

**LGBTIQ**

**Action Plan**  
2019-2022



Peninsula  
Health

## Contents

Message from the Chief Executive.....	3
Diversity at Peninsula Health.....	4
Peninsula Health Diversity Framework.....	4
Background and Development of the first LGBTIQ Action Plan .....	5
Achievements 2010 – 2018.....	6
Developing a new Action Plan.....	8
How we will implement, monitor and evaluate the.....	9
LGBTIQ Action Plan 2019 – 2022	
What will make the LGBTIQ Action Plan work?.....	9
<b>Goal 1:</b> Organisation Capability .....	10
<b>Goal 2:</b> Workforce Development .....	10
<b>Goal 3:</b> Consumer Participation .....	11
<b>Goal 4:</b> A welcoming and accessible organisation for .....	11
the LGBTIQ community	
<b>Goal 5:</b> We support and promote inclusion and participation.....	12
for people from the LGBTIQ community	
<b>Goal 6:</b> Culturally safe acceptable services.....	13
Appendix 1: LGBTIQ Action Plan Self-Assessment Tool.....	14
Glossary .....	18



## Message from the Chief Executive

Peninsula Health has a commitment to inclusive practice for our diverse community.

In 2017, Peninsula Health was awarded Rainbow Tick Accreditation status. This demonstrates that we are meeting the diverse and individual needs of Lesbian, Gay, Bisexual, Transgender, Intersex and Queer (LGBTIQ) individuals in our community.

Building on this, the Peninsula Health **LGBTIQ Action Plan 2019–2022** provides a framework to ensure that our services, programs and facilities continue to meet the individual needs of the LGBTIQ community who access, visit or work within our organisation and embed inclusive practices for all.

I would like to acknowledge the extraordinary contribution of the LGBTIQ Community Advisory Group, the Rainbow Tick Steering Committee, consumers and staff who have developed this plan.

I encourage all Peninsula Health staff and volunteers to bring this action plan to life as we strive to provide safe, personal, effective and connected care to every consumer every time.

Felicity Topp  
Chief Executive  
Peninsula Health

## Diversity at Peninsula Health

Peninsula Health is committed to ensuring the needs of all individuals within our diverse community are met in an appropriate and respectful manner.

In partnership with consumers and carers we aim to provide an environment that recognises and responds to individual consumer and carer needs and preferences.

## Peninsula Health Diversity Framework



## Background and Development of the first LGBTIQ Action Plan (2019–2022)

- Peninsula Health was the first Victorian Health Service to respond to the recommendations of the 2010, Well Proud Ministerial direction, for improved health and wellbeing outcomes for Lesbian, Gay, Bisexual, Transgender, Intersex and Queer (LGBTIQ) communities and individuals.
- LGBTIQ communities are not a homogenous group and many LGBTIQ people lead healthy, connected and positive lives.
- Peninsula Health acknowledges that documenting the poorer health and wellbeing outcomes of LGBTIQ communities runs the risk of pathologising and victimising them.
- The stigma and discrimination LGBTIQ people face can trigger or compound risk factors such as drug and alcohol use, violence, isolation, high rates of depression, anxiety, self-harm, suicide, homelessness, unsafe sex practices and exposure to sexually transmissible infections.
- Peninsula Health identified the need to establish a LGBTIQ Community Advisory Group (CAG), in addition to the existing diverse range of advisory groups already established at Peninsula Health.
- The CAG structure provides a mechanism for community and consumer voices to be part of decision making processes and ensures services are responsive to Peninsula Health's diverse communities' needs.
- The LGBTIQ CAG was established in 2010 with 25 community members and local service providers.
- Membership of the CAG is as diverse as the rainbow itself and represents various LGBTIQ interest groups with persons from different socioeconomic and education levels, varying interests and health status.

