

Our Inclusive Island

**TASMANIA'S LGBTIQA+
STRATEGY 2025-2030**



Our Inclusive Island recognises and includes all island communities off the coast of mainland Tasmania.

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Cover art illustrated by Caleb Nichols-Mansell.

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Closing the Gap

As a signatory to the National Agreement on Closing the Gap, the Tasmanian Government is committed to achieving Closing the Gap outcomes.

Please see the section on strategic alignment (page 29) for how this strategy aligns to and supports Closing the Gap outcomes.

Statement of Country

I acknowledge and honour the deep and unbroken connection that my people, the Tasmanian Aboriginal people hold with this land, sky and sea here in Lutruwita. I pay my respects to the Old People, past and present, whose strength and resistance have carried culture forward through waves of denial and violence.



In speaking of this place, I also recognise shared histories between Tasmanian Aboriginal and LGBTIQA+ communities. Histories shaped by erasure, persecution and the fight for truth. Both communities, to which I belong, were oppressed through colonial systems that sought to silence, erase and control. For more than a century, the existence of Tasmanian Aboriginal people and LGBTIQA+ people was not only denied but actively suppressed; written out of public discourse, erased from national identity and stigmatised by the law rather than protected by it.

This denial could not hold. In the 1970s and 80s, both communities rose up, 'coming out' proudly against the shame, silence and erasure imposed on us, and refusing invisibility. The truth of who we are and where we come from could not be hidden.

Through protest, storytelling, and courage, Tasmanian Aboriginal people and LGBTIQA+ people broke the silence. We spoke for ourselves. We stood together, visible and proud, pushing back against prejudice and discrimination.

This shared journey has been one of resilience, self-determination, and solidarity. Both communities built relationships across movements, finding strength in collective struggle. We engaged with government not as subjects but as sovereign voices, demanding recognition, justice and care.

Through these efforts, we established our own services. These included health, cultural and support systems that centre our needs, affirm our identities, and keep our communities strong. These were not acts of charity or compliance but of leadership, of building futures, where we belong on our own terms.

Tasmanian Aboriginal and LGBTIQA+ people have led this nation toward greater understanding, rights and recognition. From the streets to the courts, from our stories to our service models, from country to community, we have laid the foundations for a more inclusive and honest future.

We stand on Country with this truth: we have always been here. We have always known who we are. And we continue to walk forward, strong in our culture, strong in our identities, and stronger together.

Caleb Nichols-Mansell, October 2025



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Appreciation

The Tasmanian Government would like to thank Equality Tasmania and Working It Out for the significant contribution of both organisations to the development of Our Inclusive Island: Tasmania's LGBTIQ+ Strategy 2025-2030 (the strategy).

We especially thank all 825 LGBTIQ+ Tasmanians who took part in the LGBTIQ+ Tasmanians: Telling Us the Story Survey in 2021 for sharing their expertise. The generous sharing of your concerns, aspirations and recommendations has informed the vision, outcomes and priorities outlined in this strategy.

The strategy's development has also greatly benefited from the views and experience of many community organisations, their members, and members of the Whole of Government LGBTIQ+ Reference Group ensuring the strategy delivers meaningful outcomes for LGBTIQ+ Tasmanians.

We welcome feedback on the strategy:

Email: lgbtiqaplus@dpac.tas.gov.au

Acronyms

ABS	Australian Bureau of Statistics
DECYP	Department for Education, Children and Young People
DoH	Department of Health
DPAC	Department of Premier and Cabinet
DPFEM	Department of Police, Fire and Emergency Management
Justice	Department of Justice
LGBTIQ+	Lesbian, gay, bisexual, transgender, intersex, queer and questioning, asexual, aromantic and agender and other identities not specifically included in the letters of this acronym.
NRE Tas	Department of Natural Resources and Environment Tasmania
OADC	Office of the Anti-Discrimination Commissioner
State Growth	Department of State Growth
Treasury	Department of Treasury and Finance
WIO	Working It Out

Minister's foreword



The Tasmanian Government is committed to building an inclusive Tasmania where LGBTIQ+ people are safe, healthy, visible, and valued – living with dignity, belonging, and pride. We recognise that achieving this not only requires policy change but also a shift in attitudes, practices, and systems.

Tasmania's journey towards LGBTIQ+ equality has been long, troubled and inspiring. Our Inclusive Island: Tasmania's LGBTIQ+ Strategy 2025–2030 is a document that reflects the strong relationship between the Tasmanian Government and the LGBTIQ+ community, built on a foundation of respect and shared commitment to progressing outcomes for LGBTIQ+ Tasmanians.

This strategy draws on the expertise and knowledge of our key community partners, Equality Tasmania and Working It Out. It also reflects the voices of over 800 people who participated in the largest-ever survey of LGBTIQ+ Tasmanians, captured in Just Listen Properly, like with Intent: LGBTIQ+ Tasmanians Telling Us the Story report 2021 (the Telling Us the Story report).

The strategy has been further shaped through consultation with the Whole of Government LGBTIQ+ Reference Group, all Tasmanian Government agencies, and input from reference and working groups established within those agencies.

The importance of a coordinated approach to supporting LGBTIQ+ equality and safety cannot be overstated, and all Tasmanian Government agencies have a role to play. Together, we can strengthen our approach to supporting LGBTIQ+ Tasmanians in the social, economic, political, and cultural dimensions of life.

This strategy sets the course for the next five years to ensure that all LGBTIQ+ Tasmanians can live their lives free from discrimination, stigma and prejudice. It will be underpinned by a five-year action plan. The action plan will detail the steps the Tasmanian Government will take to realise the vision set out in this strategy.

I would like to thank all LGBTIQ+ Tasmanians who have contributed to the strategy for their courage and passion in sharing their stories and experiences to help bring it to life.

I would also like to thank Equality Tasmania and Working It Out for their ongoing engagement and support in the development of this strategy.

Together, we can work to create a more equitable Tasmania.



Hon Madeleine Ogilvie MP

**Minister for Community and
Multicultural Affairs**

Introduction: A whole-of-government approach

All Tasmanians have the right to equality and safety across all aspects of life, regardless of sex, sexuality, gender identity or sex characteristics.

From having some of the nation's most discriminatory laws to now leading the way for LGBTIQ+ equality in Australia, Tasmania has made significant progress in advancing the rights and dignity of LGBTIQ+ people.

The Tasmanian Government is continuing to drive this work in partnership with community organisations and people with lived experience. Despite this progress, stigma, discrimination, abuse and violence persist for some LGBTIQ+ Tasmanians.

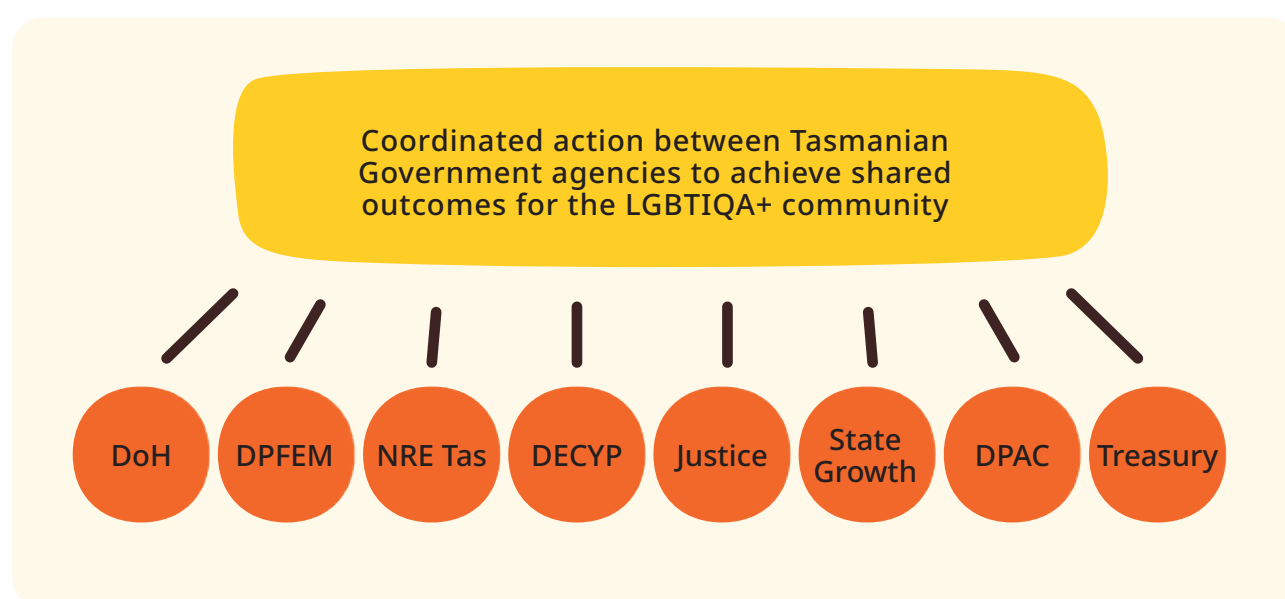
In 2021, the Tasmanian Government funded the University of Tasmania to conduct the largest ever survey of Tasmania's LGBTIQ+ population.

