | ✓ | Corp Comms/Network Chair | Staff Resource |
| Explore opportunities for collaboration with suppliers on Employability and Diversity issues i.e. Matrix, Bryson, OH/EC | Understanding needs of LGBT+ community and service users | <i>Clients, customers and service provision.</i> | ✓ | Corp HR | Staff Resource |

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| Explore options to improve monitoring of service users | Understanding needs of LGBT+ community and service users | <i>Clients, customers and service provision</i> | ✓ | EDU Depts Customer Hub | Staff resource |
| Use BCC social media more to promote BCC as an inclusive service provider. E.g. Pride/TDOR/TDOV/LGBT+ History month (profile local LGBT+ Champion) | Understanding needs of LGBT+ community and service users | <i>Clients, customers and service Provision, visibility</i> | ✓ | Corp Comms | Staff Resource |

Total - £9300

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