



STRATEGIC PLAN

2021 - 2023

Our core values



LEADERSHIP

Using our uniquely placed collective expertise and lived experience, we build trust and capacity with stakeholders and decision makers for maximum impact. We lead, inspire, and strengthen our communities, creating change for the better.



INTEGRITY

Our ways of working are open, respectful, honest and transparent. We take responsibility for our actions and work for the betterment of others.



INCLUSION

We recognise and champion the diversity and intersectionality of our communities ensuring experiences are valued, represented and treated with compassion.



COLLABORATION

We work together to ensure that collaboration and co-design is at the heart of everything we do.



INNOVATION

We effect meaningful societal change by contributing to, and drawing from, a sound research base.

Our purpose

We are the national peak body for LGBTIQ+ health and the voice of our members, partner organisations and the communities we collectively represent.

Our Vision

Healthy lesbian, gay, bisexual, trans/transgender, intersex, queer and other sexuality, gender and bodily diverse people and communities throughout Australia and the world, free from stigma and discrimination.

How we work

In line with our core values, we:

- Work to improve the health and wellbeing of LGBTIQ+ people, their families, and their communities.
- Act as the national peak body for our full members, LGBTIQ+ community-controlled health organisations that focus solely on the prevention and control of disease to LGBTIQ+ people by delivering health and wellbeing services and programs.
- Advocate for equity in LGBTIQ+ health through the development of strategies, programs, education, policy and research.
- Listen to our full members and actively involve them in shaping our priorities and work, keeping the voices and needs of LGBTIQ+ health organisations paramount.
- Work in partnership with full members avoiding duplication of effort and engage our full members to undertake projects and programs on our behalf.
- Recognise that all members are an essential part of LGBTIQ+ Health Australia.
- Support and strengthen the community activities, training, policy and advocacy activities of our regular members.
- Work with affiliate and associate members to build their capacity to deliver high quality services and programs for LGBTIQ+ people.
- Connect with our individual members and supporters and encourage their input.
- Strengthen partnerships across all members in our collective aim to improve the health and wellbeing of our communities.
- Establish and maintain platforms for ongoing dialogue and communication with our members, other organisations, and governments. We form strong alliances and set common goals for action.
- Support the development of local and grassroots community-led LGBTIQ+ organisations where there is need, and we invest in developing their knowledge, skills, and capacity.
- Draw on the knowledge and peer-based expertise that comes from lived experience and the rich diversity of our members. We encourage and support individuals and communities to reach their potential.
- Acknowledge that the people we serve have diverse and complex health and wellbeing needs, and that within this diversity we all share a common fight against stigma and discrimination.

What we do



1 As the national voice for LGBTIQ+ health and wellbeing, we:

- Provide high-quality and tailored information, education, social marketing, and resources about LGBTIQ+ health and wellbeing, including on emerging issues and needs
- Champion national reform in LGBTIQ+ health and wellbeing
- Develop and contribute to relevant policy and assist and advise government
- Conduct and disseminate relevant research and work in partnership to build LGBTIQ+ health research
- Support and participate in research to ensure we have a strong evidence base to inform decisions about our communities' health and wellbeing
- Analyse data to track important issues in our communities and advocate for action as, when and where it is required
- Establish the cost of not addressing identified issues, and communicate findings to our communities, government and funding agencies
- Develop resource lists for relevant issues and provide opportunities for comment
- Support our members by improving the benefits of all membership classes in the organisation.



2 We foster productive partnerships at the national and international levels to effect meaningful change at the local level. We do this by:

- Providing expert and trustworthy advice to government
- Working closely with other peak bodies around Australia to identify synergies and opportunities and strengthen program delivery and innovation and avoid duplication
- Piloting programs with member organisations
- Developing tools and resources to build the capacity of members and establish minimum standards
- Working to build capacity of mainstream organisations to improve LGBTIQ+ health
- Responding to the emerging needs of our communities by adapting and tailoring our approaches to meet their needs
- Representing LGBTIQ+ Health Australia at relevant forums and in groups, networks, and organisations
- Delivering and showcasing our work through a robust branding strategy, raising our profile in and around the Commonwealth Parliament
- Mapping task forces, working groups, and departmental committees on which we are already represented, and identify and fill gaps.



3 Working collaboratively with our members and recognising the intersectionality of our communities, we:

- Develop credible and safe partnerships across the membership, networks and beyond
- Place co-design and co-production at the heart of everything we do
- Stand as a role model organisation and champion LGBTIQ+ diversity
- Partner with the broadest possible collection of groups and communities; prioritising lived experience
- Build and maintain strong partnerships that exemplify and share best practice models for inclusion and participation
- Network to build community connection and partnerships
- Build capacity and resilience of member organisations to work together transparently and respectfully and with only the best interests of each other
- Work with members, stakeholders and government to reduce lateral violence and the causal factors of minority stress
- Support member organisations with toolkits, policy templates, webinars, and other resources
- Consult with members to determine key areas of need and gaps in services
- Facilitate an annual face-to-face members' meeting.



4 We demonstrate sound and sustainable governance by:

- Delivering strong, considered, and sustainable financial management
- Maintaining financial sustainability while diversifying funding and creating new, independent income streams
- Developing new programs that are based on emerging community need and are underpinned by sustainable funding streams
- Meeting the relevant legal and ethical standards.