



**DIVERSITY +
INCLUSION**

Rainbow in Action

Rainbow Network in Action Plan 2024-2025

About the Plan

The Rainbow in Action Plan provides a platform for the development and delivery of actions that will be driven by the Rainbow Network (RN) in 2024-2025. The Plan details actions that will be implemented by the Rainbow Network with the support of allies organisation wide. The Rainbow Network will report on the progress of the plan twice a year.

About the Rainbow Network

The Rainbow Network is a reference group comprised of Anglicare WA staff who are LGBTQIA+ individuals and allies. The Rainbow Network discusses LGBTQIA+ issues and delivers projects that create positive change for people from the LGBTQIA+ community.

Vision

The Rainbow Network strives to create a fiercely inclusive organisational culture at Anglicare WA where our Rainbow community feels safe, heard, and understood.

How

The Rainbow Network aims to empower staff to take action and dismantle barriers to thriving for the Rainbow community through the following

- Education and awareness raising about Rainbow issues.
- Creating connections for LGBTQIA+ staff.
- Providing staff with resources and supports.
- Fostering positive changes in attitudes and behaviours.

Objectives

- Drive a fiercely inclusive work culture where people feel safe and are supported to be themselves, particularly in relation to the experiences of people of diverse genders, sexual orientations, and sexes.
- Be ambassadors for the Rainbow community and be a point of engagement/contact for Anglicare WA staff across all services and all regions.
- Resources for staff when needing info and support about LGBTQIA+ issues.
- Support and advice to the organisation on all aspects of LGBTQIA+ inclusion.
- Partake in important LGBTQIA+ events throughout the year.
- Develop and deliver Anglicare WA's Rainbow Network Action Plan
- Apply an intersectional lens and a human-rights based approach to what we do.

Why we use LGBTQIA+ at Anglicare WA



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The lack of a national or global peak body for the Rainbow Community has led to diverse adaptations of the commonly used LGBTQIA+ acronym. Various organisations have modified the acronym, sometimes excluding letters or rearranging their order. Anglicare WA's Rainbow Network advocates for utilising the LGBTQIA+ acronym, emphasising our dedication to inclusivity. This initiative aims to ensure that our staff, clients, and community members feel both valued and accurately represented.

L

Lesbian: Women who are attracted to other women. Lesbians can be cis or transgender (there are many ways to identify as a lesbian). You may also meet folks who prefer to use terms such as gay, sapphic, or women who love women (WLW).

G

Gay: Men who are sexually and/or romantically attracted to people who identify as men (MLM). The term gay can be used in relation to women who are romantically and sexually attracted to other women.

B

Bisexual/Bi: People who are sexually and/or romantically attracted to people of the same and another gender. It is a common misconception that bisexual people only experience attraction to two genders. Like many LGBTQIA+ experiences, bisexuality, exists on a spectrum and includes pansexual and omnisexual identities.

T

Transgender/Trans: Umbrella terms used to refer to people whose assigned sex at birth does not match their gender identity. Trans people may choose to live their lives with or without modifying their body, dress, or legal status, and with or without medical treatment or surgery. The trans umbrella also encompasses the spectrum of non-binary genders and identities, as well as Sistergirls and Brotherboys.

Q

Queer*: A reclaimed umbrella term used to describe a range of gender identities and sexual orientations. Although once a derogatory term, and still considered so by many older LGBTQIA+ people, queer now encapsulates political ideas of resistance to heteronormativity and homonormativity. As a general rule, it is not appropriate for use by allies due to its historical use as a slur.

I

Intersex: An umbrella term that refers to individuals who have anatomical, chromosomal, and hormonal characteristics that differ from medical and conventional binary understandings of sex assigned at birth (e.g., male and female). There are at least 40 different intersex variations that may be apparent at different life stages or may remain unknown to the individual and their medical practitioners.

A

Aromantic/Aro:** Individuals who do not experience romantic attraction; they may also identify as asexual.

Asexual/Ace: A sexual orientation that reflects little to no sexual attraction, either within or outside relationships. Asexual people can still experience romantic attraction across the sexuality continuum. While asexual people do not experience sexual attraction, this does not necessarily imply a lack of sex drive or libido.

