



Western Australia's **LGBTIQA+ Inclusion Strategy**

2025–2035





WE ARE YOU

We are you

.....

We are your families and your friends.

We are your colleagues, your neighbours, your mums and dads, your grandmothers and grandfathers.

We are your sisters, brothers and children.

Your doctors and nurses, your teachers and students, your police, your pastors and politicians.

Your tradies, your mechanics and your truckies.

Many of us you already know and care about.

Many more you may not realise are part of your everyday life, because too often, we remain unseen.

Across Western Australia, those of us who identify as LGBTIQA+ continue to live with the pain of discrimination, stigma, exclusion and violence.

These experiences are not distant or abstract, they touch people you know and love.

We are part of every community, every workplace, every region and every story that makes up our State.

And like everyone, we want to live without fear – to belong, to contribute, and to be valued for who we truly are.

This is why we ask all Western Australians to walk with us on this journey of understanding, healing and equality.

So that together, we can build a future where every person, today and for generations to come, can live openly, safely and authentically as themselves.

Tony Lee, Kimberley Blak Pride

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Acknowledgement of Country



The Department of Communities acknowledges the Traditional Owners and Custodians of Country throughout Western Australia(WA) and honours their continuing connection to land, waters, skies and community.

We pay our deep respects to Elders past and present, and recognise emerging leaders whose voices carry the strength of their ancestors. We recognise the courage and resilience of Aboriginal peoples and stand with those continuing to lead the way in truth telling, recognition and self-determination.

We respectfully acknowledge Aboriginal identities, cultures and stories. We recognise the cultural strength and leadership of Sistergirls, Brotherboys and Aboriginal LGBTIQA+ people in sustaining cultures, kinship and communities across generations, and celebrate the valuable contributions and richness they bring in continuing to build a more inclusive WA for everyone.

Throughout this document the term Aboriginal is used in recognition that Aboriginal people are the Traditional owners and Custodians of Western Australia and respectfully refers to both Aboriginal and Torres Strait Islander people. Other terms such as Indigenous and/or First Nations are used when referencing other sources.

Accessibility statement

This document has been prepared in accordance with the WA Government's Accessibility and Inclusivity Guidelines¹, which ensures that digital content is inclusive and accessible to all members of the community. We are committed to providing information that is easy to access, understand, and use, including for people with disability and people from cultural and linguistically diverse backgrounds. If you require this document in an alternative format, experience any accessibility issues or require translation into a different language, please contact lgbtqa@communities.wa.gov.au.

¹ <https://www.wa.gov.au/accessibility-and-inclusivity-guidelines.pdf>



Language statement

Identifying and defining the language and key terms used in WA's LGBTIQA+ Inclusion Strategy (the Strategy) is important to ensure consistent understanding, prevent misinterpretation and support effective implementation. It helps convey respect for the impact that past and present use of certain language has on the lived experiences of LGBTIQA+ people and acknowledges the intention to 'do no harm'.

The State Government of WA respectfully uses the acronym LGBTIQA+ to represent the vast diversity of lesbian, gay, bisexual, transgender, intersex, queer and asexual people in WA.

The '+' (plus) symbol is representative of people with diverse sexual orientations, gender identities, gender expressions and/or innate variations in sex characteristics who identify with terms other than lesbian, gay, bisexual, transgender, intersex, queer or asexual. There are many such terms which can vary across cultures, languages and demographic groups.

A different acronym may be used when:

- referencing information authored by other sources
- describing specific people and/or diversity groups within LGBTIQA+ communities such as 'Older LGBTI' people
- there is insufficient data on a specific group within the diversity of LGBTIQA+ people.

The Strategy refers to 'transgender' and 'trans and gender diverse people'. Both terms are used, reflecting source information. It is acknowledged that the term 'transgender' is not reflective of the full diversity of trans and gender diverse people.

Throughout the Strategy, reference to 'LGBTIQA+ people' may also be intended to be inclusive of LGBTIQA+ families, groups and communities where relevant. The term 'lived experience' refers to both past and current experiences of LGBTIQA+ people.

Key terms

Sex and gender

Although used interchangeably, sex and gender do not share a definition. A person's sex is defined by innate physical and physiological characteristics including chromosomes, reproductive organs, genitalia and hormones that are classified as male or female at birth.

Gender refers to part of a person's identity, roles and expression – typically shaped by societal expectations about what is considered appropriate and or acceptable for a person, based on assumptions about their sex which become 'normalised'.

A person's gender identity that aligns to their sex assigned at birth such as a female who identifies as a woman or a male who identifies as a man is described as being 'cisgender'. A person's gender identity may vary to their sex assigned at birth and how it is self-determined, felt, and experienced differs across cultures and communities.

It is common that some people believe that there are only two gender identities e.g., 'women and men' which is referred to as 'gender binary'. There are other terms that LGBTIQA+ people use to describe their gender identity including being 'non-binary' – not identifying exclusively as either a woman or man. A person's gender identity does not determine their sexual orientation or is in any way related to being intersex.

Intersex

Intersex is a term for innate variations of sex characteristics (sexual anatomy, reproductive organs, hormonal patterns and sex chromosomes) that do not typically fit the medical and social norms for female or male bodies². Intersex is not an identity, a 'third sex' or another term used to assign a person's sex at birth.

The inclusion of 'I' in LGBTIQA+ is representative of the visibility and

inclusion of intersex people in WA and is not intended to deny or oppose the self-determination of people with innate variations of sex characteristics who do not affiliate with LGBTIQA+. The lived experience of intersex is further explored in [Understanding the experiences of LGBTIQA+ people](#) on page 60.

Queer ('Q')

In the past, the term 'queer' – referring to a range of diverse sexual orientations and gender identities – was used as a slur or tool of oppression, intending to 'other', insult or exclude typically same-sex attracted men and or trans and gender diverse people. In recent decades, some LGBTIQA+ people and communities have reclaimed use of the term and, in doing so, have taken control of their identity and the way it is expressed.

However, reclamation of the term by people who use it does not prevent the unintended harm to many older LGBTI people who have prior lived experiences of trauma and discrimination.

SB – Sistergirl/Brotherboy

SB refers to Aboriginal and Torres Strait Islander people who are either assigned female at birth but live their lives as men or assigned male at birth but live their lives as women; often advocating for the rights and visibility of trans and gender-diverse Indigenous people. Use and meaning of the terms 'Sistergirls/Sistagirls' and 'Brotherboys/Brothaboy' varies within Aboriginal culture and communities and are distinct from Western understandings of gender diversity.

A list of definitions is provided at the end of this document.

² InterAction for Health and Human Rights. 2025 (originally posted 2013).

Cover artwork by Tiger Bird

Artist statement

Ensemble

In French, Ensemble means “together”, whilst the borrowed word in English has come to roughly mean a group of separate things that contribute or come together to form a coordinated whole (and has developed a particular association with art, fashion, and performance).

This title reflects both the process undertaken to develop the LGBTIQA+ Inclusion Strategy, and to this artwork, which is an ensemble of eleven different artworks put together, representing twelve keywords/terms that were pertinent in consultations: wellbeing, inclusion, belonging, visibility, safety, services and systems, education and awareness, equality and equity, data and research, recovery and healing, identity, and leadership.

The individual pieces rely heavily on symbology and iconography, which is reflective of the meaning-making that LGBTIQA+ people go through during their lives in relation to themselves, their identity, and the world around them. The artwork also reflects intersectionality and diversity of our community and the places in which we live, using an abundance of vibrant colours to symbolise the escape from the darkness of the metaphorical “closet”.

Tiger Bird (they/them) is based in Kinjarling (Albany) located in Minang Noongar country. As an artist, Tiger enjoys working across different creative mediums and outlets – working with an abundance of colour with shapes, patterns, and symbols – embracing the humanity of imperfection. Tiger finds inspiration in the unique and awe-inspiring beauty of Western Australia, which still feels new and exciting after moving here twenty years ago. Tiger is a passionate advocate for arts in the community and education and is active in Kinjarling’s community creative scene. For the past six years, Tiger has been a committee member for Albany Pride and has been the aesthetic designer behind the annual Albany Pride Festival.

Minister foreword



An inclusive Western Australia is a State where everyone is safe and free to be their authentic self, without fear of discrimination or exclusion.

Many LGBTIQA+ people and communities in WA are doing well and enjoying lives of meaning and connection. However, not all LGBTIQA+ people and communities experience full participation.

WA's first LGBTIQA+ Inclusion Strategy and Action Plan serves to support better outcomes for LGBTIQA+ people and communities across key areas of:

- Belonging, connection and visibility
- Safety, equity and wellbeing
- Services, systems and data
- Leadership, education and awareness.

An initial five-year action plan commencing from 2025–2030 will continue to build on what we have achieved to date. It will support success of the Strategy which includes key actions from State Government agencies working

in collaboration across community and sectors to respond more effectively to the diverse needs of LGBTIQA+ people, families and communities.

The Strategy was developed with LGBTIQA+ people and communities across WA who help make our State stronger, more vibrant, and compassionate. The Strategy reflects the voices and stories of those with lived experience – and their allies – who continue to advocate for the visibility and rights of LGBTIQA+ people and communities every day.

I would like to acknowledge and sincerely thank the members of the Strategy Reference Group, (listed in full at Appendix A) for their guidance, wisdom and generous advice on how to engage with community. The members of the Reference Group have worked with government from the beginning and have informed the development of the Strategy.

The Strategy and Action Plan reflects the State Government's commitment to stand with you.

Together we will continue to strengthen WA – a place where everyone feels secure at home, at work and in the community. A WA where everyone belongs.

Hon Hannah Beazley MLA
Minister for Local Government; Disability Services; Volunteering; Youth; Gascoyne

Director General foreword



- discussions with experts lived experience, and those who support LGBTIQA+ people and communities.

The participation and responses from the diversity of LGBTIQA+ people, families, communities and allies from around the State re-iterates the importance of keeping people at the heart of the cross-government strategy development. It demonstrates both the need for and purpose of the Strategy, the first of its kind in WA – identifying priority areas and actions to drive long-term change.

An inclusive community benefits everyone. To build inclusion and equality for all LGBTIQA+ people and communities, a whole-of-government approach and whole-of-community approach is required to sustain meaningful change.

The Strategy is supported by an Action Plan which outlines what needs to be delivered initially over the next five years to lay the foundations of change. A second Action Plan will be developed after evaluation of actions taken in the first five years to ensure we maximise on what is working well, address improvements where required and harness emerging opportunities that arise.

As lead agency for development of the Strategy, Communities will coordinate implementation of the Action Plan in partnership across government agencies and with the LGBTIQA+ community sector.

I look forward to working with key partners to create a WA where all LGBTIQA+ people and communities can feel equal and supported to enjoy a life of meaning and connection.

Mike Rowe
Director General, Department of Communities

LGBTIQA+ Peak Body foreword

The release of Western Australia's first LGBTIQA+ Inclusion Strategy is a milestone moment. For the first time, our State has a whole-of-government, 10-year commitment to building a future where all LGBTIQA+ people can participate fully in community life, free from discrimination, and with a genuine sense of safety and belonging.

This Strategy represents years of community advocacy and reflects the stories, frustrations, and hopes of LGBTIQA+ people and communities across WA. The message that came through in our consultations was clear: inclusion must be more than symbolic. It must be embedded in the everyday work of government, supported by long-term commitment, and driven by community voices and leadership.

A 10-year strategy gives us the opportunity to finally move beyond short-term fixes. It creates the stability needed to build strong partnerships, the vision to aspire to a more inclusive future, and the commitment to ensure that progress is sustained. Importantly, it keeps our community central to changes that impact us.

The success of this strategy will not be measured in words, but in the lived experience of LGBTIQA+ people across WA who feel safer, more visible, and more valued in every part of their lives.

Dr Misty Farquhar OAM
CEO
Rainbow Futures WA





Recognition of LGBTIQA+ people who paved the way

The State Government acknowledges and honours the courage, resilience, and lived experiences of LGBTIQA+ people and communities whose tireless efforts have paved the way for greater inclusion, visibility, and equality.

From grassroots organisers to community, civic and cultural leaders, these individuals have challenged discrimination, fought for justice, and created spaces of safety and pride for future generations. Many did so at great personal cost, often in the face of systemic exclusion, criminalisation, and social stigma.

We recognise Aboriginal LGBTIQA+ people, including Sistergirls and Brotherboys, whose contributions and advocacy have been central to advancing both cultural and gender diversity within and beyond their communities.

Their legacy is the foundation upon which this Strategy is built. As we move forward, we do so with deep respect for their work and a commitment to continuing the journey toward a more inclusive and equitable community for all.

Caption: [Pride Parade 1990] Sue Ravine Collection, WestPride Archives QAME0014-1

Introduction

WA's first LGBTIQA+ Inclusion Strategy and Action Plan will guide how the WA State Government and public sector agencies will work in partnership with the community and sector organisations to build a safer and more inclusive WA for the diversity of lesbian, gay, bisexual, transgender, intersex, queer and asexual people, families and communities over the next ten years.

An inclusive WA is one where everyone feels safe, valued, respected; free and empowered with a strong sense of identity. A place where LGBTIQA+ people are accepted and celebrated, and where barriers to participation, opportunity, and wellbeing are identified and addressed.

We recognise that many LGBTIQA+ people are leading thriving, authentic and self-determined lives of meaning and connection, contributing richly to the social, cultural and economic fabric of WA communities.

Some LGBTIQA+ people experience diverse and overlapping forms of discrimination and disadvantage based on multiple aspects of their identity including culture, race, disability, age, social and economic status, and geographical locations. These intersecting factors shape how LGBTIQA+ people encounter everyday life and can influence and impact their visibility, inclusion and equality. Understanding intersectionality is key to building safe, inclusive systems,

services and spaces that support and reflect the lived realities of LGBTIQA+ people in WA. Intersectionality is further discussed in [Developing the Strategy](#) on page 26.

