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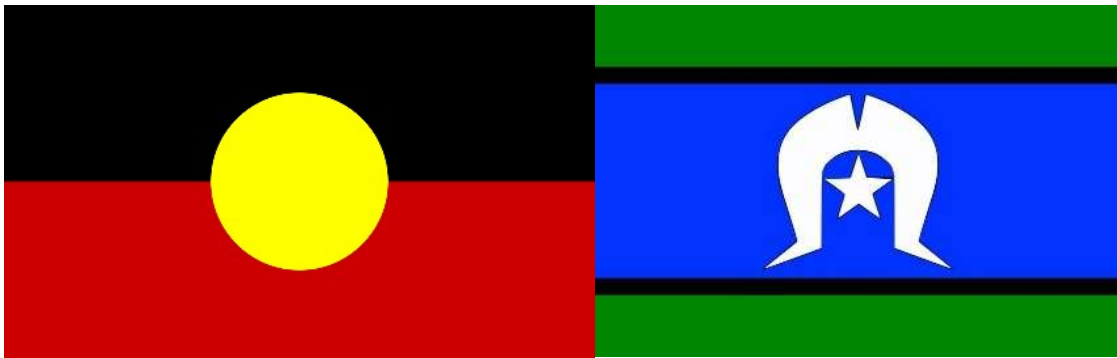
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WA LGBTIQ+ Inclusion Strategy
Consultation Report
2025

Acknowledgements

Rainbow Futures WA acknowledges the Whadjuk Noongar people as the Traditional Custodians of the land on which this report was written. We also acknowledge the Traditional Custodians of all lands now known as “Western Australia” and pay respects to Elders past and present. We recognise the enduring strength, wisdom, and culture of First Nations peoples.

We acknowledge that sovereignty was never ceded and that this always was, and always will be, Aboriginal land. We commit to listening, learning, and working in solidarity with Aboriginal and Torres Strait Islander communities in the pursuit of justice, truth, and self-determination.





Department of
Communities



Rainbow Futures WA wishes to thank LGBTIQ+ community members who trusted us to share their experiences as part of this consultation. Your generosity and invaluable input, which forms the basis of this report, will be used to inform the WA LGBTIQ+ Inclusion Strategy and resulting actions.

Consultations were facilitated by Rainbow Futures WA in collaboration with LGBTIQ+ community partners across metropolitan and regional areas. Special thanks to Living Proud, Transfolk WA, WAAC for their support and partnership on multiple consultation events.

The WA LGBTIQ+ Inclusion Strategy is funded by the WA Government Department of Communities.

Design: Tiger Bird



A Message to Government

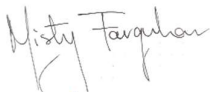
This report is more than a summary of consultations. It is a clear, consistent, and urgent call to action from LGBTIQ+ communities across Western Australia. In every region, across every identity, people told us the same thing: symbolism is not enough. True inclusion must be structural, intersectional, and sustained. It must be resourced. And it must be led by the people it affects most.

We heard from over 650 community members, representing diverse lived experiences. These voices are not abstract. They are experts in navigating broken systems. Their insights point to practical, achievable reforms that will make WA safer and fairer for everyone.

LGBTIQ+ people across WA have done their part. They have showed up, spoken up, and offered solutions. Now, government must listen and act. This strategy presents a once-in-a-generation opportunity to reset the relationship between the WA Government and LGBTIQ+ communities. It must deliver:

- ✓ **Urgent legislative reform:** including ending conversion practices and closing discrimination loopholes.
- ✓ **Safe, inclusive services:** regardless of postcode, background, or identity.
- ✓ **Sustainable investment:** in peer-led, community-controlled organisations.
- ✓ **Real accountability:** with transparent progress reporting and long-term commitment.

Rainbow Futures WA is proud to lead this work in partnership with the community. We are ready to support implementation, but we cannot do it alone. The voices in this report have made it clear: inclusion must be more than a promise. It must be a practice, embedded at every level of government.



Dr Misty Farquhar OAM

CEO, Rainbow Futures WA



Executive Summary

This report captures the voices of LGBTIQ+ people across Western Australia and presents a community-driven roadmap for systemic, lasting change.

Between February and June 2025, Rainbow Futures WA (RFWA), in partnership with organisations across the state, led a broad consultation process to inform the WA Government's first whole-of-government LGBTIQ+ Inclusion Strategy. Over 650 LGBTIQ+ community members contributed through facilitated sessions, surveys, and cohort-specific consultations, sharing their lived experiences, frustrations, and hopes for the future.