The Telling Us the Story report found that while many LGBTIQ+ people live full, safe and happy lives, prejudice, discrimination and barriers to wellbeing continue. This indicates that systemic social and attitudinal change is still needed to improve outcomes for LGBTIQ+ people.ⁱ

Our Inclusive Island: Tasmania's LGBTIQ+ Strategy 2025–2030 establishes a vision of an inclusive Tasmania where people are safe, healthy, visible, and valued – living with dignity, belonging, and pride. It sets a targeted direction for the Tasmanian Government, working in partnership with the LGBTIQ+ community over the next five years to drive progress for LGBTIQ+ Tasmanians.

The strategy builds on the significant work underway across Tasmanian Government agencies to progress outcomes for LGBTIQ+ Tasmanians. Current agency strategies and plans are included as Appendix B.

FIGURE 1 A whole-of-government approach



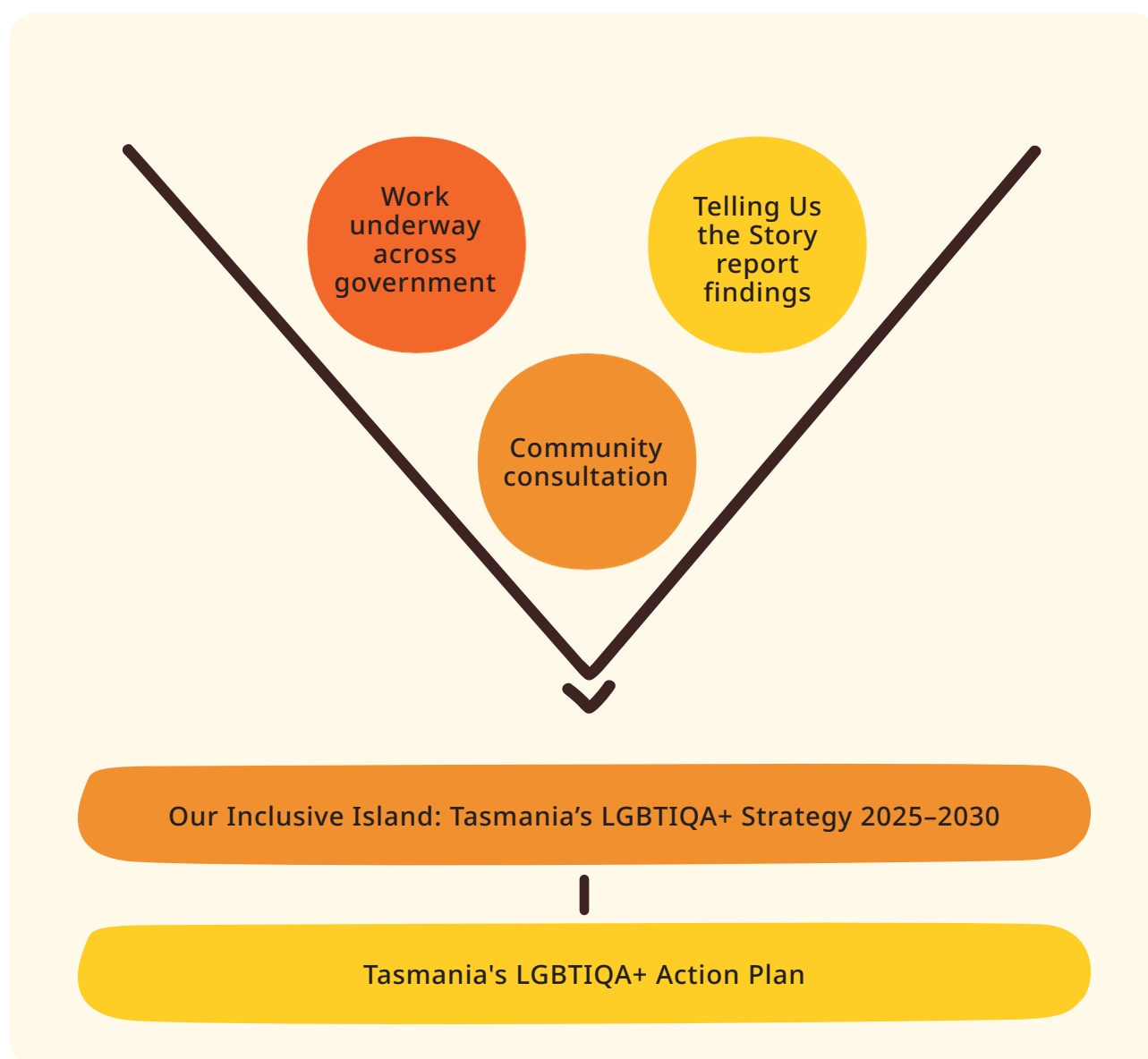
Tasmania's LGBTIQA+ Action Plan

This strategy will be supported by a five-year action plan that will set achievable and measurable actions to deliver the strategy's vision.

The action plan describes the steps that the Tasmanian Government will take to achieve the outcomes set out in this strategy.

Building on existing Tasmanian Government agency strategies and plans, with community consultation and the findings from Telling Us the Story, this whole-of-government strategy and action plan will enable the Tasmanian Government to work together across agencies, and in partnership with the community, to advance shared outcomes, while also addressing the remaining gaps identified through the Telling Us the Story report.

FIGURE 2 Development of Tasmania's LGBTIQA+ Strategy and Action Plan



Who are LGBTIQ+ Tasmanians?

LGBTIQ+ is an acronym used as an umbrella term to represent lesbian, gay, bisexual, transgender and gender non-binary and gender diverse, intersex, queer or questioning, and asexual and other sexual orientations and gender identities.ⁱⁱ

LGBTIQ+ is widely used and is inclusive of diverse expressions of body, relationship, gender and biological sex. The acronym has been adopted across the Tasmanian Government, however, there are other terminologies and expressions that people use, and this language evolves and changes overtime. These are referenced in Appendix A.

What we know nowⁱⁱⁱ

Approximately 1 in 20 people, or 4.7 per cent of Tasmanians over the age of 16, identify as LGBTIQ+.

This includes around 19,200 Tasmanians who identify as lesbian, gay or bisexual, and 3,100 Tasmanians who identify as trans or gender diverse.

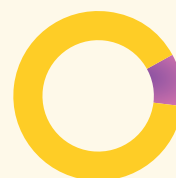
Tasmania has the third highest reported proportion of LGBTIQ+ people in Australia, following the Australian Capital Territory and Victoria.^{iv}

Although detailed population data for Tasmania is limited, national data provides a clearer picture of the composition of the LGBTIQ+ community.

Nationally, it is estimated that 52 per cent of Australians who identify as LGBTIQ+ are between 16 to 29 years of age, and 1.4 per cent are over 75. The proportionately lower number of older Australians who identify as LGBTIQ+ may reflect historical stigma and discrimination which means they are more likely to conceal their LGBTIQ+ identity.

According to the ABS, around 0.3 per cent, or 63,000 Australians, report they know they were born with variations of sex characteristics. According to the United Nations, experts estimate that up to 1.7 per cent of the population are born with intersex variations of sex characteristics.^v

Approximately 1 in 20 people in Tasmania over the age of 16 identify as LGBTIQ+.