Inclusive communities create the conditions for everyone to thrive. For LGBTIQA+ people, this can mean greater self-determination and access to opportunities, improved wellbeing, stronger social connections and safer places and spaces. Inclusion strengthens communities - fostering cohesion, resilience, and innovation by ensuring everyone can contribute and belong.

The State Government has taken positive steps towards advancing inclusion and equality for LGBTIQA+ people and recognises there is more to be done. Continued and focused efforts are needed to ensure the quality of life for LGBTIQA+ people is improved, meaningful and sustainable.

While governments at all levels play a critical role in creating and supporting inclusive communities, this is a shared responsibility across community, sectors and organisations. Embedding intersectional approaches and implementing actions aimed at improving outcomes that meet the needs of LGBTIQA+ people across the state, is a powerful investment in a fairer, safe and inclusive WA.

Vision

The LGBTIQA+ Inclusion Strategy is informed by the voices and lived experience of LGBTIQA+ people. It demonstrates the State Government's commitment to whole-of-government action to support better outcomes for all LGBTIQA+ people, families and communities.

The Strategy's vision sets the foundations of a more inclusive and connected community.

Lesbian, gay, bisexual, transgender, intersex, queer and asexual plus people and families in WA are valued, safe and supported to lead empowered, proud and connected lives, free from discrimination and harm.

Four principles define the values and ways of working that will support achievement of the Strategy's vision:

Partnership

Partnership for progress – we work in genuine partnership across government sectors, with LGBTIQA+ people, communities and grassroots organisations to design inclusive systems, policies and programs that reflect the diversity and needs of LGBTIQA+ people.

Accountability

Shared accountability – inclusion is everyone's responsibility. We measure what matters and are transparent in how we track progress towards inclusion and equity for LGBTIQA+ people. We share what we learn, acknowledge when we can do better and maintain our focus on progressing what we set out to do.

Informed

Informed by experience – our approach is grounded in lived experience, cultural understanding, trauma-informed practice, and contemporary evidence-base. We build on the strengths of what's working well and engage meaningfully with LGBTIQA+ people, sector organisations and communities to address what can be improved.

Responsive

Responsiveness through inclusion – we apply an intersectional lens, support self-determination and respond to what is needed, when it's needed by maintaining systems, policies and practices that are flexible, adaptive, accessible, ethical and do no harm.

Strategy overview

Vision LGBTIQA+ people and families in Western Australia are valued, safe and supported to lead empowered, proud and connected lives, free from discrimination and harm.

Priority areas	Belonging, connection and visibility	Safety, equity and wellbeing	Services, systems and data	Leadership, education and awareness
Outcomes	<ul style="list-style-type: none"> LGBTIQA+ people are visible, valued, and respected as equal members who belong to the WA community. LGBTIQA+ people are free and safe to participate and contribute to all aspects of community life as they choose. LGBTIQA+ people are represented in their full diversity, including people with disability, older LGBT+ people, people of colour, and others who are often marginalised. LGBTIQA+ people are embraced and celebrated for the richness and diversity they bring to the WA community. LGBTIQA+ people are connected culturally, spiritually, socially and emotionally. 	<ul style="list-style-type: none"> LGBTIQA+ people have access to culturally safe and inclusive services and supports that promote and help maintain their own optimal levels of wellbeing in body, mind and spirit. LGBTIQA+ people are protected from discrimination, harassment and violence at home, schools, workplaces, and in the community. LGBTIQA+ people have access to resources, services and opportunities. The rights and legal protections for LGBTIQA+ people are upheld. LGBTIQA+ people are safe to live their true identity at home, in the workplace and the community. LGBTIQA+ people are part of collective community wellbeing that promotes and values connection, trust, peace and citizenship. 	<ul style="list-style-type: none"> LGBTIQA+ people are supported through more responsive services and informed workforces. Services are designed in collaboration with LGBTIQA+ people, service providers and the community. Sustainable funding models are developed to support ongoing service improvement. LGBTIQA+ people have access to safe housing initiatives at all life stages including crisis accommodation and those experiencing family domestic and/or intimate partner violence. Privacy protections for LGBTIQA+ people are promoted and upheld in the collection and use of personal data in all service systems. 	<ul style="list-style-type: none"> LGBTIQA+ people contribute to leadership and decision-making about systems, policies and services that affect them. Government and community leaders at all levels champion LGBTIQA+ inclusion and awareness. Government and community workplaces and spaces are LGBTIQA+ informed and inclusive. Opportunities to promote and celebrate LGBTIQA+ people and communities are embedded in government, services and community. LGBTIQA+ knowledge and understanding is informed by lived experience and strengthened through genuine partnerships with LGBTIQA+ people and sector organisations.
Key focus areas	<ul style="list-style-type: none"> Inclusion activities and participation Inclusive communities across WA Recognition and celebration 	<ul style="list-style-type: none"> Health Mental health Safe and equitable practices Information Equality Addressing discrimination Legislative reform Systemic and individual advocacy of people's needs Safe and inclusive spaces and places 	<ul style="list-style-type: none"> Building services and workforce capability Building a capable and sustainable LGBTIQA+ service sector Targeted research and ongoing ethical data collection and use Culturally safe, inclusive and affirming supports and services Safe and affirming education, learning environments and workplaces 	<ul style="list-style-type: none"> Continuous learning Building shared understanding and knowledge of LGBTIQA+ history, people and communities LGBTIQA+ welcoming and inclusive work and community places and spaces Embed LGBTIQA+ knowledge and inclusion in leadership development programs and initiatives Strengthen partnerships with LGBTIQA+ sector organisations to build inclusion capacity at all levels
What this means for LGBTIQA+ people	<ul style="list-style-type: none"> LGBTIQA+ people are strong in their identity and belonging; proud and connected, and visible in all aspects of community. 	<ul style="list-style-type: none"> LGBTIQA+ people are safe and protected from harm and discrimination, supported to lead thriving lives. 	<ul style="list-style-type: none"> Safe and inclusive services are designed and delivered to meet the diverse needs of LGBTIQA+ people; informed by data and lived experience. 	<ul style="list-style-type: none"> LGBTIQA+ people and sector organisations contribute leadership and influence decision-making to build a safe and inclusive WA for all.
Whole of Government Community Services Outcomes Framework	<ul style="list-style-type: none"> Connected Empowered Healthy 	<ul style="list-style-type: none"> Healthy Safe Stable Empowered 	<ul style="list-style-type: none"> Equipped Empowered Connected Stable Safe 	<ul style="list-style-type: none"> Safe Stable Equipped Empowered

Action Plan

Monitoring and evaluation

History of LGBTIQA+ in WA

The Strategy responds to the lived experience of LGBTIQA+ people and it is important to share that history. In doing so the State Government acknowledges the efforts of LGBTIQA+ people and communities, and in

building greater awareness (and acknowledging that continual journey) commits the Strategy to building a Western Australia with greater inclusion, visibility and equality.

1965 ► Publication of 'No End to the Way' – gay novel set in Perth by Western Australian author Gerald Glaskin, using the pen name 'Neville Jackson'.	1971 ► WA Chapter of Campaign against Moral Persecution (CAMP) launched.	1973 ► Australian Medical Association removes homosexuality from its list of illnesses and disorders. Bill introduced in WA Legislative Assembly to amend sections of the Criminal Code relating to homosexual acts. The Federal Government passed a motion urging the repeal of anti-gay laws, marking the first major vote on gay law reform in the nation's history.	1974 ► The Homosexual Counselling and Information Service of WA was founded, now known as Living Proud since 2013, the oldest LGBTIQA+ organisation in the southern hemisphere.	1975 ► 'Connections Nightclub' opens in Perth, the oldest LGBTIQA+ nightclub in the southern hemisphere.	1977 ► Bill to decriminalise homosexuality through the WA Legislative Council presented (however, this was defeated in the WA Legislative Assembly).
1984 ► The Federal Government's <i>Sex Discrimination Act 1984</i> came into force.	1989 ► Over 300 LGBTIQA+ individuals from the Stonewall Union of Students, Perth Pride Collective and other groups marched to Western Australian Parliament on 23 October in protest and support of their communities. Collectively known as 'The 89'ers', these groups went on to become Pride WA.	1985 ► Western Australian AIDS Council (WAAC) formed in response to the first recorded Australian death from HIV/AIDS.	1990 ► First PFLAG (Parents, Families and Friends of Lesbians and Gays) founded in Australia, providing support system for families and friends of people who are lesbian, gay, bisexual or intersex, along with education and advocacy.	1996 ► World Health Organisation removed homosexuality from its International Classification of Diseases. Parliament of WA passed <i>Law Reform (Decriminalisation of Sodomy) Act 1989 (WA)</i> . First Perth pride parade in commemoration of 1989 protests.	1998 ► Mr Brian Greig OAM Australia's first openly LGBTIQA+ Federal Senator elected for Western Australia.
2002 ► Parliament of WA passed the <i>Acts Amendment (Lesbian and Gay Law Reform) Act 2002</i> .	2005 ► GLBTI Rights in Ageing Inc. (GRAI) forms, protecting the rights and wellbeing of older LGBTI people.	2007 ► Australia's first legal gay adoption by male same-sex couple in WA.	2008 ► Western Australia abolished the 'gay panic defence'.	2011 ► The Federal Government amended passport regulations to allow 'X' as a gender marker and enable transgender individuals to self-nominate their gender without medical requirements.	2013 ► The Intersex pride flag was designed by Morgan Carpenter of Intersex Human Rights Australia. The Federal Government's <i>Sex Discrimination Act 1984</i> was amended to prohibit discrimination based on sexual orientation, gender identity, and intersex status.



2014 ▶ Inaugural Broome Pride Festival.	2016 ▶ The United Nations and multiple regional human rights organisations made a joint statement condemning the human rights violations on intersex people.	2017 ▶ <i>Marriage Act 1961</i> amended to allow same-sex couples to marry in Australia. Transfolk WA (formerly TransFolk of WA) forms. Australian and Aotearoa/New Zealand intersex organisations and independent advocates developed and released the 'Darlington Statement'.	2018 ▶ Parliament of WA passed <i>Historical Homosexual Convictions Expungement Act 2018</i> . The Premier, on behalf of the government of Western Australia, issued an apology for the hurt, prejudice and active discrimination caused by past decades of unjust laws against homosexual men. The Law Reform Commission of WA recommended changes to the registration for change of a person's sex and/or gender and status relating to sex characteristics proposed the Gender Reassignment Amendment Bill 2018.	2019 ▶ The State Government released WA Lesbian, Gay, Bisexual, Transgender, Intersex (LGBTI) Health Strategy 2019-2024.
2019 ▶ Rainbow Futures WA established to advocate for the needs of the community and to build capacity for collective impact.	2020 ▶ Youth Pride Network established to ensure a voice for young LGBTIQA+ people in WA. <i>Prisons Amendment Act 2020</i> introduced new policies supporting respectful treatment and safer placement of transgender and gender diverse prisoners.	2021 ▶ The Australian Human Rights Commission released its 'Ensuring health and bodily integrity: Protecting the human rights of people born with variations in sex characteristics' report in the context of medical interventions.	2021 ▶ Inaugural Kalgoorlie-Boulder Pride festival. The Queer and Accessible Project commenced by Living Proud to connect LGBTIQA+ people with disability to the queer community by supporting queer groups and organisations to plan and promote accessible events and activities.	2022 ▶ Release of the Report of the Inquiry into the Esther Foundation and unregulated private health facilities resulting in State Government announcement to criminalise practices seeking to change or suppress an individual's sexual orientation or gender identity.
2023 ▶ Inaugural Busselton Pride Wellbeing Festival. Pride with Disability Network established a peer support network for LGBTIQA+ people with disability in WA.	2024 ▶ Inaugural Kimberley Blak Pride Festival, the largest SBLGBTIQA+ celebration in Australia. Inaugural Pilbara Pride festival. WA Government announced development of the first LGBTIQA+ Inclusion Strategy and Action Plan. <i>The Births, Deaths, and Marriages Registration Amendment (Sex or Gender Changes) Act 2024</i> passed through parliament and received Royal Assent. Rainbow Futures WA appointed as Western Australia's first LGBTIQA+ peak body.		2025 ▶ The Gender Reassignment Board in WA was abolished, legal requirement for medical intervention was removed and the administrative function for change of sex or gender was transferred to the Registry of Births, Death and Marriages. The Australian Medical Board (AMA) voted unanimously to end all unnecessary, non-consensual medical interventions on people with innate variations of sex characteristics. The WA Government introduced the Assisted Reproductive Technology and Surrogacy Bill 2025. The WA Government released the WA LGBTIQA+ Inclusion Strategy and Action Plan 2025-2035.	

Pride WA

History is about being seen, heard and acknowledged. Understanding a shared history, builds a better understanding WA and its diverse communities, and in doing so, helps chart an inclusive future together.

Pride WA started in 1989, initially as a community movement protesting discriminatory laws and evolving into a champion for the celebration of diverse LGBTIQA+ communities across WA.

Reaching out across communities and sectors, Pride WA pursues positive change, respect and acceptance for LGBTIQA+ people by supporting community groups, charities and service providers through advocacy, resources and events.

Visibility and inclusion are at the heart of Pride WA's efforts through initiatives such as the annual Pridefest festival in November each year that seeks recognition and respect, and invites the broader community in.

Pride WA partners with 15 corporate sector organisations that support and promote LGBTIQA+ inclusion through their own workplaces and employee networks which are key aspects of supporting visibility in the workplace where diverse groups of people come together. Pride WA engages with over 60 other employers and workplaces through Pridefest events and activities including the Pride Parade and Fairday.

Pride WA seeks to engage and bring together all these groups, helping to showcase inclusion, diversity and visibility of LGBTIQA+ people in communities across WA.



Developing the Strategy

1. LGBTIQA+ Reference Group forms

July 2024

LGBTIQA+ Reference Group attends first meeting at Hale House, comprising individuals and organisations representing the diversity of LGBTIQA+ people and communities and advising on development of the Strategy.



