

Pride in our future: Victoria's LGBTIQA+ strategy 2022–23

Easy Read version



How to use this strategy



The Victorian Government wrote this strategy.
When you see the word 'we', it means the Victorian Government.



We wrote this information in an easy to read way.
We use pictures to explain some ideas.

Bold
Not bold

We have written some words in **bold**.
This means the letters are thicker and darker.



We explain what these bold words mean.
There is a list of these words on page 32.



This Easy Read strategy is a summary of another strategy.
This means it only includes the most important ideas.



You can find the other strategy on our website.
www.vic.gov.au/victorian-lgbtqi-strategy



You can ask for help to read this strategy.
A friend, family member or support person may be able to help you.

What is in this strategy?

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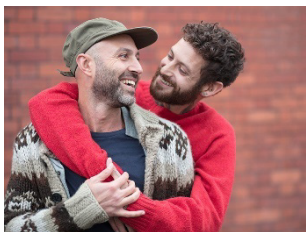
Who are LGBTIQ+ people?



LGBTIQ+ stands for lesbian, gay, bisexual, trans and gender diverse, intersex, queer or asexual.



A **lesbian** is a woman who is attracted to other women.



A **gay** man is attracted to other men.

Sometimes the term 'gay' is used for anyone who is attracted to people who are the same **gender** as them.



Your gender is what you feel and understand about who you are as a person.

It isn't about whether your body looks male or female.

You can choose the words that are right for you.



A **bisexual** person is attracted to more than one gender.



If you are **trans or gender diverse**, your gender is different now to what you were given when you were born.

When we talk about women, we also mean trans women.

When we talk about men, we also mean trans men.



An **intersex** person is someone who might have both male and female parts of their body.

This could include parts inside their body.

They might live as a:

- man
- woman
- gender diverse person.



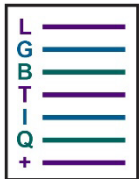
An **asexual** person is someone who isn't sexually attracted to anyone. But they can still:

- care for other people
- have close relationships.

A **queer** person might be:

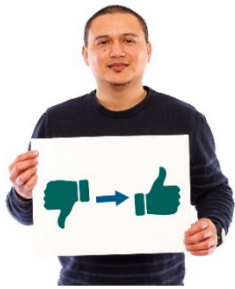


- gay
- lesbian
- bisexual
- trans or gender diverse
- intersex
- asexual
- or someone else.



The '+' is for people from LGBTIQA+ communities who use a different word to describe themselves.

What is this strategy about?



A **strategy** is a plan for how we will make things better.



Our goal for this strategy is to make life better for LGBTIQ+ people in Victoria.



This strategy will last for 10 years.



Over 1 in 20 Victorian adults are from LGBTIQ+ communities.



LGBTIQ+ people are an important part of our Victorian community.



They make our community:

- a better place to live
- more **diverse**.



When a community is diverse it means lots of different people live there.



LGBTIQA+ people face more **discrimination** than other Victorians.



Discrimination is when someone treats you unfairly because of a part of who you are.

This includes how services treat you.



This can make it hard for LGBTIQA+ people to have good life experiences like other people do.

1,600+



Over 1,600 Victorian people told us what is important to include in this strategy.

This includes:



- LGBTIQ+ people



- their family members and friends.

We also spoke to:



- people who support LGBTIQ+ people



- organisations



- **advocates.**

An advocate is someone who can:

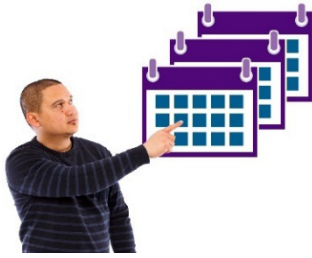


- support you
- help you have your say
- give you information and advice.

Our vision



We talk about our **vision** in this strategy.

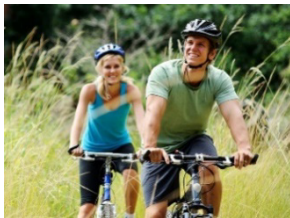


Our vision is what we want Victoria to be in the future.

We want Victoria to be a place where everyone:



- feels safe



- is healthy



- is treated fairly



- is treated equally.

We want to make sure all Victorians can:



- live the life they want



- take part in our whole community.

Our 4 priority areas



Our **priority areas** are the 4 areas we must focus on to achieve our vision.



We talk about each of our priority areas in more detail on the next few pages.

This includes:



- what we will do



- the important results we want to get for Victoria's LGBTIQ+ people.

1. Equal rights and freedoms



Rights are rules about how people must treat you:

- fairly
- equally.