1 in 10 people aged 16-24 identify as LGBTIQ+

What we will know soon

The 2026 Australian Census will include questions on gender and sexual orientation for people aged 16 years and over. This will provide more detailed data on population characteristics for LGBTIQ+ Tasmanians. However, this will not include people with innate variations of sex characteristics. The Tasmanian Government will work with the intersex community through the life of this strategy to better understand and address the needs of this group.

We know that LGBTIQ+ Tasmanians have different experiences depending on where they live, and their intersecting identities, including younger or older Tasmanians, Aboriginal people and people with disability.

Through this strategy, we seek to better recognise and understand these diverse experiences to ensure that we progress outcomes for all LGBTIQ+ Tasmanians.

How far we have come

Tasmania's journey towards LGBTIQ+ equality has been long, troubled and inspiring.

In 1997, Tasmania was the last Australian state to decriminalise homosexuality. Prior to that it had one of the highest rates of arrest under such laws of any Australian state. Until 2000, Tasmania was the only state to prohibit male cross-dressing.

Today, Tasmania has some of the nation's best LGBTIQ+ human rights laws. Tasmania:

- has the strongest protections for LGBTIQ+ Tasmanians against discrimination, vilification and bullying in Australia
- was among the first to recognise same-sex families
- was the first to enact a civil partnership scheme and recognise overseas same-sex marriages
- has the nation's best laws expunging historical criminal records of gay and trans people
- has the world's best gender recognition laws
- was the first Australian state to officially recognise asexual, aromantic and agender people
- was the first Australian state or territory to provide legal protection from discrimination for people with variations of sex characteristics.

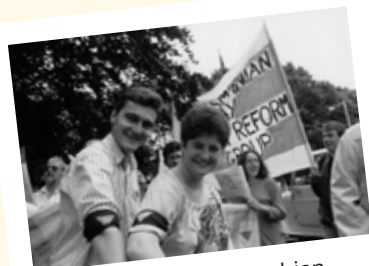
Today, Tasmania has some of the nation's best LGBTIQ+ human rights laws.

To understand this rapid shift, it is important to understand Tasmania's LGBTIQ+ history.

How far we have come

The productive relationship between the Tasmanian Government and the LGBTIQA+ community is a model for other Australian states and territories. However, there is a shared awareness that more needs to be done to continue the positive progress.

- 1846** The only surviving Australian convict gay love letter is written in Tasmania. The Launceston Examiner warns 'sodomy' will estrange Tasmania from the rest of the world.
- 1863** Hendrick Wittnaller is hanged for sodomy in Hobart, the last execution for homosexuality in the British Empire.
- 1958** Two young men are sentenced to jail for being found living in a Launceston home with only one bed. One dies by suicide. Researchers estimate over 100 Tasmanians were convicted for being gay between 1945 and 1980.
- 1976** The Tasmanian Homosexual Law Reform Group is formed in Launceston and the nation's first lesbian conference is held at Derby.
- 1988** The Tasmanian Gay Law Reform Group (TGLRG) is established.
- 1988** Hobart City Council bans the TGLRG from holding a stall at Salamanca Market, prompting Australia's largest ever gay rights civil disobedience, with 130 arrests.



Tasmanian Gay and Lesbian Rights Group demonstration, Hobart, 1988.



Gay and lesbian march, Hobart, Tasmania, 1992.



Gay law reform supporter, Lee-Gwen Booth, being arrested at Salamanca Market, 1988.

PHOTOS: ROGER LOVELL

- 2003** The Tasmanian Government forms the Whole of Government LGBTIQA+ Reference Group.
- 2000** Tourism Tasmania establishes an LGBTIQA+ reference group to ensure the state is a friendlier destination for LGBTIQA+ travellers.
- 1999** The Department of Health establishes a reference group that oversees the nation's first state-based needs analysis of the LGBTIQA+ community.
- 1998** *The Anti-Discrimination Act 1998* is introduced, making discrimination and other conduct, such as sexual harassment and incitement to hatred, serious contempt or severe ridicule unlawful.
- 1998** The Working It Out report responds to gay youth suicides in North West Tasmania during the gay law reform debate and Working It Out is established.
- 1997** Tasmania becomes the last state to decriminalise homosexuality.
- 1997** The Department of Education establishes Australia's first reference group on LGBTIQA+ issues in education.
- 1996** Tasmania Police appoint LGBTIQA+ liaison officers.
- 1994** The Australian Government passes the *Human Rights (Sexual Conduct) Act 1994*, attempting to override Tasmania's laws. The first Pride Parade is held in Hobart.
- 1994** Tasmanian law reform advocates take a case to the United Nations Human Rights Committee (UNHRC), the first case from Australia and of its kind in the world. The UNHRC finds Tasmania's anti-gay laws violate the International Covenant on Civil and Political Rights.
- 1991** Legislation to decriminalise homosexuality is rejected by the Tasmanian Legislative Council.
- 1990** Tasmania Police becomes one of the first police services in Australia to train recruits in LGBTIQA+ issues.

2003

Tasmania becomes the first state to establish a relationship recognition scheme that is open to all couples, introducing the *Relationships Act 2003*.

2004

Working It Out receives core funding from the Department of Health, making it one of the first LGBTIQ+ organisations in Australia to receive government funding.

2008

The Department of Education funds the Pride and Prejudice Classroom Anti-Homophobia Program in a number of state and Catholic schools.

2008

The Hobart City Council apologises for the 1988 arrests.

2010

Tasmania becomes the first state in Australia to recognise same sex marriages from overseas, amending the *Relationships Act 2003*.

2013

A permanent public artwork, The Yellow Line, is unveiled commemorating the arrests of gay rights supporters at Salamanca Market in 1988.



2014

The *Anti-Discrimination Act 1998* is amended to be the first to include protections from discrimination and related conduct for people with variations of sex characteristics.

2015

Tasmania launches the first whole-of-government LGBTI framework and action plan and appoints community members to the the Whole of Government LGBTIQ+ Reference Group.

2015

Tasmania Police march in the Hobart Pride Parade for the first time.

2017

Australia votes 'yes' to marriage equality, amending the *Marriage Act 1961* (Cth). Tasmania's 'yes' vote was above the national average.

2025

A five-year whole-of-government LGBTIQ+ strategy, *Our Inclusive Island*, is released.

2024

The Department of Health issues its first LGBTIQ+ action plan.

2024

The Tasmanian Government's Bill to amend the *Expungement of Historical Offences Act 2017* passes the House of Assembly to expand on the range of incidental offences that should be expunged, including homosexuality and cross-dressing.

2023

The *Births, Deaths and Marriages Registration Act 1999* is updated to include trans and gender diverse people, and people with innate variations of sex characteristics.

2023

The Department of Police, Fire and Emergency Management issues its first LGBTIQ+ action plan.

2021

The Tasmanian Government funds the University of Tasmania to conduct the largest ever survey of Tasmania's LGBTIQ+ population.

2020

The Department of Justice forms its first LGBTIQ+ reference group and issues an action plan in 2021.

2019

The Tasmanian Parliament passes gender-optional birth certificate laws.

2017

The Tasmanian Parliament enacts the *Expungement of Historical Offences Act 2017* allowing those convicted under former anti-gay and cross-dressing laws to expunge their criminal record. On 3 April 2017, Premier Will Hodgman apologises to those convicted.



The experiences of LGBTIQA+ Tasmanians

Disadvantages for LGBTIQA+ people persist

LGBTIQA+ Tasmanians face continuing stigma, prejudice and discrimination, leading to ongoing social and systemic disadvantage, including:

- Lower incomes and higher rates of casual work or unemployment.^{vi}
- Lower rates of home ownership and higher rates of housing stress.^{vii}
- Higher levels of alcohol and drug use.^{viii}
- A significantly higher prevalence of suicidal ideation and attempted suicide and this increases for trans and gender diverse individuals and people who live in rural and remote areas of the state.^{ix}
 - 79 per cent of LGBTIQA+ adults and 88 per cent of LGBTIQA+ young people have experienced suicidal ideation.
 - Over 37 per cent of LGBTIQA+ adults and over 32 per cent of LGBTIQA+ young people have attempted suicide.
- More than half of LGBTIQA+ children and young people experience child sexual abuse.^x

Addressing the underlying drivers of discrimination, stigma, and prejudice and ensuring government services meet the needs of LGBTIQA+ Tasmanians are essential to reducing the disadvantages faced by the community.