3. LGBTIQA+ peak body announced

October 2024

Rainbow Futures WA appointed as the inaugural LGBTIQA+ peak body in Western Australia.



5. Consultation with LGBTIQA+ people and communities across WA

First of its kind in Western Australia, coordinated by the Reference Group. Community-led consultation was delivered across 65 events statewide such as 1:1 interviews, online surveys, in-person workshops and community events.



7. Joint Workshop to determine Strategy actions

August 2025

LGBTIQA+ Reference Group and Government Project Steering Group representatives worked in partnership to propose actions for inclusion and prioritisation in the Strategy Action Plan.



2. Government Project Steering Group forms

July 2024

Department of Communities chairs first meeting with 17 representative State Government agencies.

4. Consultation with LGBTIQA+ people and communities opens

November 2024

The Hon. Hannah Beazley MLA launches consultation with LGBTIQA+ people and communities at PrideFEST Fair Day.

6. Consultation closes

June 2025

More than 2,400 voices were heard across multiple LGBTIQA+ groups, including those from regional and remote communities.

8. Strategy Launch

November 2025

The final WA LGBTIQA+ Inclusion Strategy and Action Plan launches in November 2025.

Building a strong evidence base is essential to inform development, implementation and evaluation of the Strategy. Contemporary data, research, and intersectional analysis of what we heard from LGBTIQA+ people provide government with

a better understanding of the lived experiences and diverse needs of LGBTIQA+ people in WA, and supports effective, meaningful and sustainable service responses across government.

Australian Bureau of Statistics LGBTI+ data for Western Australia³

In December 2024, the Australian Bureau of Statistics (ABS) released estimates of LGBTI+ populations based on the results of four ABS health surveys conducted between 2020 and 2023.

Those estimates indicate that 4.5 per cent of Australians (approximately 910,600 people) aged 16 years and older are LGBTI+.

In WA, it is estimated that there are approximately:

- 83,600 LGBTI+ people (equals 3.9 per cent of WA population)
- 62,400 people who identify as LGB+ (equals 2.9 per cent of WA population)
- 17,400 people who identify as trans and gender diverse (equals 0.8 per cent of WA population).

The ABS note that disaggregated data of people who report they know they were born with variations of sex characteristics is currently not available due to the sample size of the dataset limiting reliability. The estimated Australian population who know they were born with a variation of sex characteristics is 63,300 people or approximately 0.3 per cent of people 16 years and over.

Currently there is an incomplete data-informed picture of LGBTIQA+ people. Population-level data is produced with methodologies that aim for samples of the population to be representative of the whole population. However, the most robust data is produced when everyone in the population is included in the sample.

The national Census includes every household in Australia and the next Census is due to be conducted in 2026 which will include updated wording to questions specific to 'sex recorded at birth' and the addition of sexual orientation and gender data for people aged 16 years and over. The availability of this data will further support the implementation of the Strategy.

³ Australia Bureau of Statistics (2024) Estimates and characteristics of LGBTI+ populations in Australia, 2022



Engaging LGBTIQA+ people

The Strategy Reference Group was established to guide and deliver statewide engagement and consultation to inform development of the Strategy. The group comprised individuals and LGBTIQA+ sector organisation representatives that reflected the diversity of LGBTIQA+ people and communities.

A consultation approach, including an online survey, was developed in partnership with the Strategy Reference Group, LGBTIQA+ Peak Body, sector organisations funded by Department of Communities, broader LGBTIQA+ sector, community organisations, local governments and a cross-government Project Steering Group.

Consultation focused on engaging people in a way that met their needs and wellbeing, with an approach that was trauma-informed, culturally and psychologically safe, inclusive and accessible, and community led.

Valuing lived experience

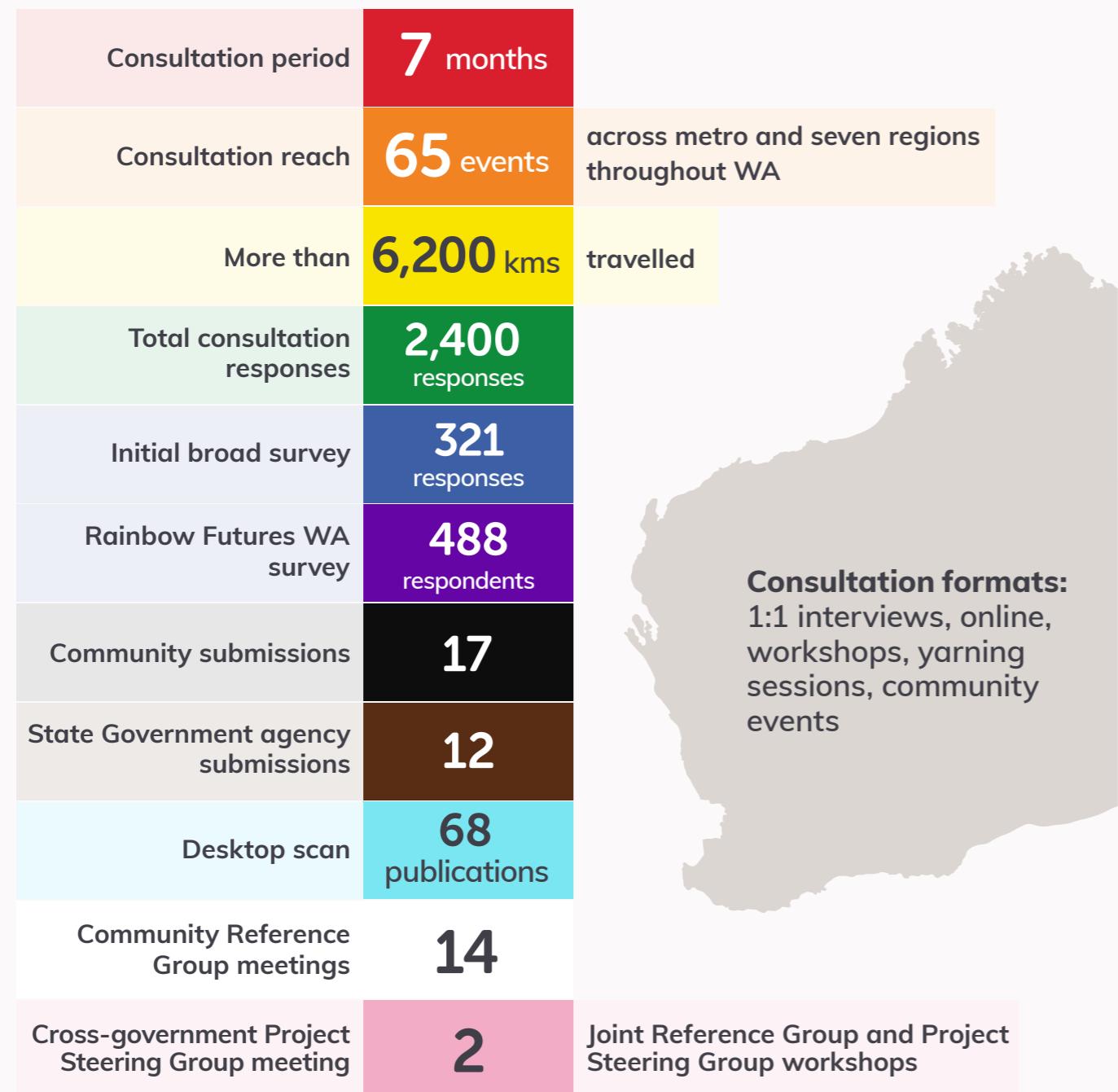
The State Government values the contributions from the Strategy Reference Group and thanks all LGBTIQA+ people who shared lived experiences, hopes, and ideas. More than 2,400 responses have provided government and key partners with clearer insight into the key issues important to LGBTIQA+ people, what is working well and where to direct efforts to achieve a more safe and inclusive State for LGBTIQA+ people.

"An ideal day would not look remarkable – but it would be me and my non-passing trans friends, my mum and her butch girlfriend, my androgynous non-binary friends, and everyone in our community being able to present however makes us happy and then go into the world without fear of harassment, bullying, judgement, or discrimination."

Participant, Have Your Say online survey, Department of Communities

Consultation

Statewide consultation to inform development of the Strategy was undertaken between November 2024 and June 2025.



Consultation Reach and Data

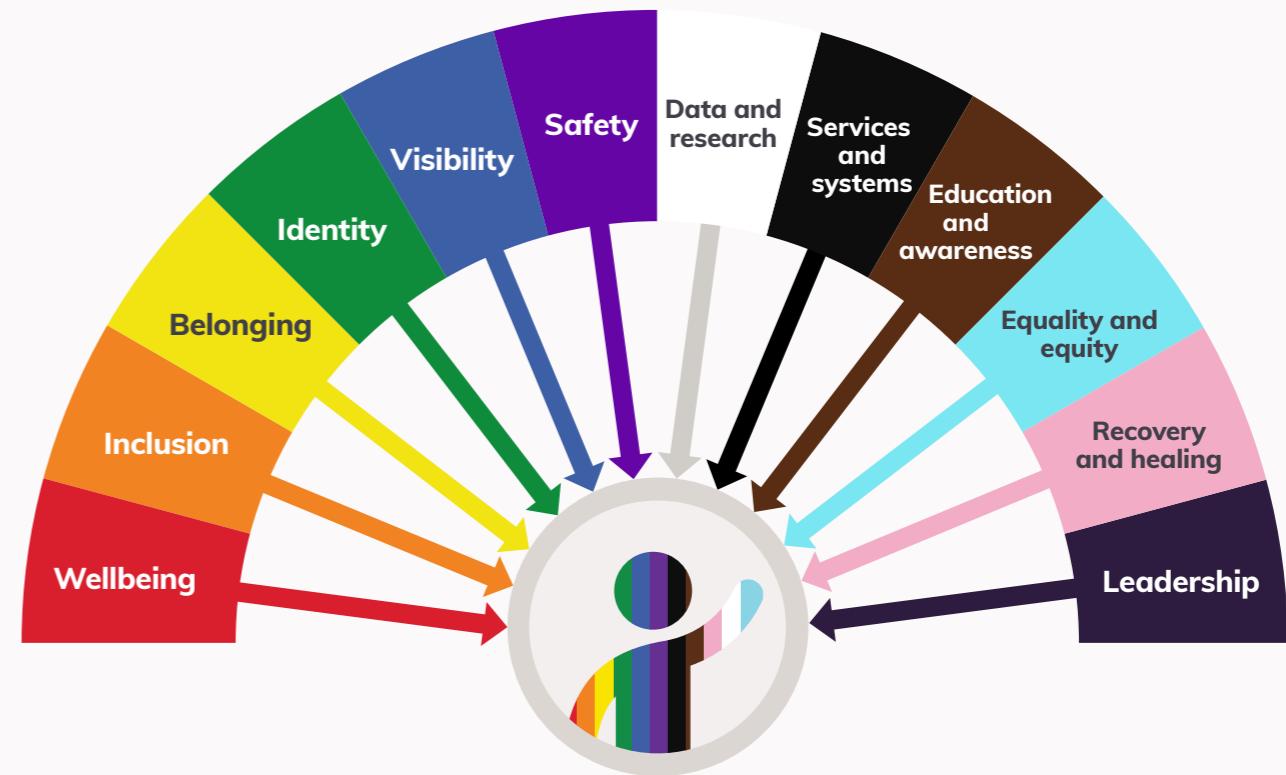
“We need ongoing opportunity to work with you, not just inform you.”

Participant, Young People Consultation Report, YPN

What we heard

We heard from LGBTIQA+ people who feel visible, safe and connected, and from others whose experiences of inequalities, discrimination and harm demonstrate there is more to be done for all LGBTIQA+ people to thrive in WA.

The lived experiences, challenges and opportunities important to LGBTIQA+ people were grouped into the following 12 themes that informed the Strategy’s priority and focus areas:



12 key issues from consultation

Key insights from consultation highlighted the importance of:

- Intersectionality – the need for a greater understanding of intersectionality and how it impacts differently on the lived experiences of LGBTIQA+ people across WA.
- Co-design and funding – government working in genuine partnership with LGBTIQA+ people and communities to design and deliver initiatives that reflect real experiences, needs and aspirations. By investing in place-based, community-led and peer-driven services and supports, government will help to strengthen local capacity, build trust and ensure services.
- Inclusion – focussing on actions to improve genuine inclusion and visibility in everyday practice including LGBTIQA+ inclusive practices to be embedded in government and non-government systems and services.

- Representation – in leadership and decision-making structures.
- Legal protections – strengthening laws against discrimination.
- Safe places and spaces – including in the community, at work and in education settings.
- Ethical data use – developing consistent processes in the collection, privacy and use of data about LGBTIQA+ people.

Further insights into the lived experiences and intersectional impacts affecting some LGBTIQA+ people, drawn from consultation submissions, are explored in [Understanding the experiences of LGBTIQA+ people](#) on page 58.



Intersectionality refers to how different aspects of a person's identity interact and overlap to shape opportunities and lived experiences. Such aspects include sex, gender, sexual orientation, age, disability, neurodivergence, indigeneity, race, ethnicity, culture, language, religion, political beliefs, socioeconomic status, migration history, geographic location and more.

Structural and systemic discrimination occurs when policies, institutions or cultural norms unintentionally exclude or limit access to support for certain groups. A person's experience of intersectionality varies and is unique. The timing and touch points of system barriers may influence similar experiences of disadvantage, discrimination and marginalisation however, it is acknowledged the compounding effects of intersectionality disproportionately further minoritises some LGBTIQA+ people.