We want all Victorian people to have the same rights.

This includes LGBTIQ+ people.

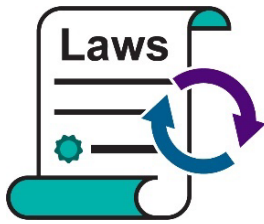


We want Victoria's LGBTIQ+ people to know and understand their rights.



We need to make sure our laws protect Victoria's LGBTIQ+ people.

What we will do



We will change laws to better support the rights of Victoria's LGBTIQ+ people.



We will support businesses that give legal services to LGBTIQ+ people who face discrimination.



Our police will improve the way they work with LGBTIQ+ people.

How we will know our strategy is working

We will know our strategy is working when Victoria's LGBTIQ+ people:



- feel safe



- know and understand their rights



- experience less discrimination.

2. Inclusive and accessible services

We want all government services for
LGBTIQA+ Victorians to be:



- **accessible**



- **inclusive.**



If something is accessible, it is easy to:

- find and use
- understand.



If something is inclusive, everyone can take part.

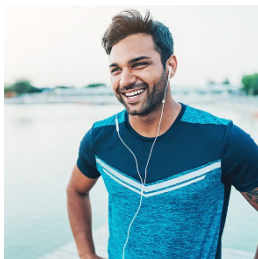
Inclusive and accessible services will help
LGBTIQA+ people have better:



- health



- mental health



- wellbeing.



We want all levels of government in Victoria to be
more inclusive.

This includes:



- the Victorian government



- local governments.



We want to take away the **barriers** Victoria's LGBTIQ+ people face when they try to use government services.

A barrier is something that stops you from doing something you:



- need to do
- want to do.

What we will do

We will support young LGBTIQ+ people to build relationships in their communities with:



- people their own age



- older people.



We will train people who work in government services to support LGBTIQ+ people better.

To make sure services work well for everyone, we will work with:



- LGBTIQ+ communities



- LGBTIQ+ organisations.



We will also work with mainstream services.



These are services that everyone can use.



We will support health and wellbeing services for different parts of our LGBTIQ+ communities.

We really want to focus on supporting Victorians who are:



- trans or gender diverse



- intersex.

How we will know our strategy is working

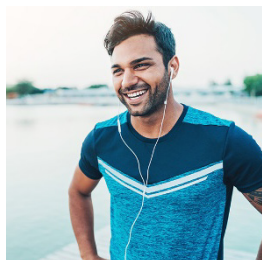
We will know our strategy is working when Victoria's LGBTIQ+ people have better:



- health



- mental health



- wellbeing.

We will know our strategy is working when Victoria's LGBTIQ+ people who use government services:



- get what they need



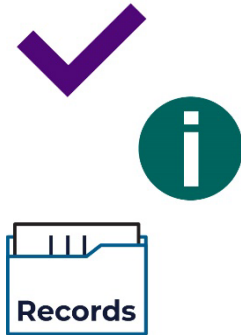
- have a good experience



- are treated fairly and with respect.

3. Understanding who LGBTIQ+ people are and what they need

When we talk about **data**, we mean:



- facts
- information
- records.

We collect data to help us understand:



- who LGBTIQ+ people are



- what LGBTIQ+ people need.



When we have more data, we can make sure LGBTIQ+ people get more support the way they need.

When we collect data, we must have inclusive options for LGBTIQ+ people.

For example, when we ask people:



- about their gender



- who they are attracted to



- if they are intersex.

We must make sure our staff ask these questions in ways that are:



- safe



- respectful.



We want Victoria's LGBTIQ+ people to feel comfortable when they share their personal information with us.

What we will do



We will support our staff to collect important:

- data
- research.

This will help make government services:



- more inclusive



- work better for everyone.



We will support LGBTIQ+ people to have their say in government working groups.

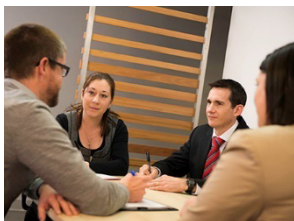


We will support the **Commissioner for LGBTIQ+ Communities** (the Commissioner).

The Commissioner:



- works with Victoria's LGBTIQ+ people



- gives the government advice about what matters most to the community.

How we will know our strategy is working

We will know our strategy is working when Victoria's LGBTIQ+ people can:



- use the data we collect to explain what their communities need



- have their say across all levels of government in Victoria



- feel comfortable sharing their personal information



- find services that meet their needs.

