

## Appendix Two - Belfast City Council – LGBTQIA+ Action Plan 2024-2027 - Year 3 draft

Actions	Expected Outcomes	Themes	Year	Activity Lead	Indicative ( year )
Deliver LGBTQIA+ awareness raising training including on Bi and Trans identities in the annual corporate training schedule, and make available to all staff	Increased awareness of LGBTQIA+ issues including bias and its impact on staff and service delivery	<i>Training and Development</i>	3	Corp HR	£1000
Fund 2 places for network at appropriate conferences	Increased awareness of emerging issues within the community for network to address	<i>Training and Development</i>	3	Corp HR/ Network	£ 400
Deliver LGBTQIA+ awareness training to target groups: <ul style="list-style-type: none"> <li>• senior leadership</li> <li>• procurement team</li> <li>• customer hub</li> <li>• births, deaths, marriages</li> <li>• <b>community centres</b></li> <li>• play staff</li> <li>• front of house staff</li> </ul>	Increased awareness of LGBTQIA+ issues including bias and its impact on staff and service delivery	<i>Training and Development</i>	3	Corp HR	£600



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Sign up to Stonewall's Diversity Champions Programme and consider accreditation going forward	Best practice research and resources available to source/ access	<i>Senior Leadership and training and development</i>	3		£2500
Develop peer mentoring and reverse mentoring with senior champion, Kate Bentley and other members of CMT, including development of guide for this activity	Increased awareness of LGBTQIA+ issues Including bias and its impact on staff and service delivery	<i>Training and Development</i>	3	Senior Champion/ Corp HR/ Network/ Senior Staff	Staff Resource
Allocate 5 places each year on Mental Health First Aider course to Proud members.  Participate in Mental Health Awareness Week and LGBTQIA+ Awareness Weeks each year (cross sectional with other Diversity Networks)	Better mental health awareness	<i>Training and Development</i>  <i>Health and Wellbeing</i>	3	Corp HR  Corp HR	Corporate Training Programme  Staff resource
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>	3	Corp HR	Staff resource



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<p>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</p> <p>Provide promotional materials e.g. pens, lanyards and reusable water bottles for example</p>	<p>Increase Proud Membership</p> <p>Improve awareness and accessibility to Network</p>	<p><i>Visibility and Network Growth</i></p> <p><i>Visibility and Network Growth</i></p>	3	<p>Network</p> <p>Network</p>	<p>Staff Resource</p> <p>£700</p>
<p>Joint event addressing a cross-sectional issue or event e.g. Disability/Race</p>	<p>Collaborate with other Diversity Networks in BCC to promote the wider Diversity and Inclusion message</p>	<p><i>Visibility and inclusive growth of all Networks</i></p>	3	<p>Network</p>	<p>£300</p>
<p>Participate in Belfast Pride including BCC vehicles and staff as part of the official parade.</p> <p>Use opportunity to communicate other important messages around sustainability / looking after our city etc.</p> <p>Flying of LGBTQIA+ flag on City Hall</p>	<p>Fully participate in Belfast Pride demonstrating BCC as an inclusive service provider and employer in the community</p> <p>Visible and practical support for local LGBTQIA+ charity/organisation.</p>	<p><i>Community engagement and visibility</i></p>	3	<p>All Network</p>	<p>£1500</p>



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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>Hold annual Pride Walk at an agreed location open to all staff</p>	<p>Communication of positive impacts</p> <p>Networking, group social activity</p>	<i>Community engagement and visibility</i>		Network	
<p>Hold a fundraiser internally to support LGBTQIA+ organisations bake sale or sponsored event and feedback from charitable cause on how the fundraising is used to improve LGBTQIA+ lives</p>	<p>Visible and practical support for local LGBTQIA+ charity/organisation. Communication of positive impacts</p>	<i>Community engagement and visibility</i>	3	Network	Staff resource
<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 LGBTQIA+ contributions</p>	<i>Community engagement and visibility</i>	3	Network/ Corp HR	£1500
<p>Hold an annual engagement event with the sector e.g. lunch and learn event</p>	<p>Increased knowledge of sector needs, increased knowledge of</p>	<i>Community engagement and visibility</i>	3	CNS P&E Staff network	£500



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	potential opportunities for sector				
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>	3	Corp HR/Facilities/F&R /WM	Existing PMU/WM budgets
Contribute to and host events facilitated by local LGBTQIA+ service providers and other Networks across NI	Improved visibility, networking and learning	<i>Social Networking and community engagement.</i>	3	Network Chair	£600
Explore options to improve monitoring of service users	Understanding needs of LGBTQIA+ community and service users	<i>Clients, customers and service provision</i>	3	EDU Depts Customer Hub	Staff resource



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Use BCC social media more to promote BCC as an inclusive service provider e.g. Pride/TDOR/TDOV/LGBTQIA+ History month (profile local LGBTQIA+ Champion)	Understanding needs of LGBTQIA+ community and service users	<i>Clients, customers and service Provision, visibility</i>	3	Corp Comms	Staff Resource
Develop a legacy/ oversight document	Insight for new members and committee	<i>Visibility and Network Growth, Sustainability</i>	3	Network	Staff Resource

Total budget Year 3 is  
£9600.



**Belfast**  
City Council