Strengthening understanding of intersectionality supports government and service providers to focus on embedding LGBTIQA+ inclusive practices in systems at all levels. It is essential for the delivery of accessible, safe and inclusive, health and gender affirming services for LGBTIQA+ people and supports government to take informed action to create and maintain inclusive communities.⁴

⁴ Rainbow Futures WA (2025) WA LGBTIQA+ Inclusion Strategy Consultation Report 2025

A desktop review of 68 academic research papers, literature and community and service sector reports supported what we heard:

- While many are doing well, LGBTIQA+ people are also vulnerable to a range of harms, often as a result of intersectional challenges; and those challenges are experienced in a range of environments including at home, work, and online, in education settings, when accessing service systems and in the general community.
- Key enablers required to effect meaningful change include training, policy and other guidance, and developing and delivering programs with LGBTIQA+ people.
- There are opportunities for more consolidated data collection to inform the evidence base about LGBTIQA+ people.

Academia, government agencies and sector organisations, individually and in partnership, have progressed research to understand and quantify key issues confronted by LGBTIQA+ people. Findings of such research are important, as is ongoing engagement with LGBTIQA+ people in WA to build specific information about what is needed and to inform future actions that meet peoples' needs.

Future consultation with LGBTIQA+ people requires careful balancing – being streamlined and focussed on the development and delivery of meaningful services and supports.

Partnering for impact

LGBTIQA+ peak Body Rainbow Futures WA are working in partnership across the LGBTIQA+ sector and academia to ensure the voices of Aboriginal LGBTIQA+ people are heard, valued and at the heart of decisions that affect them.

In collaboration with Edith Cowan University's Centre for Indigenous Australian Education and Research, Kurongkurl Katitjin and WAAC, the Peak Body has established an Aboriginal Community Organiser role aimed at:

- increasing visibility for Aboriginal LGBTIQA+ people in policy development
- improving cultural safety within LGBTIQA+ services and organisations
- enhancing the capacity of Aboriginal organisations to support LGBTIQA+ community members
- developing culturally appropriate resources, support materials and events
- establishing sustainable consultation mechanisms for ongoing community engagement.

Working in partnership to combine the collective strengths and expertise across the LGBTIQA+ Peak Body, academia and LGBTIQA+ sector, the initiative aims to drive meaningful change for Aboriginal LGBTIQA+ people.

First Nations LGBTIQA+SB Community Development

- Who am I?
Introducing Tanesha - Community Organiser



Community Advocate /
Storyteller / Young First
Nations Leader

rainbow
futures wa



Priority areas



The priority areas in the Strategy highlight the key issues and challenges that we heard matter most to LGBTIQA+ people in WA. They guide action and collaboration across government, service providers and communities to improve inclusion, equality and full social and economic participation of LGBTIQA+ people.

Priority areas are specific, but they do not exist in isolation and may intersect or overlap.

“It’s simple. Treat everyone equally – equal respect, equal rights, equality under the law. All humans ought to have the same rights and responsibilities under the law and policy ought to reflect that.”

Participant, Have Your Say online survey, Department of Communities





Priority area 1

Belonging, connection and visibility

LGBTIQA+ people are strong in their identity and belonging; proud and connected, and visible in all aspects of community.

A truly inclusive WA is one where everyone is seen, heard, valued and respected regardless of age, race, cultural background, disability status or identity, faith and religious beliefs, or diverse sex or gender identity, sexuality or variation in sex characteristics.

When LGBTIQA+ people are included, they stand strong in their own sense of identity, can feel proud, connected and safe to freely contribute and participate in all aspects of community life – socially, physically, emotionally, spiritually and economically. Being included is having and being able to access the same opportunities as anyone else without fear, conditions or having to hide or change who you are.

"We've always had Sistagirls in our family and they've just been embraced."

Participant, SBLGBTIQA+ Kimberley Roadshow

What we heard and know

LGBTIQA+ people can face additional forms of discrimination because of other aspects of who they are — like having a disability, being from a different culture, speaking a different language or being neurodivergent. It is important to understand how these aspects of a person's identity connect. This helps make sure everyone feels visible, connected and included.

- Persistent discrimination, lack of representation, and insufficient data on diverse groups impede progress. But a more inclusive society could contribute \$12.7 billion annually to the Australian economy by improving workplace productivity, employment, and health outcomes.⁵
- Bisexual individuals are sometimes overlooked in LGBTI initiatives, research, and policies, leading to significant underrepresentation and exclusion. Explicit inclusion of bisexual issues in policies and practices is essential to remedy systemic inequalities.⁶
- For LGBT+ people 50 years and over, social anxiety, social isolation, transport issues and financial constraints can prevent individuals from engaging in social activities. Higher rates of loneliness are seen in this group, often linked to financial stress and fewer social connections.⁷

• Aboriginal LGBTIQ+ identities are often rendered invisible within broader Aboriginal communities and LGBTIQA+ spaces. Organisations and communities must foster environments where Aboriginal LGBTIQ+ individuals feel acknowledged and supported.⁸

- Community networks are often important sources of support and companionship for LGBTIQ people. While a large number of people feel connected to community, quite large numbers of people do not. Accessing LGBTIQ social media and online forums can be beneficial in further connecting and engaging people who are either not aware of physical community networks that are available to them or face limitations in engagement.⁹
- Many LGBTIQA+ people with disability find themselves excluded from both queer and disability spaces, facing unique forms of marginalisation that are often overlooked. This dual exclusion can lead to a diminished sense of belonging and reduced social support from both communities.¹⁰

⁵ Deloitte (2019) The economic benefits of improving social inclusion

⁶ The Open University (2012) The Bisexuality Report: Bisexual inclusion in LGBT equality and diversity⁷ GLBTI Rights in Ageing Inc (GRAI) (2024) LGBT+ and 50+: Loneliness and quality of life under the rainbow

⁸ Edith Cowan University (2021) Breaking the Silence: Insights into the Lived Experiences of WA Aboriginal/LGBTIQA+ People, Community Summary Report 2021

⁹ La Trobe University (2020) Private Lives 3

¹⁰ La Trobe University (2018) The everyday experiences of lesbian, gay, bisexual, transgender and intersex (LGBTI) people living with disability

Priority area 1 outcomes

LGBTIQA+ people are:

- visible and accepted as valued and equal members who belong in the WA community
- able to freely and safely participate and contribute to all aspects of community life as they choose
- represented in their full diversity, including people with disability, older LGBTIQA+ people, people of colour, and others who are often marginalised
- embraced and celebrated for the richness their diversity brings to the WA community
- connected to themselves, their chosen families and communities; culturally, spiritually, emotionally and socially.

Priority 1 focus areas

- Inclusion activities and participation – providing more than \$1 million over four

years under the LGBTIQA+ Inclusion Initiatives Grants Program to fund initiatives that align with and support delivery of the LGBTIQA+ Inclusion Strategy.

- Foster inclusive communities across WA
 - encouraging all sectors to support the Strategy's vision and embed it in the activities, environments and networks (including employee networks) of many organisations across WA.
- Promote recognition and celebration
 - government marching in the Pride Parade during Pride in November in step with the community.

“LGBTIQA+ positive sports clubs, especially in regional areas, are doing so much of the social work for our community. These clubs become the social support for many of our community.”

Participant, Pride WA Consultation Report for WA’s LGBTIQA+ Inclusion Strategy, June 2025



Perth Frontrunners

Perth Frontrunners is the leading LGBTIQA+ community running club in Perth, originally established in the mid-1990s as part of the global Frontrunners network, which began in San Francisco in 1978. Since formally incorporating on 10 December 2020, the club has grown from eight members to 304 by 31 March 2025, with diversity increasing alongside membership. The club now represents a broad spectrum of LGBTIQA+ identities, ages, genders, cultures and abilities.

Perth Frontrunners' purpose is to provide an encouraging and safe running and walking club for the LGBTIQA+ community and allies through the delivery of inclusive activities for all abilities. A key initiative reflecting the growing diversity of its membership is the monthly event series specifically for female, non-binary, and gender-diverse members. These events offer a safe and affirming space for connection, socialisation, and community building.

Consultation data collected by Pride WA highlights the vital role LGBTIQA+ community sporting groups play in providing social support and fostering inclusion across WA.

The State Government supports Perth Frontrunners' flagship annual event – Pride Run and Walk – through the Sport and Recreation Events Funding Program, administered by the Department of Creative Industries, Tourism and Sport. Launched in 2021–2022 with 150 participants at Matilda Bay, the event has since grown to attract up to 1,000 attendees at its new venue in Elizabeth Quay.

Perth Frontrunners has proven itself as a pivotal LGBTIQA+ community social group fostering belonging, connection and visibility in WA. It provides a safe and affirming space for people of all identities and abilities to engage in physical activity, connect with peers, and share community pride.

“These runs, strolls, walks, jogs and other meanderings are important to all of us. They lift us when we need it, they keep us active and mentally and physically healthy – and they keep us socially connected. It’s this I’m most proud of; that our club members have found and maintained important social connections with each other. In a fragmented and increasingly isolated society, staying connected with friends and community is so valuable.”

Adrian Lowe, Secretary, Perth Frontrunners Annual Report 2024–25



Priority area 2

Safety, equity and wellbeing

LGBTIQA+ people are safe and protected from harm and discrimination, supported to lead thriving lives.

Safety relates to multiple factors that contribute to or impact on the lived experience of LGBTIQA+ people. Being safe provides a platform from which LGBTIQA+ people can live without the impact of fear and harm and strengthens capacity to live a life true to individual identities. Feeling safe supports LGBTIQA+ people to contribute and participate fully, build and maintain meaningful relationships and networks, and pursue opportunities and aspirations in all aspects of life.

Equity recognises fairness. Equity is a cornerstone of communities that are cohesive and peaceful, where everyone can prosper and where everyone thrives. It is in this way that safety and equity are important contributors to individual and community wellbeing.

Wellbeing is supported by a range of influences and contexts. It is a term that reflects different aspects of a person's identity, makeup and a range of factors related to their

experiences of physical, emotional, mental and social health. Wellbeing supports us to participate, set and achieve goals and aspirations, connect with who we are, culture, family and community.

“The Inclusion Strategy is a massive step in the right direction. I would welcome any initiative that promotes openness, safety, curiosity, and autonomy and is based on feedback from the community.”

Participant, Have Your Say online survey, Department of Communities

What we heard and know

- Poorer mental health and wellbeing among LGBTIQ+ young people has been attributed to stigma, prejudice and discrimination which create a hostile and stressful social environment.¹¹
- The operations and the physical spaces of both clinics and other medical environments where health care is delivered provide a significant opportunity to improve inclusion for LGBTIQA+ people.¹²
- Family formation and dissolution for rainbow families are significantly shaped by heteronormative legal and social structures. Non-biological parents face challenges in being recognised as legitimate parents.¹³
- Higher risk across a range of health indicators for bisexual people, in particular, significantly higher rates of mental health issues in comparison to gay, lesbian and heterosexual people.¹⁴
- Only a third of LGBTIQA+ students surveyed felt they could be 'out' at high school, where they are regularly exposed to bullying, discrimination,

and homophobic and discriminatory language.¹⁵

- Discrimination in multiple contexts is evident with study participants experiencing discrimination within Aboriginal communities, LGBTIQA+ spaces, and in broader societal settings, exacerbating feelings of exclusion.¹⁶
- Participants highlighted the complexity of recognising abusive behaviours within their relationships due to intimate partner violence often being characterised by cis-gendered and heteronormative stereotypes, often leading to delayed realisations and heightened distress.¹⁷
- Despite legal reforms, many older LGBTI people still fear expressing their identity in public. Safety remains a pressing concern, with respondents sharing experiences of harassment or judgement in everyday settings.¹⁸

¹¹ La Trobe University (2021) Writing Themselves in 4: The Health and Wellbeing of LGBTQIA+ young people in Australia

¹² Curtin University (2024) LGBTIQA+ Primary Health Care Priorities in Western Australia: Insights for Advocacy and Action

¹³ The Centre for Better Relationships (2019) Rainbow family formation and dissolution in Australia: A scoping review of the academic literature

¹⁴ Rainbow Health Victoria. Research Matters: Bisexuality, health and wellbeing

¹⁵ Youth Pride Network (2023) State of Play Report 2: LGBTIQA+ Young People's Experiences of High School

¹⁶ Liddelow-Hunt, S., Uink, B., Douglas, K., Hill, ¹⁷ J.H.L., Hayward, L., Stretton, N., Perry, Y., Hill, B., & Lin, A. (2023) Walkern Katadjin (Rainbow Knowledge) Phase 2 National Survey Community Report

¹⁸ Curtin University (2023) Safer Options: Building the capacity of primary care providers to support LGBTIQA+ individuals experiencing or at risk of intimate partner violence

¹⁹ GLBTI Rights in Ageing Inc (GRAI) (2025) Older Persons' Blueprint

Priority area 2 outcomes

LGBTIQA+ people are:

- safe to live their true identity, safe at home, in the workplace and the community
- aware of their rights, having access to legal protections and their rights upheld
- protected from discrimination, harassment and violence in their homes, schools, workplaces, and in the community
- able to access resources, services and opportunities
- able to maintain higher levels of wellbeing in body, mind and spirit, through safe and equitable services and supports
- part of collective community wellbeing, that promotes and values connection, trust, peace and citizenship.



Priority 2 focus areas

- Health and mental health – mapping, promoting and enabling inclusive health services providing opportunities for individual growth and development through a range of programs that walk alongside individuals on a journey to overall wellbeing.
- Safe and equitable practices – early intervention and community awareness programs to prevent family and domestic violence, intimate partner violence and elder abuse in LGBTIQA+ communities in WA, led and delivered by the LGBTIQA+ sector.
- Information – promoting community education through initiatives that support positive wellbeing to promote social and emotional connections.
- Equality and addressing discrimination – legislative reform including improved access to surrogacy and reproductive technologies, addressing the impact of historical homosexual convictions and banning conversion practices.
- Systemic and individual advocacy of people's needs – funding the inaugural LGBTIQA+ peak body to undertake systemic advocacy and build sector capacity, which will support advocacy at an individual level.
- Safe and inclusive spaces and places – supporting social and recreational opportunities that embrace and promote respect and inclusion for all members of the community.

