

Second Action Plan

(2026 - 2028) of the
Capital of Equality Strategy



ACT
Government

Acknowledgement

The ACT Government acknowledge the Ngunnawal people as traditional custodians of the ACT and recognises any other people or families with connection to the lands of the ACT and region. We acknowledge and respect their continuing culture and the contribution they make to the life of this city and this region.

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Note on language

In this document, the term “LGBTIQA+” is used as a respectful way to represent a wide range of identities and experiences, including but not limited to lesbian, gay, bisexual, transgender, intersex, queer, asexual, aromantic, agender, non-binary, and pansexual individuals. However, it’s crucial to recognise that there is no single experience or narrative that captures what it means to be part of the LGBTIQA+ community. The terms we use provide a common language, but they cannot encompass the full breadth and complexity of individual identities and experiences.

We may vary the spelling of the acronym when directly referencing original sources that use an alternative version.

Acronyms used

ABS	Australian Bureau of Statistics	HCSD	Health and Community Services Directorate
CED	City and Environment Directorate	iCBR	Infrastructure Canberra
CHS	Canberra Health Services	JACS	Justice and Community Safety Directorate
CMTEDD	Chief Minister, Treasury and Economic Development Directorate	SOGIESC	sexual orientation, gender identity and expression and sex characteristics
DFSV	domestic, family and sexual violence	STI/BBV	sexually transmitted infections and blood-borne viruses
GBMSM	gay and bisexual men, and men who have sex with men	TGDI	trans, gender diverse and intersex people

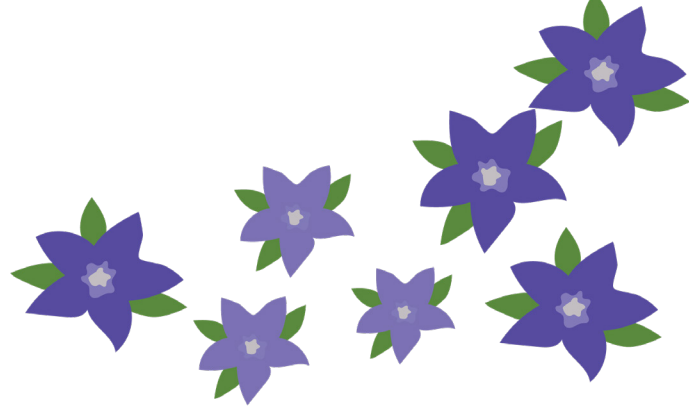


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Minister's foreword

In 2024, the ACT Government released the five-year Capital of Equality [Strategy](#) and its First Action Plan (2024-26) with a clear way forward towards achieving equality and wellbeing for LGBTIQ+ communities in Canberra. The Capital of Equality Strategy (2024-29) reflects our belief that every person has the right to live free from discrimination, to be safe, and to belong.

The First Action Plan (2024-26) included 37 actions across ACT Government bringing the aspirations of the Capital of Equality Strategy into reality. I am particularly proud of several key initiatives that built a strong foundation for the future work.

We ran “The Unsaid Says a Lot” [campaign](#) in partnership with the Victorian Government. This is a nation-leading, Australian-first campaign co-designed by trans and gender diverse communities. Highlighting the exclusion that trans and gender-diverse people experience, the campaign calls on everyone to not stay silent but help play a role in creating a safer Canberra. It offers tools to everyone in our communities on how to become better allies to trans and gender-diverse people.

We established the Aboriginal and Torres Strait Islander LGBTIQ+ [Advisory Group](#). This is the first time the ACT Government has created a dedicated structure to co-design solutions with First Nations LGBTIQ+ people. Following a co-design process, the final report lays out a path towards improving the outcomes for Aboriginal and Torres Strait Islander LGBTIQ+ communities through honouring self-determination, respecting cultural knowledge, and nurturing genuine partnerships.

We continued supporting the peer-led LGBTIQ+ organisations and for the first time funded a dedicated program for LGBTIQ+ people with disability.

We continued undertaking legal reforms to achieve full equality for LGBTIQ+ communities, whether by removing discriminatory barriers to altruistic surrogacy, introducing a positive duty to eliminate discrimination and vilification or ensuring that the way ACT laws are drafted are inclusive of all people.