+

+: Language is continually evolving, reflecting the diversity of human experiences and identities. This symbol celebrates and embraces the full spectrum of sexual orientations, gender identities and expressions, and sex characteristics.

Note

* 'Q' can also refer to Questioning. Many people question their sexual or gender identity at some stage in their life. This is a healthy and normal process of exploration.

** In other countries 'A' has been used to refer to 'Allies'. In Australia it is widely accepted that A refers to Asexual/Ace and Aromantic/Aro.

For more info check out the [LGBTQIA+ SharePoint page](#)

Brought to you by Anglicare WA's Rainbow Network.

References

Australian Institute of Family Studies. (2022). *LGBTQIA+ glossary of common terms* [Fact sheet]. Australian Government. https://aifs.gov.au/sites/default/files/publication-documents/22-02_rs_lgbtqia_glossary_of_common_terms_0.pdf

Minus18. (2023). *LGBTQIA+: Your Guide to Words and Definitions in the LGBTQIA+ Community*. <https://www.minus18.org.au/articles/your-guide-to-words-and-definitions-in-the-lgbtqia+-community>



Organisational Context

The Rainbow Network is one of four working groups that fall under the Diversity and Inclusion area of operations. Working group members are diversity champions that have both an action focused and an ambassadorial role in promoting diversity and inclusion through an LGBTQIA+ lens across Anglicare WA. Anglicare WA also has a Aboriginal Engagement function that works to deliver Anglicare WA's Reconciliation Action Plan. Find out more about the [Aboriginal Engagement Team](#)



Diversity and Inclusion Governance Structure (endorsed November 2023) See more information about the different groups within the new D+I governance structure see the [Diversity and Inclusion SharePoint page](#).

Themes

The Rainbow Network came together for a planning day in October 2023 to set achievable and measurable goals to be delivered in 2024-2025. The following key themes were identified:



Capacity Building



Advocacy and Advice



Awareness



Sustainability and Impact

Implementation

The Rainbow Network has developed the following action table for 2024- 2025. Each project will be driven by the members of the working group, supported by the Diversity and Inclusion Lead. Projects may also require support from other stakeholders. Project leads will identify key stakeholders, timelines and key milestones for each project. Where possible, actions will be evaluated and reported to the Diversity and Inclusion (D+I) Governance Group twice a year through the Rainbow Network Chairs.

1. Capacity Building

Action	How	Measures how we know we're successful	When/ Cost	Drivers
1.1 Provide relevant and impactful training, learning and development opportunities for all staff across the organisation.	1.1.1 Review and provide feedback about the current LGBTQIA+ training in Hive. 1.1.2 Promote existing Hive LGBTQIA+ training, monitor its effectiveness and identify gaps for staff across the organisation.	Determine how effective the existing hive training is in supporting LGBTQIA+ staff and clients. Increase the number of staff that have completed the Hive training – at least 50% of the workforce.	June 2025 \$0	D+I Lead RN members Learning and Development
1.2 Deliver RN member led training sessions to staff.	1.2.1 Use existing resources develop a LGBTQIA+ training package for RN member led training. 1.2.2 Identify opportunities to upskill staff who deliver RN led training. 1.2.3 Build in succession planning so there is a pool of members who can deliver RN led training.	Deliver 3 RN member led training sessions a year. Source external training for RN trainers	Dec 2024 \$1000	RN members Learning and Development
1.3 Investigate delivering Lunch and Learn activities that promote LGBTQIA+ education themes.	1.3.1 Investigate the use of Kumospace or other online networking technology as a tool for engagement. 1.3.1 Explore integration of lunch and learn activities into the Allyship awareness raising activities program in 2024-2025.	Level of impact of Lunch and Learn assessed and lessons learned documented to inform future action.	June 2025 \$1000	D+I Lead RN members Marketing
1.4 Identify funds to implement Rainbow in Action Plan after June 2024. 1.5 Develop a governance framework for the expenditure of funds.	1.4.1 Effective budget management. 1.5.1 Governance Frameworks allow agile (responsive to needs) implementation of the Action Plan.	Funds are well managed. Reporting and compliance requirements met. Recurrent funding provided for the new action plan. Actions successfully implemented.	June 2024 & June 2025 \$0 (identified funds incl. in this plan)	Director People & Culture D+I Lead D+I Governance Group

