



# **Whole-of-Government Framework for Lesbian, Gay, Bisexual, Transgender and Intersex Tasmanians**

## **Framework**

## Premier's Foreword



My Government is committed to working towards an inclusive community where all Tasmanians are treated with dignity and respect and have equal access to Tasmanian Government programs and services.

On coming to office, I requested the Whole-of-Government LGBTI Reference Group be reconvened to review the existing Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) Framework. The aim was to identify where whole-of-government action is required to ensure LGBTI Tasmanians have consistent interactions wherever they connect with government.

The result is the 2015 *Whole-of-Government Framework for Lesbian, Gay, Bisexual, Transgender and Intersex Tasmanians*.

The Framework will inform the way that the Tasmanian Government supports LGBTI Tasmanians to participate in every aspect of social, economic, political and cultural life. The Framework ensures government policies, programs and services are accessible to, and inclusive of, LGBTI Tasmanians, their friends and their families.

The Framework will be used by the Tasmanian Government to ensure LGBTI people have the same access and opportunities that are available to the broader Tasmanian community.

The Framework's Action Plan supports the implementation of the Framework. It identifies two priority areas for the Tasmanian Government and provides a number of practical actions to support LGBTI Tasmanians in their interactions with Government.

I thank the members of LGBTI organisations and communities who have contributed to the development of this important Framework and look forward to an ongoing and productive partnership with them.

# LGBTI Tasmanians

The term 'LGBTI' includes lesbian, gay, bisexual, transgender and intersex and other sexuality, sex and gender diverse people and communities.<sup>1</sup> The term is intended to be as inclusive as possible and encompasses the entire continuum of sex, sexuality, gender identity and physical characteristics.

The 2015 *Whole-of-Government Framework for Lesbian, Gay, Bisexual, Transgender and Intersex Tasmanians* updates the earlier LGBTI Frameworks developed by Tasmanian Governments.

Prior to the development of the first Framework, the Tasmanian Gay and Lesbian Rights Group (TGLRG) and other organisations and individuals had been instrumental in achieving legislative reform in recognition of the rights and needs of LGBTI people in Tasmania.

A ten-year campaign by the TGLRG and others, culminated in the decriminalisation of homosexual acts between consenting adults in private by the then Liberal Government, on 1 May 1997.

Since then, a number of legislative reforms have supported greater equity and inclusion for LGBTI people in Tasmania. These reforms include changes to the *Anti-Discrimination Act 1998*, the *State Service Act 2000* and the *Relationships Act 2003*.

An inclusive society is one where all Tasmanians have an equal opportunity and responsibility to contribute to Tasmanian life. It means people are treated with dignity, respect and without discrimination. While the rights of LGBTI people in Tasmania have progressed significantly over the past 18 years, LGBTI people continue to be fearful of prejudice, discrimination, violence and harassment, based on their sex, sexuality and/or gender identity.<sup>2</sup> LGBTI people also experience a lack of recognition of their identity and relationships, including diverse caring and parenting roles.

It is important the government shows leadership in further reducing the stigma, social isolation, prejudice, harassment and discrimination still experienced by many LGBTI Tasmanians.

Regardless of sex, sexuality, gender identity or physical characteristics, all Tasmanians have the right to equal access to all government programs and services. While LGBTI people may have common experiences and needs, they are not a homogenous group. The Tasmanian Government recognises some government programs or services may need to be tailored to the needs of LGBTI Tasmanians to ensure that they are able to access them.

## Vision

LGBTI Tasmanians, their friends and families are included and have equal opportunity to participate in and contribute to Tasmania's social, political, economic and cultural life.

## Aims

LGBTI Tasmanians are included and have equal access to Tasmanian Government programs and services.

Tasmanians, regardless of their relationship status, sexuality, gender identity or intersex characteristics are recognised and treated with dignity and respect.

## Principles

The Framework's principles, guide the Tasmanian Government's commitment to recognise, support and affirm the diversity of the Tasmanian community. It seeks to enhance social, political and economic participation and access and inclusion to services in our State.

**Principle 1:** A diverse range of relationships, sexualities, gender identities and experiences, and intersex characteristics are both recognised and respected.

**Principle 2:** All Tasmanians have an equal right to access Tasmanian Government services and to be involved in the design and delivery of these services.