Pride Intergenerational Housing Pilot Project

In 2024, Lotterywest provided a grant to GLBTI Rights in Ageing (GRAI) for an 18-month pilot aimed at reducing social isolation, loneliness and financial strain among older LGBTI people while offering secure, affordable housing to LGBTIQA+ local and international students.

Increased intergenerational connections between younger LGBTIQA+ people and older LGBTI people benefits both parties. The provision of secure, affordable housing to LGBTIQA+ students can provide the opportunity to connect with and learn from older LGBTI people who can benefit from being in their homes for longer.

The program works by older LGBTI individuals with a spare room or flat being paired with LGBTIQA+ students seeking accommodation. Both parties complete a questionnaire to ensure compatibility based on similar values and personalities.

The aims of the pilot align to Department of Communities' [An Age Friendly WA: State Seniors Strategy 2023–2033](#) including to identify current and future housing needs of seniors in future policy development and provide information and advice on housing options for seniors in WA.





Priority area 3

Services, systems and data

Safe and inclusive services are designed and delivered to meet the diverse needs of LGBTIQA+ people; informed by data and lived experience.

Inclusive communities ensure that service systems such as healthcare, housing, education and justice support the overall wellbeing of its people. WA has strong and well-developed service systems that deliver good outcomes for most of the community.

Given the impact on community wellbeing, service systems need to consider a number of intersecting factors to meet the diverse needs of LGBTIQA+ people. Building informed, capable and sustainable systems, within government and in the community and private sectors, helps to ensure that people's needs are met, and no one is overlooked or excluded.

“I just want to walk into any government office or clinic and be treated like anyone else, no weird looks, no questions about my gender, just respect.”

Participant, Trans and Gender Diverse Community Consultation Report 2025, Transfolk WA

What we heard and know

- In terms of barriers to support, trans women of colour often encounter systemic transphobia and racism in formal support services, leading to mistrust and under-utilisation of these services.²⁰
- The exclusion of sexual orientation, gender identity, and intersex status in national datasets results in underrepresentation, impacting funding and policy prioritisation.²¹
- Trans and gender diverse people were significantly more likely to express a preference for an LGBTIQ+ specific service rather than an inclusive service delivered within a mainstream organisation (compared to cisgender men, trans men were 2.5 times more likely to express preference for an LGBTIQ+ specific FSV service, trans women 2.8 times more likely, and nonbinary people twice as likely).²²
- Many respondents spoke of feeling invisible; both within mainstream services and in LGBTIQA+ communities that often focus on youth.²³

• There was a strong sense that [LGBTIQA+] community is aware we don't have enough data about [LGBTIQA+ communities], at the moment, and that this is hampering efforts to understand what works and what doesn't for our community.²⁴

• Data collection needs to be strengthened to better understand and address the needs of LGBTIQA+ young people and their intersectional identities.²⁵

• Data sovereignty for Aboriginal people is critical and how Aboriginal people can drive data to community priorities, with co-design with Aboriginal people of surveys, sharing the data and going back to communities with what has been learned to help decide service improvements is key to respect, trust and mutual benefit.²⁶

²⁰ ANROWS (2020) Crossing the line: Lived experience of sexual violence among trans women of colour from culturally and linguistically diverse (CALD) backgrounds in Australia

²¹ LGBTIQ+ Health Australia (2021) Snapshot of Mental Health and Suicide Prevention statistics for LGBTI people

²² La Trobe University (2020). Private Lives 3.

²³ GLBTI Rights in Ageing Inc (GRAI) (2025) Older Persons' Blueprint

²⁴ Pride WA (2025) Consultation Report for WA's LGBTIQA+ Inclusion Strategy

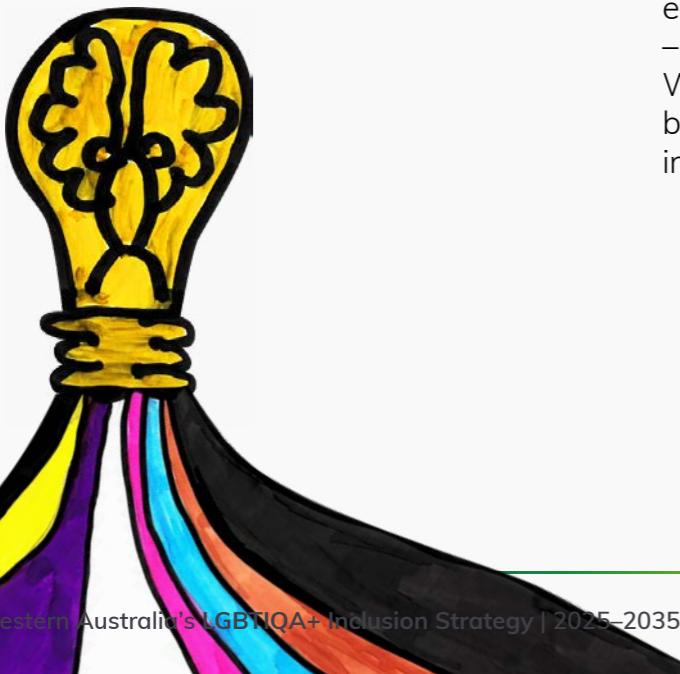
²⁵ Youth Pride Network (2023) State of Play Report 3: LGBTIQA+ Young People's Experiences of Healthcare in Western Australia

²⁶ Leanda Mason (2025) WA LGBTIQA+ Inclusion Strategy: Meeting the Needs of SBLGBTIQA+ Aboriginal and Torres Strait Islander People

Priority area 3 outcomes

LGBTIQA+ people:

- are included in collaboration with service providers and the community to design services
- are supported by workforces that can deliver more safe and responsive services, including practitioners who have received training to be better able to meet the diverse needs of LGBTIQA+ people
- have access to safe housing initiatives at all life stages
- have their diverse needs identified by services the first time, minimising the need for multiple referrals
- have privacy protections upheld for personal and sensitive data collected through healthcare and service systems
- are informed about the collection and use of their personal data; which is focussed on guiding ongoing service development and improvement.



Priority 3 focus areas

- Developing services and workforce capability – government and community services workforces build understanding of the lived experiences of LGBTIQA+ people and the impact of how services are accessed and provided through access to training and professional development that is LGBTIQA+ and trauma-informed and culturally safe.
- Building a capable and sustainable LGBTIQA+ service sector – funding to LGBTIQA+ community sector organisations and development of sustainable funding models to secure and build the sector.
- Targeted research and ongoing data collection – standardising LGBTIQA+ inclusive documentation, data collection and forms as per *Australian Privacy Principle 3, Privacy Act 1988*.
- Culturally safe, inclusive and affirming supports and services – progress Rainbow Tick accreditation readiness across multiple State Government agencies to support the development of services and supports that meet the needs of LGBTIQA+ people in a safe and affirming way.
- Safe and affirming education, learning environments and workplaces – participating in the Australian Workplace Equality Index as a benchmarking tool to build LGBTIQA+ inclusive practices.

Transfolk WA: Trans 101 Training

In 2024, the State Government advanced recognition of sex and gender diversity through the Births, Deaths, Marriages Registration Amendment (Sex or Gender Changes) Bill 2024, which repealed the *Gender Reassignment Act 2000*.

These landmark reforms mean that trans and gender diverse (TGD) people in WA no longer need to undergo gender-affirming medical treatment or seek approval from the Gender Reassignment Board to update the gender marker on their birth certificate.

In response, Transfolk WA partnered with the Department of Justice to enhance staff capability and service delivery for TGD clients through the rollout of Trans 101 Training.

This initiative included a series of two-hour workshops for staff at the Registry of Births, Deaths and Marriages, covering key topics such as:

- understanding sex, gender identity, and gender expression
- the importance and use of pronouns
- TGD lived experiences
- supporting TGD young people
- mental health considerations
- everyday allyship: practical do's and don'ts
- recognising discrimination and systemic barriers.

As a result of this training, staff are now better informed as they continue to engage with TGD clients in a respectful and inclusive manner.

Transfolk WA continues to collaborate with the Department of Justice and other State Government agencies to ensure responsive, inclusive practices that reflect ongoing legislative changes affecting TGD communities in WA.

“I am more and more convinced that resourcing community controlled services for LGBTIQA+ people is the way forward. Services run by our community, for our community.”

Participant, Have Your Say online survey, Department of Communities



Priority area 4



Leadership, education and awareness

LGBTIQA+ people and sector organisations contribute leadership and influence to build a safe and inclusive WA for all.

Strong and authentic leadership is essential to creating inclusive environments where all people, including LGBTIQA+ individuals, feel seen, respected, and valued. Leadership plays a key role in advancing understanding, supporting aspirations, and recognising the diverse needs within the LGBTIQA+ community.

LGBTIQA+ people must be meaningfully included in decision-making processes, bringing their lived experience and insights into leadership roles. Leadership also extends to community and sector organisations, which are vital in driving cultural change and building inclusive capacity across systems and services. It includes executive leaders, working groups, and champion who promote clear, consistent and respectful messaging – both internally and in engagement with the wider community.

Learning and training are vital to building inclusive environments that affirm and support all LGBTIQA+ people. Education, awareness and professional development in schools, workplaces and across the community helps reduce discrimination, promote understanding and foster respect for diversity. Leaders have a responsibility to foster education and awareness that challenges misinformation, addresses harmful behaviours, and promotes acceptance.

Everyone has the potential to lead – whether in community settings, small teams, or large organisations. By investing in education and awareness, we grow the leadership needed to drive lasting cultural change and inclusion across WA.

“We have to become an expert in our own health and teach them.”

Bunbury Participant, WA LGBTIQA+ Inclusion Strategy Consultation Report 2025, Rainbow Futures WA

What we heard and know

- LGBTIQA+ community leadership is critical to making comprehensive structural reform.²⁷
- Evidence suggests that a lack of inclusive communication contributes to the anticipated and actual discrimination that can prevent LGBTIQ+ people from accessing the help that they need.²⁸
- Co-designed tools and resources increase awareness, build trust, and promote help-seeking behaviours.²⁹
- There is a severe lack of training, education and awareness of SBLGBTIQA+ communities and experiences across the board, and communities are singing out for this work to be done.³⁰

²⁷ Rainbow Futures WA (2025) WA LGBTIQA+ Inclusion Strategy Consultation Report 2025

²⁸ Australian Institute of Family Studies (2022) Inclusive communication with LGBTIQ+ clients

²⁹ Curtin University (2023) Safer Options: Building the capacity of primary care providers to support LGBTIQA+ individuals experiencing or at risk of intimate partner violence

³⁰ Kimberley Blak Pride (2025) Kimberley SBLGBTIQA+ Roadshow Report



Priority area 4 outcomes

LGBTIQA+ people are:

- contributing to leadership and decision-making about systems, policies and services that affect them
- championed by government and community leaders at all levels regarding inclusion and awareness
- reflected in government and community workplaces and spaces so they are informed, safe and inclusive
- celebrated and promoted by government, services and community
- engaged through genuine partnerships to build LGBTIQA+ knowledge and understanding.

Priority 4 focus areas

- Continuous learning – supporting professional development to build LGBTIQA+ literacy and respectful, affirming interactions.

- Building shared understanding and knowledge of LGBTIQA+ history, people and communities – ensuring mandatory Equity Lens tools include LGBTIQA+ and intersectional approaches.
- LGBTIQA+ welcoming and inclusive work and community places and spaces – establishing LGBTIQA+ employee and community-based networks.
- Embed LGBTIQA+ knowledge and inclusion in leadership development programs and initiatives – establishing a Community of Practice across the public sector, leading consistent messaging and provide support for Rainbow Tick readiness and accreditation.
- Strengthen partnerships with LGBTIQA+ sector organisations to build inclusion capacity at all levels – partnering with sector organisations for workforce capacity building according to roles and duties, to reflect internal workforce and public facing agency responsibilities.



Pride in Respect

Living Proud is a peer-led organisation supporting LGBTIQA+SB people and communities across WA. A new key initiative they provide is the Pride in Respect program, funded through the State Government of Western Australia in response to actions outlined in the Path to Safety – WA's strategy to reduce family and domestic violence 2020–2030.

LGBTIQA+ people and communities have historically faced unique challenges related to discrimination, stigma and marginalisation. These factors resulted in LGBTIQA+ people and communities being disproportionately affected by family violence (FV) and intimate partner violence (IPV), which continues to be under-recognised and under-addressed.

The Pride in Respect campaign is delivered by Living Proud in collaboration with:

- GRAI
- Transfolk WA
- WAAC.

Together, these organisations bring sector expertise and community reach across intersectional LGBTIQA+ identities to ensure the campaign maximises reach amongst these groups, and the unique challenges they face.

The Pride in Respect campaign:

- raises awareness of FV and IPV within the LGBTIQA+ community
- helps remove stigma and break down barriers
- delivers a campaign that resonates while also conveying the seriousness of FV and IPV within LGBTIQA+ communities
- covers a vast demographic and geographic range within the State
- creates long-lasting resources for participants to access beyond the project
- draws on the strength of partnership and sector capacity building between Living Proud, GRAI, Transfolk WA and WAAC.

Findings from the Pride in Respect campaign are due for completion in early 2026. These insights will inform future initiatives and contribute to a more inclusive and effective response to FV and IPV within LGBTIQA+ communities.



Strategic development

Aligning the Strategy with other WA State Government strategies helps guide public sector agencies to deliver more consistent and effective supports and services for LGBTIQA+ people and communities.

State Government agencies responsible for delivering community services, including the Department of Communities, have integrated the [Outcomes Measurement Framework](#) into community services commissioning and service delivery management. The framework identifies seven community outcome domains that when achieved, support all people living in WA to thrive. Encompassing a focus on our built and natural environments being clean, liveable and sustainable, other domain outcomes of the framework include being:

- safe and free from harm
- stable, financially secure and have suitable and culturally appropriate housing.
- healthy and well
- equipped with the skills, experiences and resources to contribute to our community and economy
- connected to culture, our communities, our environment and to each other
- empowered to choose how to live our lives.

