

LGBTIQA+ Inclusion Strategy

Action Plan 1





Implementation and Action Plan

The LGBTIQ+ Inclusion Strategy 2025–2035 (the Strategy) is a 10-year commitment towards whole-of-government action to create a place where LGBTIQ+ people and families in Western Australia are safe and supported to lead proud and connected lives free from discrimination and harm.

- The State Government will work with key partners to achieve better outcomes for all LGBTIQ+ people by:
- mapping the journey over the next 10 years to strengthen delivery of inclusive practices across government
 - building the foundations of a more inclusive and connected community through intentional sustained actions
 - creating opportunity for LGBTIQ+ people and communities to lead the change they want to see for themselves.

Where actions have been identified as the responsibility of multiple agencies, there will be a phased approach prioritising key agency responses before consideration of broader applicability.

Bringing the vision to life

The Strategy will commence with a five-year action plan. The initial and subsequent plans will detail actions and identify agencies and key partners responsible for their delivery. The Strategy will be monitored through annual progress plans.

Actions identified in Action Plan 1 2025–2030 align to one or more of the Strategy priority areas:

Priority area 1: Belonging, connection and visibility	Priority area 2: Safety, equity and wellbeing	Priority area 3: Services, systems and data	Priority area 4: Leadership, education and awareness
LGBTIQ+ people are strong in their identity and belonging, proud and connected, and visible in all aspects of community.	LGBTIQ+ people are safe and protected from harm and discrimination, supported to lead thriving lives.	Safe and inclusive services are designed and delivered to meet the diverse needs of LGBTIQ+ people, informed by data and lived experience.	LGBTIQ+ people and sector organisations contribute leadership and influence decision making to build a safe and inclusive WA for all.



Foundations for inclusion

Four implementation focus areas include:

- establishing governance and accountability mechanisms
- strengthening workforce capability and leadership
- building a capable and sustainable sector
- implementing inclusive practices, programs and services.

Tracking progress and outcomes

An implementation group will be established to develop a Monitoring and Evaluation Plan and convene regularly. The Plan will play a critical role in reporting on the progress and effectiveness of actions undertaken to achieve the Strategy. This collaborative approach is fundamental to building and maintaining trust with the community.

Implementation areas and actions	Coordinating agency	Priority area
1. Establishing governance and accountability mechanisms		
Funding for the inaugural LGBTIQ+ Peak Body.	Department of Communities	1, 2, 3, 4
Coordinate, monitor and report on the Strategy and Action Plan. Establish an LGBTIQ+ Inclusion Strategy implementation oversight group and facilitate partnerships between government agencies, the LGBTIQ+ Peak Body, sector organisations and LGBTIQ+ people and communities.	Department of Communities	1, 4
Progress legislative reforms with consideration to best practice standards and contemporary national legislative revisions, amendments and updates including the proposal for a criminal and civil scheme in relation to LGBTIQ+ conversion practices, Assistive Reproductive Technology and Surrogacy Bill and Equal Opportunity Bill.	Department of Justice Department of Health	2
Establish LGBTIQ+ lived experience groups to guide and enable LGBTIQ+ inclusive practices.	Multiple government agencies	1, 2, 4
2. Strengthening workforce capability and leadership		
◦ Building workforce capability		
Establish LGBTIQ+ employee and peer-based networks.	Multiple government agencies	1, 2, 3, 4
Build and strengthen lived experience (peer) workforces.	Mental Health Commission	2, 3, 4
Strengthen LGBTIQ+ activities to support the implementation of the Workforce and Diversity Plan 2025–2027.	Mental Health Commission	1, 2, 3, 4
Identify opportunities for education relating to stigma, trauma-informed care and practice, and diversity as part of workforce planning strategies.	Mental Health Commission	1, 2, 3, 4
Deliver inclusive health workforce learning to provide culturally appropriate health services that recognise the diversity of LGBTIQ+ people.	Department of Health	2, 3
Deliver Pride in Diversity foundations of LGBTIQ+ Inclusion e-Learning module for workforce capacity building to the WA Police workforce.	WA Police Force	2, 4
Promote use of LGBTIQ+ education services regarding gender identity discrimination, sex discrimination and sexual orientation discrimination.	Equal Opportunities Commission	1, 2, 3, 4

Implementation areas and actions	Coordinating agency	Priority area
2. Strengthening workforce capability and leadership		
◦ Leadership and professional development		
Establish a cross-government Community of Practice to support government agencies to progress LGBTIQ+ inclusive practices, including Rainbow Tick (or other LGBTIQ+ inclusive) readiness and accreditation.	Department of Communities	4
Partner with LGBTIQ+ sector organisations to facilitate LGBTIQ+ awareness and knowledge building.	Multiple government agencies	2, 4
Develop Rainbow Tick (or other LGBTIQ+ inclusive accreditation) for medical professionals who have been trained to deliver LGBTIQ+ appropriate care, in partnership with the LGBTIQ+ community services sector.	Department of Health	1, 2, 3, 4
Embed LGBTIQ+ knowledge and capability building into professional development systems across the learning continuum at leadership and workforce levels.	Multiple government agencies	1, 2, 3, 4
Provide online professional learning for staff: 'Creating supportive and inclusive environments for gender-diverse students'.	Department of Education Department of Training and Workforce Development	2, 4
3. Building a capable and sustainable sector		
Implement the LGBTIQ+ Inclusion Strategy Innovation Grants Program.	Department of Communities	1, 2, 3, 4
Funding to continue building sector capacity and support implementation of the LGBTIQ+ Inclusion Strategy.	Department of Communities	1, 2, 3, 4
Provide peer-based support and education for LGBTIQ+SB youth through peer-support weekend workshops delivered by WAAC.	Mental Health Commission	1, 2, 3, 4