The message is clear: inclusion must be more than symbolic. LGBTIQ+ communities across WA are calling for comprehensive structural reform backed by long-term government commitment and community leadership.

Five key themes emerged consistently throughout the consultations:

1. **Inclusive Practices:** Government and publicly funded services must be safe, affirming, and consistent across sectors and regions.
2. **Knowledge:** Training and education must be mandatory, trauma-informed, and led by lived experience.
3. **Representation:** Authentic visibility and leadership must reflect the diversity of our communities, and not just when it is politically convenient.
4. **Infrastructure:** LGBTIQ+ organisations need secure funding, physical spaces, and peer-led service models.
5. **Accountability:** Government must deliver on past promises, implement law reform, and report transparently on progress.

These priorities reflect the findings of RFWA's 2025 WA LGBTIQ+ Community Priorities Survey and build on years of advocacy for whole-of-government change. Community members have once again generously shared their stories, knowledge, and expertise. The WA LGBTIQ+ Inclusion Strategy must not only listen to community but be shaped by it, sustained over time, and measured by real, lived outcomes.



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Background

Rainbow Futures WA (RFWA) is the state LGBTIQ+ peak body, emerging from a consortium of organisations and individuals concerned with the long-term well-being of the community. RFWA has a proven record of connecting and leading advocacy efforts of the LGBTIQ+ community in WA since 2019, successfully:

- ✓ connecting key stakeholders
- ✓ identifying community priorities
- ✓ advocating for government support
- ✓ elevating the voices of the community
- ✓ driving actions to identify and reform legislation



Albany Pride

RFWA grew from a series of gatherings that brought together key LGBTIQ+ groups from around WA. It was established in 2019 as a response to an identified gap in the community sector. While organisations and individuals were actively working to improve the lives of LGBTIQ+ people, they lacked the resources and a unified voice to advocate for the rights and needs of the community. Many struggled to sustain their essential community work, and it was recognised that there was an increasing urgency to bring them together to build capacity for collective impact.

In 2023, RFWA and other LGBTIQ+ community organisations met with WA Premier Roger Cook to discuss [our proposal](#) for the establishment of a LGBTIQ+ portfolio and funding for peer-led services. This proposal resulted in the 2024 announcement of a \$900,000 investment in the sector and the first ever WA LGBTIQ+ Inclusion Strategy (the Strategy).



The State Government is developing the Strategy in partnership with the LGBTIQ+ community sector. Its purpose is to drive inclusion and promote the well-being of all LGBTIQ+ people in WA.

The **Hon Hannah Beazley MLA** is the Minister responsible for the Strategy.

The **Department of Communities** is the lead agency for development and implementation.

A Government Project Steering Group, including representatives of key State Government agencies, provides strategic guidance for development and implementation.

RFWA was funded as the peak body to coordinate consultation and support development and implementation.

Key LGBTIQ+ organisations (Living Proud, Transfolk WA, GRAI) have been funded to guide engagement with LGBTIQ+ communities.

An LGBTIQ+ Reference Group, co-chaired by Department of Communities and RFWA, supports sector and community engagement with the strategy.



Consultation Launch at Pride WA Fair Day



Method

In the lead up to the 2025 state election, RFWA surveyed almost 600 LGBTIQ+ community members and allies to determine what is important to them. Participants overwhelmingly reiterated the importance of law reform and that government services are still in desperate need of improvement. This was the [second priorities survey](#) conducted by RFWA. Our 2020 survey identified these same issues, which we concluded could only be addressed by a comprehensive whole-of-government approach. Since then, huge strides have been made toward legislative change and work has progressed on the WA LGBTIQ+ Inclusion Strategy.



Kalgoorlie Consultation

The aim of this consultation process was to better understand the lived experiences and perspectives of LGBTIQ+ people across WA to inform the development of the Strategy. As the state LGBTIQ+ peak body, RFWA was funded to coordinate this work.

In December 2024, RFWA invited member organisations and the Strategy Reference Group to attend a workshop to foster awareness of the Strategy among community leaders and develop a clear and unified way forward for the consultation process.

