

Department of Health

LGBTIQA+ ACTION PLAN 2024-2027





Contents

Foreword	2
Community foreword	3
Key to areas within DOH	6
Tracking progress	7
Actions	8

Objective 1:

To provide equitable, inclusive and accessible services, and other strategies to improve health outcomes.

8

Objective 2:

To listen to, and work in collaboration with LGBTIQ+ organisations and community members to continually improve our health system and services.

18

Objective 3:

To implement learning resources and key initiatives across the Department of Health that promote inclusion, acceptance and understanding.

20

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G ay
B isexual
T ransgender and Gender Diverse
I ntersex
Q ueer
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Foreword



On behalf of the Department of Health I am pleased to present this LGBTIQ+ Action Plan. 2024 marks the 25th anniversary of the Department of Health LGBTIQ+ reference group.

This is one of the longest standing groups of its kind in Australia, an achievement we are proud of. This long-term collaboration with LGBTIQ+ communities shows the ongoing commitment to support inclusion and diversity within our health services. We also value the partnerships we have formed with key organisations who support LGBTIQ+ Tasmanians.

One of the initial activities the Department did in 1999 was to contract a consultant to undertake a needs analysis which set the direction for the following years. Listening to the voices of LGBTIQ+ Tasmanians has remained important, with the more recent development of the Community Voices videos an example. These are part of the Department's LGBTIQ+ Inclusive Healthcare resources launched in December 2021 which were developed with the community. We are delighted we have such an excellent resource to increase awareness and support inclusion.

I thank LGBTIQ+ Tasmanians who have provided their experiences and ideas around accessing services both now, and throughout the years.

The goal of the Department of Health is to CARE for the health and wellbeing of all in Tasmania. Compassion, Accountability, Respect and Excellence (CARE) are our department-wide values, and these guide this Action Plan. Additionally, the Department is launching in 2024 a Diversity, Equity and Inclusion Framework which this Action Plan aligns with.

This Action Plan extends on the work that has taken place over many years both within the Department of Health, and across the whole of government. This includes building on past workplans of the DoH LGBTIQ+ reference group and drawing on research and consultation such as the *Tasmanian's Telling Us the Story* report, Rethink 2020 and the Tasmanian Suicide Prevention Strategy.

This Plan is both aspirational and realistic. The Actions outlined aim to celebrate the diversity of Tasmania, recognise the varying needs of LGBTIQ+ Tasmanians, whilst also acknowledging the complexities of health and wellbeing and our systems of care.

I encourage and support everyone to continue the work to make the Department of Health caring and inclusive for all LGBTIQ+ Tasmanians who are part of, and who access our health system.

**Dale Webster, Acting Secretary,
Department of Health**

Community foreword



There has been marked progress in legal rights and social acceptance for LGBTIQ+ Tasmanians since the dark days when homosexuality and cross-dressing were against the law.

But the legacy of criminalisation remains. Discrimination in education, employment housing and health care is still an everyday part of the lives of too many LGBTIQ+ Tasmanians.

Continued stigma and discrimination lead directly to poorer health outcomes. Local and national research has revealed that LGBTIQ+ Tasmanians have a higher mental health risk than other LGBTIQ+ Australians. It also shows stigma and discrimination contribute to higher levels of physical illness and problems accessing health care than are experienced by other Tasmanians.

There are solutions. The Telling us the Story report, commissioned by the State Government and based on the largest ever survey of LGBTIQ+ Tasmanians, highlighted the importance of:

- promoting inclusive policies and practices
- increasing awareness of LGBTIQ+ experiences and needs
- delivering training for health workers
- improving mental health care
- meaningfully consulting with LGBTIQ+ organisations, and
- addressing causes of health inequality and barriers.

I welcome the Department of Health LGBTIQ+ Action Plan 2024- 2027 because it acknowledges the problems the LGBTIQ+ community faces and implements the solutions recommended by Telling us the Story.

It is also the culmination of many years of collaboration between the Department of Health and the LGBTIQ+ community.

Beginning in 1999, the Department's LGBTIQ+ Reference Group has brought together some of the most experienced and passionate people in government and in the community to find paths forward to better health outcomes.