## Achievements 2010-2018

August 2010	Inaugural Peninsula Health LGBTIQ Community Advisory Group (CAG) meeting.
2010 -2018	Annual events celebrated with flag raising at Peninsula Health sites;  May 17 IDAHOBIT Day August Wear It Purple Day Dec 1 World Aids Day
2011-2014	LGBTIQ CAG contributed to the Department of Health blueprint on LGBTIQ inclusive services.
	Peninsula Health's LGBTIQ CAG - Winner of Minister of Health Volunteer Award
	Peninsula Health hosts public forum to look at equal opportunity law and health and wellbeing of LGBTIQ Community. The event was attended by the Health Services Commissioner Beth Wilson and Victorian Equal Opportunity and Human Rights Commission Acting Commissioner Karen Toohey.
	Three panels depicting the rainbow symbols of hope were developed and installed at the entrance to the Mental Health Building to ensure a welcoming and inclusive environment for visitors, consumers and staff.
	One CAG member, supported by Peninsula Health, was awarded a Commonwealth scholarship and attended the 20th International AIDS Conference Melbourne.
	Memorial Aids Quilts remembering persons with HIV were hung in the Frankston Integrated Health building.
	"Peninsula Proud" health and wellbeing forums were facilitated for the local community.
2015-2016	CAG member Julian Conlon received a Minister of Health Volunteer Award for Supporting Diversity.
	LGBTIQ CAG members participated in a panel discussion at the LGBTI Inclusive Practice & Engagement Interactive Forum, organised by Monash Health, Monash Council and The City of Casey.
	Quarterly Newsletters by LGBTIQ CAG started to advise staff and volunteers on LGBTIQ issues and feature personal member profiles.

2015-2016 Continued	The CAG contributed to Human Resources recruitment processes to ensure inclusive and appropriate recording of staff details.
	Appointment of Project Manager to guide our progress toward Rainbow Tick Accreditation.
2017	Inclusive practice training and education sessions for staff were held at all sites and online.
	Peninsula Health became the first complete health service in Australia to achieve Rainbow Tick Accreditation in July 2017 with formal celebrations held in December 2017.
	CAG members participate in Graduate Nurse education program.
	At the Victorian Health Care Awards Ceremony Peninsula Health received the Outstanding Award for Achievement in LGBTI Health.
	Peninsula Health presented at the Victorian Consumer Voices Conference regarding our Rainbow Tick experience highlighting the partnership between consumers and staff.
	CAG provides ongoing feedback to health service departments regarding consumer brochures, terminology and inclusive practice.
	'Proudly Inclusive' stickers and diversity posters displayed throughout all Peninsula Health sites, depicting elements of Peninsula Health's key areas for diversity, including LGBTIQ, CALD and Disability.
2018	CAG members, staff and families participate in the January 2018 Midsumma Pride March in St Kilda, representing Peninsula Health and promoting our Rainbow Tick Accreditation status.
	Peninsula Health was invited to present at the DHHS LGBTI Inclusive Practice Forum in June which was attended by a number of Victorian Health Services and the Victorian Commissioner for Gender and Sexuality, Rowena Allen, to provide information on the work undertaken to achieve Rainbow Tick Accreditation.
	CAG members assist with Partnering with Consumers education at monthly new staff orientation sessions.
	CAG members supported Community Health with a review of their Dental facility in Rosebud and the Health Promotion Team's outreach program to sporting groups.

## Developing a new Action Plan

In its Statement of Priorities 2016 – 2017 Peninsula Health committed to reviewing and expanding the Rainbow Tick gap analysis for mental health and formulating an action plan to roll out inclusive practices for the whole of Peninsula Health. The Rainbow Tick Guide to LGBTIQ inclusive practices aims to assist organisations improve the quality of care and services they provide to their gay, lesbian, bisexual, trans, intersex and gender diverse consumers, staff and volunteers.

With the development of the LGBTIQ Action Plan, Peninsula Health is building staff capacity and understanding, and strengthening service delivery to our LGBTIQ community.

The LGBTIQ Action Plan strengthens Peninsula Health's commitment and demonstrates its leadership to inclusive practices for all.

Peninsula Health values – The plan states that Person Centred Care is at the core of what we do. Person Centred Care is an approach to health care that ensures the planning, delivery and evaluation of care is grounded in mutually beneficial partnerships among health care providers, patients and their families. With this foundation cemented, Peninsula Health could expand its Diversity priorities and better ensure that the needs of the LGBTIQ community are able to be met.

The LGBTIQ Plan will give the organisation the direction to develop and test new and innovative approaches to the care of the LGBTIQ community. It will enable Peninsula Health to work with staff and consumers to embed the Action Plan into the organisation with inclusive practices for all. Since the commencement of Peninsula Health's LGBTIQ CAG, Rainbow Tick Accreditation was a key aim for its members.