Representatives of 15 LGBTIQ+ organisations attended the workshop, with others providing feedback out of session. Four themes for standardising inclusive practice across government departments were identified:

- ✓ Inclusive Practices (e.g. language, policies)
- ✓ Knowledge (e.g. training, awareness)
- ✓ Information Gathering (e.g. data collection, feedback)
- ✓ Representation & Celebration (e.g. lived experience, significant dates)



These themes formed the basis of RFWA facilitation plans, which gave examples of each before facilitated discussion about what is being done well and what could be improved.

Many of the consultations were facilitated by RFWA in collaboration with Living Proud, Transfolk WA, WAAC, and other community partners across metropolitan and regional areas. RFWA also coordinated financial and other support for consultations with priority cohorts including Aboriginal and Torres Strait Islander people, people living with disability, people of colour, intersex people, and people experiencing homelessness. The specific approach differed across cohorts and regions, but coordination efforts were made to ensure the best use of available resources.



Higher Education Staff Consultation



Limitations

While the consultation process was extensive and generated rich insights from across the state, several important limitations should be acknowledged. These limitations reflect the structural constraints of the process, not a lack of community engagement or interest.

Compressed Timelines

RFWA's appointment as the LGBTIQ+ peak body occurred just days before the consultation process was launched. This significantly limited the time available for planning, relationship-building, and the co-design of consultation activities. As a result, many activities were facilitated under tight time pressures, with limited opportunity for deep, iterative engagement.

Resource Constraints

The scope and ambition of the consultations were not matched by the level of resourcing. Much of the success of this process relied on unpaid or underpaid contributions from LGBTIQ+ organisations and individuals. Many community facilitators volunteered their time, and consultations were delivered with minimal logistical support. This model is not sustainable for ongoing or future consultation.

Inconsistent Data Collection

Due to the decentralised and rapid nature of the process, demographic data was not consistently or comprehensively captured across all sessions. This limits the ability to draw detailed quantitative insights or to compare experiences across different identities, age groups, or regions. In particular, there are gaps in data related to ethnicity, disability, and income level.

Regional and Remote Access

While efforts were made to include regional voices, there was insufficient time and funding to conduct in-depth engagement across all areas of the state. Remote communities, in particular, were underrepresented. Future consultations must prioritise place-based and culturally safe engagement strategies that reflect the realities of geographically isolated populations.



Accessibility and Inclusion

Despite strong efforts, not all consultation formats were fully accessible to all participants. Some sessions lacked Auslan interpreters, accessible venues, or neurodivergent-friendly formats. Language access for non-English speaking communities was also limited. Dedicated funding and planning are required to ensure that all LGBTIQ+ people can meaningfully participate.

Consultation Fatigue

Many participants expressed frustration at repeated consultation without visible follow-through. There is a risk that future engagement may be met with increasing scepticism unless there is tangible evidence that feedback is leading to action. This highlights the need for transparent reporting, follow-up, and long-term trust-building.

Despite these limitations, the consultation process surfaced clear and consistent messages. However, future engagement must be properly resourced, co-designed with community, and embedded in an ongoing cycle of feedback, reflection, and reform. A community-led approach must be standard, not exceptional.



Kalgoorlie Consultation



Consultations

Between February and June 2025, RFWA organised and facilitated 13 consultation sessions in partnership with other LGBTIQ+ organisations: 5 in the metropolitan area, 5 regional, and 3 online. Approximately 120 contributors attended these sessions consisting of 38 metro and 80+ regional.

"Sitting around a table and having a discussion is so so important." ~ PLHIV

Advertising was explicitly targeted toward members of the LGBTIQ+ community. Detailed demographics of contributors were not captured for all sessions but facilitators observed a broad range of age (predominantly 18-65), gender, disability, ancestry.

CONSULTATION	PARTNERS
FEBRUARY	
Albany	Albany Pride, WAAC
MARCH	
Joondalup	Living Proud
Online	Living Proud
APRIL	
Bi+ (online)	Bi+ Community Perth, Living Proud
Fremantle	Flaming Galah, Living Proud
MAY	
Maylands	Rabble Books, Living Proud
People living with HIV (Perth)	Positive Organisation WA, WAAC
Geraldton	OUTMidWest, WAAC, Living Proud
Kalgoorlie	Goldfields Pride, WAAC, Transfolk WA
Mandurah	Pride in Peel, Living Proud
JUNE	
Bunbury	OUT South West, Living Proud
Online	Living Proud
Vic Park	Vic Park Pride, Living Proud

In addition to these consultations, RFWA collaborated with Rainbow Migrants WA to launch the *Rainbow Voices WA* survey for IDAHOBIT, which had 533 responses at closing (details outlined in separate report). RFWA also supported an additional nine consultation sessions / processes.

