

Queensland

Good jobs  
Better services  
Great lifestyle

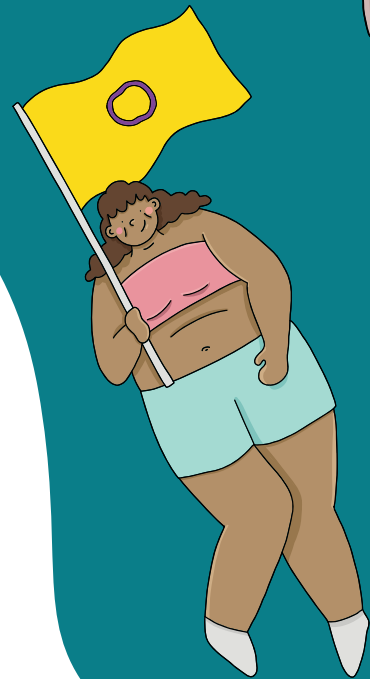


# Pride in our Communities

## Action Plan 2024-2026

Queensland's plan for supporting LGBTQIA+ communities to shine





## Pride in our Communities Action Plan 2024–2026

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# Acknowledgement

We respectfully acknowledge the Aboriginal and Torres Strait Islander Traditional Owners and Elders of the lands and seas on which we meet, live, learn and work.

We acknowledge those of the past, the ancestors whose strength has nurtured this land and its people, and who have passed on their wisdom.

We thank the First Nations LGBTQIA+ people, Sistergirls and Brotherboys of the past for their advocacy and strength. We acknowledge those of the present for their leadership and ongoing efforts to protect and promote Aboriginal and Torres Strait Islander peoples and cultures.

We acknowledge those of the future, the Elders yet to be, who will inherit the legacy of our efforts.

We recognise it is our collective efforts, and responsibility as individuals, communities and governments, to ensure equality, recognition and advancement of Aboriginal and Torres Strait Islander peoples including First Nations LGBTQIA+ people, Sistergirls and Brotherboys, across all aspects of society and everyday life.





## Artwork

The illustrations supporting Pride in our Communities have been specially commissioned from LGBTQIA+ artist Samuel Leighton-Dore and are drawn in the artist's signature artwork style and expression to authentically represent Queensland's diverse LGBTQIA+ communities.

## About the artist

Samuel Leighton-Dore (he/him) is a multidisciplinary artist, screenwriter and author based on the Gold Coast. Working predominantly across ceramics, illustration and animation, his art brings colour and levity to themes of mental health, identity and sexuality. His artworks have been acquired into both the Gold Coast City and Tweed Regional Gallery collections, and twice selected for the biennial North Queensland Ceramic Awards. In 2019 he was named Visual Artist of the Year at ACON's Honour Awards, recognising his creative contribution to the LGBTQIA+ arts community.

## Artist statement

Any opportunity to depict members of the LGBTQIA+ communities in my work is a privilege and a joy. It's a community that has nurtured me, believed in me, and brought significant meaning to my life in more ways than I can mention. With my illustration I hope to capture both a sense of taking up space without fear, and gently holding this shared space for those of us who need it most.



# Pride in our Communities

Pride in our Communities is the Queensland Government's plan for a Queensland where diverse Lesbian, Gay, Bisexual, Trans, Queer, Intersex, Asexual plus (LGBTQIA+) communities are connected, celebrated, safe and supported to live authentically and thrive.

Pride in our Communities helps guide Queensland Government services, policies and programs toward a more equitable and inclusive Queensland. The plan is a guiding light for a unified approach for the Queensland Government's role in improving the lives of LGBTQIA+ people.

Through Pride in our Communities, three key impact areas have been defined, aimed at working towards solutions through commitments that drive our collective efforts in improving the lives of LGBTQIA+ people.

Pride in our Communities is Queensland's first LGBTQIA+ strategy and marks the beginning of a new journey towards our vision. Our path forward will be charted through action plans designed to address emerging issues, drive systemic change and enable strengthened outcomes for LGBTQIA+ communities.

This first action plan is a foundational plan to set us on the journey towards our vision, focussing on 2024 to 2026.

The Queensland Government acknowledges the differences in lived experience across LGBTQIA+ communities and the importance of the role intersectionality plays in shaping those experiences.

In the delivery of all actions, consideration will first be given to the principles of Pride in our Communities, to evidence-based and trauma-informed practice, and to learnings from other Australian states, territories and comparable international jurisdictions.