We established LGBTIQ+ community roundtables, which have proven to be a strong and practical way for the government to stay connected with LGBTIQ+ communities. These roundtables help us listen to lived experiences, gather the evidence of emerging needs, and test ideas early. They have shown that when we create regular, structured ways to talk, and when we act on what we hear, trust grows, and policy is better.

The work that we have achieved so far is significant, and a testament to the commitment and collaboration of public servants, community leaders, and service partners. It is how we continue making Canberra the most LGBTIQ+ welcoming and inclusive city in Australia.

I am pleased, therefore, to release the Second Action Plan (2026-28). The Second Action Plan will continue making Canberra the Capital of Equality, not just in name, but in action.

Suzanne Orr MLA
Minister for Equality



What is the Second Action Plan (2026-28)?



The Second Action Plan is how we continue delivering the Capital of Equality Strategy (2024–29). The Strategy sets out our long-term goal: a Canberra where LGBTIQ+ people are safe, respected and able to live equal lives.

The Second Action Plan represents our practical next steps over the coming 2.5 years to continue achieving this goal.

How we developed the Plan

Building on the work of the First Action Plan (2024-26), the Office of LGBTIQ+ Affairs developed this Second Action Plan using strong evidence, community voices and expert advice.

The Office of LGBTIQ+ Affairs:

- Ran the 2025 LGBTIQ+ Communities [Survey](#) to understand experiences, measure our progress so far and see where change is needed.
- Reviewed contemporary research to ensure our decisions are informed by the best available evidence.
- Sought advice from the ACT LGBTIQ+ Ministerial Advisory [Council](#).
- Collaborated closely with all ACT Government directorates to negotiate and finalise the actions, ensuring alignment with broader government priorities and initiatives.

How we structured the Plan

The Second Action Plan consists of 36 actions which will be delivered by a range of ACT Government agencies.

Each action is grouped based on its connection to a specific objective and focus area of the Strategy.

These actions are also aligned with the ACT Wellbeing Framework. In other words, by delivering these actions we aim to improve the wellbeing of Canberra communities. As a whole, the Second Action Plan is closely aligned with the 'Identity and belonging' wellbeing domain, supporting all across our communities to be able to express their identity, feel a sense of belonging and participate fully in society. The Plan also supports achieving positive impacts across several other wellbeing domains:

- Identity and belonging: 10 actions.
- Health: 9 actions.
- Governance and institutions: 7 actions.
- Safety: 4 actions.
- Social connections: 2 actions.
- Education: 2 actions.
- Access and connectivity: 2 actions.
- Housing and home: 1 action.

Objective 1



Promote awareness and understanding to eliminate barriers to equality

Why is this needed?

The Capital of Equality Strategy recognises that building understanding about the experiences of LGBTIQ+ people is an important step towards achieving full equality. The actions in this Plan support that goal by improving how we collect and use data, creating opportunities for meaningful engagement, increasing representation, and making sure the experiences of LGBTIQ+ people are reflected across policies and services.

A strong theme in this work is visibility. When people feel seen and welcomed, they are more confident to take part in education, work and community life. Seeing people like ourselves represented matters. At the same time, we recognise that being visible can also carry risks for some people.

The 2025 ACT LGBTIQ+ Communities Survey shows that many LGBTIQ+ people feel unsafe in public spaces, and that this has increased since 2022. This highlights the need to keep promoting inclusion in all areas of life. By working closely with LGBTIQ+ communities to increase representation through public transport messaging, targeted programs in libraries and new or upgraded infrastructure, we aim to do two things.

First, we reaffirm the Strategy's commitment that LGBTIQ+ people, their families and communities are valued and respected in the ACT. Second, we help create more opportunities for everyone to participate, because a city where LGBTIQ+ people can live openly and safely is a city that is safer and more connected for all.

Improving data on sexuality, gender and variations in sex characteristics across the ACT Government also remains our priority.

Better data helps us better understand different experiences and measure change over time. The 2026 Census will ask questions about sexuality and gender for the first time, and we will align our local improvements to support strong, evidence-based decisions.