4. Safe and strong communities that last a long time

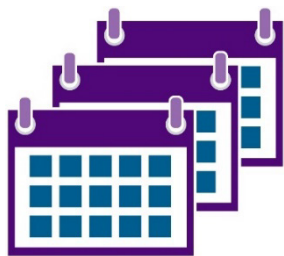


We want our community to be inclusive for all LGBTIQ+ people.

We want to build communities for Victoria's LGBTIQ+ people that:



- are safe and strong



- will last a long time.

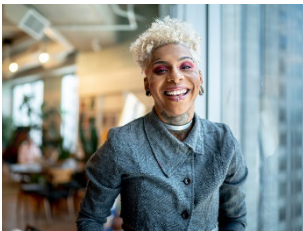
We want to support LGBTIQ+:



- organisations



- businesses



- leaders.

What we will do

We will support LGBTIQ+ events that:



- celebrate our diverse communities



- build community relationships.

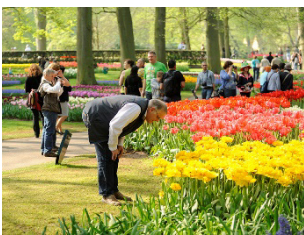


We will look at how we can make our **workforce** plans more inclusive.



A workforce is a group of people who:

- work in the same type of job
- offer the same services.



We will create a plan to make sure public spaces are inclusive for Victoria’s LGBTIQ+ people.



We will make government programs and services more inclusive for Victoria’s LGBTIQ+ people.

How we will know our strategy is working



We will know our strategy is working when Victoria’s LGBTIQ+ people feel safe to take part in their communities.



We will also know our strategy is working when all Victorians:

- understand LGBTIQ+ communities better
- support LGBTIQ+ communities.

What will we do next?



We will make sure LGBTIQ+ people have their say about changes in Victoria that affect them.



We will create more chances for LGBTIQ+ people to be leaders in their communities.



We will create a plan to help us understand how well this strategy is working for Victoria's LGBTIQ+ people.



Each year, we will share what we have done for LGBTIQ+ people through this strategy.

We will share this with all Victorians.



We will make a webpage where all Victorians can find this information.

Word list

This list explains what the **bold** words in this strategy mean.



Accessible

If something is accessible, it is easy to:

- find and use
- understand.

Advocate

An advocate is someone who can:

- support you
- help you have your say
- give you information and advice.



Asexual

If you are asexual, you aren't sexually attracted to anyone. But you can still:

- care for other people
- have close relationships.



Barriers

A barrier is something that stops you from doing something you:

- need to do
- want to do.





Bisexual

A bisexual person is attracted to more than one gender.



Commissioner for LGBTIQA+ Communities

The Commissioner:

- works with Victoria's LGBTIQA+ people
- gives the government advice about what matters most to the community.



Data

When we talk about data, we mean:

- facts
- information
- records.



Discrimination

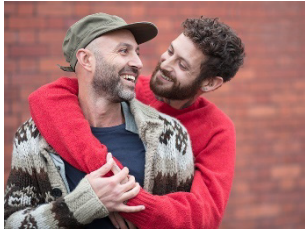
Discrimination is when someone treats you unfairly because of a part of who you are.

This includes how services treat you.



Diverse

When a community is diverse it means lots of different people live there.



Gay

A gay man is attracted to other men.

Sometimes the term 'gay' is used for anyone who is attracted to people who are the same gender as them.



Gender

Your gender is what you feel and understand about who you are as a person.

It isn't about whether your body looks male or female.

You can choose the words that are right for you.



Inclusive

If something is inclusive, everyone can take part.



Intersex

An intersex person is someone who might have both male and female parts of their body.

This could include parts inside their body.

They might live as a:

- man
- woman
- gender diverse person.



Lesbian

A lesbian is a woman who is attracted to other women.



Priority areas

Our priority areas are the 4 areas we need to focus on to achieve our vision.



Queer

A queer person might be:

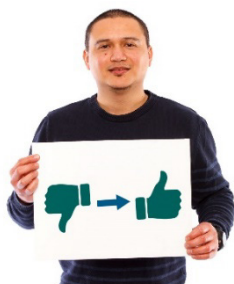
- gay
- lesbian
- bisexual
- trans or gender diverse
- intersex
- asexual
- or someone else.



Rights

Rights are rules about how people must treat you:

- fairly
- equally.



Strategy

A strategy is a plan of what we will do to make things better.

Trans or gender diverse



If you are trans or gender diverse, your gender is different now to what you were given when you were born.

When we talk about women, we also mean trans women.

When we talk about men, we also mean trans men.



Vision

Our vision is what we want Victoria to be in the future.



Workforce

A workforce is a group of people who:

- work in the same type of job
- offer the same services.

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equality@dfh.vic.gov.au.

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