It is appropriate the Action Plan marks the 25th anniversary of the Reference Group. The Group is one of the oldest of its kind in the nation. Now, it has a detailed plan for the future.

There remain many challenges when it comes to improving the health outcomes of LGBTIQ+ people and improving our access to health services.

These include improving access to gender affirming care, improving mental health outcomes and reducing suicide risk, addressing higher levels of drug and alcohol use and improving services in rural areas.

But the constructive collaboration we have seen so far gives me hope we can continue to work together to build a more inclusive society and healthier lives for LGBTIQ+ Tasmanians.

Mez Newman
Community co-chair, Department of Health
LGBTIQ+ Reference Group

Vision:

To have an inclusive healthcare system for all LGBTIQ+ Tasmanians, supporting those who access services, and those who work within the Department of Health.

Purpose:

To reduce the experience and impact of stigma, discrimination and effects of minority stress experienced by LGBTIQ+ Tasmanians, and to improve their health outcomes and access to services.





Objective 1:

To provide equitable, inclusive and accessible services, and other strategies to improve health outcomes.

Objective 2:

To listen to, and work in collaboration with LGBTQIA+ organisations and community members to continually improve our health system and services.

Objective 3:

To implement learning resources and key initiatives across the Department of Health that promote inclusion, acceptance and understanding.

Key to areas within Department of Health (DoH)

ADS	Alcohol and Drug Services
CAMHS	Child and Adolescent Mental Health Service
CMHW	Community Mental Health and Wellbeing
CQRA	Clinical Quality, Regulation and Accreditation
Culture and Wellbeing	The Culture and Wellbeing team sit under People and Culture. They oversee the One Health program including the Diversity, Equity and Inclusion strategy.
GRaSP	Government Relations and Strategic Partnerships
HE	Health Executive
HICT	Health Information Communication Technology
HPC	Hospitals and Primary Care
MHADD	Mental Health, Alcohol and Drug Directorate
OTS	Office of the Secretary
P&C	People and Culture (formerly Human Resources)
PHS	Public Health Services
PPPR	Policy Purchasing Performance and Review
SMHS	Statewide Mental Health Services
SIMGO	Strategy, Information Management & Governance Office
SSHS	Statewide Sexual Health Services
TGS	Tasmanian Gender Service
THS	Tasmanian Health Service
QPSS	Quality Patient Safety Service
WACS	Women's and Children's Services

Tracking progress

The DoH LGBTIQ+ reference group will monitor progress of the plan. Updates from key areas will be provided at the DoH, as well as the Whole of Government, LGBTIQ+ reference group meetings.

An annual 'Report Card' of actions for the previous year will be provided to the community.



Actions

Objective 1:

To provide equitable, inclusive and accessible services, and other strategies to improve health outcomes.



Objective 1:

To provide equitable, inclusive and accessible services, and other strategies to improve health outcomes.

Action**Area responsible****Detail****To improve Mental Health Services and Outcomes for LGBTIQ+ Tasmanians:**

Collaborate with Tasmanians in LGBTIQ+ communities to develop actions to prevent suicide, reduce harm from alcohol and other drugs, and improve mental health and wellbeing. The actions will build upon research and community knowledge which supports the *Tasmanian Suicide Prevention Strategy 2023 – 2027: Compassion and Connection*, the *Tasmanian Drug Strategy 2024-2029*, and *Rethink 2020: A State Plan for Mental Health in Tasmania 2020–2025* and their associated implementation plans.

MHADD

Research highlights the considerably poorer health outcomes for LGBTIQ+ people compared with others in the community. The Tasmanians Telling us the Story report (2021) concluded: 'Mental healthcare was without exception one of, if not the, most prominent point of discussion'.

Provide ongoing support for Working It Out (WIO) to deliver education programs such as the peer navigators and peer support buddy programs to build community and social connection.

MHADD

Research shows LGBTQ Tasmanians have higher rates of psychological distress. 62.2% than LGBTQ Australians 57.2% and considerably higher than the general population 13%.

Establish a small grants program to support initiatives which focus on strengthening protective factors for mental health in LGBTIQ+ communities.