The Telling Us the Story report

In 2021, the Tasmanian Government funded the University of Tasmania to conduct the first-ever survey of LGBTIQ+ Tasmanians to understand their experiences with Government services. The resulting report, *Just Listen Properly, Like with Intent: LGBTIQ+ Tasmanians Telling Us the Story report 2021*, shares the findings from 825 participants.¹

The report highlights the positive aspects of being part of the LGBTIQ+ community, including pride in identities and strong support networks. It also notes progress in attitudes, visibility and acceptance, partly due to legislation protecting LGBTIQ+ rights.



“I think the LGBTIQ+ community seems a lot stronger in Tassie, because we know we have to stand together in order to change the way Tasmanians react and accept us and our basic human rights. I think having such a tight knit group is what’s helping Tasmania to accept that we are just people loving our lives.”

— Telling Us the Story participant

However, challenges for some LGBTIQ+ people persist, including discrimination, gaps in healthcare, and the need for safer and more inclusive schools, workplaces, and communities.

LGBTIQ+ people continue to report poorer overall health, lower life satisfaction, and lower than average incomes than the broader population. This is felt more acutely by LGBTIQ+ people with intersecting identities, and for those in regional and rural areas.



“Coming from [small regional area] Tasmania is very isolating and it wasn’t like you knew members of the community. There was no real opportunity to interact or feel like you’re in a comfortable space.”

— Telling Us the Story participant

The report also highlights key worries that participants noted, including transgender inclusion and acceptance of gender diversity, support for rural communities, ageing, erosion of legislative protections, and conversion practices.



“Those who are gender diverse do not always have the option to use a gender neutral bathroom, or have options of other genders to select when filling in forms. They may feel unsafe in these types of settings as they are unable to truly express themselves as who they are.”

— Telling Us the Story participant

¹ While the name of the report omits the letter ‘A’ of the LGBTIQ+ acronym (referring to people who are asexual, aromantic and agender), the survey findings indicate that 8.6 per cent of respondents identify as asexual or demisexual.

Key community priorities

There are six key action areas communities told us to prioritise:

1

Building a **mental healthcare** system to address urgent need.

2

Addressing challenges in the **healthcare** system.

3

Fostering safe and affirming **school and education** systems and environments.

4

Ensuring **workplaces** are free from discrimination.

5

Addressing issues of safety and trust with **police**.

6

Enhancing **safety** in public spaces, workplaces, homes, and ensuring human rights are upheld through law reform and equal access to justice.



1 Mental healthcare

“...you might be waiting on the list for psychologists for so long, but that particular psychologist may not have any form of training to deal with queer issues...”

— Telling Us the Story participant

What we heard

Mental health challenges are prevalent within the LGBTIQ+ community, often caused or exacerbated by experiences of discrimination and social isolation. There is a demand for specialised mental health services that are affirming, accessible, knowledgeable, safe and affordable for LGBTIQ+ people. This is felt acutely by people living in rural areas.

“I mean there might be someone in [larger regional centre] ... I think we need someone here in [small remote community]. Someone good.”

— Telling Us the Story participant

What is the Tasmanian Government currently doing?

- LGBTIQ+ inclusive healthcare training is being implemented across DoH's statewide mental health service workforce, with 75 to 85 per cent of staff to complete the training by 2027.
- Through the DoH LGBTIQ+ Action Plan 2024-2027, the Tasmanian Government has committed to providing access to clinical training for relevant mental health service staff on specialist topics important to LGBTIQ+ communities.
- The DoH action plan will scope pilot mental health, alcohol and other drug services for LGBTIQ+ Tasmanians.
- DoH is establishing a grants program to support initiatives which focus on strengthening protective factors for mental health in LGBTIQ+ communities.



2 Physical healthcare

“I had my actual needs ignored for being asked questions about my identity rather than what I came in for.”

— Telling Us the Story participant

What we heard

Many participants indicated the health system can be a source of stress, with some reporting they do not disclose their LGBTIQ+ status due to fear of discrimination. For trans and gender diverse people, and people with innate variations of sex characteristics, access to affirming services is limited or costly.

What is the Tasmanian Government currently doing?

- DoH delivers a public gender affirming care service and is committed to ensuring the ongoing availability of this service in response to increasing demand.
- The Tasmanian Community Fund funded the Better Lives Project to provide information and educational resources to health and education professionals to better support people born with innate variations of sex characteristics and their families.
- DoH has committed to ensuring 75 per cent of staff complete LGBTIQ+ inclusivity training by 2027 and making these resources accessible to health and community sector organisations external to DoH.



3 Schools and education

“I was told to keep [my identity] to myself because it made the other students feel uncomfortable.”

— Telling Us the Story participant

What we heard

LGBTIQA+ students often face bullying, abuse and discrimination in educational settings, leading to negative impacts on their mental health, social connection and academic performance. These instances were reportedly perpetrated by students and in some instances, staff and teachers. There is a strong call for an inclusive curriculum and supportive policies to create safer learning environments.

“I work in a school, so I’ve personally gone out of my way to try and create spaces for LGBT+ students, however, I’m very aware that the reaction to students reporting abuse/harassment depends entirely on which staff member was reported to.”

— Telling Us the Story participant

What is the Tasmanian Government currently doing?

- The DECYP Supporting Sexuality, Sex, and Gender Diversity in Schools Policy aims to ensure all young people who identify as LGBTIQA+ are included and supported in our schools.
- The DECYP Supporting Sexuality, Sex and Gender Diversity in Schools Procedure enacts the Policy and aims to normalise inclusion across the whole school, including actions for school staff to create a safe and inclusive education environment for all students.
- The Inclusive Language Guidelines provide DECYP staff and students with advice regarding inclusive language.
- DECYP is partnering with WIO to deliver the Valuing Diversity Framework, which takes a holistic, long-term approach to supporting schools to reduce stigma, celebrate diversity and create inclusion.
- DECYP offers a range of professional learning programs for teaching staff, providing staff with awareness and skills to assist students and ensure continuous improvement. This includes ‘Inclusive Practice Team’, ‘Supporting Sexuality, Sex and Gender Diversity in Health and Physical Education’ aimed at health and physical education teachers, and broader inclusion programs.



4 Workplaces

“Making all workplaces a safe and inclusive environment would have a profound effect on LGBTQ mental health across the board.”

— Telling Us the Story participant

What we heard

Many LGBTIQ+ individuals conceal aspects of their identity at work due to fears of discrimination, including implications for job security or career progression. Hiding identity, someone telling others about their identity without their consent, and verbal abuse were the most commonly reported negative experiences encountered in the workplace.

What is the Tasmanian Government currently doing?

- The Tasmanian State Service Gender Affirmation Guide includes provisions for gender affirmation leave, and information and support to managers to make informed, respectful and unbiased decisions.
- The Tasmanian Government has committed to implementing the sex, gender and sexual orientation reform project to ensure sex, gender and sexual orientation diversity is consistently recognised, captured and embedded in all functions and operations of all government agencies, including how human resource and employee information is recorded.
- A number of Tasmanian Government agencies have champion networks, or staff and ally networks to support inclusion and diversity within the workplace.
- Tasmanian Government leaders show visible support for the LGBTIQ+ community at annual events including the TasPride Parade and the International Day Against LGBTIQ+ Discrimination (IDAHOBIT Day).
- The OADC provides workplace training to staff and managers in relation to rights and responsibilities under the *Anti-Discrimination Act 1998* (Tas). This includes content related to the LGBTIQ+ community, including the use of pronouns, definition of gender identity and sex characteristics, respectful language and access to spaces.
- Service Tasmania, in partnership with A Fairer World, has delivered an inclusivity training program for their frontline staff. The program has resulted in a number of outputs, including a Respectful Language Guide.



5 Policing

“Police having more of a presence at pride events has been a thing of tension, but in general there is a feeling of queer issues like bullying, harassment, or when legit assault happens, it’s not taken seriously.”

— Telling Us the Story participant

What we heard

Many participants reported low trust in police due to past negative experiences, discrimination, and concerns about safety. While some reported positive interactions, others highlighted a need for better understanding, training and accountability within policing to improve relationships with the LGBTIQ+ community.

What is the Tasmanian Government currently doing?