**Principle 3:** Government and non-government services are expected to coordinate and collaborate efforts to develop evidence-based, innovative service delivery.

**Principle 4:** The Tasmanian Government will actively recognise, celebrate and promote the outcomes and achievements of government and non-government organisations in relation to the LGBTI community.

**Principle 5:** Every Tasmanian regardless of their relationship status, sexuality, gender identity and experiences, or intersex characteristics, is supported to participate in and contribute to the social, political, economic and cultural life of Tasmania.



## Action Plan



Ensuring Tasmanian Government services are inclusive requires a focus on understanding the issues surrounding LGBTI communities, enhancing access to Government services and programs and treating all LGBTI Tasmanians with dignity and respect.

The Action Plan identifies two practical priority areas for the Tasmanian Government to achieve greater respect and dignity for LGBTI Tasmanians and support greater access to Government programs and services.

## Key Priority Areas

### Priority 1: Enhancing Access and Participation

#### *Links with Principles 2, 3 and 5*

The Tasmanian Government wants to ensure all people in Tasmania have equal access to services and that service delivery is responsive of a high quality and addresses areas of need. LGBTI Tasmanians should be able to identify and access services that meet their needs without fear of prejudice or discrimination.<sup>3</sup>

### Priority 2: Fostering Inclusion, Respect and Dignity

#### *Links with Principles 1, 2, 4 and 5*

An emphasis on practices that are inclusive of all individuals is critical in fostering inclusion, respect and dignity for LGBTI Tasmanians and valuing the diversity in our community.

## Governance and Reporting

Ongoing monitoring of Government strategies impacted by the Framework will be undertaken by the Department of Premier and Cabinet, in consultation with the Whole-of-Government Reference Group (GRG).

The GRG will develop a Work Plan to support Tasmanian Government agencies to develop and implement strategies to achieve the actions under the Action Plan. It will monitor and evaluate the achievements of agencies and this will inform an annual progress report for the Premier.

The GRG will also issue communiques to ensure LGBTI Tasmanians, their friends and families are kept informed about the achievements as we work towards greater equality and inclusivity.



## Key Terms

It is important that language is inclusive and is used in ways that demonstrate respect for how people describe their own genders, bodies and relationships. Using inclusive language is important for face-to-face service delivery as well as acknowledging LGBTI Tasmanians within policy and program development.

The following is a list of key terms that may be associated with LGBTI Tasmanians.

**Bisexual** – A person who is emotionally and/or sexually attracted to people of multiple genders.

**Gay** – A person who is emotionally and/or sexually attracted to people of the same gender. The term is most commonly applied to men.

**Intersex** – A person with physical, hormonal or genetic features that are:

- (a) neither wholly female nor wholly male; or
- (b) a combination of female and male features; or
- (c) neither male nor female.

**Lesbian** – A woman who is emotionally and/or sexually attracted to other women.

**Transgender** – An umbrella term for people whose gender identity, history, or expression does not match dominant cultural expectations about what it means to be a woman or a man. This includes people whose gender identity is not typically associated with their assigned sex at birth as well as people who have previously lived as another gender. Many transgender people identify simply as women or men and do not consider 'transgender' their identity.

## Notes

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<sup>1</sup> National LGBTI Health Alliance (2012) *LGBTI Health Alliance Strategic Plan 2012-2015*, <[www.lgbtihealth.org.au/sites/default/files/National%20LGBTI%20Health%20Alliance%20Strategic%20Plan%202012-2015.pdf](http://www.lgbtihealth.org.au/sites/default/files/National%20LGBTI%20Health%20Alliance%20Strategic%20Plan%202012-2015.pdf)> (accessed 10 April 2015).

<sup>2</sup> AsquithFox Research Consultancy & Training, in conjunction with Working it Out, Tasmanian Gay and Lesbian Rights Group and the Tasmanian Council on AIDS, Hepatitis and Related Diseases, 2013, *Be Proud Tasmania*, p 35.

<sup>3</sup> AsquithFox Research Consultancy & Training, in conjunction with Working it Out, Tasmanian Gay and Lesbian Rights Group and the Tasmanian Council on AIDS, Hepatitis and Related Diseases, 2013, *Be Proud Tasmania*, p 10.



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