MHADD

Lifetime suicide attempts for LGBTQ Tasmanians aged 14-21 is also higher - 32.7% compared to 25.6% for LGBTQ Australians, 5.3% general population.*

Begin scoping pilot mental health, alcohol and other drugs services for LGBTIQ+ Tasmanians based on the 2023 "An LGBTIQ+ Wellbeing Service Design" commissioned by DoH.

MHADD

*From Private Lives 3 and Writing Themselves In 4

For action related to training within mental health services, go to objective 3.

Objective 1:

To provide equitable, inclusive and accessible services, and other strategies to improve health outcomes.

Action

Area responsible

Detail

To improve Mental Health Services and Outcomes for LGBTIQ+ Tasmanians (continued):

Co-design promotional campaigns addressing prejudice, stigma and discrimination experienced by Tasmanians in LGBTIQ+ communities.

MHADD
with OTS
Communications

Ongoing consultation with the LGBTIQ+ community to consider ways to improve service delivery and respond to needs.

SMHS



Objective 1:

To provide equitable, inclusive and accessible services, and other strategies to improve health outcomes.

Action**Area responsible****Detail****To protect and promote the rights of Intersex people accessing health services:**

<p>Review the clinical definition of medical interventions relating to sex characteristics on people with innate variations of sex characteristics (intersex) to ensure all such interventions undertaken in Tasmania are captured in coding; and include that definition in related policies.</p>	<p>CQRA</p>	<p>These actions have been cross referenced with the Darlington Statement and found to address most recommendations within scope for DoH.</p>
<p>Ensure there are clear policies and protocols on providing clinical interventions relating to sex characteristics for people with innate variation of sex characteristics.</p>	<p>CQRA</p>	<p>Provide Better Lives Booklets, referral to social work services, and develop/deliver a pamphlet outlining supports available.</p>
<p>Explore ways to promote and support training and learning about best practice care for people who are intersex, including seeking advice from relevant clinical networks on existing resources and liaison with Primary Health Tasmania about professional development opportunities in primary care.</p>	<p>HPC / CQRA</p>	
<p>Offer psychosocial support during and post an intersex diagnosis</p>	<p>WACS and other relevant areas</p>	
<p>Create pathways which allow for medical procedures / care to be made available to intersex people with the capacity to consent.</p>	<p>HPC</p>	

Objective 1:

To provide equitable, inclusive and accessible services, and other strategies to improve health outcomes.

Action	Area responsible	Detail
Strengthen Gender Affirming Care services within the scope of DoH:		
<p>Ensure the ongoing availability of fit-for-purpose gender affirming care that meets Australian standards and responds to the increased demand for such care, through expansion of local services, subject to funding, and/or negotiation with others providers such as Department of Health, Victoria to provide services.</p>	<p>HPC</p>	<p>Review waiting times with consideration of possible solutions.</p> <p>Check client satisfaction of services.</p> <p>Consider the recommendations made by the Equality Tasmania report on gender affirming care in Tasmania (2023).</p>
<p>Ensure there are clear policies and protocols to guide clinicians on provision of gender affirming care, aligning with the World Prof Assoc for Transgender Health (WPath) and / or Australian Professional Association for Transgender Health (AusPath).</p>	<p>CQRA / HPC (SSHS)</p>	<p>Annual tracking of the number of clinicians reached / topics through clinician run education sessions offered by Statewide Sexual Health Service.</p>
<p>Seek funding to support community sector establishment and maintenance of a lived experience consumer group for gender affirming care.</p>	<p>SSHS</p>	<p>Track in-service sessions with the five main referring General Practice centres as well as education sessions run through primary health network. Report on this to the reference group.</p>
<p>Expand the Department of Health LGBTIQ+ learning resources to include generic (non-clinical) module on gender affirming care in Tasmania.</p>	<p>PHS</p>	
<p>Ensure clinical professional development training is provided and undertaken for staff delivering gender affirming care services.</p>	<p>SSHS</p>	
<p>Clinical education activities facilitated by SSHS medical staff to occur in both face to face and online formats, in-reach and outreach services for clinicians directly involved in the delivery of LGBTIQ+ care.</p>	<p>SSHS</p>	

Objective 1:

To provide equitable, inclusive and accessible services, and other strategies to improve health outcomes.