- Dedicated Tasmania Police LGBTIQ+ liaison officers provide discreet non-judgmental advice and referrals for all police related matters, crimes and offences and offer support and a safe space for LGBTIQ+ community members and allies to raise concerns.
- DPFEM is committed to increasing the number of liaison officers from 11 to 30 by 2026.
- Tasmania Police actively recruits LGBTIQ+ staff to ensure the workforce represents the community.
- LGBTIQ+ awareness training is provided to all police recruits with a target of 100 per cent completion.
- DPFEM has committed to 50 per cent of their officer workforce to complete LGBTIQ+ awareness training by 2026.



6 Safety

“Things are better than they were years ago, but there is still a long way to go. I do not feel safe holding my partner’s hand in public and would never contemplate kissing him in public due to fear of adverse reactions.”

— Telling Us the Story participant

What we heard

While many participants acknowledged that safety in general had improved, the prevalence of discrimination, harassment and violence remains. This occurs in public spaces, workplaces, at home and in personal relationships.

Participants who had intersecting identities, including culturally and linguistically diverse Tasmanians, older Tasmanians, and people with disability, had unique challenges and concern for their safety.

Human rights violations were discussed with reference to medical procedures performed on babies who are born with innate variations of sex characteristics, hate speech mainly targeting transgender and gender diverse people, and conversion practices.

“Too many people are in danger living with family and cannot leave because they don’t have the money/resources/support. Too many people are being left with no choice but to stay in abusive situations.”

— Telling Us the Story participant

What does the Tasmanian Government currently do?

- The Tasmanian Government, through DPAC’s Supporting Diverse Communities Grants Program 2023-24, funded Engender Equality and WIO to develop LGBTIQ+ Family Violence Practice Guidelines in 2024.
- The Tasmanian Government is progressing law reform to support its commitment to ensuring that Tasmania is a safe place for people of all backgrounds and that hateful, prejudicial and opportunistic offending will be considered as aggravating factors in the sentencing process.
- The Tasmanian Government has committed to amending the *Expungement of Historical Offences Act 2017* to include redress for victims for convictions that would not have come about if homosexuality or cross-dressing had not been illegal.
- The Tasmanian Government has committed to banning harmful sexual orientation and gender identity conversion practices in Tasmania.
- The Tasmanian Government has committed to delivering 10,000 social and affordable homes by 2032 as part of its approach to end homelessness in Tasmania under the 20-year Tasmanian Housing Strategy 2023-2043. In the associated Action Plan 2023-2027, LGBTIQ+ Tasmanians are identified as at higher risk of homelessness and poor housing outcomes.
- The Tasmanian Government, through the LGBTIQ+ Grants Program 2024-25, funded Equality Tasmania to deliver workshops on developing community capacity to recognise and report LGBTIQ+ hate crimes and support victims.



We know there is more to do

While this strategy recognises the important work already underway, it also acknowledges that more must be done to overcome the disadvantages faced by LGBTIQ+ Tasmanians.

Over the next five years, this strategy provides a clear framework to drive progress and support better outcomes.

Strategy overview

This strategy sets out the Tasmanian Government's vision, focus areas and outcomes to guide our effort over the next five years to progress outcomes for LGBTIQ+ Tasmanians.

Our vision

A Tasmania where LGBTIQ+ people are safe, healthy, visible, and valued – living with dignity, belonging, and pride.

Our focus areas

Our four focus areas indicate where we will target our effort and directly respond to the six key community priorities identified through the Telling Us the Story report.

Safety	Health and wellbeing	Belonging	Voice and visibility
			
Discrimination, violence and stigma in all forms are eliminated; LGBTIQ+ Tasmanians are safe and feel safe.	LGBTIQ+ Tasmanians have access to appropriate health and wellbeing supports and services to ensure they can live their best lives.	Government systems, services and infrastructure in Tasmania are appropriate, inclusive and affirming.	LGBTIQ+ Tasmanians are consulted on matters that impact their lives, are visible in the community, and are supported by informed and proactive leadership.

Linked to key community priorities identified through Telling Us the Story:

3 4 5 6	1 2	1 2 3 4 5 6	1 2 3 4 5 6
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Key: six community priorities

1 Mental healthcare	3 Schools and education	5 Policing
2 Physical healthcare	4 Workplaces	6 Safety

Our outcomes

Our outcomes have been informed by what we heard LGBTIQ+ Tasmanians need to be safe, healthy, visible, and valued – living with dignity, belonging, and pride in every part of life.

Safety 	Health and wellbeing 	Belonging 	Voice and visibility 
Police and legal systems are trusted to keep LGBTIQ+ Tasmanians safe.	Health and wellbeing services meet the specific needs of the community.	Government schools, and other DECYP settings across education, youth justice and child safety are inclusive and affirming.	LGBTIQ+ Tasmanians are consulted on matters that affect them.
The rights of LGBTIQ+ Tasmanians are protected.	The gap between mental health outcomes for LGBTIQ+ Tasmanians and the wider community is reduced.	Government services are inclusive and affirming.	LGBTIQ+ Tasmanians are able to fully participate in social, economic, cultural and civic life.
LGBTIQ+ Tasmanians have equitable access to justice. LGBTIQ+ young people are safe in custodial and care settings.	LGBTIQ+ children and young people have access to inclusive health and wellbeing supports.	The State Service is an LGBTIQ+ inclusive employer.	LGBTIQ+ Tasmanians are visible and celebrated.

Our enablers

Enablers are the foundations we need for our strategy to succeed.

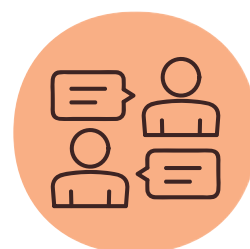
Whole-of-government and community partnership approach:

- Tasmanian Government agencies work together with the community to progress shared outcomes for LGBTIQ+ Tasmanians.
- The Whole of Government LGBTIQ+ Reference Group (the reference group) provides a forum for agencies and community representatives to share good practice, including evidence of what works well, to progress inclusion for LGBTIQ+ Tasmanians.
- LGBTIQ+ community organisations and community members bring a broad range of expertise and provide a lived experience lens.



Informed by diverse lived experiences:

- Contemporary evidence and the voices of diverse and intersecting lived experiences in the LGBTIQ+ community informs implementation, monitoring and evaluation of the strategy and action plan.
- LGBTIQ+ Tasmanians are consulted on issues that impact them and Tasmanian Government action plans, legislation and policy are informed by lived experiences and evidence.
- Our understanding of the experiences of LGBTIQ+ Tasmanians include a focus on intersectional diversity including Aboriginal people, people with disabilities, children and young people, older Tasmanians, carers, rural Tasmanians, people from low socio-economic status, and people from culturally and linguistically diverse backgrounds.



Data and emerging evidence:

- There is research and advocacy for LGBTIQ+ inclusion across the Tasmanian community including through the dissemination of contemporary, local, national and international LGBTIQ+ research.
- Data is collected on the experiences of LGBTIQ+ Tasmanians with a focus on intersectional experiences, including data collected from agencies and offices within Government, such as the OADC.
- Ongoing independent expert data gathering will contribute to evaluation of progress.



Our enablers

Enablers are the foundations we need for our strategy to succeed.

Accountable and effective governance:

- The strategy is supported by clear governance to ensure it is delivered effectively.
- The reference group oversees the implementation of the plan, including monitoring its progress and contributing to measuring its impact overtime.
- The reference group will contribute to an interim review of progress against actions to ensure the action plan's relevancy and to inform future focus areas.
- Tasmanian Government agencies will report progress on relevant actions to the reference group.



Resourced and sustainable change:

- There is sufficient staffing and funding to support the implementation of the strategy and action plan.
- Resourcing is staged over the five years of the strategy and action plan to ensure there is flexibility to respond to emerging needs and priorities.
- There is a focus on building the capacity of Tasmanian Government agencies to drive outcomes for the LGBTIQ+ community and ensuring progress is sustainable beyond the life of the strategy and action plan.