2. Advocacy and Advice

Action	How	Measures how we know we're successful		Drivers
2.1 Provide opportunities for RN to review and provide advice on services, programs and projects to support inclusive practices (acknowledging RN aren't experts but may have lived experience).	2.1.1 Promote opportunities for intersectional D+I reviews and input into service design where applicable. 2.1.2 Respond to emerging trends in the LGBTQIA+ rights space. 2.1.3 Promote advocacy and policy change when engaging with the D+I Governance Group.	Staff know that they can access input from D+I working groups, including the RN, when needed. RN report to D+I Governance Group twice a year.	June 2025 \$0	Director People and Culture D+I Lead The Chairs RN members Staff doing reviews seeking input

3. Sustainability and Impact

Action	How	Measures how we know we're successful	When/ Cost	Drivers
3.1 Review and Update the Terms of Reference	3.1.1 Terms of Reference reflect: <ul style="list-style-type: none"> responsibilities of the group membership requirements scope the purpose the vision 3.1.2 Explore opportunity to define RN roles (position descriptions).	Completed TOR available to all staff on SharePoint.	June 2024 \$0	D+I Lead, Chairs
3.2 Review linked D+I governance structures and define pathways for decision making and reporting.	3.2 Regular opportunities to engage with leaders from across the organisation.	Documented and endorsed comms pathways with organisational leaders and decision making. Create and maintain regular reporting pathways.	June 2024 \$0	D+I Lead The Chairs
3.3 Raise the profile of the Rainbow Network	3.3.1 RN has a range of high-quality communication tools and channels to raise the profile of the group. 3.3.2 EOIs open all year round with an EOI promotion once a year.	Members feel able to contribute to RN in an achievable way and are supported to deliver projects/activities as part of their Anglicare WA role. Succession planning in place to ensure that key RN positions are filled, and membership levels maintained.	June 2025 \$0	D+I Lead The Chairs RN members Marketing
3.4 Support RN Members to be active champions of change	3.2 Develop clear pathways and opportunities for staff to engage with Rainbow Network members.	RN Members are seen as Ambassadors that staff engage with when addressing LGBTQIA+ matters.	June 2025 \$0	The Chairs RN members
3.5 Start development of new action plan in second half of 2024.	3.2.1 Deliver an action planning day	New action plan is developed by early 2025 and endorsed by end of financial year.	June 2025 \$300 catering	D+I Lead Chair

4. Awareness

Action	How	Measures how we know we're successful	When/ Cost	Drivers
4.1 Develop a RN Communication Strategy/Marketing Plan to promote a range of LGBTQIA+ days of significance.	4.1.1 Support staff engagement with LGBTQIA+ learning and resources via a range of LGBTQIA+ significant days and events. 4.1.2 Develop a manageable event calendar easily promoted by RN members – deliver a tiered system of events with different action levels.	Identified significant days are successfully promoted by the network group (staff know about the days). LGBTQIA+ staff feel supported and included. Members promote at least one event each year.	June 2025 \$0	D+I Lead The Chairs RN members Marketing
4.2 Support Anglicare WA's participation in Pride events: <ul style="list-style-type: none"> Perth Pride 2024 Where possible support staff to take part in regional Pride events 	4.2.1 Perth Pride Org. Committee formed to plan and deliver event. 4.2.2 Pride events are well promoted across the org. (Note: Perth Pride is a ticketed event). 4.2.3 Define, establish, communicate pathways for regional support - RN are a point of reference regional staff can tap into.	Anglicare WA Pride Float is delivered and staff org wide contribute to the planning and delivery of the event. High staff participation and positive experience in Perth Pride Parade / 2024 event. Staff supported to participate in regional pride events.	Nov 2024 \$3500	Director People and Culture D+I Lead The Chairs RN members
4.3 Develop an Anglicare WA Rainbow Network Brand	4.3.1 Use the D+I Brand / templates to promote LGBTQIA+ events. 4.3.2 Create membership badges to promote RN contribution and raise the profile of the Rainbow Network. 4.3.3 Create / sell (fundraise) pronoun badges, rainbow Anglicare WA t-shirts.	Staff recognise the RN/ D+I brand and promotional material in line with brand and consistent. Raised funds added to operational funds and used to deliver Pride activities.	June 2025 \$200	D+I Lead Chairs RN members Marketing