Action	Area responsible	Detail
Strengthen relationships with community-based organisations who deliver services to LGBTIQ+ Tasmanians.	<p>PHS and</p> <p>MHADD</p>	Through the funding agreement management process support partnerships with LGBTIQ+ specific services such as Working It Out and TasCAHRD, and services who support priority populations including Women’s Health Tasmania.
Support training for community-based organisations on how to provide LGBTIQ+ inclusive healthcare.	<p>MHADD/</p> <p>PHS/</p> <p>PPPR</p>	<p>Provide access to and promote the learning resources.</p> <p>Track engagement and feedback.</p>

Department of Health receive the Dorothies Award 2024

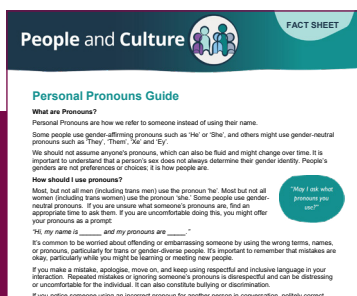
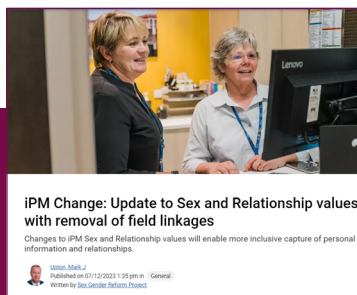
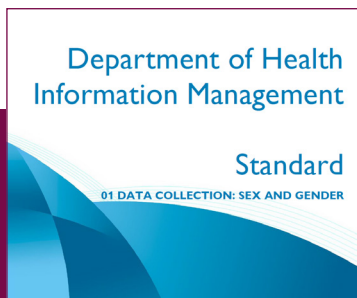


Objective 1:

To provide equitable, inclusive and accessible services, and other strategies to improve health outcomes.

Action

Progress the DoH Sex, Gender and Sexual Orientation Reform Action Plan to comply with the Justice and related Legislation (Marriage and Gender Amendments) Act 2019 (JRL Act).



Adopt as a standard for DoH facilities to provide (where possible) all gender toilets/showers/change rooms.

Area responsible

**CMHW /
Culture and
Wellbeing
team**

Detail

The Reform Action Plan will address priority areas approved by the whole of government Gender, Sex and Sexual Orientation reform implementation steering committee. These areas include cultural, process and systems change, human resource management, data management, policy and legislation. This work will be overseen by established internal governance structures.

Develop resources and training to support staff understand the reform and implement changes.



**Office of the
Deputy Secretary
Infrastructure**


Objective 1:

To provide equitable, inclusive and accessible services, and other strategies to improve health outcomes.

Action	Area responsible	Detail
Ongoing reporting and evaluation of LGBTIQ+ actions.	OTS and PHS	
Evaluate the progress of implementation plans for the 2023-2027 Tasmanian Suicide Prevention Strategy, the 2024-2029 Tasmanian Drug Strategy, and the 2020-2025 Rethink 2020 Strategy.	MHADD	
Monitor and respond to DoH / THS for feedback by LGBTIQ+ Tasmanians to track areas of concern / arising issues.	CQRA	DoH LGBTIQ+ reference group members to consider any issues and promote feedback processes through their networks.
Promote the feedback /complaints process to the LGBTIQ+ community.	PHS	
Request Equal Opportunity Tasmania and the Health Complaints Commission to provide updates on contact from LGBTIQ+ Tasmanians related to DoH experiences to share these with the DoH LGBTIQ+ reference group.	PHS	
Maintain the connection between LGBTIQ+ Actions and One Health / Diversity, Equity and Inclusion Framework.	Culture and Wellbeing Team and PHS	Regular meetings to share/ liaise/ collaborate. <i>See DEI Framework and Action Plan.</i>

Objective 1:

To provide equitable, inclusive and accessible services, and other strategies to improve health outcomes.