Working towards this Action Plan demonstrates Peninsula Health's commitment to inclusion and celebrating diversity.

## How we will implement, monitor and evaluate the LGBTIQ Action Plan 2019-2022

- The Partnering with Consumers Steering Committee through the Diversity Committee is responsible for overseeing the implementation, monitoring and evaluation of the LGBTIQ Action Plan in consultation with Peninsula Health's LGBTIQ CAG.
- The LGBTIQ Action Plan will be made available to staff and the community.
- The LGBTIQ Action Plan will be embedded in organisational preparations for compliance against the National Safety and Quality in Health Services Standards 1 (Governance) and 2 (Partnering with Consumers) which underpin all other Standards.
- Actions identified in the LGBTIQ Action Plan are included in the Organisational Peninsula Care Plan and Local Peninsula Care Plans of relevant services and departments.
- Services and departments provide reports about their progress via their Peninsula Care Plans to their Executive Directors, via their Operations Directors.
- Peninsula Health reports progress on the LGBTIQ Action Plan through the Quality Report and Annual Report.

## What will make the LGBTIQ Action Plan work?

- It has been developed in partnership with LGBTIQ community members.
- It has support from Peninsula Health Executive and Senior Management.
- Training in LGBTIQ Inclusive awareness and Cultural Safety will continue to be available regularly

Organisational goals informed by the Rainbow Tick Accreditation Standards.

## Goal 1: Organisational Capability

The organisation embeds LGBTIQ inclusive practice across all its systems and continuously seeks opportunities for improvements.

- LGBTIQ-inclusive practices are reflected in the organisation's mission statement, vision, values, position descriptions, service contracts, performance management system, service models and quality management plan.
- The organisation facilitates LGBTIQ inclusion amongst staff and volunteers and on the governing body and other committees.
- The organisation has an integrated LGBTIQ consumer feedback system that ensures continuous LGBTIQ quality improvement and planning.
- The organisation values its LGBTIQ staff and volunteers. It understands and meets their needs, and has processes to manage risk and provide them with a safe and healthy workplace.
- Workforce planning, recruitment, selection, performance management processes and documentation are inclusive of LGBTIQ staff and volunteers.
- The organisation has systems for monitoring compliance with these Standards and continuously improving LGBTIQ inclusive practice.

## Goal 2: Workforce development

All staff and volunteers understand their responsibilities to LGBTIQ consumers and are trained and able to deliver LGBTIQ inclusive services.

- The organisation has a systematic process for assessing the LGBTIQ inclusive practice for the professional development needs of the governing body, leadership team, staff and volunteers.
- The organisation provides professional development to the governing body, leadership team, staff and volunteers which includes their legal responsibilities, LGBTIQ cultural safety and a consideration of the impact of employees' attitudes and beliefs on LGBTIQ inclusive practice.
- The organisation keeps up to date with current trends in the field of LGBTIQ inclusive service provision and uses this information in the ongoing development of staff training and resources.
- The organisation participates in relevant professional associations and other forums aimed at improving the quality of services provided to LGBTIQ consumers.

## Goal 3: Consumer participation

LGBTIQ consumers are consulted about and participate in the planning, development, and review of the service.

- The organisation works with LGBTIQ consumers and community representatives to identify LGBTIQ consumers' needs and to develop and continuously improve its provision of LGBTIQ inclusive services.
- The organisation has a system for identifying and monitoring the changing needs of its LGBTIQ consumers and evaluating the impact of service improvements on their quality of care.
- As part of its ongoing assessment of consumer experience, the organisation analyses its performance in working with LGBTIQ consumers and undertakes appropriate service improvements.

## Goal 4: A welcoming and accessible organisation for the LGBTIQ community

LGBTIQ consumers can easily and confidently access services because the physical and virtual environments, including information, structures, resources and processes, are welcoming.

- The organisation welcomes LGBTIQ consumers through a range of different strategies that are appropriate to different contexts and environments.
- The organisation's communication and educational materials are LGBTIQ-inclusive (e.g. inclusive language and images, and LGBTIQ specific information).

The organisation effectively communicates its services to the LGBTIQ community.