ACTIVITY	ORGANISER	SUPPORT
Higher Education Staff	Edith Cowan University	Facilitation
Aboriginal & Torres Strait Islander people	Edith Cowan University	Organisational, facilitation
Trans / Gender Diverse people	Transfolk WA	Organisational, facilitation
People experiencing homelessness (Perth)	Perth Inner City Youth Service	Organisational, facilitation
People with Disability	Pride with Disability Network	Organisational, financial
Ellenbrook	Pride in Swan	Organisational, financial
Intersex people	Toby	Financial
Kimberley region	Kimberley Blak Pride	Financial
People of Colour	QTIPOC WA	Financial



Geraldton Consultation



What matters to us?

"Everyone should be able to bring their whole self all the time – it shouldn't be conditional." ~ Maylands

In keeping with RFWA's 2025 WA LGBTIQ+ Community Priorities Report, the key themes identified through this consultation process reflect a community seeking comprehensive, systemic change rather than superficial gestures. These themes are detailed in the following sections.

1. Inclusive Practices
2. Knowledge
3. Representation
4. Infrastructure
5. Accountability



Albany Pride

1. Inclusive Practices

Creating environments, systems, and relationships where LGBTIQ+ people are actively welcomed, respected, and able to thrive.

Government services must be trauma-informed, culturally safe, and visibly inclusive, going beyond symbolism to include clear policies, standards, and staff accountability. Health systems should be equipped to provide accessible, affirming care for all LGBTIQ+ people.

"Services are only ever as inclusive as their least inclusive employee."
~ Kalgoorlie

Services:

- ✓ All public services must embed inclusive practices for LGBTIQ+ people across health, education, housing, policing, and justice.
- ✓ Services must be trauma-informed, culturally safe, and affirming, especially in regional and remote areas.

Culture:

- ✓ Clear protocols for pronoun usage, gender-affirming language, and respectful interaction are essential.
- ✓ Workplace grievance processes must be strengthened to protect LGBTIQ+ staff and clients from discrimination.
- ✓ Inclusion work by LGBTIQ+ staff must be recognised, resourced, and supported (not voluntary or additional burden).

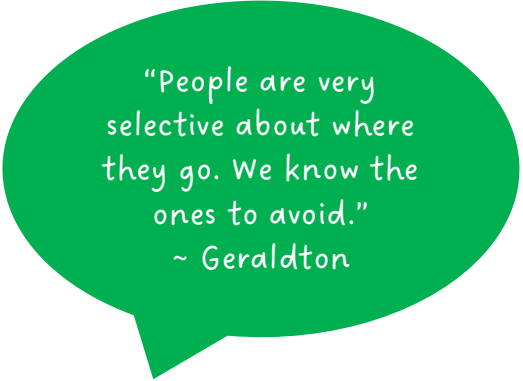
Training:

- ✓ Mandatory, high-quality training for all public-facing roles (e.g. health, education, police, local government, social services).
 - ✓ Training should include intersectional topics: race, disability, neurodivergence, First Nations cultures, HIV status, gender diversity, and intersex variations.
 - ✓ Training must be designed by people with lived experience and delivered by recognised LGBTIQ+ community organisations where outsourcing is required.

"The individual you get on the day will predict the experience you have."
~ Kalgoorlie

Signalling:

- ✓ Visual cues (flags, signage, uniforms, lanyards) must reflect a genuinely safe and inclusive environment and not be tokenistic.
- ✓ Spaces (including toilets, health clinics, schools) must be co-designed to ensure safety, accessibility, and comfort.



"People are very selective about where they go. We know the ones to avoid."
~ Geraldton

Contracts:

- ✓ Organisations with government contracts (especially in education, housing, and health) must meet non-discrimination and cultural safety standards regardless of religious affiliation.
- ✓ Reform of religious exemptions in law and practice is critical.




"Government funded organisations should also be held to account."
~ Higher Education

WA LGBTIQ+ Community Priorities Report

Government services remain inconsistent in the provision of safe and adequate services for the LGBTIQ+ community. There is an urgent need for appropriate gender-affirming care and housing, employment, education, and healthcare services. A community controlled and peer-led approach needs to be prioritised in filling service gaps and supporting community members to navigate discriminatory systems.