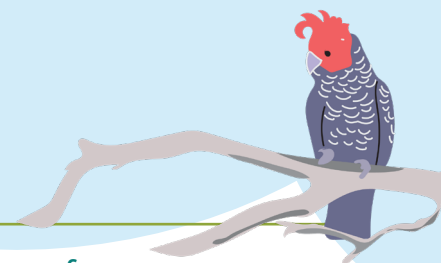
The 2025 ACT LGBTIQ+ Communities Survey and the recent review of the Sexuality and Gender Identity Conversion Practices Act show that we need to continue improving awareness within LGBTIQ+ communities about their rights, the laws that protect them from discrimination and vilification, and the supports available if harm occurs. Through this Plan we will provide clear, accessible information in plain language and through trusted channels, so people know what support exists and how to seek help.

Finally, we will begin staged implementation of the recommendations from the co-design report with Aboriginal and Torres Strait Islander LGBTIQ+ communities. This work will focus on turning community priorities into clear and sustained actions.

"So many things about living in the ACT are amazing! I love the recognition of gender diverse people in policy, particularly when other states and countries are going the other way."

2025 ACT LGBTIQ+ Communities Survey participant

What we will do



→ Action	✓ Outcome	○ Measures of success
Focus area 1.1. Strengthening ACT Government's engagement with LGBTIQ+ communities		
→ Strengthen the ACT Government's engagement with LGBTIQ+ communities for inclusive policy making Responsible: HCSD	✓ ACT Government policies consistently reflect LGBTIQ+ experiences; policy advice on the impacts of laws and initiatives on LGBTIQ+ communities is lived experience and evidence based.	○ Clear understanding of impacts of government policy and decisions on LGBTIQ+ people. ○ Availability of consultation and engagement opportunities. ○ Effective operation of the LGBTIQ+ Ministerial Advisory Council as per its Terms of Reference (ToR).
→ Convene LGBTIQ+ communities' roundtables for meaningful community engagement Responsible: HCSD	✓ LGBTIQ+ communities in the ACT have regular and structured opportunities to inform government decisions.	○ Number of roundtables held with a minimum of 2 roundtables held per year. ○ Use of evidence to underpin policy decisions.
Focus area 1.2. Diverse and inclusive representation of LGBTIQ+ communities		
→ Collaborate with LGBTIQ+ communities to design and deliver an annual "Ride with Pride" campaign on public transport Responsible: CED	✓ LGBTIQ+ communities are represented and celebrated.	○ Design and delivery of the annual "Ride with Pride" campaign on public transport.
→ Advance the representation of LGBTIQ+ communities in infrastructure Responsible: iCBR	✓ LGBTIQ+ communities are represented and celebrated in the new Canberra theatre.	○ Representation opportunities.
→ Conduct an audit of Libraries ACT collections to determine availability and increase representation of LGBTIQ+ records Responsible: CED	✓ Libraries ACT collections reflect and celebrate the diversity of LGBTIQ+ communities.	○ Audit of LGBTIQ+ collection representation completed within agreed scope and timelines. ○ Number or proportion of LGBTIQ+ titles identified and/or added to improve representation, if applicable.



→ Action

✓ Outcome

○ Measures of success

Focus area 1.3. Promoting LGBTIQA+ inclusion across all areas of life

→ Increase capabilities of ACTPS in inclusive policy making and service delivery

Responsible: HCSD

✓ ACT Public Service staff have the knowledge, skills and confidence to develop inclusive policies and deliver services that respond to the needs and lived experiences of LGBTIQA+ communities.

- Number of staff trained and training sessions delivered.
- Post-training satisfaction.

→ Commence the implementation of the co-design outcomes with the Aboriginal and Torres Strait Islander LGBTIQA+ communities

Responsible: HCSD

✓ Government demonstrates commitment to action by progressing priority recommendations, improving outcomes for Aboriginal and Torres Strait Islander LGBTIQA+ communities.

- Number of recommendations implemented or in progress.
- Public reporting on progress.
- Effective operations of the Aboriginal and Torres Strait Islander LGBTIQA+ Advisory Group as per ToR.

→ Increase availability of all-gender bathrooms and changerooms across new and upgraded ACT Government sporting facilities

Responsible: CMTEDD, CED, iCBR

✓ Community sporting facilities offer all-gender amenities to support inclusion.

- Number of new and upgraded sportsground pavilions that include all-gender changerooms.