Action	Area responsible	Detail
<p>Maintain and identify new opportunities for Tasmanian representation on key National bodies.</p>  <p>The diagram, titled 'Diversity, Equity & Inclusion Guiding Principles', features a central orange circle with the text 'DIVERSITY, EQUITY & INCLUSION PRINCIPLES'. Surrounding this central circle are ten smaller circles, each containing an icon and a principle: 'Gathering & sharing ideas' (lightbulb), 'Appropriate access to information' (info icon), 'How we choose to prioritise our work' (gears), 'The physical environment' (building icon), 'Safe to learn' (person icon), 'We make adjustments' (gears), 'The language we use' (speech bubble icon), 'Communicating with people & progress' (people icon), 'Safe to learn' (person icon), and 'Safe to learn' (person icon).</p>	<p>GRaSP / PHS</p>	<p>Participate in interjurisdictional LGBTIQ+ health policy officer’s meetings.</p> <p>Respond to queries / requests for information.</p> <p>Identify and raise current concerns at a national level.</p> <p>Input/review National LGBTIQ+ 10 year Action Plan.</p> <p>Invite input and representation (as appropriate) by community members to national bodies.</p>
<p>Regularly communicate with staff about DoH LGBTIQ+ actions and information via the range of Departmental platforms.</p>	<p>Culture and Wellbeing Team / PHS</p>	<p>Communication platforms includes Intranet, REACH, social media, newsletters and email.</p>
<p>Regularly review and update content on the DoH LGBTIQ+ Inclusive Healthcare webpages and SharePoint portal.</p>	<p>Culture and Wellbeing Team / PHS</p>	

Objective 1:


To provide equitable, inclusive and accessible services, and other strategies to improve health outcomes.

Action	Area responsible	Detail
Actively promote DoH as an inclusive respectful workplace for LGBTIQ+ people.	People and Culture	
Continue to monitor performance within DoH to National Safety and Quality Health Service (NSQHS) Standard 2: Partnering with Consumers.	Quality and Safety teams / Standard 2 committee	



Objective 2:

To listen to, and work in collaboration with LGBTIQ+ organisations and community members to continually improve our health system and services.

Action	Area responsible	Detail
<p>To maintain the DoH LGBTIQ+ reference group and support the community co-chair role.</p> 	<p>PHS as secretariat</p> <p>OTS as co-chair</p>	<p>This is an ongoing action that includes three meetings annually.</p> <p>In recognition of the contribution of community members maintain payment of a stipend (fixed sum for costs) until any whole of government agreement on reimbursement</p> <p>Review membership annually.</p> <p>Support the Champion Network representative.</p> <p><i>See DoH LGBTIQ+ reference group Terms of Reference for more detail.</i></p>
<p>To provide regular, accessible communications with LGBTIQ+ community members.</p>	<p>PHS</p>	<p>To develop and distribute an annual one-page plain language 'report card' of actions undertaken in the preceding calendar year.</p> <p>To provide updates on key areas of work to reference group members.</p>

Objective 2:

To listen to, and work in collaboration with LGBTIQ+ organisations and community members to continually improve our health system and services.

Action	Area responsible	Detail
Continually consult with members of LGBTIQ+ communities on priority areas.	<p>HPC / MHADD / SMHS / SSHS</p>	<p>This is both an ongoing action and opportunity for new collaboration.</p> <p>Areas within the DoH will continue to consult with community members for a specific purpose, such as the development of learning resources and mental health plan.</p>
Provide presentations and updates on research around LGBTIQ+ matters to key business areas as appropriate.	<p>PHS / relevant areas</p>	<p>Presentations to reference group. Include agenda items from members.</p> <p>Present information sessions on key research or findings to specific areas of the DoH as appropriate.</p>
Maintain active DoH representation on the whole of government LGBTIQ+ reference group.	<p>PHS</p>	<p>Chief Executive, PHS to represent DoH on the whole of government reference group, and to provide links between reference groups.</p> <p>Regular engagement between officers providing secretariat support to agency reference groups.</p>

Department of Health representatives at the 2024 IDAHOBIT breakfast



Objective 3:

To implement learning resources and key initiatives across the Department of Health that promote inclusion, acceptance and understanding.



Objective 3:

To implement learning resources and key initiatives across the Department of Health that promote inclusion, acceptance and understanding.