2. Knowledge

Understanding, insight, and community-led expertise that informs how government, institutions, and services support LGBTIQ+ people.



"Inclusive doctors
should not be
exceptional!"
~ Kalgoorlie


Education and training must be discipline-specific, trauma-informed, and reflect historical and systemic discrimination. Training should be mandatory and delivered by people with lived experience. Data practices must be inclusive, safe, and respectful of community concerns, with information only collected with informed consent and transparent use.

Education:

- ✓ Whole-of-government approach to education on LGBTIQ+ issues, from early childhood through tertiary and professional training.
- ✓ Historical and structural causes of stigma must be taught (e.g. Grim Reaper campaign, colonial gender norms, Safe Schools rollback).

Health:

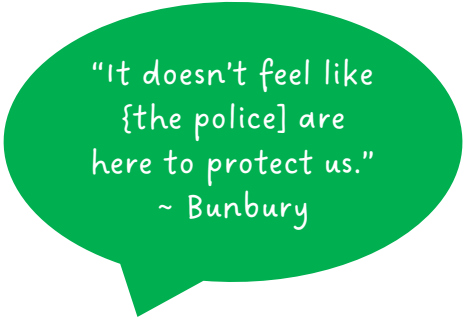
- ✓ Many medical professionals lack understanding of gender-affirming care, HRT, intersex variations, and inclusive sexual health care.
- ✓ LGBTIQ+ people are often required to educate their own service providers, especially in regional areas.
- ✓ Medical, nursing, counselling and allied health curricula must include LGBTIQ+ content.



"We have to
become an expert
in our own health
and teach them."
~ Bunbury

Data:

- ✓ Data collection must be optional, anonymous where appropriate, and use affirming language (e.g. not “marital status” but “family structure”).
- ✓ Identity data should not be used punitively and must be stored securely.
- ✓ Government must value and resource qualitative data and community narratives.
- ✓ Intersectional lived experience must be considered essential, not just anecdotal, evidence. The diversity of the LGBTIQ+ community should be reflected with appropriate nuance, tailored to the specific issue being addressed.
- ✓ Aboriginal and Torres Strait Islander LGBTIQ+ people must control the collection, use, and sharing of data about their communities.



“It doesn't feel like
{the police} are
here to protect us.”
~ Bunbury

Accountability:

- ✓ People must see the impact of their feedback; transparent reporting and updates are vital.
- ✓ Consultation fatigue is real. Many participants expressed scepticism that government listens or follows through.

WA LGBTIQ+ Community Priorities Report

Respondents called for the reintroduction of and ongoing funding for the Safe Schools program to provide training, resources and curriculum support for school staff, as well as the need for psychologists and parents to better understand LGBTIQ+ student needs in WA.

Better education and training among healthcare providers is needed, especially those working with trans and gender diverse people. In particular, mental health professionals lack understanding of gender dysphoria, often leading to inappropriate treatment. There is also concern that funding is directed to private healthcare facilities operated by religious groups that are often unsafe for LGBTIQ+ people.

3. Representation

Recognising, valuing, and uplifting LGBTIQ+ people in public life, leadership, storytelling, and culture.

"[Inclusion] is more than just a morning tea."
~ Bi+

Representation must reflect the diversity of the LGBTIQ+ community and be backed by systemic change, with those facing compounding forms of discrimination centred in the Strategy. Visibility must be embedded into daily practice and not limited to symbolic gestures or Pride Month activity.

Visibility:

- ✓ Representation must move beyond Pride events to include structural inclusion: policies, programs, funding, leadership.
- ✓ Public sector representation should include visibly out staff and leaders, with clear support structures in place.

Storytelling:

- ✓ LGBTIQ+ people must lead on when, how, and where their stories are shared.
- ✓ Storytelling must be trauma-informed, consent-based, and contextualised within histories of resistance and survival.

"Heal the relationship with community; a big part of that is acknowledgement of wrongdoings to move forward." ~ Vic Park

Celebration:

- ✓ Government participation in LGBTIQ+ events must be backed by meaningful action- celebrations must not replace policy reform.
- ✓ Visibility without structural change is often experienced as insulting or hollow. "Do the work first, then show up at Pride" was a recurring message.
- ✓ Cultural days and commemorations (e.g. IDAHOBIT, Trans Day of Remembrance) should be observed meaningfully year-round.