→ Deliver library programs and services that support the LGBTIQA+ communities

Responsible: CED

✓ Libraries ACT provides programs and services that actively support, include and reflect LGBTIQA+ communities, creating welcoming spaces that strengthen visibility, learning and connection.

- Number and type of LGBTIQA+ inclusive programs and services delivered annually.
- Attendance or participation levels in LGBTIQA+ focused library programs.

Focus areas 1.4. Data and evidence building

→ Enhance ACT Government data collection practices and capabilities to better capture SOGIESC variables

Responsible: HCSD, Digital Canberra

✓ ACT data collection practices on SOGIESC variables reflects best practice for inclusive data collection in alignment with ABS.

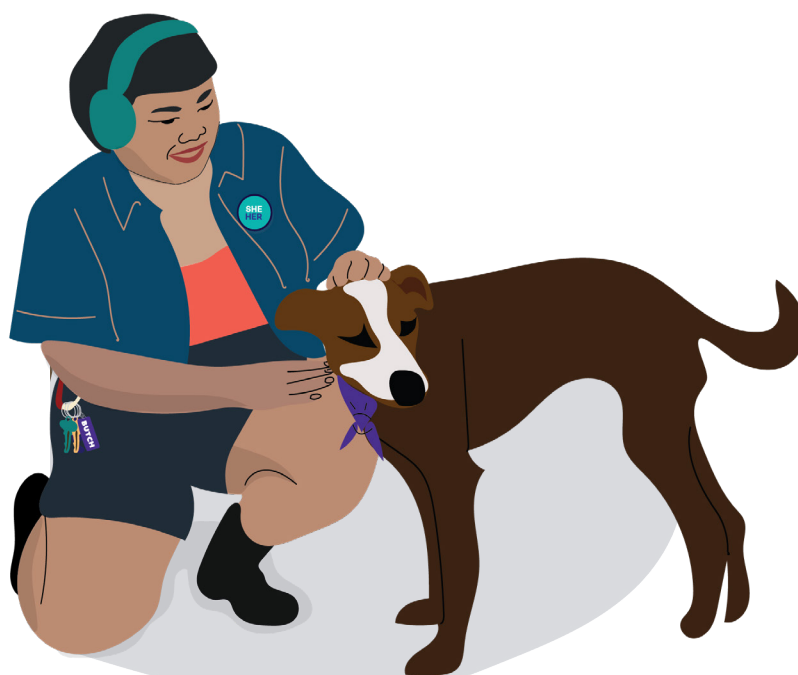
- SOGIESC data collection Framework updated and published.
- Number of agencies changing their data collection practices.



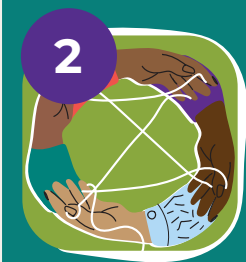
→ Action	✓ Outcome	○ Measures of success
→ Improve the availability of local data on LGBTIQ+ community experiences Responsible: HCSD	✓ Comprehensive, comparable, high quality local data on the experiences of LGBTIQ+ people in the ACT informs policy and programs over time.	○ The ACT LGBTIQ+ Communities Survey conducted every 2 years. ○ Availability of data about LGBTIQ+ communities (incl. on health), service experiences and progress under the Capital of Equality Strategy. ○ Publication of findings and comparison to track trends. ○ Process for sharing LGBTIQ+ data from the Specialist Housing Information Platform agreed with providers and implemented through service reporting. ○ Analysis of data to inform homelessness and housing policy.

Focus area 1.5. Upholding rights to equality and non-discrimination

→ Improve awareness of the prohibition on sexuality and gender identity conversion practices in the ACT Responsible: HCSD, ACT Human Rights Commission	✓ Community understands protections and available supports against sexuality and gender identity conversion practices.	○ Delivery of awareness activities. ○ Reach and community feedback. ○ Number of complaints raised with the ACT Human Rights Commission, and data trends, where applicable.
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Objective 2



Enhance systems and service availability and their competencies

Why is this needed?

When systems and services understand the needs of LGBTIQ+ people and are equipped to meet them, health, wellbeing and overall quality of life improve.

The 2025 ACT LGBTIQ+ Communities Survey confirms why we must keep working to improve accessibility, inclusion and availability of services. Almost half of survey participants (47%) said they had difficulty accessing at least one service in the past year. The main barrier is not only whether a service exists, but whether people feel safe using it. Many said they did not feel safe accessing some services as LGBTIQ+ people.