## **Goal 5: We support and promote inclusion and participation for people from the LGBTIQ community**

**LGBTIQ consumers, staff and volunteers feel safe to provide personal information, including their sexual orientation, gender identity and/or intersex status, because they know information will be treated respectfully and that there are systems in place to ensure their privacy.**

- The organisation has a policy on when it is appropriate to collect information on a consumer's sexual orientation, gender identity, intersex status and/or relationship status.
- The organisation only collects information about a consumer's sexual orientation, gender identity, intersex status and/or relationship status from the consumer or from their nominated representative.
- The organisation has processes to ensure that LGBTIQ consumers understand that information about their sexual orientation, gender identity or intersex status is confidential and that they will be consulted on how and why this information is recorded, stored and shared.
- Staff understand the significance to LGBTIQ people of disclosing their sexual orientation, gender identity or intersex status and that the organisation has strategies to ensure that staff respond in a respectful and positive way when consumers, other staff or volunteers disclose.
- The organisation has systems for collecting, storing, using and sharing LGBTIQ staff and volunteers' personal information, including their sexual orientation, gender identity, intersex status or relationship status.

## Goal 6: Culturally safe acceptable services

Services and programs identify, assess, analyse and manage risks to ensure the cultural safety of LGBTIQ consumers.

- The organisation understands the needs of LGBTIQ consumers and addresses these needs in the design and delivery of services and programs.
- Individual intake, assessment, care planning and case management processes and documentation are LGBTIQ inclusive.
- The organisation's service delivery risk management system includes strategies to identify and manage potential risks to the cultural safety of LGBTIQ consumers.
- The organisation has processes in place to identify and respond to breaches of the cultural safety of LGBTIQ consumers, staff and volunteers by other staff, consumers, volunteers or visitors.
- The organisation disseminates information about LGBTIQ cultural safety across its programs and services and to other organisations.

## Consumer Story



*“As an older gay male, living with the HIV virus for over 30 years, there is not much I don’t know about diversity and discrimination. Prior to 17 May 1991 I was considered a criminal and to be suffering from a mental illness.”*

“Discrimination comes from a union of two old nasties of human nature – ignorance and fear. What I have found is that, not putting down any of our hurt, we have a lot in common with all other abused areas. The main ones are: Geographic, Racial, Religion, Disability with Gender and Sexuality coming pretty close.

All of us reading this have experienced some sort of discrimination, and most probably all of us reading this are guilty of some sort of discrimination against others.

So let’s lead by learning tolerance against ignorance and fear, not condoning it, but learning to rise above all criticism.”

*– Julian*

# Lesbian, Gay, Bisexual, Transgender, Intersex and Queer Questioning Self-Assessment Tool

(from the Rainbow Tick Accreditation Standards)

Use this self-assessment tool to identify areas for improvement in your service. These quality activities should be captured on your local Peninsula Care Plan.

How many boxes can you tick?

## Goal 1: Organisational capability

**The organisation embeds LGBTIQ inclusive practice across all its systems and continuously seeks opportunities for improvements.**

- 1.1 The organisation recognises the need for, and provides, strong and transparent leadership. Senior leaders in the organisation participate in, promote and facilitate all aspects of LGBTIQ inclusive practice.
- 1.2 Leadership and inclusive culture is demonstrated in consumer, staff and management feedback.
- 1.3 Documentation inviting LGBTIQ consumers to sit on organisational committees is available.
- 1.4 Quality Improvement Actions (QIAs), records and project reports informed by LGBTIQ consumer and staff feedback.
- 1.5 The organisation considers sensitive and agreed ways to support gender diverse staff and volunteers.
- 1.6 We encourage inclusive language among staff and volunteers.

- 1.7 Transition plans, where relevant, or records of discussions about how the organisation plans to support a staff member before, during and after transition are available.
- 1.8 Strategies and structures that ensure sustainability of LGBTIQ inclusive practice include; specific diversity or LGBTIQ working groups; standing agenda items for organisational meetings; reflection on inclusive practice in supervision; and participation in community of practice forums.

## Goal 2: Workforce development

**All staff and volunteers understand their responsibilities to LGBTIQ consumers and are trained and able to deliver LGBTIQ- inclusive services.**

- 2.1 We have structured processes to gather data on the training needs of the governing body, managers, staff and volunteers, and their current level of understanding of the principles and features of LGBTIQ inclusive practice.
- 2.2 Training needs are regularly reviewed, to improve professional development.

- 2.3 We offer a range of training options, including face to face, online and written information.