Action	Area responsible	Detail
<p>To continue implementing the DoH LGBTIQ+ Inclusive Healthcare learning resources for the DoH workforce and settings.</p> 	<p>PHS</p>	<p>Implementation started in December 2021 when the resources were launched.</p> <p>75% of DoH staff to complete the LGBTIQ+ Inclusive healthcare introductory module within the next 3 years.</p> <p>Track progress and review implementation strategies to identify where further promotion and support is needed.</p> <p>Collate and analyse the feedback from the Department's online learning platform Tasmanian Health Education Online (THEO) to track engagement.</p> <p>Recognising intersectionality, link to other resources such as <i>Culture, Language and Health</i>.</p> <p>Respond as appropriate /possible within resourcing to requests for in-service training / information sessions. Track sessions delivered.</p>
<p>Provide access for other agencies to DoH LGBTIQ+ introductory module.</p>	<p>PHS</p>	<p>Parts of the DoH module to be made available for other agencies. Track access / maintain and update materials.</p>

Objective 3:

To implement learning resources and key initiatives across the Department of Health that promote inclusion, acceptance and understanding.

Action

Area responsible

Detail

Review, update and extend learning resources around LGBTIQ+ inclusion.



PHS

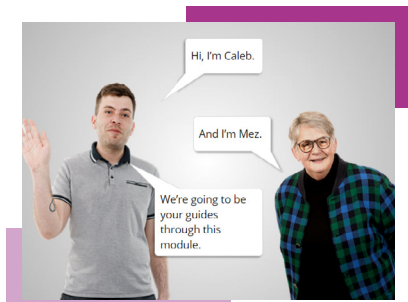
Update content regularly with examples of good practice, research and resources created by partners. Add links to other materials/ invite input e.g. Women's Health Tasmania podcasts, Better Lives project.

Develop specific content to respond to need and issues.

Distribute and track promotional materials.

Increase healthcare practitioners' and staff awareness of the needs of LGBTIQ+ people who are culturally and linguistically diverse.

Facilitate access by external health and community sector organisations to the DoH LGBTIQ+ Inclusive Healthcare learning resources (including support materials).



PHS

Maintain and update Health Learning Online (HLO) and the DoH internet webpages.

Liaise with key education stakeholders such as UTAS about possible collaboration and sharing.

Track engagement.


Support all staff within SMHS complete the LGBTIQ+ Inclusive Healthcare introductory module.

**MHADD with
SMHS**

75-85% of SMHS staff to complete LGBTIQ+ inclusive Healthcare module.

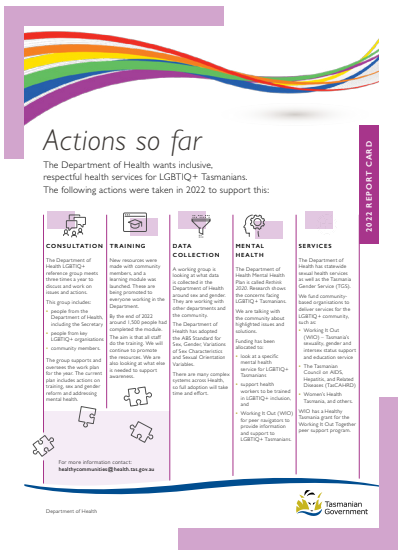
Objective 3:

To implement learning resources and key initiatives across the Department of Health that promote inclusion, acceptance and understanding.

Action	Area responsible	Detail
<p>Provide access to clinical training for relevant mental health staff on specialist topics important to LGBTIQ+ communities including gender and human affirming care.</p>	<p>MHADD with SMHS</p>	
<p>Scope additional training within mental health services to support staff understand the needs of LGBTIQ+ Tasmanians receiving care.</p>	<p>MHADD with SMHS</p>	
<p>Provide specific training in LGBTIQ+ risk /experience/ inclusivity for staff working in Alcohol and Drug Services.</p>	<p>ADS</p>	<p>WIO have a 3-year grant from the Pride Foundation Australia to deliver targeted prevention campaigns to community and build capacity for the AOD sector in Tasmania.</p> <p>They will develop a professional learning package based on consultation and research for the AOD sector, and offer professional learning sessions.</p> <p>This training will complement the DoH LGBTIQ+ introductory module.</p>
<p>Extend and support the DoH LGBTIQ+ Champions Network.</p> 	<p>PHS</p>	<p>Promote the network and the actions taken by champions.</p> <p>Provide profiles of champions and their actions to showcase the work and encourage others to join the network.</p> <p>Organise regular training and information sessions for champions.</p> <p>Communicate regularly and share updates/information.</p>