The survey also shows that we need to continue improving health outcomes for LGBTIQ+ communities. Nearly 90% of survey participants who struggled to access any service said they had difficulty accessing a health service. Accessing GPs, gender-affirming healthcare and mental health services were especially challenging.

“An important issue is the lack of culturally safe mental health support for LGBTIQ+ people from multicultural backgrounds, including international students.”

Survey participant

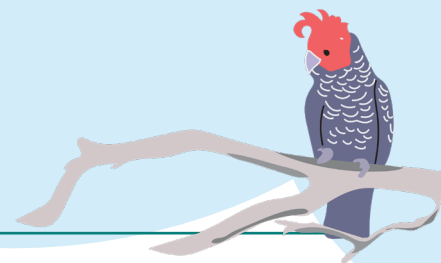
Addressing these issues requires a system-wide approach. We will focus on building safer and more capable services by supporting sectors that work closely with LGBTIQ+ people, improving how services respond to different needs, and making sure inclusive practice becomes everyday practice.

The actions in this Plan will focus on strengthening inclusion across a range of systems and services such as housing and homelessness, family, domestic and sexual violence services, health services, education settings, early childhood programs and community sport.

“We need to make schools safer. I know so many people who have left public schools after significant violence. Both of my children who are trans do not feel safe to be out at school and have to hide who they are for fear of violence.”

Survey participant

What we will do



→ Action	✓ Outcome	○ Measures of success
Focus area 2.1. Enhancing service access and competencies		
→ Improve the capacity of domestic, family and sexual violence sectors to better support LGBTIQ+ communities Responsible: HCSD	✓ Domestic, family and sexual violence (DFS) services are available, accessible and safe for LGBTIQ+ victims/survivors of DFS.	○ Measures to be developed through the ACT Domestic, Family and Sexual Violence Strategy measurement and evaluation framework and program development.
→ Strengthen the capacity of housing and homelessness services to meet the needs of LGBTIQ+ people Responsible: HCSD	✓ Homelessness services are supported and have their capacity improved to meet the needs of LGBTIQ+ people.	○ Number of roundtables held with a minimum of 2 roundtables held per year. ○ Use of evidence to underpin policy decisions.
Focus area 1.2. Enhancing systems for better support of LGBTIQ+ communities		
→ Strengthen systems, protections and supports for people with variations in sex characteristics Responsible: HCSD, CHS, JACS	✓ People with variations in sex characteristics have their rights upheld and protected.	○ Continued operation and implementation of the Variations in Sex Characteristics reforms, in line with legislative requirements and policy intent. ○ Progress on implementing the ACT Government's commitment to the Darlington Statement.
→ Facilitate access to resources and supports to ensure LGBTIQ+ inclusion in ACT public schools Responsible: Education Directorate	✓ ACT public schools provide safe, inclusive and supportive learning environments where LGBTIQ+ students are respected, affirmed, and able to thrive, supported by clear policy guidance, whole school education, and evidence-based inclusion initiatives.	○ Updated Safe and Supportive Schools policy. ○ Number of schools participating in the Safe and Inclusive Schools Initiative.
→ Facilitate access to and promote professional learning and resources for Early Childhood educators to utilise an anti-bias approach to gender diversity Responsible: Education Directorate	✓ Early Childhood educators have the knowledge, confidence and practical resources to use anti-bias, inclusive approaches that support gender equity and affirm the diversity of children and families.	○ Number of Early Childhood educators engaged in promoted professional learning opportunities.