Supportive leadership and champions:

- The strategy is committed to and supported by the Minister for Community and Multicultural Affairs.
- The action plan is committed to and supported by all Tasmanian Government agency secretaries.
- Tasmanian Government and State Service leaders are active allies, advancing support for LGBTIQ+ people and driving an inclusive culture.
- Our leaders actively work to promote this strategy and the accompanying action plan, and significant achievements and to protect, promote, and uphold the rights and wellbeing of people who identify as LGBTIQ+.
- This includes driving inclusive policies, promoting visibility and representation, responding to hate and violence, and collaborating with communities.



Monitoring and evaluation

Tracking progress and measuring the impact of the strategy and action plan is important to ensure meaningful and lasting change.

Measuring impact

The Telling Us the Story report provides a valuable starting point to track the impact of the strategy and action plan over time.

To measure long-term success, the Tasmanian Government will develop an outcomes framework with key indicators and measures. This will help to collect the right information to assess whether the strategy and action plan has made an impact in five years' time. It will also help to guide future investment to continue improving outcomes for LGBTIQ+ communities.

Ongoing consultation

The reference group has a key role in monitoring the progress and impact of the strategy and action plan.

This ongoing input will help highlight what is working well and where more effort is needed, supporting the delivery of outcomes set out in this strategy.



Governance

The reference group brings together Tasmanian Government agencies, organisations that work with or represent the LGBTIQ+ community, and members of the LGBTIQ+ community to provide advice to the Tasmanian Government on issues impacting LGBTIQ+ Tasmanians.

The reference group will provide oversight and guidance to support the implementation of the strategy and action plan, and identify opportunities to collaborate across agencies and with the community.

All Tasmanian Government agencies are responsible for implementing actions and reporting on progress to the reference group.

The Government Chair of the reference group will provide updates to the whole-of-government Secretaries Board, to ensure there is oversight of the strategy and action plan at the highest level of the Tasmanian State Service, providing opportunity to resolve issues that can't be addressed at the reference group or by individual agencies.

As signatories to the action plan, Tasmanian Government agency Secretaries will be responsible for progressing and reporting on each agency's progress towards completing actions.

The Minister for Community and Multicultural Affairs is the accountable Minister and will ensure the strategy and action plan delivers effective change for LGBTIQ+ communities in Tasmania.

The Co-Chairs of the reference group will meet regularly with the Minister for Community and Multicultural Affairs to provide regular updates on progress and outcomes of the strategy and action plan.



Some of the Whole-of-Government LGBTIQ+ Reference Group members at the IDAHOBIT Breakfast – May 2025, Photo: Rod Spark

Strategic alignment

Globally

The strategy is consistent with global support affirming non-discrimination and achieving equality for LGBTIQ+ people.

In 2008, marking the 60th anniversary of the adoption of the Universal Declaration of Human Rights, Australia, along with 65 other nation states, committed support for international human rights protections including sexual orientation and gender identity.^{xi} This joint statement:

- Reaffirms the Universal Declaration of Human Rights' principle of non-discrimination, which requires that human rights apply equally to every human being regardless of sexual orientation or gender identity.
- Condemns human rights violations based on sexual orientation or gender identity wherever they occur.

The strategy further builds on the United Nations Human Rights Council resolution passed in 2024 combating discrimination, violence and harmful practices against people with variations of sex characteristics. Australia was one of four governments that put forward the resolution.^{xii} It also builds on the Yogyakarta Principles, a universal guide to human rights that affirm binding international legal standards for sexual orientation and gender identity.^{xiii}



Nationally and in Tasmania

This strategy focuses on addressing priorities identified by LGBTIQ+ Tasmanians. However, there are a wide range of strategic policies and initiatives that impact on the lives of LGBTIQ+ Tasmanians, incorporating other elements of their personal and family identities, or more broadly, as service users, citizens and community members.

Commitment to Closing the Gap

As a signatory to the National Agreement on Closing the Gap, the Tasmanian Government is committed to achieving Closing the Gap outcomes through four priority reforms:

1. Formal partnerships and shared decision-making with Aboriginal people.
2. Building the Aboriginal community-controlled sector.
3. Transforming government organisations, so they work better for Aboriginal people.
4. Sharing access to data and information at a regional level, to enable Aboriginal communities to make informed decisions.

To support these four priority reforms, when implementing Our Inclusive Island: Tasmania's LGBTIQ+ Strategy 2025-2030, the Tasmanian Government will:

- share decision making with the Aboriginal community-controlled sector about programs and initiatives for Aboriginal LGBTIQ+ people in Tasmania
- explore opportunities to partner with Aboriginal community-controlled organisations
- ensure initiatives implemented through this strategy are culturally respectful and inclusive of Aboriginal people
- engage Aboriginal people to better understand the needs and experiences of Aboriginal LGBTIQ+ people
- share data and information about Aboriginal LGBTIQ+ people in Tasmania with Aboriginal people, in accordance with the principles of data sovereignty and privacy legislation.

The Tasmanian Government's commitment to Closing the Gap is supported by the Tasmanian Closing the Gap Plan 2025-2028, which is under development.

Other intersectional strategies that seek to improve and address issues in the lives of LGBTIQ+ Tasmanians include:

- [National Plan to End Violence against Women and Children 2022-2030](#).
- [Working for Women: A Strategy for Gender Equality and Equal Means Equal: Tasmanian Women's Strategy 2022-2027](#).
- [Australia's Disability Strategy 2021-2031](#) and Tasmania's Disability Strategy (under development).
- [Supporting Tasmanian Carers: Tasmanian Carer Action Plan 2021-2025](#) and the [National Carer Strategy 2024-2031](#).
- [A Respectful, Age-Friendly Island: Tasmania's Older Tasmanians Action Plan 2025-2029](#).
- [Embracing Diversity, Fostering Belonging: Tasmania's Multicultural Action Plan 2025-2029](#).

Other strategies and reforms directly impacting on LGBTIQ+ Tasmanians include:

- **Health and wellbeing:** [National Action Plan for the Health and Wellbeing of LGBTIQ+ People 2025-2035](#), [Long-Term Plan for Healthcare in Tasmania 2040](#), [2024-25 Rethink 2020 Implementation Plan](#).
- **Prevention and addressing elder abuse:** [National Plan to Respond to the Abuse of Older Australians 2019-2023](#), the [National Plan to End the Abuse and Mistreatment of Older People \(under development\)](#) and [Lifelong Respect: Tasmania's strategy to end the abuse of older people \(Elder Abuse\) 2023-2029](#).
- **Education:** [Future Ready: National Career Education Strategy, Belonging, Being and Becoming – The Early Years Learning Framework for Australia](#) and the [DECYP LGBTIQ+ Priority Work Plan \(under development\)](#).
- **Child development, youth and family support:** Tasmania's [Child and Youth Wellbeing Strategy: It takes a Tasmanian Village](#) and the [National Children's Mental Health and Wellbeing Strategy](#).
- **Housing and cost of living:** [Food Resilience Strategy \(under development for a 2025 release\)](#), and the [Tasmanian Housing Strategy 2023-2043](#) and [Action Plan 2023-2027](#).
- **Youth justice:** [Youth Justice Model of Care](#).
- **Alcohol, Tobacco and Other Drugs (ATOD):** [Tasmanian Drug Strategy 2024-2029](#).
- **Intersex human rights:** The [Darlington Statement 2017](#) sets out the priorities by the intersex human rights movement across Australian and New Zealand.
- **Child sexual abuse:** [Change for Children: Tasmania's 10-year Strategy for upholding the rights of children by preventing, identifying and responding to child sexual abuse](#).
- **Domestic, family and sexual violence:** [Survivors at the Centre: Tasmania's Third Family and Sexual Violence Action Plan 2022-2027](#).

Appendix A: Key terms

Language is constantly evolving and frequently contested. The below definitions are not definitive nor is it an exhaustive list of terms.

While not all of the terms provided in the glossary appear within this strategy, this glossary and reference list may be useful for broader use in the community.