Ongoing engagement and consultation with LGBTQIA+ communities and the LGBTQIA+ sector to listen to emerging community needs will occur throughout the implementation of actions.





## IMPACT AREA: **Inclusive culture**

Embed an **LGBTQIA+ inclusive culture** across Queensland, by increasing visibility, knowledge and understanding of LGBTQIA+ communities.

### Amplifying LGBTQIA+ voices

- 1** Create opportunities for the active participation of LGBTQIA+ people in the design of policies, programs and laws.  
**Whole of government**
- 2** Prioritise reframed relationships and healing with First Nations LGBTQIA+, Sistergirl and Brotherboy communities in alignment with the Reframing the Relationship provisions of the *Public Sector Act 2022*.  
**Whole of government**
- 3** Establish the LGBTQIA+ Alliance.  
**Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts**
- 4** Establish an LGBTQIA+ working group including representation from community members and LGBTQIA+ organisations to provide advice and support on the delivery of Queensland Health actions and other Queensland Health LGBTQIA+ policy matters and initiatives.  
**Queensland Health**
- 5** Convene the Queensland LGBTQIA+ Roundtable to platform the perspectives and voices of LGBTQIA+ sector leaders to government decision-makers.  
**Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts**

## An inclusive and respectful workforce

- 6** Improve inclusion of employees within Department of Education workplaces, by increasing the inclusiveness of recruitment and selection processes, policy, procedure and selection panel practices.

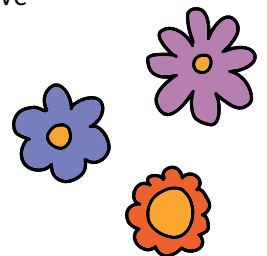
**Department of Education**
- 7** Expand and promote resources that increase Department of Child Safety, Seniors and Disability Services staff awareness and understanding of LGBTQIA+ communities to enhance workplace inclusion.

**Department of Child Safety, Seniors and Disability Services**
- 8** Support the development of an LGBTQIA+ employee resource group to build awareness, advocacy and visibility within the Department of Child Safety, Seniors and Disability Services.

**Department of Child Safety, Seniors and Disability Services**
- 9** Implement the Queensland Government Public Sector LGBTIQ+ Action Plan to increase the inclusivity of Queensland Government workplaces.

**Whole of government**
- 10** Continue to support the Inclusion and Diversity Reference Group to include diverse perspectives into the design of inclusion and diversity actions, and to improve representation of LGBTQIA+ people and other groups in the Department of Child Safety, Seniors and Disability Services.

**Department of Child Safety, Seniors and Disability Services**



## Visibility

- 11** Ensure government media and communications are inclusive and representative of LGBTQIA+ people.

**Whole of government**
- 12** Celebrate and acknowledge LGBTQIA+ events and days of awareness.

**Whole of government**
- 13** Explore opportunities to engage with and promote visibility and inclusion of LGBTQIA+ people from culturally and linguistically diverse backgrounds within all the communities to which they belong in Queensland, recognising and celebrating intersectional identities.

**Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts; Department of Child Safety, Seniors and Disability Services (Multicultural Affairs)**

## Starting with the facts

14

Develop principles-based guidance for Queensland Government agencies in relation to data collection for LGBTQIA+ people and families in Queensland, to:

- encourage the development of an evidence base about LGBTQIA+ Queenslanders and their needs;
- support improved knowledge and understanding about LGBTQIA+ communities; and
- outline standards for sensitive and appropriate collection, use and management of data and personal information across Queensland Government.

**Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts**

## Arts and culture

15

Develop a coordinated approach to recordkeeping of LGBTQIA+ community resources, historical artefacts, images and documents, including by:

- developing recordkeeping advice for Government Departments
- developing advice on how to help the preserve LGBTQIA+ materials within Government Departments.

**Whole of government; Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts**

16

Support the Melt Open Development Program enabling LGBTQIA+ artists across Queensland to develop and deliver projects as part of the 2024 Melt Open Festival of Queer Arts and Culture, a festival that celebrates diverse LGBTQIA+ communities.

**Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts (Arts Queensland)**

## Equitable Queensland

17

Strengthen awareness of Queensland's human rights and anti-discrimination framework and the protections it provides for LGBTQIA+ communities.

**Department of Justice and Attorney-General; Queensland Human Rights Commission**

18

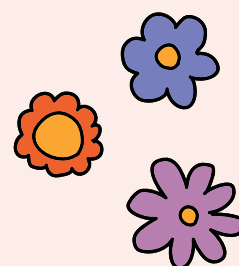
Ensure that legislation adequately protects LGBTQIA+ students and teachers from experiencing discrimination in all Queensland schools.