Objective 3:

To implement learning resources and key initiatives across the Department of Health that promote inclusion, acceptance and understanding.

Action	Area responsible	Detail
Hold an annual face to face professional development meeting for LGBTIQ+ Champions.	Culture and Wellbeing Team with PHS	
Extend and support the SMHS specific LGBTIQ+ Champion group.	SMHS	This group is a sub-set of the wider DoH LGBTIQ+ network. Provide specific training, networking and support opportunities.
Ensure initiatives to support inclusive healthcare remain appropriate.	MHADD / SMHS / PHS	Consider current and future initiatives such as activities as part of TasPride and the DoH Rainbow Choir.
Acknowledge DoH LGBTIQ+ actions and showcase achievements both internally and externally.	OTS / Culture and Wellbeing Team	Publish articles / stories / video clips via various channels (social media, SharePoint portal, REACH).
 <p>Actions so far The Department of Health wants inclusive, respectful health services for LGBTIQ+ Tasmanians. The following actions were taken in 2022 to support this:</p> <p>CONSULTATION The Department of Health LGBTIQ+ Champions group meets regularly to discuss and work on issues and actions. The group includes: • Department of Health LGBTIQ+ representatives • community members The group supports and promotes the work plan for the year. The current plan includes actions on training, and staff gender equity and addressing mental health.</p> <p>TRAINING New resources were made with community members and a training module was launched. These are being promoted to everyone working in the Department. By the end of 2022 around 1000 people had completed the module. The aim is that all staff on the training will continue to promote and resource. We are also looking at what else is needed to support awareness.</p> <p>DATA COLLECTION The Department of Health has adopted the ABS Gender Diversity Survey. This survey of Sex Characteristics and Sexual Orientation variables. There are many complex systems across health, so data collection will take time and effort.</p> <p>MENTAL HEALTH The Department of Health Mental Health Research in our LGBTIQ+ Tasmanians. They are working with other departments and the community about mental health and wellbeing. Funding has been allocated to: • a set of specific mental health services for LGBTIQ+ Tasmanians • support health systems across health, social support and other areas.</p> <p>SERVICES The Department of Health has various mental health services of staff in the Tasmania Gender Service (TGS). We have community-based organisations as below on our list of LGBTIQ+ community support: • Working in One (WOC) - Tasmania's leading gender and sexual health support and education service • The Tasmanian Council on AIDS, Disability, and Substance Use (TACDSU) • support health systems across health, social support and other areas. We have made: WOC - Tasmania's leading gender and sexual health support and education service • support health systems across health, social support and other areas. We have made: WOC - Tasmania's leading gender and sexual health support and education service</p> <p>For more information contact: healthcommunications@health.tas.gov.au</p> <p>Department of Health Tasmanian Government</p>	PHS	Create an annual 'Report Card' for distribution to community organisations / members and to DoH staff. Include examples of the impact / outcomes of actions. Invite community and staff input.
		PHS

Objective 3:

To implement learning resources and key initiatives across the Department of Health that promote inclusion, acceptance and understanding.

Action

Area responsible

Detail

Promote LGBTIQ+ inclusion and reflect the diversity within DoH.

PHS / Culture and Wellbeing Team / SMHS

Create media articles.
Host site specific events.
Circulate information / resources encouraging activities.
Have displays.
Engage with staff and consumers.