Intersectionality:

- ✓ Inclusion must centre people with compounded experiences of marginalisation, including:
 - Aboriginal and Torres Strait Islander people
 - Disabled and neurodivergent people
 - People of colour and migrants
 - People living with HIV
 - Intersex people
 - Young people
 - People experiencing homelessness
 - People in regional, rural and remote areas
- ✓ Intersectionality is not a buzzword. It requires systemic understanding of how oppression compounds.
- ✓ Representation must be consistent, supported, and systematised, not reliant on individuals or temporary positions.
- ✓ Quiet or less-visible members of the community must be included, not just “loud” or publicly known advocates.



“Coming together
is what’s most
important for
community.”
~ Albany

WA LGBTIQ+ Community Priorities Report

There was a strong focus on ensuring the inclusion of LGBTIQ+ people of all backgrounds, including Indigenous people, people of colour, and people with disability. Policy changes and other initiatives must be viewed through an intersectional lens, with a commitment to building safe and supportive environments for everyone.



4. Infrastructure

Prioritisation of infrastructure and resources for LGBTIQA+ community controlled and peer-led approaches to connection and service delivery.

Inclusion cannot be achieved without appropriate resourcing; funding must prioritise under-resourced LGBTIQA+ community organisations. In particular, regional and remote communities must be supported with tailored, place-based inclusion strategies.

"Government
should be taking
the burden off
community."
~ Joondalup

Regional Support:

- ✓ Regional communities require funding for peer support, mental health, safe spaces, and inclusive housing.
- ✓ Many areas rely on volunteers with no funding or organisational support; burnout is high.
- ✓ Investment in regional training, hubs, and third spaces is essential.
- ✓ People reported being "tolerated but not accepted."
- ✓ Stigma from religious institutions, racism, and conservative local politics make regional inclusion more complex and urgent.

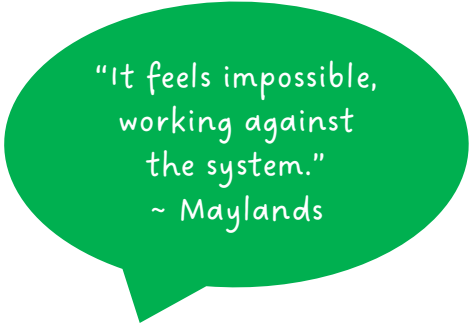
"We are all
feeling burnt
the fuck out."
~ Kalgoorlie

Investment:

- ✓ Funding processes pit under-resourced LGBTIQA+ community organisations against larger mainstream service providers. Specific funding for LGBTIQA+ services is often insufficient, leading to competition within an already overextended sector.
- ✓ Funding processes must be streamlined and low-barrier, especially for small organisations and regional groups.

"There's some
[local] support, but
it's very closeted."
~ Kalgoorlie

- ✓ Government should fund community spaces, peer networks, and local pride events, not just symbolic gestures or campaigns.
- ✓ Lived experience participation (in training, consultation, storytelling, etc.) must be paid.
- ✓ Advisory group members, trainers, and spokespeople must be resourced and supported.



"It feels impossible,
working against
the system."
~ Maylands

Capacity Building:

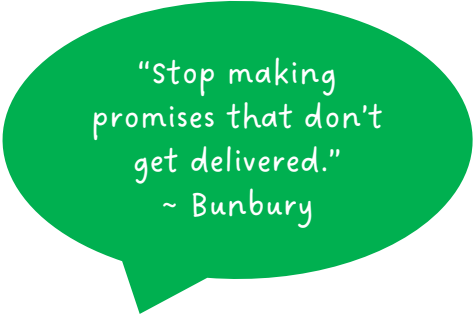
- ✓ Peer-led, community-informed training and mentoring should be funded and scaled.
- ✓ Communities must be resourced to build internal capacity, especially in regional and remote areas.
- ✓ Voluntary groups need governance training, grant writing support, and paid opportunities to share expertise.

WA LGBTIQ+ Community Priorities Report

There's a notable shortage of safe spaces for LGBTIQ+ individuals in both urban and rural areas. Suggestions include more gender-neutral bathrooms to make facilities accessible, and the creation of community centres or "third spaces" where people can gather without the pressures of alcohol or commercialisation. The need for neurodivergent-friendly spaces for queer people was also emphasised.

5. Accountability

Law reform, system-wide accountability, and long-term government commitment to effect sustainable structural change.