### **Goal 3: Consumer participation**

**LGBTIQ consumers are consulted about, and participate in the planning, development, and review of the health service.**

- 3.1 We engage and seek input from LGBTIQ consumers and communities in planning for consumer engagement.
- 3.2 We have programs and services for LGBTIQ consumers which demonstrate LGBTIQ consumer/community involvement.
- 3.3 We actively seek input of LGBTIQ consumers, through surveys, interviews, forums or our Community Advisory Group (CAG) for service development and organisational planning.

### **Goal 4: A welcoming and accessible organisation for the LGBTIQ community.**

**LGBTIQ consumers can easily and confidently access services because the physical and virtual environments, including information, structures, resources and processes, are welcoming.**

- 4.1 Staff who have embraced LGBTIQ inclusive practice will not only demonstrate greater confidence in working with their LGBTIQ consumers, they will confidently and effectively manage homophobic, biphobic, intersexism and transphobic responses from other staff, consumers or visitors to their service.

- 4.2 We provide LGBTIQ information in educational and promotional materials as appropriate and review as required to meet the changing needs of the LGBTIQ community.

- 4.3 We consider appropriate pronoun use in promotional materials.

- 4.4 Current and potential LGBTIQ consumers are aware of, and responsive to, signals, cues and symbols that demonstrate a celebration of diversity within the organisation.

- 4.5 Staff have a sound awareness of, and strategies to address, critical engagement points in the consumer journey; prior to entry into the organisation, during initial orientation and assessment processes, and in service delivery.

- 4.6 We have a selection of welcoming and inclusive literature, art work and signage around the organisation. We monitor the operating environment to ensure a welcoming message is maintained and updated.

- 4.7 When updating current intake and assessment forms, we ensure the language is inclusive for all.

**Goal 5: We support and promote inclusion and participation for people from the LGBTIQ community.**

LGBTIQ consumers, staff and volunteers feel safe to provide personal information, including their sexual orientation, gender identity and/or intersex status, because they know information will be treated respectfully and that there are systems in place to ensure their privacy.

- 5.1 We provide staff training relating to collection of information on a consumer's sexual orientation, gender identity, intersex status and relationships.
- 5.2 We provide a complementary document which describes consumer rights and responsibilities, which addresses sensitive information, privacy and confidentiality.
- 5.3 The organisation provides sex and gender neutral toilets, change rooms and showers which protect the privacy of all individuals and meets their needs.
- 5.4 We are responsive to legislative obligations relating to personnel and volunteer record keeping and build these requirements into the human resources system.
- 5.5 Information is only collected from the individual staff member or volunteer, and not from third parties or by making assumptions.

**Goal 6: Culturally safe acceptable services.**

Services and programs identify, assess, analyse and manage risks to ensure the cultural safety of LGBTIQ consumers.

- 6.1 We will seek input from members of the LGBTIQ community for program and service development to ensure cultural safety for LGBTIQ community members.
- 6.2 Staff and volunteer training packages have a focus on LGBTIQ staff and volunteer health and wellbeing, cultural safety and an awareness of related risks.
- 6.3 We have cultural safety policies and procedures which articulate LGBTIQ considerations.

## Consumer Story

“Being gay is not a choice; it is hard baked into you before birth. It is not an easy life, with many, many people wanting to exclude and isolate you from the wider community, and being transgender is unbelievably more difficult.

Over my lifetime, I have witnessed great changes that recognise that we are people first and foremost. With considerable and ongoing effort, we have been gradually accepted into the wider community.

Unfortunately, some still cling to the old prejudices and seek to roll us back into the darkness of discrimination and persecution. Any opportunity they see, any chink in our armour and in they rush to wage war upon us.

I have experienced discrimination in employment, on more than one instance suggested to me that a different course might be preferred if my being a “queer” wasn’t to become common knowledge.

Five years ago, I was made redundant, going from a working life full of people and frantic activity, to being on my own most days, with little to occupy myself. So, I picked up an old thread and started volunteering again. Through this I gradually developed a new circle of new friends and acquaintances.

Thus, a new friend took me along to a meeting of Peninsula Health’s LGBTIQ Community Advisory Group (CAG).

I enjoyed my first meeting, it was interesting and relevant. Almost five years later, I am still a member of the LGBTIQ CAG and I have taken the opportunities presented to expand the scope of my volunteering to encompass other aspects of a hospital’s activities.