→ Action	✓ Outcome	○ Measures of success
→ Support participation opportunities for LGBTIQ+ people in sport Responsible: CMTEDD	✓ Sporting organisations better understand the needs of LGBTIQ+ people to encourage participation.	○ Details of education undertaken. ○ Number of grant applications supported.
→ Review the standard terms of community services contracts to embed LGBTIQ+ inclusion and data collection Responsible: HCSD	✓ Standard terms of community service contracts reviewed and updated (where appropriate).	○ Evidence of updated terms of contracts.
Focus area 2.3. Enhancing health and wellbeing outcomes for LGBTIQ+ communities		
→ Improve health system policies and practices to enable access to safe and inclusive healthcare for LGBTIQ+ communities Responsible: HCSD	✓ The ACT health system embeds safe, inclusive and equitable practices for LGBTIQ+ communities, supported by strengthened policies, governance, accreditation and care pathways that improve access and experiences across the system.	○ Evidence of improved access pathways for LGBTIQ+ people.
→ Provide access to gender-affirming healthcare for trans and gender-diverse people of all ages Responsible: HCSD, CHS	✓ Trans and gender-diverse people of all ages have access to timely, high-quality gender-affirming healthcare	○ Availability of government (adult and paediatric gender services) and community services. ○ Client reported measures of safety, inclusion and satisfaction with gender affirming care.
→ Improve access to responsive health and wellbeing services for LGBTIQ+ people Responsible: HCSD	✓ LGBTIQ+ people in the ACT have improved access to responsive health and wellbeing services.	○ Funding agreements in place with community sector to improve access to health and wellbeing services for LGBTIQ+ people.
→ Expand access to LGBTIQ+ sexual health services in North Canberra Responsible: CHS	✓ LGBTIQ+ people accessing outreach clinics to north Canberra region including existing monthly STRIP clinic run in partnership with Meridian.	○ Number of LGBTIQ+ inclusive STI/BBV services established or expanded in North Canberra. ○ Increased testing rates among LGBTIQ+ populations (with focus on GBMSM and trans and gender diverse communities)



→ Action	✓ Outcome	○ Measures of success
→ Improve access to immunisation and enhance STI and blood borne virus prevention and care for LGBTIQ+ people Responsible: HCSD, CHS	✓ LGBTIQ+ people have improved access to mpox and Hepatitis B vaccination, and culturally safe STI and blood-borne virus (BBV) prevention, testing and care, supporting earlier diagnosis, better health outcomes and stronger engagement with inclusive health services.	○ Number of mpox and Hepatitis B vaccinations. ○ Number of new community pharmacies to administer mpox vaccines. ○ Number of LGBTIQ+ inclusive STI/BBV testing services established or expanded. ○ Increased testing rates among LGBTIQ+ populations (with focus on GBMSM and trans and gender diverse communities).
→ Increase awareness and understanding of maternity experiences across diverse communities to inform evidence-based actions that reduce barriers and improve equity in maternity care Responsible: HCSD	✓ Maternity care for LGBTIQ+ women and birthing people improved.	○ Analysis of quantitative and qualitative data from the Maternity Experience Survey to identify potential barriers. ○ Publication of findings in accessible formats. ○ Policy or service delivery changes informed by engagement outcomes, where applicable.



Objective 3



Advance legal and policy reforms to ensure equal rights

Why is this needed?

Since the 2019 ACT LGBTIQ+ Legal [Audit](#), the ACT Government has introduced new laws to protect LGBTIQ+ people from harm and strengthened protections in existing laws. These changes have made a real and positive difference for many LGBTIQ+ people.

At the same time, we know there are new challenges. Public conversations about LGBTIQ+ people have become more hostile in some places, and this can put equality and human rights at risk. The 2025 ACT LGBTIQ+ Communities Survey shows why we must stay committed to this work.

Between 50% and 70% of survey participants said more improvements are needed across almost every area of law. The main priorities for LGBTIQ+ communities were stronger protections from hate crimes, vilification and discrimination, continued prevention of sexuality and gender identity conversion practices, and better protection of the rights of people with variations in sex characteristics.

The survey also showed that law reform works best when the justice system is safe and accessible, and when people feel confident to report harm and get support. More than half of survey participants said police needed to improve its capability and build trust with LGBTIQ+ communities. This was especially important for trans and gender-diverse people, LGBTIQ+ young people, Aboriginal and Torres Strait Islander LGBTIQ+ people, and LGBTIQ+ people from multicultural and multifaith backgrounds.

Through the actions in this Plan, we will work on both fronts: strengthening laws so everyone can enjoy full equality, and improving the justice system so that reporting harm, seeking support and accessing justice are safe, fair and effective in practice

“The Variations in Sex Characteristics legislation was world-leading and an incredible historical moment for intersex Australians..”

Survey participant

“I feel that even when the legal system is progressive, people’s attitudes don’t always evolve at the same pace. In many workplaces, there are policies that respect diverse sexualities and gender identities, but invisible discrimination still exists.”