"Stop making promises that don't get delivered."
~ Bunbury

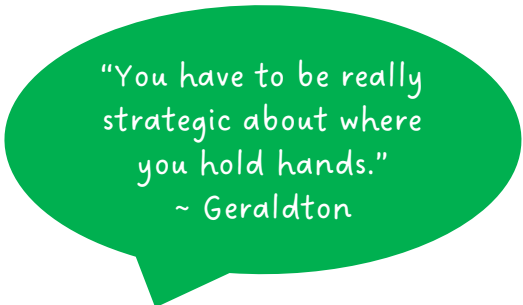
Law reform promised in previous terms of government must be implemented with urgency. Accountability must extend beyond commitments on paper to measurable, transparent action that builds trust with LGBTIQ+ communities.

Legislation:

- ✓ Anti-vilification and anti-discrimination laws must be strengthened.
- ✓ Ban conversion practices in all settings.
- ✓ Close legal gaps that allow religious organisations to discriminate.
- ✓ Criminalise non-urgent medical interventions on minors with variations of sex characteristics.
- ✓ Do not introduce or maintain policies and laws that perpetuate stigma surrounding a person's identity.

Leadership:

- ✓ Public figures must speak up during backlash or controversy.
- ✓ Cabinet and departmental leaders must demonstrate visible and courageous support.




"You have to be really strategic about where you hold hands."
~ Geraldton

Reporting:

- ✓ All departments should develop, implement, and report on LGBTIQ+ action plans.
- ✓ Community oversight mechanisms should be established to track progress and ensure transparency.

Evaluation:

- ✓ The strategy must be long-term (10 years+), reviewed annually, and tied to KPIs across all departments.
- ✓ Evaluation frameworks must be co-designed with community and remain public.



"These consultations
should not be the
only way to gather
feedback."
~ PLHIV

WA LGBTIQ+ Community Priorities Report

The LGBTIQ+ community faces discrimination across sectors, including housing, employment, and healthcare. Religious exemptions allowing discrimination against LGBTIQ+ individuals (such as in schools) need to be repealed, and anti-discrimination laws should be expanded to explicitly include sexual orientation, gender identity, and disability.

Recommendations

"You already know all this stuff! You just haven't done anything about it."
~ Kalgoorlie

The recommendations in this report draw directly from consultations, providing a community-driven roadmap for lasting inclusion.

These actions reflect what LGBTIQ+ people across WA have told us they need for real, lasting change, aligning with the five key themes: Inclusive Practices, Knowledge, Representation, Infrastructure, and Accountability.



RFWA member organisation consultation

Consultation Recommendations Roadmap

THEME	ISSUE	RECOMMENDATION	TIMEFRAME
Inclusive Practices	Inconsistent service experience across sectors	Embed inclusive practice into policy, procedures, and service design across government	Immediate – Year 1
	Unsafe or discriminatory staff interactions	Mandatory, lived-experience-led training and anti-discrimination supervision processes for all public-facing staff	Year 1–3
	Unclear expectations for service providers	Require inclusive standards in government contracts, regardless of religious affiliation	Year 1
Knowledge	Lack of LGBTIQ+ content in professional training	Reform education and health curricula to include LGBTIQ+ content	Year 1–3
	Poor data practices harm trust	Develop inclusive, affirming, and voluntary data protocols	Year 1
	Lack of feedback loops	Ensure transparent reporting on how community input shapes policy	Ongoing
Representation	Visibility often symbolic or tokenistic	Support diverse LGBTIQ+ leadership across sectors	Year 1–5
	Erasure of intersectional experiences	Centre intersectionality in all policies and funding frameworks	Ongoing
	Lack of cultural safety in storytelling	Resource community-led, consent-based storytelling projects	Year 2–5
Infrastructure	Community organisations under-resourced	Establish multi-year funding for peer-led, LGBTIQ+ organisations	Immediate – Year 1
	Regional communities unsupported	Develop regional inclusion strategies with local communities	Year 1–3
	Community members unpaid	Pay lived experience contributors, trainers, and advisers	Immediate
Accountability	Repeated broken promises and delays	Implement promised reforms (conversion practices ban, surrogacy, EO Act)	Immediate – Year 1
	Lack of evaluation and progress tracking	Introduce LGBTIQ+ KPIs and annual departmental reporting	Year 1 – ongoing
	Strategy vulnerable to political shifts	Embed a 10+ year strategy with bipartisan commitment	Year 1



Resources

THE RAINBOW PORTFOLIO 2023

[A whole-of-government approach to LGBTIQ+ issues in WA](#)

WA LGBTIQ+ COMMUNITY PRIORITIES 2025

[Survey Report](#) (summary attached)



Mandurah Pride

Rainbow Futures WA surveyed almost 600 WA LGBTIQ+ community members and allies in 2024, who overwhelmingly reiterated that law reform is important to them and that government services are still in desperate need of improvement.

