



LHA STRATEGIC PLAN

2024 – 2029

INTRODUCTION

LGBTIQ+ Health Australia (LHA), founded in 2010, is the national peak body for LGBTIQ+ health and wellbeing. LHA members contribute a wealth of diverse expertise, capabilities, and capacities to the organisation. Together, we serve as a formidable and trusted voice. LHA is guided by four foundational pillars of work: policy and influence, member engagement and support, partnerships and collaboration, and the national facilitation of capacity building programs.

OUR VISION

Healthy LGBTIQ+ individuals, communities, and organisations, free from the burdens of stigma and discrimination and supported by safe, affirming and accessible services.

OUR PURPOSE

As the national peak body for LGBTIQ+ health and wellbeing our purpose is to amplify the voices and expertise of our members and the communities we collectively represent. Through rigorous research and expert insights, we lead efforts to effect change and improve policy, system designs and service provision, thereby ensuring equitable access to services and resources for our communities.

OUR VALUES

We recognise and celebrate – the rich diversity and inherent strengths of LGBTIQ+ communities, members, and our team including the many intersectional identities that exist amongst us.

We are engaged and accountable – We listen attentively, seek to understand, and respond to the unique needs of our members, partners, and staff. We hold ourselves accountable for our actions.

We are driven by our commitment to human rights and social justice – We stand in solidarity with our communities, members, partners and stakeholders, actively working to promote equity, address the social determinants of health, and expand access to services, support, and opportunities.

We lead with courage – raising critical issues, speaking up, and driving change.

Together, we make progress – championing collaborative efforts with our members to advance progress and effect change in the best interests of LGBTIQ+ communities. Our approach is forward-looking, and partnership is our preferred mode of operation.

In alignment with these principles and values, LHA is committed to fulfilling our strategic priorities and delivering meaningful outcomes for LGBTIQ+ health and wellbeing.





STRATEGIC PRIORITY 1: Collaboration and Partnership

Objective: Enhance LGBTIQ+ health and wellbeing through effective collaboration and strategic partnerships.

KEY FOCUS AREAS:

- Strengthen Member Relations: Improve member engagement and satisfaction by actively addressing their needs and feedback.
- National Capacity Building Program Partnerships: Forge partnerships at the national level to deliver impactful LGBTIQ+ community-controlled programs and broker funding for full members.
- Efficient Collaboration Models: Develop innovative models for efficient resource allocation and partner integration.
- Stakeholder Engagement: Cultivate relationships with government agencies, community leaders, and influential stakeholders.
- Research Partnerships: Collaborate with research institutions to inform evidence-based initiatives.

These initiatives drive our mission to improve community health through strategic collaboration.





STRATEGIC PRIORITY 2: Evidence-Based Policy and Influence

Objective: Advocate for evidence-based policy decisions and actively engage with decision makers to ensure communities have access to optimally co-designed, effective services.

KEY FOCUS AREAS:

- Policy Influence: Advocate for changes in national and where appropriate jurisdictional policies that directly affect the health and wellbeing of LGBTIQ+ communities. We aim to shape policies that align with our purpose and objectives.
- System Design Impact: Work towards influencing the design of systems to enhance equitable access and responsiveness of services to LGBTIQ+ communities. Our efforts will be directed at improving the overall system for better outcomes.
- Intersectional Advocacy: Advocate on critical issues where complex policy intersections affect LGBTIQ+ individuals, communities and organisations.
- Resource Mobilisation: Increase resources dedicated to promoting LGBTIQ+ health and wellbeing and building the capacity of LGBTIQ+ community-controlled organisations. These resources will enable us to effectively achieve our advocacy goals.

By pursuing these key areas of work, we endeavour to advance our strategic priority of Evidence-Based Policy and Influence, ultimately benefiting the communities we serve.





STRATEGIC PRIORITY 3:

Building the Capacity and Reach of the LGBTIQ+ Community Controlled Health and Wellbeing Sector

Objective: Strengthen the capacity and reach of the LGBTIQ+ community-controlled health and wellbeing sector through resource enhancement and capability development.

KEY FOCUS AREAS:

- **Member Empowerment:** Empower our members to effectively advocate and develop their sphere of influence across the broader health and wellbeing sectors. We will provide support and resources to amplify their voices and impact.
- **Capacity and Capability Building:** Implement activities and initiatives aimed at enhancing the capacity and capability of the LGBTIQ+ health and wellbeing sector. Our efforts will focus on capacity building, knowledge transfer and brokering of funding for full member organisations.
- **Resource Advocacy:** Advocate for increased resourcing dedicated to the LGBTIQ+ community-controlled sector. We will work tirelessly to secure the necessary resources to support the LGBTIQ+ community-controlled sector growth and sustainability.

Through these strategic endeavours, we aim to strengthen our collective impact in the various priority health and wellbeing sectors.





STRATEGIC PRIORITY 4: A Strong and Sustainable Organisation

Objective: To ensure LHA operates as a dedicated and dynamic peak body with resilient governance, robust systems, financial sustainability, an engaged membership, and a dedicated team.

KEY FOCUS AREAS:

- Human Capital and System Investment: Continuously invest in our team's development and our organisational systems to enhance efficiency and effectiveness.
- Robust Governance: Maintain strong governance practices to uphold accountability, transparency, and ethical standards within LHA.
- Quality Program Delivery Support: Provide the necessary support and resources to ensure the successful delivery of high-quality programs that align with our purpose.

By addressing these key focus areas, we are committed to achieving a strong and sustainable organisation, thus enabling us to better serve our members and communities.





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