Ongoing monitoring of the Strategy will ensure it remains aligned with emerging and updated State Government strategies and plans. This continuous review process supports sustained relevance and cohesion across government initiatives throughout the life of the Strategy.



State Government agencies work in partnership to deliver better outcomes for people in WA across the following strategies:

- Safer WA for Children and Young People (Western Australian Government's official response to the Royal Commission into Institutional Responses to Child Sexual Abuse recommendations 2018)
- LGBTI Health Strategy 2019–2024³¹
- WA Strategy to Respond to the Abuse and Mistreatment of Older People (Elder Abuse) 2019–2029
- All Paths Lead to a Home: Western Australia's 10-year Strategy on Homelessness 2020–2030
- Path to Safety: Western Australia's Strategy to Reduce Family and Domestic Violence 2020–2030
- A Western Australia for Everyone: State Disability Strategy 2020–2030
- Stronger Together: WA's Plan for Gender Equality 2020–2030
- Aboriginal Empowerment Strategy 2021–2029
- At Risk Youth Strategy 2022–2027
- Aboriginal Family Safety Strategy 2022–2032
- WA Volunteering Strategy and Action Plan 2023–2026
- An Age Friendly WA: State Seniors Strategy 2023–2033
- Whole-of-Government Aboriginal Community-Controlled Organisation (ACCO) Strategy
- Youth Action Plan 2024–2027
- Mental Health and Alcohol and Other Drugs Strategy 2025–2030³²
- Western Australian Multicultural Policy Framework
- Response by the Government of Western Australia to the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability, and the WA Disability Royal Commission Implementation Roadmap
- WA Carers Strategy.

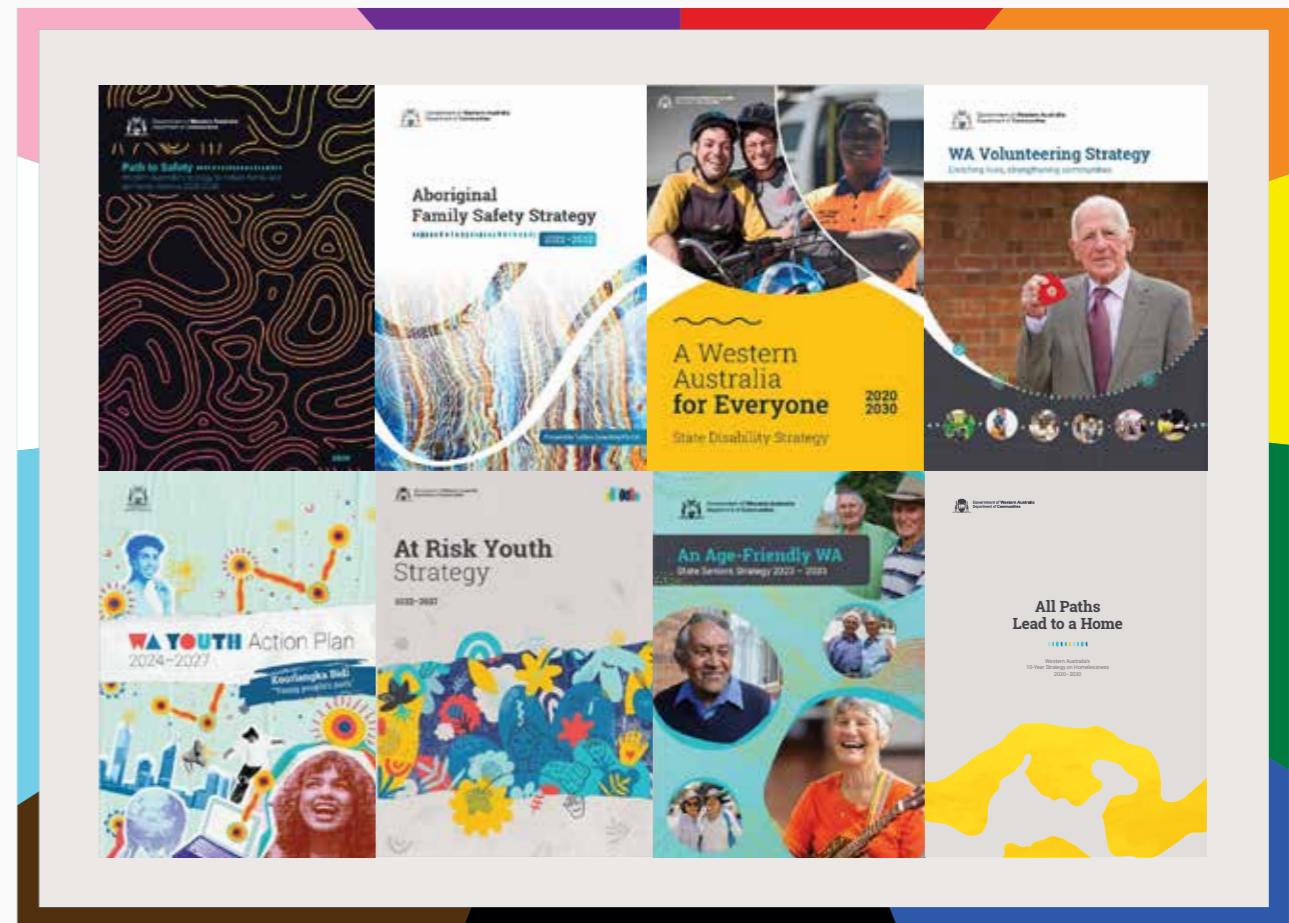
³¹ The WA Health LGBTI Health Strategy 2019–2024 was extended post 2024 to guide delivery of initiatives during development of the LGBTIQA+ Inclusion Strategy.

³² Pending release.

In addition, the Strategy is aligned to Australian Government strategies and reports such as:

- Safe and Supported: The National Principles for Child Safe Organisations, National Framework for Protecting Australia's Children 2021–2031
- National Plan to End Violence Against Women and Children 2022–2032
- National Action Plan for the Health and Wellbeing of LGBTIQA People 2025–2035
- Report of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability
- National Carer Strategy 2024–2034.

These strategies explicitly recognise LGBTIQA+ people as a priority population due to disproportionate experiences of family, domestic and sexual violence and poorer health, safety and wellbeing outcomes.



Understanding the experiences of LGBTIQA+ people

A number of organisations provided consultation reports and submissions which focussed on the lived experiences of specific groups within the broader LGBTIQA+ community.

A summary of the reports and submissions has been provided in acknowledgement of the collaboration and engagement undertaken to inform the Strategy.

Aboriginal and Torres Strait Islander People

Aboriginal people continue to experience systemic disadvantage across health, education, economic participation and wellbeing. This reflects the legacy of colonisation and past government policies that disrupted Aboriginal economies, cultures and communities, and the intergenerational impacts that remain.³³

There is significant research and knowledge related to the vulnerability and disparate outcomes of Aboriginal people. Research through initiatives such as the WA Walkern Katatdjin Rainbow Knowledge project illustrates the complexities of issues, such as mental health and social and emotional wellbeing, for young Aboriginal LGBTIQA+ people.

Feedback from Walkern Katatdjin survey participants reflected that they were proud of being Aboriginal and Torres Strait Islander and LGBTIQA+, and that the best part of their intersectional identity was:

- community and its resilience
- unique perspective
- hope for the future
- ability to educate others
- finding themselves
- how their LGBTIQA+ identity can be 'decolonising'.

Other key findings from survey participants confirmed the ongoing and systemic poorer service and life outcomes experienced by Aboriginal LGBTIQA+ people including:

- levels of social and emotional wellbeing showing high levels of connection to their communities, but less '...connection to their family and kinship networks, their culture, their Country, their body and to their mind and emotions. Levels of connection to Spirit, Spirituality and Ancestors and connection to Aboriginal and Torres Strait Islander LGBTIQA+ communities were particularly low'³⁴
- very high psychological distress with many survey participants having considered or attempted suicide, and 19 per cent had attempted suicide in the last year
- approximately half of participants feeling safe using health services of all kinds (whether general, Aboriginal and LGBTIQA+ services), however services were felt to have little knowledge about caring for Aboriginal LGBTIQA+ young people
- trans people accounted for 46.2 per cent of participants and mental health and social and emotional wellbeing were worse among trans and gender diverse participants, who were nearly:

- twice as likely to report attempting suicide in their lifetime compared to cis participants
- had lower levels of connection to Culture, Mind and Emotions, Body, and Family
- were more likely to be discriminated against in services.

Actions the State Government is taking to support Aboriginal and Torres Strait Islander LGBTIQA+ people include:

- A commitment to cultural security, so that cultural safety for Aboriginal and Torres Strait Islander LGBTIQA+ people is structurally embedded in practice and systems.

³³ Western Australian Government (2021) Aboriginal Empowerment Strategy Western Australia 2021–2029

³⁴ Walkern Katatdjin (Rainbow Knowledge) (2023) Walkern Katatdjin (Rainbow Knowledge) Phase 2 National Survey Community Report

SBLGBTIQA+ Kimberley Roadshow

Culturally safe and trauma informed engagement on the Strategy in the Kimberley region provided space and opportunities for SBLGBTIQA+ people to be heard.

The lived experiences and key insights from engagement with SBLGBTIQA+ people in the region evidenced the historical existence of 'Sistagirls' and 'Brothaboyz' in the Kimberley and provided a unique perspective of how intersectionality shapes both strengths and challenges.

Geographical remoteness, lack of accessible, culturally and trauma informed gender affirming services, and lack of SBLGBTIQA+ and family friendly safe spaces and community events further impacted on intersectional experiences of:

- isolation
- lack of visibility
- racism
- intergenerational impacts of colonisation.

Development and delivery of regionally specific SBLGBTIQA+ training and community inclusion strategies, in addition to building partnerships with mainstream and Aboriginal Community Controlled organisations, local, state and national LGBTIQA+ organisations and broader communities, is central to improving outcomes for SBLGBTIQA+ in the Kimberley.

Intersex people

It is estimated that between 0.05 per cent and 1.7 per cent of the global population have innate variations of sex characteristics.³⁵ The terms intersex people use for themselves are individual and varied and reflect the diversity of personal values and preferences.³⁶ A person with innate variations of sex characteristics may have any gender identity, gender expression or sexual orientation including cisgender and heterosexual. Not all people with diagnosed innate variations of sex characteristics affiliate with LGBTIQA+, especially in the case of infants and children who have congenital variations of sex characteristics and who do not have concepts of self-identity or affiliation with identity expressions.³⁷

Although many intersex people live physically healthy lives, the lived experiences of intersex people typically included 'social exclusion, discrimination and medical marginalisation'³⁸ at some point across their lifespan. To address this, InterAction for Health and Human Rights identify the 'significant and immediate need to include intersex people in the evaluation and design of systems and service responses' and that 'working in partnership at all levels across government, sectors and communities is needed 'to tackle stigma, discrimination and harm and celebrate diverse bodies'.³⁹

[The In/Visible: Intersex Rights, Recognition & Reform in Western Australia Beyond 2025 report](#) referenced the Darlington Statement, a call to end discrimination of intersex people, developed in 2017 by a group of Australian and Aotearoa/New Zealand advocates and people with innate variations of sex characteristics. The report further outlined the broad lived experiences of intersex people including impacts on health and wellbeing, systemic marginalisation, and diversity in identifying alignment with LGBTIQA+.

Areas including healthcare and medical autonomy, legislative protections, policy making, birth records, self-determination of identity, discrimination protections, education, advocacy, awareness and representation, community inclusion and collaboration, justice and detention and data collection, research and statistics were all identified in the submission that will continue to inform responses to improve outcomes for intersex people.

"Predominately, intersex people live physically healthy lives. In the first national study of people in Australia with intersex variations conducted in 2016 with 272 participants (inclusive of people from WA), 79 per cent indicated they experienced positive physical health".

In/Visible Intersex Rights, Recognition & Reform in Western Australia Beyond 2025

People with innate variations of sex characteristics were represented on the Strategy Reference Group.

Actions the State Government is taking to support intersex people include:

- raising awareness across government, including health service providers, of the diversity and needs of people with innate variations of sex characteristics
- progressing accredited LGBTIQA+ specific training such as Rainbow Tick and Yellow Tick to guide health, human and social services organisations and education providers become more safe and inclusive.

³⁵ Human Rights Council, United Nations (2025) Annual report of the United Nations High Commissioner for Human Rights

³⁶ InterAction for Health and Human Rights (2025 - originally posted 2013)

³⁷ Whittington, T., McGrath, M., Goncalves, D., & Carpenter, M. (2025). In/Visible: Intersex Rights, Recognition & Reform in Western Australia Beyond 2025.

³⁸ Whittington, T., McGrath, M., Goncalves, D., & Carpenter, M. (2025). In/Visible: Intersex Rights, Recognition & Reform in Western Australia Beyond 2025.

³⁹ InterAction for Health and Human Rights (2025 – originally posted 2013)

Older LGBTIQA+ people

The Australian Human Rights Commission estimates that 11 per cent of Australians may identify as LGBTIQA+. Based on current general population data, this suggests that over 100,000 Western Australians, aged 50 and over, identify as LGBTIQA+ and this number will increase with the ageing population.

To ensure older LGBTI⁴⁰ voices were central to the development of the Strategy, GLTBI Rights In Ageing Inc (GRAI) led a targeted community-based consultation that heard directly from more than 200 older people of diverse genders, sexualities and sex characteristics throughout WA.

Older LGBTIQA+ people in WA have lived through decades of criminalisation, systemic exclusion and social stigma. In addition to the accumulated trauma of these experiences, some older people face new barriers and concerns such as the fear of aged care, ongoing impact of the COVID-19 pandemic, decline of trust in institutions and accelerating digital transformation, with older people disproportionately affected by isolation and systemic disruption. Financial vulnerability increases the risk of elder abuse, particularly for those without children or who rely on chosen family.⁴¹ Consultation participants shared their lived experiences and needs related to housing insecurity, financial stress, historical trauma, and the need for connection and recognition.