**Department of Justice and Attorney-General; Queensland Human Rights Commission**

19

Promote awareness of the ways the *Anti-Discrimination Act 1991* and the *Human Rights Act 2019* have been amended to provide greater protections for LGBTQIA+ people in Queensland.

**Department of Justice and Attorney-General; Queensland Human Rights Commission**

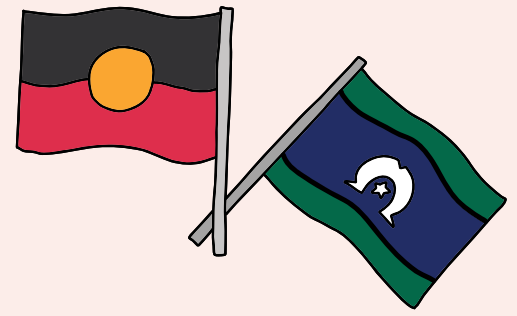




20

Provide culturally safe human rights information for Aboriginal and Torres Strait Islander LGBTQIA+, Sistergirl and Brotherboy communities.

**Queensland Human Rights Commission**



21

Support the sport and recreation industry to create and foster an inclusive culture for LGBTQIA+ people.

**Department of Tourism and Sport**

22

Strengthen training and resources available to support understanding of, and compliance with, Queensland's human rights and anti-discrimination framework.

**Queensland Human Rights Commission**

23

Align Queensland Health portfolio legislation with legislative reforms that have benefited LGBTQIA+ people, including to the *Births Deaths and Marriages Registration Act 2023*, *Human Rights Act 2019* and *Anti-Discrimination Act 1991*.

**Queensland Health**

## Recent law reforms

### *Births, Deaths and Marriages Registration Act 2023*

The *Births, Deaths and Marriages Registration Act 2023* was enacted to support trans and gender diverse people to align their legal identity with their lived identity, and modernise birth certificates to better recognise diverse Queenslanders.

Changes to these laws removed barriers to updating personal details on birth certificates, by no longer requiring a person to undergo sexual reassignment surgery to register a change of sex - and a person may update their name at the same time.

Birth certificates have also been updated to be more inclusive of trans and gender diverse parents, reflecting contemporary family structures.

### *Anti-Discrimination Act 1991*

Recent updates to the *Anti-Discrimination Act 1991* benefit LGBTQIA+ Queenslanders by

- modernising the definition of gender identity to be more inclusive and aligning with international best practice
- protecting intersex people by including 'sex characteristics' as a protected attribute from discrimination
- removes exemptions which previously allowed discrimination against LGBTQIA+ people in the context of working with children.

These changes follow the Queensland Human Rights Commission's recommendations in the Building Belonging Report.



## IMPACT AREA:

### Stronger communities and connections

Foster **stronger communities and connections** that support LGBTQIA+ people to belong and to thrive in communities across Queensland.

#### Safe in Queensland communities

24

Deliver free training on diverse sexuality and gender in the workforce through Back to Work's online short courses.

**Department of Employment, Small Business and Training**

25

Enhance the LGBTQIA+ Liaison Program to ensure specialist advice is provided to police officers to improve their interactions with people from LGBTQIA+ communities.

**Queensland Police Service**

#### Building stronger connections

26

Support strengthened LGBTQIA+ communities through supporting events and projects such as Pride Festivals.

**Whole of government; Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts**

27

Work with the veterans' sector to support Queensland LGBTQIA+ veterans and their families.

**Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts (Office for Veterans)**

28

Foster community connections for LGBTQIA+ students with their local LGBTQIA+ communities in state schools and educational environments.

**Department of Education**

29

Continue engagement with LGBTQIA+ communities such as through the Brisbane Pride Festival.

**Department of Child Safety, Seniors and Disability Services**



## Strengthening the LGBTQIA+ sector

30

Develop a guide for Queensland Government agencies to:

- promote effective engagement with LGBTQIA+ communities, including First Nations LGBTQIA+, Brotherboy and Sistergirl communities; and
- support effective delivery of initiatives for and relevant to LGBTQIA+ communities.

**Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts**

31

Promote community-led, local health initiatives delivered for LGBTQIA+ people across the ConnectingQ platform and network.

**Health and Wellbeing Queensland**

32

Support LGBTQIA+ communities through promotion and coordination of *Pride in our Communities* and ongoing engagement with LGBTQIA+ stakeholders.

**Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts**

## Supporting healthy relationships

33

Develop and roll out Domestic and Family Violence (DFV) training and resources to support health workers to recognise and understand the unique ways that DFV presents in LGBTQIA+ communities and build the capability of the health workforce to respond appropriately.

**Queensland Health**

34

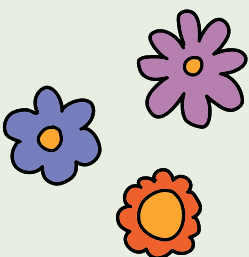
Deliver a pilot program tailored to the needs of LGBTQIA+ persons using domestic and family violence, aimed at changing behaviour that leads to domestic and family violence (DFV).

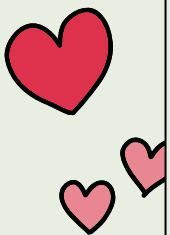
**Department of Justice and Attorney-General**

35

Embed targeted domestic and family violence (DFV) responses by and for LGBTQIA+ communities across Queensland's extensive domestic, family and sexual violence reform program.

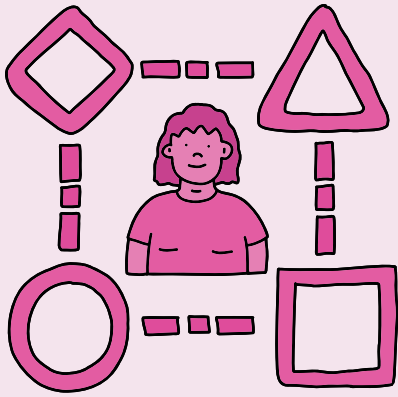
**Department of Justice and Attorney-General**





“It was the best feeling when a young Trans person in the audience at the conference told me that seeing me speak and be on the Queensland Government LGBTIQ+ Roundtable advising the Government gave them hope that in their own life they were not only going to be able to survive, they were going to be able to thrive.”

– **Kris (she/they), Quandamooka land/Wynnum**



## IMPACT AREA:

### Responsive, inclusive and accessible services

Provide **responsive, inclusive and accessible services** across Queensland that are welcoming and safe for LGBTQIA+ people to access.

#### Appropriate and capable services

36

Develop and implement culturally appropriate care and programs for Aboriginal and Torres Strait Islander LGBTQIA+ young people.

**Department of Youth Justice**

37

Work with local councils to increase knowledge and inclusion of LGBTQIA+ communities within a local government services context

**Department of Housing, Local Government, Planning and Public Works; Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts**

38

Provide high quality, person-centred, safe and affirming services to LGBTQIA+ people through uplifted capability, training and resources for Queensland Government service delivery staff.

**Whole of government**

39

Ensure Queensland Government systems, processes and forms are inclusive and appropriate, and safeguard privacy, while providing LGBTQIA+ people with control over their personal data – enabling accurate recording and equitable treatment for people of diverse gender, sexuality, sex characteristics and relationships.

**Whole of government**



40

Provide frontline Queensland Health staff across Queensland with training and resources to uplift capability in providing high quality, person-centred, safe and affirming services to LGBTQIA+ people.

**Queensland Health**

41

Work with the domestic and family violence and sexual violence specialist service sector to ensure services are inclusive of and responsive to the needs of LGBTQIA+ people.

**Department of Justice and Attorney-General**

42

Support DJAG-funded domestic, family and sexual violence specialist service providers to gather data about the experiences of LGBTQIA+ people in accessing DFV services, to inform ongoing Queensland Government service design and delivery.

**Department of Justice and Attorney-General**

43

Encourage and support LGBTQIA+ young people to achieve safe, secure and affordable housing through the implementation of *Towards ending homelessness for young Queenslanders 2022-2027* and explore further ways to improve Queensland Government's support for young LGBTQIA+ people experiencing insecure housing.

**Department of Housing, Local Government, Planning and Public Works**

44

Encourage and support the housing and homelessness sector to provide LGBTQIA+ inclusive facilities, as outlined in the *LGBTQIA+ Inclusive Practice Guide for Homelessness and Housing Sectors in Australia*.

**Department of Housing, Local Government, Planning and Public Works**

45

Encourage and support the housing and homelessness sector to increase knowledge and awareness for frontline workers about LGBTQIA+ people and communities, including First Nations LGBTQIA+, Sistergirl and Brotherboy communities.

**Department of Housing, Local Government, Planning and Public Works**

46

Enable explicit and visible inclusion and access for LGBTQIA+ people, particularly gender diverse people, in housing and homelessness services systems and processes, for example, intake forms.