During those five years the CAG has been instrumental in Peninsula Health achieving Rainbow Tick accreditation, a standard that provides a road map of how an organisation can achieve, maintain and improve best practice in their relationships with the LGBTIQ community.

The Peninsula Health LGBTIQ Action Plan 2019 - 2022 sets out how LGBTIQ people can expect to receive the same level of care and respect that their peers in the rest of the community enjoy.”

- **Ann**



# Glossary

Terminology and language can impact on a person's identity, self-worth and inherent dignity. The use of inclusive and acceptable terminology empowers individuals and enables visibility of important issues. Terminology in this area is at times contested and changing and there is not always clear consensus on what is the appropriate terminology. While recognising these limitations, it is important to provide clarification around some of the terminology commonly used.

- Bisexual**.....A person who is sexually and emotionally/romantically attracted to both men and women.
- Coming out** .....The process through which a LGBTIQ person comes to recognise and acknowledge (both to self and to others) their sexual orientation, gender identity or intersex status.
- Cisgender**.....Denoting or relating to someone whose sense of personal identity corresponds with the gender assigned to them at birth.
- Diversity** .....Diversity refers to the myriad experiences and attributes that contribute to each person's uniqueness regardless of cultural or ethnic heritage or community, such as social class, gender, occupational status, income, sexual orientation, ability, disability, religion and education.
- Gay**.....A person whose primary emotional/romantic and sexual attraction is towards people of the same sex. The term is most commonly applied to men, although some women use the term.
- Gender** .....The term refers to the way in which a person identifies or expresses their masculine or feminine characteristics. A person's gender identity or gender expression is not always exclusively male or female and may or may not correspond to their sex.
- Gender diversity**.....The term refers to people who fall outside the typical range of masculinity or femininity with regards to gender identity. It includes but is not limited to people who identify as agender (having no gender or androgynous), bigender (both a male and female) or as non-binary (neither male nor female). Some non-binary people identify as gender queer or gender fluid.
- Gender identity** .....A person's sense of identity defined in relation to the categories male and female. Some people may identify as both male and female, while others may identify as male in one setting and female in others. Others identify as androgynous or intersex without identifying as female or male.

- LGBTIQ**.....An acronym which is used to describe Lesbian, Gay, Bisexual, Trans, Intersex and Queer people collectively. Many sub-groups form part of the broader LGBTIQ movement.
- Homophobia**.....The fear and hatred of LGBTIQ people and of their sexual desires and practices.
- Intersex**.....The term ‘intersex’ refers to people who are born with genetic, hormonal or physical sex characteristics that are not typically ‘male’ or ‘female’. Intersex people have a diversity of bodies and identities.
- Lesbian**.....A woman whose primary emotional /romantic and sexual attraction is towards other women.
- Person centred care**.....An approach to the planning, delivery and evaluation of healthcare that is grounded in mutually beneficial partnerships among health care providers, consumers and families.
- Queer**.....An umbrella term for sexual and gender minorities, and can mean different things to different people; it is always best to check with an individual when using the term. Mature members of the LGBTIQ community can find this term offensive, due to the previous negative connotations it held.
- Sexuality/ Sexual Orientation**.....The feelings or self-concept, direction of interest, or emotional,romantic, sexual, or affectional attraction towards others.
- Transgender (short: Trans)**.....The term ‘trans’ is a general term for a person whose gender identity is different to their assigned sex at birth. A trans person may take steps to live permanently in their nominated sex with or without medical treatment.
- Transphobia**.....The fear, hatred or discriminatory treatment of transgender persons.

More details can be obtained from <https://www2.health.vic.gov.au/about/populations/lgbti-health/rainbow-equality/definitions>

## Contact

Alison Lunt  
LGBTIQ Consumer Advisory Group Convenor

2 Hastings Road, Frankston VIC 3199  
PO Box 52, Frankston VIC 3199

9784 7660 • [www.peninsulahealth.org.au](http://www.peninsulahealth.org.au)

© Copyright 2019 • ABN 52 892 860 159



**Peninsula  
Health**

We acknowledge and pay respect to the traditional people of this region, known as the Myone Buluk of the Boon Wurrung language group of the greater Kulin Nation. We pay our respects to the land this organisation stands on today. We bestow the same courtesy to all other First Peoples, past and present, who now reside in this region.