"I fought hard to live openly; I don't want to have to go back in the closet just because I'm old or in care."

Participant, Older Persons' Blueprint LGBTIQA+ Inclusion Strategy, GRAI

GRAI summarised these needs into themes of:

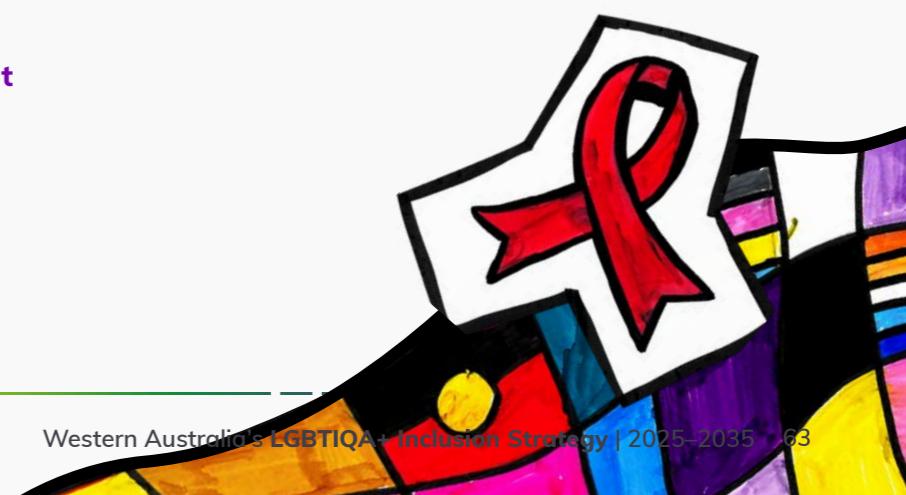
- social isolation and the need for connection
- ongoing discrimination and safety concerns
- lack of inclusive and affirming services
- housing and financial insecurity
- historical trauma and the need for recognition.

Actions the State Government is taking to support older LGBTIQA+ people include:

- established the *Historical Homosexual Convictions Expungement Act 2018*
- funding GRAI to work with the community and government
- building government workforce capability to meet community needs
- support services are strengthened to consider older people's needs when they access supports

⁴⁰ GRAI uses the initialism LGBTI to refer to older people (50+) of diverse genders, sexualities and sex characteristics, as this reflects their lived experience and recognises that some terms like 'queer' were used as a slur when they were younger. GRAI recognises that the initialism does not capture the full diversity of sexualities, bodies, identities, and experiences that exist within our community, however we also recognise the value of the term LGBTI when exploring collective experiences of stigma, discrimination, and marginalisation, and when advocating for LGBTI rights and inclusivity for older people. GRAI uses LGBTQIA+SB when referring to a First Nations cohorts and also uses LGBTQIA+/LGBTQI+ when citing Government documents to align with their terminology.

⁴¹ GRAI (2025). Older Person's Blueprint



Historical Homosexual Convictions Expungement Act 2018

The *Historical Homosexual Convictions Expungement Act 2018* established a Scheme for people to apply for their historical homosexual convictions to be expunged – or removed – from their criminal history. The Scheme recognises the hurt and discrimination caused by these historical convictions.

When the bill to establish the Act was introduced in Parliament, the Premier said:

“On behalf of the government of Western Australia, I am sorry for the hurt, for the prejudice, and for the active discrimination that ruined lives. For decades in Western Australia, unjust laws against homosexual acts were used to shame homosexual men, to deny their human rights, and to deny their humanity. We are doing all we can to now right this wrong.”

People with disability

Disability is a part of everyday life with one in every five people in WA having a disability, and 68,000 Western Australians the primary carer for a friend or family member with a disability.

People with disability are diverse and their experience of disability can also intersect with other parts of their identity including being LGBTIQA+.

While there are many things that governments and business are doing to foster greater inclusion for people with disability, in general LGBTIQA+ people with disability tend to have worse outcomes than other people without disability in relation to physical and mental health. This matches data related to LGBTIQA+ people and people with disability.

Key data points:^{42 43}

- higher rates of discrimination and reduced service access among LGBTIQA+ people with disability compared with heterosexual people
- LGBTIQA+ people with disability are more likely to experience violence, and

with disability, and LGBTIQA+ people without disability

- trans and gender diverse people with disability experience even greater discrimination when accessing services than Lesbian, Gay and Bisexual people with disability
- greater restrictions on freedom of sexual expression (particularly for LGBTIQA+ people with intellectual disability)
- reduced social support from, and connection with, both LGBTIQA+ and disability communities
- many disability services and workers are unwilling to address the sexual and gender identity rights and freedoms of LGBTIQA+ people with disability
- many LGBTIQA+ people report experience of mistreatment within their own communities, including homophobia, biphobia and transphobia within disability communities, and ableism in LGBTIQA+ communities⁴⁴
- LGBTIQA+ people with disability are more likely to experience violence, and

LGBTIQA+ people and people with disabilities experience higher levels of social exclusion across schools, workplaces, social events, community and healthcare.

Contributing to social exclusion are systemic barriers, which compromise access to and use of services by LGBTIQA+ people with disability. This can include stigmatising and discriminatory attitudes held by staff working in the health, social and disability sectors. It has been reported that staff often lack the knowledge, skills and confidence necessary to deliver appropriate inclusive and responsive services to LGBTIQA+ people with disability. Staff are not adequately trained or provided resources and other supports to improve how they might provide more accessible and inclusive services.

Three key themes relevant to LGBTIQA+ people with disability are:

- visibility – being seen, welcomed and accepted for who they are
- multiple identities – with each individual comprised of many aspects and experiences in who they are, with this intersectionality making it more complex to access services that meet their needs
- understanding access and accessibility (more broadly) – including what has been described as the five A's 'approachability, acceptability, availability and accommodation, affordability, and appropriateness'.

“Well, for instance, I think often it's easier to be one or the other, and you don't often get to be both. You either get to be the person with a disability, and you don't always disclose, as others have said; or you get to be the gay person, but you don't get your disability side of you actually acknowledged, or sort of...”

I don't know. I think you often get split between the two, or between however many there are.”

O'Shea, A., Latham, J., Beaver, S., Lewis, J., Mountford, R., Rose, M., Trezona, A., Frawley, P. (2020). More than Ticking a Box: LGBTIQA+ People With Disability Talking About Their Lives. Geelong: Deakin University

Actions the State Government is taking to support LGBTIQA+ people with disability include:

- ensuring that ongoing disability access and inclusion planning takes into account people who also identify as LGBTIQA+
- awareness training across government about the diverse needs of LGBTIQA+ people.⁴⁵

⁴² La Trobe University (2018) The everyday experience of lesbian, gay, bisexual, transgender and intersex (LGBTI) people living with disability.

⁴³ Deakin University (2020). More than Ticking a Box: LGBTIQA+ People With Disability Talking About Their Lives.

⁴⁴ La Trobe University (2022) Research Report - Violence, abuse, neglect and exploitation of LGBTIQA+ people with disability: a secondary analysis of data from two national surveys

⁴⁵ Deakin University (2020). More than Ticking a Box: LGBTIQA+ People With Disability Talking About Their Lives.



Rainbow families

Rainbow families comprise an LGBTIQA+ person or couple that have, or plan to have, children through various means such as donor insemination, surrogacy, foster care, adoption, co-parenting or other ways. These families are often overlooked, and this can make parenting even harder, despite the joy that parenthood brings.

According to the 2021 Australian Census, 78,500 same-sex couples live together in Australia. Of these couples, at a minimum, approximately 18 per cent have children living with them. Given that LGBTIQA+ people have historically been excluded from data collection, these figures are likely an under-representation of the number of rainbow families in the community.⁴⁶

'Rainbow Families WA', a collaboration of Gay Dads WA, Playgroups with Pride WA and Rainbow Families Australia, undertook consultations, receiving 67 survey responses. Rainbow families have said that challenges they confront include:

- barriers across healthcare, education and broader government services, with assumptions made about the makeup of a 'family', which can exclude rainbow families from equal recognition and access
- discrimination and exclusion, both subtle and overt, which impacts the safety and wellbeing of LGBTIQA+ families, as a result of processes in government administration and service settings

- there is a strong desire by rainbow families for safe, inclusive spaces in early childhood centres, schools and community hubs
- social connection is critical, particularly through LGBTIQA+ family events and playgroups
- families are proud of their resilience and love, but they also want meaningful reform.

Rainbow families are present, resilient and seek equal recognition, support and inclusion.

"Feeling unsafe in public as a noticeably queer family...Being yelled at with slurs when walking together... Constant intrusive questions about conception and family dynamics... Heteronormative assumptions in childcare – for example, assuming the birth parent is the one who must stay home if the child is sick"

Participant, WA LGBTIQA+ Inclusion Strategy Survey, Rainbow Families of WA

Actions the State Government is taking to support rainbow families include:

- introducing the Assisted Reproductive Technology and Surrogacy Bill 2025 into Parliament
- raising awareness about the diversity of families through training in the public sector to improve service development and delivery.

⁴⁶ Diversity Council Australia (2024) The diversity of LGBTQ+ families and parental leave <https://www.dca.org.au/news/blog/the-diversity-of-lgbtq-families-and-parental-leave>

Assisted Reproductive Technology and Surrogacy Bill 2025

The introduction into Parliament of the Assisted Reproductive Technology and Surrogacy Bill 2025 (the Bill) is critical to supporting equity for rainbow families.

This landmark Bill includes several components with the overarching intention to:

- provide a contemporary framework for how assisted reproductive technology is provided, including surrogacy
- remove discriminatory barriers to accessing assisted reproductive technology
- places the patient experience and the best interests of the child born via assisted reproductive technology at the centre of the reform.

Rainbow migrants

Rainbow migrants is used in the Strategy as an inclusive umbrella term for LGBTIQA+ people of culturally and linguistically diverse backgrounds who have come to live in Australia including refugees and asylum seekers, international students and skilled workers, partner and family migrants (including same-sex partner visas), and second-generation Australians in queer communities.

The 'Rainbow Migrants initiative' provided a submission based on evidence and data collected via community-led initiatives, research and drawing on the lived experience of participants.

Despite forming a significant part of the community (national data suggests approximately 20 to 30 per cent of LGBTIQA+ Australians were born overseas), mainstream support systems tend to silo services as either "migrant" or "LGBTIQA+", seldom addressing both.⁴⁷

While Australian society might offer more individual liberties and freedom than a person's country of origin or birth, trust is still critical when seeking services and support. It can be difficult to recognise 'trusted' services given language and cultural differences and, at times, misunderstandings. For this reason, LGBTIQA+ migrants rely on mutual support that reflects who they are, and they do not tend to engage with mainstream LGBTIQA+ services.

In addition to cultural and religious connectors to informal support systems, 'chosen family' is an important aspect (as it is to many LGBTIQA+ people and communities) which creates a safety net for connection (deeply needed with the impact of disconnection from family, culture and country of origin) and in its absence people will often hide their identity.

“The local Queer groups I’ve visited aren’t very intersectional. I always leave feeling unwelcome, as they seem geared toward a certain demographic. The inclusivity feels like a liability to them.”

Participant, Experiences of LGBTIQA+ Multicultural People in Western Australia Report 2024, Umbrella Multicultural Community Care

Rainbow migrants need representation through advocacy and decision-makers, with this applying to representation to both the broader community and to the LGBTIQA+ community. Rainbow migrants may not identify as ‘LGBTIQA+’ because it represents, to them, a more visible demonstration of who they are, which is incongruent with their lived experience and cultural identity and the cultural context of their country of origin.

Actions the State Government is taking to support rainbow migrants include:

- ensuring that equity lens tools, which will support requirements in the *Equal Opportunity Act 1984*, are used to develop and review policy and practice and include LGBTIQA+ and intersectional approaches
- improving the standardisation of documentation and data collection across government to make it easier for people to access and engage with services and supports that meet their needs
- awareness training across government about the diverse needs of LGBTIQA+ people.

⁴⁷ Dr Lukasz Krzyzowski (2025) Voices Beyond Borders – LGBTIQA+ Migrants, Refugees and Asylum Seekers in Western Australia.

Trans and gender diverse people

In December 2024, the Australian Bureau of Statistics (ABS) released estimates of the LGBTIQA+ population using combined data from nearly 45,000 people who had responded to one of four ABS health surveys. These estimates indicate that approximately 178,900 people identify as trans men, trans women and non-binary people in Australia.⁴⁸ This suggests that approximately 17,400 Western Australians aged 16 or over identify as trans or gender diverse.⁴⁹

There is a higher correlation of neurodiversity experienced by trans and gender diverse people, and trans and gender diverse people have higher rates of mental illness, further compounding potential negative life outcomes.⁵⁰

Research indicates a range of barriers and challenges impacting trans and gender diverse people including:

- accessible and informed services, marked by uneven levels of expertise and understanding in health care settings and the complexity of multiple intersecting identities
- agency of individuals within service systems
- lack of inclusive spaces
- need for legislative updates
- broader education, understanding and acceptance across the community
- the risk of exclusion and fear of discrimination and harm at work and in public spaces.⁵¹

As members on the Strategy Reference Group, Transfolk WA led targeted community and organisation-based surveys, and in person and online consultations sessions. Over 174 trans and gender diverse people shared their ideas and thoughts about inclusive practices, knowledge, information gathering, representation and celebration.

They also reflected on the context of State Government and what it is doing well and where it could improve.

Emerging from consultation was a call for an active, well-resourced, community-led approach by the State Government to uphold the rights and wellbeing of LGBTIQA+ people, with focussed attention on the needs of the trans and gender diverse community in WA.⁵² Key themes from the consultations with trans and gender diverse people included:

- inclusive practices
- knowledge and awareness
- demands for respectful, effective, and actionable data practises
- representation and celebration
- healthcare, legislation, research and socio-economic factors.