Theme	Term	Definition
General	Ally	Someone who is not LGBTIQ+, but who supports LGBTIQ+ people, advocates for their dignity and human rights, and challenges prejudice and discrimination against them. An ally might also be someone who is LGBTIQ+ but supports another part of the community they don't personally identify as.
	LGBTIQ+	This term is short for lesbian, gay, bisexual, transgender, intersex, queer and questioning, asexual, aromantic and agender. It is important to recognise that this acronym does not cover all forms of sex, gender, gender identity and sexual sexuality orientation and is not intended to be limiting. The '+' after the acronym is in recognition of this, and points to the fact that there are other terms and language people might want to use to describe these experiences and concepts.
Gender and gender identity	Agender	A gender identity in which someone does not identify with any gender.
	Binary	Binary refers to the understanding of biological sex, sex characteristics and gender as always aligned and never distinct. Sex, sex characteristics and gender are now being recognised to have much more diversity than can be captured in a binary understanding.
	Brotherboy	A term some Aboriginal and Torres Strait Islander people use to describe someone who has a male spirit and who takes on men's roles within their community, regardless of their sex assigned at birth. Note, this is primarily used by interstate Aboriginal and Torres Strait Islander people, rather than Tasmanian Aboriginal people.

Theme	Term	Definition
Gender and gender identity	Cross-dressing	Wearing clothes usually worn by a different gender. Cross-dressing can be a form of personal or cultural expression and is not limited to transgender people.
	Cisgender/cis	Someone whose gender identity aligns with their sex assigned at birth, who is not transgender/trans.
	Gender affirmation (or transition)	A process undertaken to bring a person's life into alignment with their gender identity. This might be social (such as coming out, using a different name or pronouns, or changing their gender expression), legal (such as legally changing their name or sex marker), and/or medical (such as hormones or surgery). What steps an individual takes depends on what feels right for them. There is no right or wrong way for someone to affirm their gender, and no timeline on when it should happen.
	Gender diverse	Gender diverse is a term that describes a variety of gender identities, including non-binary, transgender, and other identities.
	Gender expression	The way in which a person externally expresses their gender, which may or may not align with their legal sex, or their sex assigned at birth. Gender expression might relate to socially constructed gender roles, dress and clothing, hairstyle, make-up, body language and mannerisms, as well as the gendered language used to refer to people – pronouns like he, she or they.
	Gender identity	An individual's deep-seated sense of their gender regardless of their sex assigned at birth.

Theme	Term	Definition
Gender and gender identity	Gender	As described in the <i>Tasmanian Births, Deaths and Marriages Registration Act 1999</i>, gender can mean male, female, indeterminate gender, non-binary or as a word or phrase that is used to indicate a person's perception of the persons self as being neither entirely male nor entirely female. It is possible for trans, gender diverse and non-binary people to self-identify their gender on their birth certificate without the need for any medical certification. It is also possible to take gender off birth certificates altogether. Sex (identified) at birth is still recorded by the state.
	Nonbinary	Nonbinary refers to those people who sit outside the gender binary, or whose identity is not exclusively that of a cisgender man or woman. A nonbinary person might also identity as gender fluid, genderqueer, trans masculine or trans feminine, agender or with another term.
	Pronouns	Pronouns are words we use all the time instead of names. They include "me", "you", "we" and "them". Some pronouns are gendered: he/him and she/her. Instead of using gender-specific pronouns, some gender diverse and non-binary people use gender-neutral pronouns like they/them to refer to individuals. This may sound unusual at first, but it is already a common practice for situations when a person's gender is not known. A person's pronouns should never be assumed.
	Sistergirl	A term some Aboriginal and Torres Strait Islander people use to describe someone who has a female spirit and who takes on women's roles within their community, regardless of their sex assigned at birth. Note, this is primarily used by interstate Aboriginal and Torres Strait Islander people, rather than Tasmanian Aboriginal people.

Theme	Term	Definition
Gender and gender identity	Transgender/trans	Someone whose gender identity is different to their sex assigned at birth. Transgender can be both an umbrella term to refer broadly to this group of people, or an identity term – such as trans man or trans woman. Some people connect very strongly with their identity as a trans person, while for some people being trans is just a part of their history or experience. Being trans isn't related to someone's sexuality and trans people might be gay, straight, bisexual or use another term to describe their sexual orientation.
	Endosex	A term used to describe people whose sex characteristics are considered typical for their assigned sex at birth. It contrasts with intersex.
Sex and sex characteristics	Innate variations of sex characteristics (intersex)	Variations of sex characteristics refers to people with innate genetic, hormonal or physical sex characteristics that do not conform to medical norms for female or male bodies. It refers to a wide spectrum of variations to genitals, hormones, chromosomes and/or reproductive organs (ABS, 2023). These can be determined prenatally, at birth, during puberty and at other times, such as when trying to conceive a child. Each trait has its own characteristics and differing degrees of expression. Other umbrella terms used to describe innate variations of sex characteristics are intersex or differences/disorders of sex development.
	Registered sex	An individual's sex marker according to legal documents such as their birth certificate, passport or Medicare record. In many jurisdictions, an individual's registered or legal sex may be recorded as M, F or X. This marker may or may not reflect their sex assigned at birth or their gender.
	Sex	An individual's sex is defined by sex characteristics, including chromosomes, physical anatomy and hormones, as well as secondary sex characteristics.

Theme	Term	Definition
Sexual orientation	Asexual/Aromantic	Someone who experiences limited or no sexual and/or romantic attraction.
	Bisexual	Someone who is sexually and/or romantically attracted to people of the same gender and people of other genders.
	Demisexual	A sexual orientation similar to asexuality, in which people only experience sexual attraction towards another once they already have an emotional bond.
	Gay	Someone who is sexually and/or romantically attracted to individuals of the same gender. This is a term most commonly associated with men but can also be used to describe women.
	Heterosexual/straight	Someone who is exclusively sexually and/or romantically attracted to individuals of the opposite gender.
	Lesbian	A woman who is sexually and/or romantically attracted to other women.
	Pansexual	Someone whose sexual, physical and/or romantic attraction is not restricted by gender or based on gender. A pansexual person might experience attraction to any person, regardless of their gender identity.

Theme	Term	Definition
Sexual orientation	Queer	A term used to describe a range of sexuality and/or gender identities, and which is generally used to denote non-conformity to heterosexuality and/or binary gender norms. Queer was historically a derogatory term and remains a slur for some people, though for others it is a term of pride, celebration and resilience.
	Questioning	Not all people are certain about their sexuality or their gender identity, and some people might still be exploring and discovering this. These people might want to describe themselves as questioning. For some people this might be temporary before they find a term that feels right for them and their experiences. For other people this might be ongoing, and they may use it to indicate that while they are not heterosexual and/or cisgender they don't want to use a specific label.
	Sexual orientation	An individual's sexual and/or romantic attraction. It may be towards persons of the same gender, persons of a different gender, or persons of any or all gender/s.
Describing culture and community	Culturally and linguistically diverse (CALD)	Groups and individuals who differ according to religion, language and ethnicity and whose ancestry is other than Aboriginal or Torres Strait Islander, Anglo-Saxon or Anglo-Celtic.
	Disability	People with disability include those who have long-term physical, mental, intellectual, neurological, or sensory impairments, which, in interacting with various barriers created by society, may hinder their full and effective participation in society on an equal basis with others.
	Drag	Drag is a cultural practice of publicly presenting or performing as a member of a gender you do not usually identify with. Drag queens are usually people who identify as men but perform as women. Drag kings are people who usually identify as women but present publicly as men. Drag is often, although not exclusively, associated with the LGBTIQ+ community.

Theme	Term	Definition
Describing culture and community	LGBTIQA+ community	This term describes people who identify as LGBTIQA+ and who feel part of a community with shared experiences of discrimination, emancipation, pride and celebration.
	Older Tasmanians	Older Tasmanians include people living in Tasmania aged 65 years and over. In recognition of historical factors and social determinants of health, Aboriginal Tasmanians 50 years and over are considered older.
	QTPOC	An acronym for queer and trans people of colour. It's an umbrella term used to describe individuals who identify as both queer and trans and as a person of colour. This term highlights the intersection of identity and the unique challenges faced by this community.
	Younger Tasmanians	Young people aged 12-25 years.
Other terms	Civil partnership	A legally recognised union with rights similar to those of marriage, created originally for same-sex couples in jurisdictions where they were not legally allowed to marry.
	Cultural safety	The term cultural safety originated to protect Indigenous people from experiences of structural racism. For LGBTIQA+ people, cultural safety is the creation of an inclusive and respectful environment for people of diverse sexual orientations, gender identities, and innate sex characteristics. What cultural safety looks like in a particular setting should be defined by those impacted.
	Co-design	Co-design is a framework that engages people who are either impacted by or have direct experience with an issue alongside professionals/technical experts to design a solution.