Our 2020 survey identified these same issues. At the time we concluded they could only be addressed by a comprehensive whole-of-government approach. Since then, huge strides have been made toward legislative change and work has progressed on a WA LGBTIQ+ Inclusion Strategy.

Law Reform: Alleviating Harm

Strong support remains for the government to work with LGBTIQ+ communities to urgently address the following policies, practices, and laws that cause us harm:

- Strengthening **anti-discrimination, hate speech and vilification laws** to protect all LGBTIQ+ people and remove exemptions for faith-based organisations
- Ending so-called "**conversion therapy**" and similar practices that seek to change or suppress sexual orientation or gender identity, ensuring support for survivors.
- Ensuring trans and gender diverse people can easily update their gender markers on official documents through **self-identification**.
- Prohibiting **deferrable medical interventions** performed on people born with intersex variations without their personal informed consent.
- Ensuring LGBTIQ+ people are not discriminated against in **surrogacy laws**.

A **community controlled and peer-led** approach must be prioritised in filling service gaps and supporting community members to navigate discriminatory systems. Policy changes and other initiatives must be viewed through an **intersectional** lens, with a commitment to building safe and supportive environments for everyone, including LGBTIQ+ people who are Aboriginal and Torres Strait Islander, people of colour and people with disability.

Service Improvement: Supporting Equity

Government services remain inconsistent in the provision of safe and adequate services for LGBTIQ+ communities. In particular, there is an urgent need for:

- Targeted mental health support, including peer support and mentoring services
- Accessible, affordable, and timely gender-affirming healthcare
- The reintroduction and ongoing funding of the Safe Schools Program
- LGBTIQ+ content in all fields of study, particularly in health and teaching
- Targeted housing and inclusive requirements for homelessness funding
- Initiatives that address the impacts of historical trauma for LGBTI+ older people
- Support for carers of LGBTIQ+ people who are often LGBTIQ+ themselves
- Inclusive, consistent and secure data collection
- Safe spaces and facilities, particularly in regional and remote areas
- Sexuality and relationship supports for people with disability

Key Issues

Many LGBTIQ+ Australians live happy and healthy lives. However, the LGBTIQ+ population is overrepresented among those with poorer mental health due to stigma, discrimination, abuse, violence, and exclusion.

Violence & Discrimination

Experiences of sexual abuse is common among bi+ women in relationships with men. GBQ+ men experience high rates of family violence, yet disclosure rates remain low. LGBTIQ+ people with experiences of sexual assault or discrimination are more likely to struggle with alcohol, particularly those with psychological distress or a history of homelessness. Racially minoritised LGBTIQ+ people are more likely to experience racism than gender or sexuality-based discrimination, highlighting the complexity of intersecting marginalisation.

Mental Health Disparities

Over 80% of young LGBTIQ+ people report suicidality or self-harm, yet more than a quarter have never accessed mental health support. Older LGBTI+ people most frequently experience higher levels of psychological distress and suicidality if they are trans and gender diverse or have recently experienced unfair treatment due to their sexuality and/or gender identity. Aboriginal and Torres Strait Islander LGBTIQ+ people experience even higher rates of psychological distress and may also be excluded from cultural practices.

Healthcare & Cultural Safety

Options for LGBTIQ+ inclusive mainstream healthcare services or peer-led services are limited. Only 1/3 of trans and gender diverse adults can easily access gender-affirming care, which significantly reduces distress and suicidal ideation. There remains a critical gap in culturally appropriate healthcare for Aboriginal and Torres Strait Islander LGBTIQ+ people, with trans and gender diverse youth reporting negative experiences at Aboriginal Community Controlled Health Organisations and general health services.

Economic Disadvantage & Housing Insecurity

Trans and gender diverse, bi+, and disabled people, cisgender women, and those in non-metropolitan areas face economic disadvantage and limited opportunities. This is likely due to systemic discrimination impacting workforce participation. Homelessness is most common among trans and gender diverse people, bi+ people, and cisgender women, with key risk factors including disability, past violence, and struggles with alcohol.

Reference

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