“An ideal day would include being able to dress and interact with others as I’d like to, confidently, without lingering fears of exclusion or alienation. I think the simplest way to show friendliness and respect in this sense could be through each individual doing their best to convey this and gaining strength in numbers. I often feel safe seeing people with LGBTIQA+ inspired clothing or accessories, or those who self-proclaim their inclusion and respect of the community and are educated in offering current insights and advice on the topic.”

Participant, Have Your Say online survey, Department of Communities

Actions that the State Government is taking to support trans and gender diverse people include:

- Births, Deaths and Marriages Registration Amendment (Sex or Gender Changes) Bill 2024 (to abolish the Gender Reassignment Board)

• a range of supports and services funded by the Mental Health Commission, Department of Health and Department of Communities, such as:

- Gender Diversity Service and Growing & Developing Healthy Relationships program
- Youth Service Project, delivering peer support services for trans and gender diverse people and their loved ones

• awareness training so that support services consider and meet the needs of trans and gender diverse people.

⁴⁸ Australia Bureau of Statistics (2024) Estimates and characteristics of LGBTI+ populations in Australia, 2022

⁴⁹ Australia Bureau of Statistics (2024) Estimates and characteristics of LGBTI+ populations in Australia, 2022

⁵⁰ Warrier V, Greenberg DM, Weir E, Buckingham C, Smith P, Lai MC, Allison C, Baron-Cohen S. (2020). Elevated rates of autism, other neurodevelopmental and psychiatric diagnoses, and autistic traits in transgender and gender-diverse individuals.

⁵¹ Commission for Gender Equality in the Public Sector, Victorian Government (2025) Chapter 5: Gender and LGBTI+ Employees

⁵² Transfolk WA (2025) LGBTIQA+ Inclusion Strategy consultation report.

Young people

Young people aged 10 to 25 years in WA represented 19.5 per cent of WA’s total population in 2021,⁵³ with 9.5 per cent of young people aged 16 to 24 in Australia estimated to identify as LGBTI+.⁵⁴

To ensure the voices of LGBTIQA+ young people in WA were heard, the Youth Pride Network (YPN) facilitated engagement and consultation activities to develop the Young People Consultation Report with 629 young people throughout WA participating in the process.

Key findings in YPN’s consultation report included:

- inclusion means feeling emotionally and physically safe – not judged or misgendered
- education, healthcare and workplaces are commonly experienced as unsafe
- peer-led, youth-informed services are more trusted and effective
- intersectionality is essential and spaces must meet the needs of diverse identities
- visual cues (flags, pins) are meaningful – but only when paired with real commitment.

To better support LGBTIQA+ young people, participants in YPN's consultation report suggested:

- more inclusive youth services
- safer public spaces and schools
- inclusive healthcare – especially for young people who identify as trans and gender diverse
- structural change backed by funding and accountability.

“You cannot make decisions on behalf of people. We need to value lived experience.”

Participant, Young People Consultation Report, YPN

Actions the State Government is taking to support young people includes:

- implementing actions in the WA Youth Action Plan 2024–2027
- progressing updates to Equal Opportunity laws to strengthen protections for LGBTIQA+ students in religious schools, extend anti-discrimination safeguards to ensure trans and gender diverse people are protected on the basis of their gender-related identity, and implement a substantive provision for measures intended to achieve equality for groups of people such as young people
- commitment to progress development of legislation to ban conversion therapy practices that seek to change or suppress an individual's sexual orientation or gender identity.

⁵³ Western Australian Government (2024) WA Youth Action Plan 2024–2027

⁵⁴ Australia Bureau of Statistics (2024) Estimates and characteristics of LGBTI+ populations in Australia, 2022

Youth Pride Network and the State of Play reports

In providing a range of supports and services to LGBTIQA+ young people, Youth Pride Network undertakes research and consultation with LGBTIQA+ young people to understand the issues that matter most to them.

To date, three reports have been developed, advancing the voices of LGBTIQA+ young people about what they believe will make a difference in relation to accommodation, education and healthcare services.

These reports have all supported and informed the evidence base for development of this Strategy. The lived experiences of young people were identified in the State of Play reports with comprehensive consultation through surveys and interviews with young people, their parents and service providers.

Systemic and personal barriers were identified, which compound the intersectional complexities that LGBTIQA+ young people experience when seeking access to equitable services.

The reports underscore the opportunity and necessity to create inclusive environments for young people and highlight the contribution that young people are making as leaders to their communities and the State now towards the future.

**COME OUT
COME OUT
WHEREVER YOU ARE**



Implementing the Strategy and measuring change

.....

The Strategy will be supported by the implementation of actions over the next ten years, commencing with a five-year Action Plan. The first Action Plan seeks to build and embed the foundations for driving sustainable change by working in partnership across government and sector organisations. This includes building a shared understanding of LGBTIQA+ people and their experiences and coordinated work to strengthen workforce capability.

An implementation oversight group will be established to monitor the progress and effectiveness of actions over the life of the Strategy. The State Government believes that the essential work of measuring change will be most meaningful by working with LGBTIQA+ people with lived and living experience as members of the implementation group.

Once established, as a priority, the group will determine the measures by which change will be charted, how data will be collected and collated, and what broader ongoing engagement is required to ensure that the lived experiences of LGBTIQA+ people continues to inform how the Strategy is put into practice.

The ongoing monitoring and evaluation will support continuous improvement and what is learned will also inform the development of the second five-year Action Plan.

Definitions and key terms

Asexual/ace – A sexual orientation that reflects little to no sexual attraction, either within or outside relationships.

Binary/gender binary – A traditional classification system that recognises only two distinct and opposite genders; ‘woman’ or ‘man’, typically based on a person’s assigned sex at birth.

Bisexual/bi – An individual who is sexually and/or romantically attracted to people of their own and other genders.

Brotherboy/Brothaboy – Refers to Aboriginal and Torres Strait Islander people who are assigned female at birth but live their lives as men, often advocating for the rights and visibility of trans and gender-diverse Indigenous people.

Cis/cisgender – ‘Cis’ is a Latin term meaning ‘on the same side as’ and cisgender refers to people whose gender identity aligns with their sex assigned at birth e.g., a female who identifies as a woman or a male who identifies as a man.

Cultural safety – Refers to overcoming the power imbalances of places, people and policies that occur between the majority non-Aboriginal position and the minority Aboriginal person so that there is no assault, challenge or denial of the Aboriginal person’s identity, of who they are and what they need.⁵⁵

Diversity – The state or quality of being different or varied to social norms within groups, settings and communities. This can include differences in cultural background, colour, race and ethnicity, gender identity, sexual orientation, age, religion, ability, socioeconomic status and more.

Equality – The state of being equal in rights, status and opportunities.

Equity – A quality or situation in which everyone is treated fairly and justly, especially by addressing existing inequalities.

Family and domestic violence – An ongoing pattern of behaviours intended to coerce, control or create fear within a family or intimate relationship.

Gay – Typically, a man who is sexually and/or romantically attracted to other men. The term gay can also be used in relation to people who are attracted to people of their own gender.

Gender – A social and cultural concept relating to social and cultural differences in identity, expression and experience for example, as a man, woman or non-binary person.

Heteronormative – The assumption or belief that heterosexuality, attraction and relationships between members of the opposite sex is the natural, normal, or preferred way of being.

Inclusion – Advancing equitable access to opportunities by addressing structural inequalities and challenging unconscious bias – ensuring everyone can fully participate in all aspects of society.

Intersectionality – Refers to how different aspects of a person’s identity – such as race, gender, class, sexuality, disability status, and more – intersect and interact to shape their experiences of discrimination or privilege.

Intersex/People with intersex variations – A person/people with innate variations of sex characteristics (sexual anatomy, reproductive organs, hormonal patterns, sex chromosomes) that do not typically fit the medical and social norms for female or male bodies.

Intimate partner violence – Refers to any behaviour within an intimate relationship that causes physical, sexual or psychological harm. Intimate partner violence can also occur outside of a domestic setting, such as in public and between two people who do not live together.

Lesbian – A woman who is emotionally, romantically or sexually attracted to other women.

Non-binary – A gender identity that does not conform to traditional binary genders.

+ (Plus) – Represents identities not captured in the LGBTIQA+ initialism, such as agender, aromantic, pansexual, genderqueer, two-spirit, and more.

Pride – the affirmation, celebration, and visibility of LGBTIQA+ identities, histories, and communities. It represents a collective stance against discrimination and marginalisation, and a commitment to dignity, self-determination, and equal rights. Pride supports the creation of inclusive environments where LGBTIQA+ people feel safe, valued, and empowered to live authentically – free from stigma and systemic barriers.

Pronouns – Pronouns are words that are used to refer to a person when not actually using their name. Pronouns are specific, self-determined and important to a person’s identity and their sense of self. Commonly, people defer to heteronormative or binary pronouns such as she/her or he/him however it is important to acknowledge that LGBTIQA+ people use a range of binary and gender-neutral pronouns including they/them. Some may not use pronouns at all.

Queer – A term that may be used as an umbrella term for the LGBTIQA+ community or to describe a range of diverse sexual orientations and gender

identities. Historically a derogatory term or slur used to describe, typically, a gay man or transgender person, in more recent decades has been reclaimed.

Sex – A term used to classify people as ‘female’ or ‘male’ based on their sex characteristics such as their chromosomes, hormones and reproductive organs.

Sex characteristics – Physical features related to a person’s sex, such as genitalia and other sexual and reproductive anatomy. Also includes chromosomes, hormones, and secondary physical traits that typically emerge during puberty.

Sexuality – A person’s capacity for sexual feelings, attraction, and behaviours, as well as how they identify and express themselves in relation to these experiences. It is a broad and deeply personal aspect of human identity.

Sistergirl/sistagirl – Refers to Aboriginal and Torres Strait Islander people who are assigned male at birth but live their lives as women, often with strong cultural and community roles.

Transgender/trans and gender diverse

– An umbrella term referring to people whose gender identity or experience is different from the sex they were assigned at birth.

⁵⁵ National Agreement on Closing the Gap (2020)
Australian Government.



Appendix A

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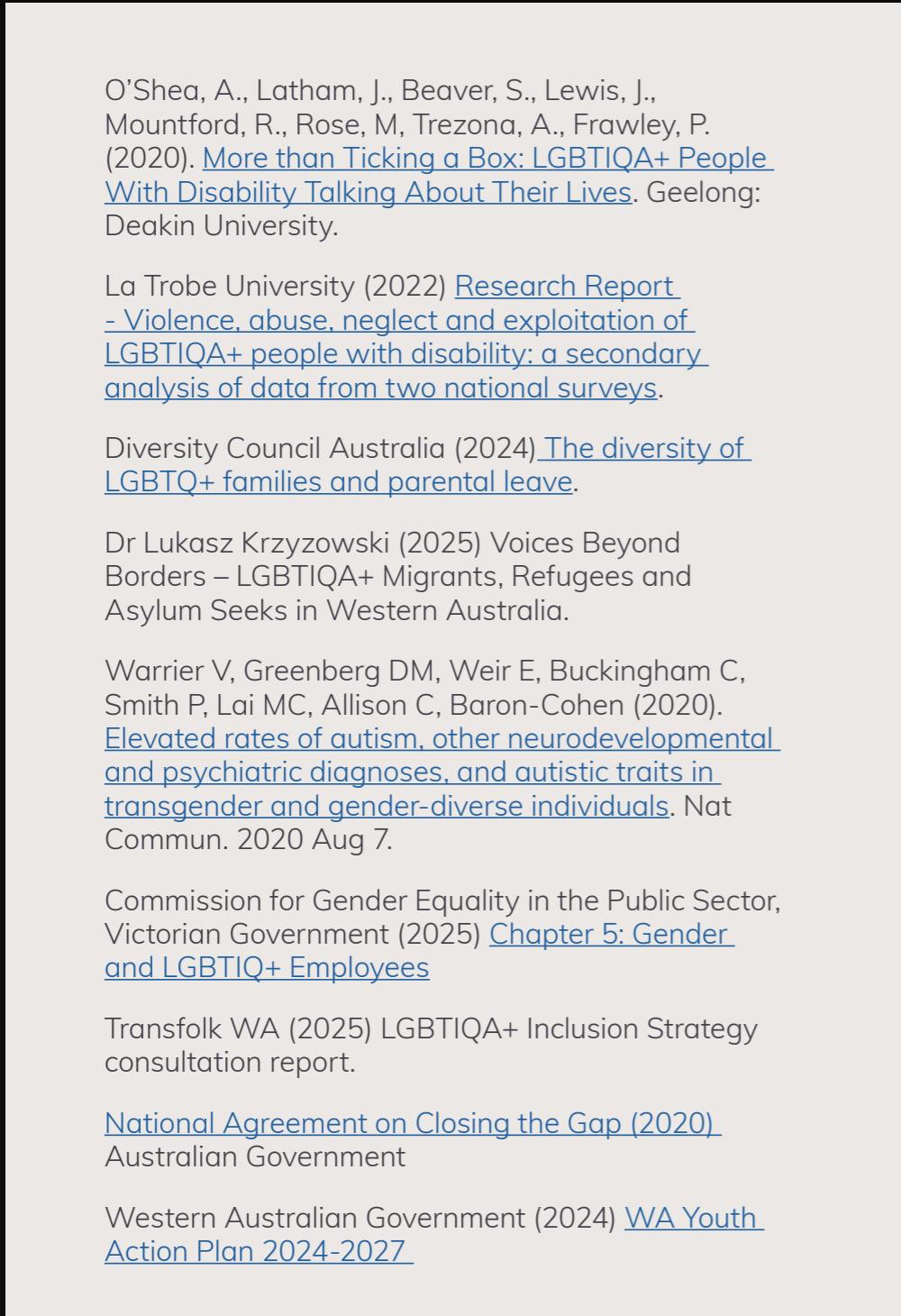
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