

# SOCIAL JUSTICE GROUPS ACTION PLANS

## LGBTQI+

### 1. Lived Experience

Action	Deliverable	Year	Responsible	Resources Required
1.1	Understand the challenges, experience, enablers and barriers experienced by profession. Consider and coordinate survey, polls, forum or other mechanism to gain insights and to understand opportunities for the profession LGBTQI+ voices to be heard and recognised. Identify good new stories and positive outcomes for raising awareness as per item 1.3.	23/24	Action Group, MarComms, Office of CEO	Content, Comms Plan, Coordination
1.2	Investigate capabilities of “Find an OT” to enable OTs to add LGBTQI+ inclusive services. Assist clients to find OTs experienced in binding, packing and tucking and others. Implement in timeframe if viable. Coordinate with other action group improvements for Find an OT.	23/24	Membership, Digital Transformation, Office of CEO	Budget, Comms Plan
1.3	Raise awareness of significant LGBTQIA+ days/ weeks with OTA membership through communication channels and participate in local events such as Pride. Promote specific actions members can take to support those events and show allyship. Eg <a href="#">Diversity Days</a>	23/24	Marcomms, Office of CEO	Content calendar

## 2. For the Profession

Action	Deliverable	Year	Responsibility	Resources Required
2.1	Investigate, curate, and provide relevant professional development and resources for members on inclusivity and safe practices through partner organisations and other organisations as listed in 2.2 <a href="http://www.Thriverehab.com.au/trans">www.Thriverehab.com.au/trans</a>	23/24	Action Group, PPAD, Office of CEO, MarComms	Budget, content, web placement, partnerships
2.2	Identify partners and opportunities for collaboration to implement the Action Plan including <ul style="list-style-type: none"> <li>- <a href="#">Rainbow</a> Health Australia</li> <li>- The Equality Project</li> <li>- Thorne Harbour Health</li> <li>- Others</li> <li>- Pride training through Acon</li> <li>- <a href="#">Welcome here project (Acon)</a></li> </ul>	23/24	Action Group, Office of the CEO	Budget, Content, Web placement, Stakeholder engagement
2.3	Utilise opportunities such as National Conference and OT Exchange Workshops and keynote addresses to raise awareness, conversation and highlight opportunities for the profession.	23/24	Action Group, Conference Committees	Content
2.4	Demonstrate and model the use of Inclusive language throughout OTA communications for example person first and where possible seek preference of individuals. Contribute to the development of OTA's brand/ style / language guide as being developed in 2023. Consider full range of diversity affirming language.	23/24	Office of CEO, Marcomms	

### 3. For the Association

Action	Deliverable	Year	Responsible	Resources Required
3.1	Investigate and consider undertaking a <a href="#">Rainbow Tick Accreditation</a> or workforce inclusion plans and training for staff ( e.g. <a href="#">VIC Gov Workforce Inclusion Plan</a> ) to become, and demonstrate that, OTA is safe, inclusive and affirming for the LGBTQI community. Implement across the association including Board, committees, etc.  <a href="https://www.pridetraining.org.au/">https://www.pridetraining.org.au/</a> -	24/25	Office of the CEO	Budget
3.2	Develop a guidance document around OTA’s approach to inclusivity e.g Encourage of the use of pronouns in email signatures and in external facing opportunities such as speeches. Guidance document to also inform Board and committees	23/24	Office of the CEO	
3.3	Review OTA’s Inclusion, Diversity and Culture Policy to ensure best practice	23/24	Office of the CEO, Corporate Services	