Implementation areas and actions	Coordinating agency	Priority area
4. Implementing inclusive practices, programs and services		
◦ Commissioning and service improvement		
Ensure commissioning frameworks meet the needs of LGBTIQ+ communities in alignment with the State Government Commissioning Strategy for Community Services 2022 which focuses on commissioning practices tailored to community needs.	Mental Health Commission Multiple government agencies	4
Develop a WA Health Delivery Plan to align with the LGBTIQ+ Inclusion Strategy. Include health-focused actions for an equitable, accessible, culturally safe and inclusive WA health system and health services that are responsive to the health and wellbeing needs of LGBTIQ+ populations.	Department of Health	2, 3
Explore how the needs of LGBTIQ+ people are better considered in implementation of All Paths Lead to a Home: Western Australia's 10-year Strategy on Homelessness 2020–2030.	Department of Communities	1, 2, 3, 4
Progress Rainbow Tick (or other LGBTIQ+ inclusive accreditation).	Multiple government agencies	2, 3, 4
Develop and embed LGBTIQ+ informed equity tools in policy and practice reviews and development.	Multiple government agencies	1, 2, 3, 4
Include LGBTIQ+ communities in priority populations in relevant government policy and planning, using targeted and intersectional approaches to address the diverse needs of LGBTIQ+ communities.	Multiple government agencies	2,3,4
◦ Data and measuring		
Progress development of the Western Australian Mental Health and Alcohol and Other Drugs Outcomes Measurement Framework to measure what matters to people.	Mental Health Commission	2, 3
Participate in recognised tools and surveys to benchmark and track LGBTIQ+ workforce inclusion and equality in the WA public sector, including (but not limited to) the Australian Workplace Equality Index (AWEI). The WA Police Force has participated in the AWEI for five years. Main Roads has achieved Bronze Tier in the AWEI.	Multiple government agencies WA Police Force Transport and Major Infrastructure Portfolio	2, 3, 4
Review and establish data collection mechanisms that recognise the diversity of LGBTIQ+ people and upholds rights to privacy and self-determination for disclosure of non-service specific data requests.	Department of Health Department of Communities	2, 3

Implementation areas and actions	Coordinating agency	Priority area
4. Implementing inclusive practices, programs and services		
◦ Partnering in design		
Engage LGBTIQ+ people in LGBTIQ+ inclusive, culturally competent service co-design, informed by lived experience and robust data. – Embed co-design principles in service delivery and policy development. – Support youth-informed and peer-led initiatives. Ensure LGBTIQ+ inclusive intake and access processes and remove administrative gatekeeping	Multiple government agencies	2, 3
Partner with Aboriginal Community Controlled Organisations (ACCOs) in the design and delivery of services to Aboriginal LGBTIQ+SB people.	Multiple government agencies	1, 2, 3, 4
Engage with LGBTIQ+ communities to collaborate on service design and improvements by collecting community feedback on positive changes that can be made to improve services.	Transport and Major Infrastructure Portfolio	2, 4
◦ Prioritising service delivery		
Develop targeted suicide prevention initiatives that consider the specific needs of LGBTIQ+ people and communities.	Mental Health Commission	1, 2, 3, 4
Deliver contemporary, evidence-based wellbeing campaigns that include targeted materials for LGBTIQ+ people.	Mental Health Commission	1, 2, 3, 4
Develop and implement local government public health planning and practice to provide community-informed services, programs and policies that promote belonging, connection and inclusion aligned with the State Public Health Plan 2025–2030.	Local government	1, 2, 3
Provide support to community groups for the development and implementation of inclusive programs for LGBTIQ+ communities.	Department of Creative Industries, Tourism and Sport	2

Implementation areas and actions	Coordinating agency	Priority area
4. Implementing inclusive practices, programs and services		
◦ Visibility		
<p>Awareness and promotion of recognition and celebration days and an annual calendar of events.</p> <p>DTWD is committed to authentic visibility that must be backed by meaningful action. DTWD promotes representation in leadership, education, and service delivery, not only during symbolic events but through everyday practice.</p> <p>WA Health is committed to a coordinated approach to planning and promotion of LGBTIQ+SB inclusion activities to celebrate and embrace diversity together.</p>	<p>Multiple government agencies</p> <p>Department of Training and Workforce Development</p> <p>Department of Health</p>	1, 2, 4
<p>The State Library of WA to collect and make freely available stories, podcasts and motion pictures celebrating the history of WA LGBTIQ+ culture.</p> <p>WA Museum to celebrate people of all diversities including LGBTIQ+, through programming, exhibitions, sharing stories, and building the collections that represent them.</p>	<p>Department of Creative Industries, Tourism and Sport</p>	1, 2, 3, 4



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