**Department of Housing, Local Government, Planning and Public Works**

47

Promote welcoming and inclusive seniors' living options.

**Department of Housing, Local Government, Planning and Public Works**

48

Embed Sexual Orientation, Gender Identity and Expression policy and practice through the Sexual Orientation, Gender Identity and Expression (SOGIE) practice action plan.

**Department of Child Safety, Seniors and Disability Services (Child Safety)**

49

Ensure the workforce strategy under A Roadmap for Residential Care in Queensland includes strategies to support the diverse needs of children and young people in residential care including strategies to improve understanding of LGBTQIA+ communities, and the needs of children and young people who identify as LGBTQIA+.

**Department of Child Safety, Seniors and Disability Services (Child Safety)**





50

Review decision making in Child Safety regarding gender affirming care and reflect updates in policy and procedures, to ensure it occurs in a way that is affirming of the child or young person's gender identity and in accordance with medical guidance.

**Department of Child Safety, Seniors and Disability Services (Child Safety)**

51

Identify and provide appropriate training for foster and kinship carers to improve understanding of LGBTQIA+ communities, and the needs of children and young people who identify as LGBTQIA+.

**Department of Child Safety, Seniors and Disability Services (Child Safety)**

52

Review the guidelines provided to Kinship and Foster Care Assessors to ensure prospective applicants have the skills and capability to support LGBTQIA+ children and young people.

**Department of Child Safety, Seniors and Disability Services (Child Safety)**

53

Provide affirming, individualised case management support for all LGBTQIA+ people under Youth Justice supervision, and additional safety planning for LGBTQIA+ young people in custody.

**Department of Youth Justice**

54

Provide inclusive gender and sexuality education in detention centres, including healthy relationships education that inclusive of LGBTQIA+ relationships and identities.

**Department of Youth Justice**

55

Perform ongoing policy, procedure and practice reviews to strengthen recognition of LGBTQIA+ young people.

**Department of Youth Justice**

56

Provide affirming, tailored case management support and safety planning for LGBTQIA+ people in our care and under supervision.

**Queensland Corrective Services**

57

Undertake a review of operational policies relating to transgender and gender diverse prisoners to improve the safety and inclusion of the prisoner cohort.

**Queensland Corrective Services**

58

Implement amendments from the *Births, Deaths and Marriages Registration Act 2023* into Unify.

**Department of Child Safety, Seniors and Disability Services (Child Safety)**

## Stronger health outcomes

59

Recognise LGBTQIA+ communities as a priority cohort within the Queensland mental health and wellbeing strategy and respond to the key mental health and wellbeing priorities of LGBTQIA+ communities.

**Health and Wellbeing Queensland; Queensland Mental Health Commission; Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts**

60

Engage with LGBTQIA+ people with disability in relation to disability reforms in Queensland, including in relation to the findings of the National Disability Insurance Scheme Review and Royal Commission into Violence, Abuse and Neglect of People with Disability.

**Department of Child Safety, Seniors and Disability Services (Disability Services)**

61

Undertake a review and analysis of health service responses to treat and support people with innate variations in sex characteristics, including medical interventions on children with innate variations in sex characteristics, in consultation with intersex organisations.

**Queensland Health**

62

Explore models of providing person-centred, evidence-based gender affirming healthcare in Queensland's public health system, informed by consultation with LGBTQIA+ communities.

**Queensland Health**

63

Liaise with Queensland Health and intersex organisations regarding best practice support for intersex children and young people in care.

**Department of Child Safety, Seniors and Disability Services (Child Safety)**



“I was headed into hospital for surgery completely unrelated to my gender, but I was still nervous, because I wasn't sure how people would refer to me, how the people I would be completely reliant on during my stay would treat me. When I saw the nurses with their pride lanyards, expressing kindness and treating me like every other patient, it was a huge relief.”

– **Selena (she/her), Tulumur/Ipswich**

## Equitable education for all Queenslanders

64

Support all Queensland state schools to provide equitable access to safe and inclusive learning environments for LGBTQIA+ students through:

- promoting whole of school inclusive practices that increase visibility, safety and are informed by student voice
- inclusive curriculum options including Respectful Relationships Education
- improved staff awareness of LGBTQIA+ students through access to LGBTQIA+ Student Inclusion capability opportunities.

Department of Education

65

Promote and support an inclusive approach to bullying prevention and response that recognises the needs of LGBTQIA+ young people.

Department of Education