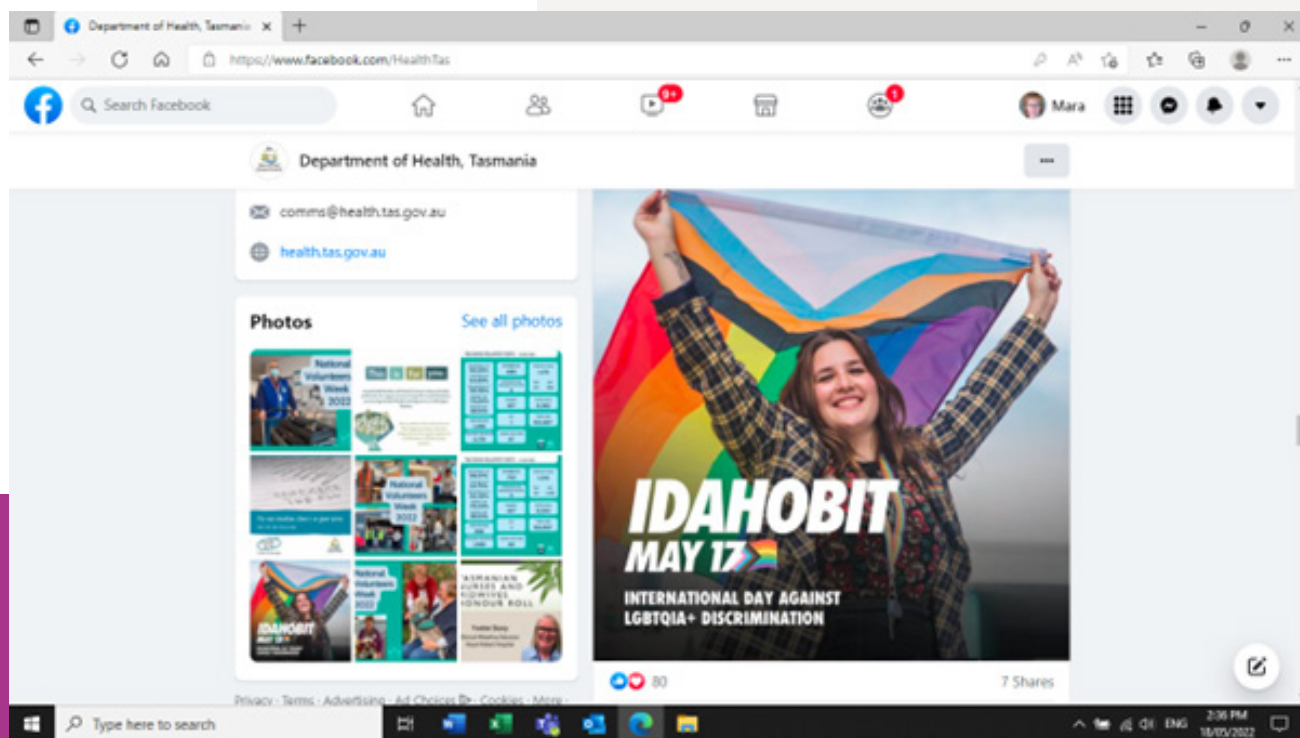
Acknowledge significant days and ensure DoH representation at key LGBTIQ+ events.

Culture and Wellbeing Team / OTS / PHS

Share articles via DoH communication platforms outlining significant days such as Intersex Awareness Day, Trans Day of Remembrance and IDAHOBIT Day.

Continue to organise DoH representation, including executive members, at annual TasPride Parade and IDAHOBIT breakfast.

Respond to requests and review opportunities to participate in other events.



Objective 3:

To implement learning resources and key initiatives across the Department of Health that promote inclusion, acceptance and understanding.

Action	Area responsible	Detail
Continually review DoH documents and communications to ensure the language is inclusive / there is representation of the diversity of Tasmanians.	Culture and Wellbeing Team	



This plan draws on information from National and Tasmanian sources current at the time of writing.

These include:

- *Tasmanians Telling us the Story* (2022).
- *The Tasmania Project: What wellbeing means for LGBTIQ Tasmanians* (2021).
- *Writing Themselves In 4* (2021).
- *Private Lives 3* (2020).

Go to the Department's LGBTIQ+ webpages for these and other reports, stories and research: <https://www.health.tas.gov.au/professionals/education-and-training-health-professionals/lgbtiq-inclusive-healthcare>





Department of
Health

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