Survey participant



What we will do

→ Action

✓ Outcome

○ Measures of success

Focus area 3.1. Implementing legal reforms for LGBTIQ+ equality

→ Identify and introduce legislative reforms that enhance LGBTIQ+ equality and inclusion

Responsible: JACS, HCSD, ACT Corrective Services

✓ ACT laws and justice system are more inclusive, equitable and responsive to the needs of LGBTIQ+ people.

- Legislative and non-legislative reforms completed to achieve full LGBTIQ+ equality.
- Number of recommendations from the 2019 LGBTIQ+ Legal Audit implemented.
- Update and implementation of operational procedures supporting the safe and respectful management of trans and gender diverse detainees and those with variations in sex characteristics.

→ Review the operation and effectiveness of the *Variations in Sex Characteristics (Restricted Medical Treatment) Act 2023*

Responsible: HCSD

✓ A legislative review of the operation and effectiveness of the *Variations in Sex Characteristics (Restricted Medical Treatment) Act 2023* is completed as prescribed the Act.

- Review of the *Variations in Sex Characteristics (Restricted Medical Treatment) Act 2023* completed and tabled in accordance with the agreed scope and timeline.
- Identification of opportunities for further reform (if relevant) documented in review findings.

→ Review and strengthen hate crime and vilification laws, including to protect LGBTIQ+ communities

JACS

✓ Hate crime and vilification laws are reviewed and strengthened, including to better protect LGBTIQ+ communities, informed by targeted engagement with people with lived experience and relevant stakeholders.

- Review completed in accordance with the agreed scope and timeline.
- Undertaken community engagement including with LGBTIQ+ stakeholders.
- Identification of legislative reforms (if relevant) documented in review findings.

Focus area 3.2. Strengthening pathways to justice for LGBTIQ+ victims and survivors of discrimination and violence

→ Strengthen relationships and engagement between police and LGBTIQ+ communities

Responsible: ACT Policing, HCSD

✓ Relationships between ACT Policing and LGBTIQ+ communities are constructive, respectful and sustained, supporting safe interactions, confidence to seek help and report harm, and ongoing two-way dialogue.

- Engagement activities undertaken.

Objective 4



Empower safe, resilient, and sustainable LGBTIQ+ communities

Why is this needed?

LGBTIQ+ people share many common experiences, but as a community they are as diverse as any other. The 2025 ACT LGBTIQ+ Communities Survey again confirms this. For example:

- 30% of all participants were trans or gender diverse, with young people more likely to be trans or gender diverse.
- 54% reported living with disability and/or a chronic health condition.
- 4% were Aboriginal and Torres Strait Islander.
- 16% identified with a religion.
- 16% had a migrant or refugee background.

This wide range of experiences is a strength. It also shows why community-owned spaces matter. These spaces offer places to connect, celebrate pride, find support and feel understood. And because LGBTIQ+ communities are so diverse, these spaces are strongest when they reflect everyone's experiences.

LGBTIQ+ peer-led and community controlled organisations play a key role in creating and maintaining these spaces. They are trusted because they are run by people with lived experience and strong community knowledge. But many of these organisations do not have stable funding. National data shows that, across Australia, registered LGBTIQ+ organisations receive only 5 cents out of every \$100 given to charities. This is why in this Plan we continue to support LGBTIQ+ peer-led organisations, especially those led by people who face overlapping forms of discrimination. Strong, sustainable organisations are essential for strong, resilient communities.

Celebrating LGBTIQ+ pride, sharing stories and recording LGBTIQ+ histories also help build resilience and improve wellbeing.

In 2027, Australia will mark 10 years since marriage equality became law. This is a significant milestone to celebrate, especially as the ACT recorded the highest Yes vote in the 2017 Postal Survey. But we also heard from LGBTIQ+ people that the anniversary brings back memories of the lasting negative impacts from the Postal Survey process. The public debates caused harm that still affects many people today.

Community told us that how the anniversary is marked matters. With many views shared, what is shared is that activities should be community-led, centre community voices, and support storytelling and creative projects. These activities should celebrate progress while also holding space to acknowledge harm, and while reflecting on the past, look towards the future.

We will continue to support events, creative works and community projects, amplifying the voices of LGBTIQ+ people.