Theme	Term	Definition
Other terms	Deed of relationship	A deed of relationship, otherwise known as a relationship certificate, legally binds a civil partnership that carries with it the same rights and responsibilities as marriage under state and federal law and is open to a partnership of any gender combination.
	Discrimination	Direct discrimination occurs when an individual or group is treated unfairly, unequally or less favourably due to an attribute such as sexual orientation, gender identity, lawful sexual activity, relationship status, or innate sex characteristic. Indirect discrimination takes place when a condition, requirement or practice, although applied equally to everyone, disproportionately impacts individuals with a particular attribute and is unreasonable in the circumstances.
	Diversity	This refers to the natural and valuable variations between human beings including in relation to sexual orientation, gender identity and innate sex characteristics.
	Equality	The state of being equal, especially in legal rights, life opportunities and social status.
	Hate crime	A crime, including assault or property damage, that is motivated in whole or part by hatred, based on sexual orientation, gender, ethnicity or religion.
	Hate speech	Refers to hateful discourse targeting a group or an individual based on inherent characteristics such as sexual orientation, gender, ethnicity or religion.
	Incitement to hatred	Any public act, including public speech on any platform which could encourage hatred, based on sexual orientation, gender, ethnicity or religion.
	Inclusion	This refers to policies, practices and systems that diverse people, including those in minority populations, are included on an equal basis within society and its institutions and cultures.

Theme	Term	Definition
Other terms	Intersectionality	Intersectionality highlights how different parts of a person's identity and experiences impact one another and 'intersect'. They then inform a person's experience of systemic and structural inequality. For example, a person's experience of a form of discrimination, such as sexism, is also affected by other parts of their identity. This could include their race, sexual orientation, gender identity, age, socio-economic status, or whether they live with disability. In anti-racist models, intersectionality should always recognise race and its impacts on other forms of oppression.
	Lived or living experience	The unique knowledge, skills, and perspectives gained through personal experiences, especially those involving challenges or adversity, that shape an individual's understanding of the world. Within this strategy, lived experience includes the experiences of any person who identifies as LGBTIQ+ and this is recognised as a specific type of expertise.
	Prejudice	To have a negative pre-formed view on someone before knowing them, that is, to prejudge them.
	Stereotype	A negative view on an individual or group of people based on misconceptions about a single attribute such as sexual orientation, gender identity and an innate sex characteristic.
	Stigma	Treating the attributes of a group or individual as a mark or sign of shame, disgrace or disrepute. Attributes could include sexual orientation, gender identity or innate variations of sex characteristics.

Appendix B: Work occurring across Government

Our Inclusive Island: Tasmania's LGBTIQ+ Strategy showcases and builds on the significant work underway across Tasmanian Government agencies to progress outcomes for LGBTIQ+ Tasmanians, informed through agency reference groups and outlined in agency action plans, including:

- The Department of Health LGBTIQ+ Action Plan 2024-2027 extends on the work that has taken place over many years both within DoH, and across government. This includes building on past workplans of the DoH LGBTIQ+ reference group and drawing on research and consultation. The action plan includes over 50 actions addressing the following objectives:
 - Provide equitable, inclusive and accessible services, and other strategies to improve health outcomes.
 - Listen to, and work in collaboration with LGBTIQ+ organisations and community members to continually improve our health system and services.
 - Implement learning resources and key initiatives across the Department of Health that promote inclusion, acceptance and understanding.
- The Department of Police, Fire and Emergency Management's LGBTIQ+ Action Plan 2023-2026 sets several targets for the agency to achieve to support both the LGBTIQ+ community as well as DPFEM staff. The action plan has four overarching objectives:
 - To continue to build the trust and confidence that the LGBTIQ+ communities have in DPFEM.
 - To work collaboratively with organisations and members of the LGBTIQ+ communities to foster continuous improvement.
 - To provide ongoing training and education to staff and volunteers to enhance their understanding of LGBTIQ+ issues, cultural competency and sensitivity.
 - To support all DPFEM LGBTIQ+ staff, members, volunteers, and their allies.
- The Belonging at NRE (Natural Resources and Environment) Tasmania Action Plan 2023-2025 sets three objectives to:
 - Build an inclusive workplace culture that embraces, supports and encourages diversity and values individual differences.
 - Recruit, develop and retain a diverse workforce that reflects the make-up of the Tasmanian community.
 - Ensure that our systems and processes are fit for purpose to deliver on the goals we have set for ourselves. This includes reporting capabilities available to drive the right outcomes.
- The Department for Education, Children and Young People's Priority Work Plan 2025-2027 supports the provision of safe and inclusive learning environments, free from prejudice and discrimination for all LGBTIQ+ students, children, staff and families. The plan will challenge prejudice and discrimination against LGBTIQ+ young people and foster inclusion, connection, respect and affirmation. The plan will also seek to ensure LGBTIQ+

staff and parents, and parents of LGBTIQ+ students, are treated equally and without discrimination, and feel valued, included and safe in their school communities to ensure equal educational outcomes and physical and psychological health.

- The Department of Justice's LGBTIQ+ Action Plan 2021-2024 provides a framework to ensure that services, programs and facilities continue to meet the individual needs of the LGBTIQ+ community who access, visit or work within the department and embed inclusive practices for all. A new action plan is under development.
- The Department of Justice's Diversity, Equity and Inclusion Strategy 2023-2026 focuses on three strategic goals, including:
 - achieving a diverse workforce
 - an inclusive workplace culture
 - inclusive service delivery.
- The Department of State Growth's Diversity, Equity and Inclusion Strategy 2022-2025 sets three action areas, including to achieve a diverse and inclusive workforce, a safe and respectful workforce, and an inclusive workplace culture.
- The Department of Premier and Cabinet's Belonging and Respect Strategy 2024-2027 is guided by three main principles:
 - cultivate a culture where every individual is valued and is treated with dignity
 - create an environment where our differences are celebrated, collaboration is fostered and everyone feels a deep sense of belonging
 - provide everyone with the supports that they need to create this culture and complete their duties.
- The Department of Treasury and Finance's Diversity and Inclusion Strategy and Plan 2021-2024 commits to continuing its progress in developing a diverse and inclusive workplace. A new action plan is under development.



Endnotes

- i Dwyer, A., Grant, R., Mason, R., and Barnes, A. (2021) 'Just listen properly, like with intent': LGBTIQ+ Tasmanians: Telling Us the Story - Final Report.
- ii Department for Education, Children and Young People, Tasmanian Government (2024), [Inclusive Language Guidelines](#).
- iii Australian Bureau of Statistics (2024) Estimates and characteristics of LGBTI+ populations in Australia, 2022. Based on ABS estimates from a combined sample extracted from four health surveys over 2020 -2023. ABS notes the data gathered for trans and gender diverse individuals has a high margin of error and should be seen as indicative only.
- iv The current population is not able to be definitively stated due to limitations in data collection for LGBTIQ+ people in the Australian Census.
- v United Nations Office of the High Commissioner for Human Rights, [Intersex people – OHCHR and the human rights of LGBTI people](#).
- vi Grant, R. and Pisanu N. (2021) What wellbeing means for LGBTIQ Tasmanians.
- vii Grant, R. and Pisanu N. (2021) What wellbeing means for LGBTIQ Tasmanians.
- viii Australian Institute of Health and Welfare (2019) National Drug Strategy Household Survey
- ix Hinton, J., Lim, G., Amos, N., Anderson, J. and Bourne, A. (2024) LGBTIQ+ Mental Health and Suicidality: Tasmanian Briefing Paper
- x Higgins, DJ., Lawrence, D., Haslam, D M., Mathews, B., Malacova, E., Erskine, HE., Finkelhor, D., Pacella, R., Meinck, F., Thomas, HJ, and Scott, JG. (2024) Prevalence of Diverse Genders and Sexualities in Australia and Associations With Five Forms of Child Maltreatment and Multi-type Maltreatment
- xi [United Nations General Assembly, Sixty-Third Session, Seventieth Plenary Meeting, December 2008.](#)
- xii [United Nations Human Right Council, Fifty-Fifth Session, March 2024.](#)
- xiii [Yogyakarta Principles](#)