“I think it would be valuable to acknowledge that the rights of queer people should never have been put to a public vote in the first place. We need to acknowledge mental harm that was caused for queer people being confronted with public debate around their rights and existence.”

Survey participant



What we will do

→ Action

✓ Outcome

○ Measures of success

Focus area 4.1. Resourcing for LGBTIQ+ peer-led organisations

→ **Support LGBTIQ+ peer led organisations to meet the diverse and intersectional needs of LGBTIQ+ communities**

Responsible: HCSD

✓ LGBTIQ+ community-controlled and peer-led organisations have the resources, stability and support they need to deliver inclusive, intersectional programs that strengthen wellbeing, connection and visibility across the diversity of LGBTIQ+ communities.

- Organisations funded through:
 - Supporting and Strengthening LGBTIQ+ Communities Program
 - Supporting and Strengthening TGD Communities Program
 - Peer Support Program for LGBTIQ+ People with Disability.
- Number of services for priority groups.
- Funding administration completed in line with Deeds of Grant conditions across all funded programs.
- Implementation of the Government commitment to consider the expansion options for the CBR Pride Hub.

Focus area 4.2. Fostering community building and community connections

→ **Support diverse LGBTIQ+ community initiatives and projects through the Capital of Equality Grants Program**

Responsible: HCSD

✓ LGBTIQ+ communities are empowered to design and deliver diverse initiatives that strengthen inclusion, visibility and wellbeing, supported through a well-managed and accessible Capital of Equality Grants Program.

- Number of community-led LGBTIQ+ initiatives funded through the Capital of Equality Grants Program.
- Grants administered on schedule, within budget, and in line with program guidelines.
- Evidence that funded projects contribute to improved inclusion, visibility or wellbeing for LGBTIQ+ people.

Focus area 4.3. Celebration of LGBTIQ+ communities

→ **Mark the 10th anniversary of marriage equality**

Responsible: HCSD

✓ The 10th anniversary of marriage equality is publicly recognised in a way that honours the significance of the reform, celebrates the progress achieved, and respectfully acknowledges the impact of the postal vote on LGBTIQ+ communities.

- Community feedback.



→ Action	✓ Outcome	○ Measures of success
→ Resource events run by and for LGBTIQ+ communities to celebrate diversity and strengthen community connections Responsible: HCSD	✓ LGBTIQ+ communities are supported to lead vibrant, inclusive events that celebrate diversity, strengthen community connection, and enhance visibility through sustainable resourcing and continued government support for the SpringOUT Festival.	○ Number of LGBTIQ+ community led events funded through the Capital of Equality Grants Program. ○ Annual delivery of the SpringOUT Festival. ○ Reported levels of community connectedness, inclusion and satisfaction with funded events.
→ Increase representation and opportunities for LGBTIQ+ artists and performers Responsible: CMTEDD	✓ LGBTIQ+ artists and performers are visibly represented across ACT events and have expanded, ongoing opportunities to develop, showcase and sustain their creative work through strong support from government, the arts sector and local businesses.	○ Number and growth (where applicable) of LGBTIQ+ performers featured in major ACT events. ○ Number and increase (where applicable) of arts activities supported, which are delivered by LGBTIQ+ artists.
Focus area 4.4. Knowledge building for LGBTIQ+ communities		
→ Develop step-by-step guides on self-advocacy for LGBTIQ+ communities, providing practical tools and information to navigate various situations across justice and health Responsible: HCSD	✓ LGBTIQ+ people have clear and practical information that builds their confidence to speak up, make informed choices and navigate health, justice and other systems.	○ Step by step self-advocacy guides are published and easy to access. ○ Community feedback and uptake.

Measuring and reporting on our progress

We will keep track of our progress throughout the Second Action Plan. By collecting and analysing information regularly, we can see what is working well, what needs more attention, and where we may need to adjust our approach.

For this Action Plan, we will publish two key public reports:

- a progress report halfway through the Plan, and
- a final report at the end of the Plan.

These reports will help keep our work transparent and accountable.

We will also continue listening to LGBTIQ+ communities. Through forums, consultations and ongoing feedback, we will learn how the actions are affecting people's lives and where improvements are needed. This two-way communication helps us respond to emerging issues and make sure the Plan remains useful and meaningful.



