Pride in our future: outcomes framework

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# Acknowledgement

The Victorian Government acknowledges Victorian Traditional Owners of Country and pays respect to their cultures and Elders past and present.

We recognise that LGBTIQA+ people are living on lands that LGBTIQA+ Aboriginal people have lived on for millennia. Aboriginal knowledge has the potential to enrich efforts towards LGBTIQA+ equality.

We acknowledge that the impact of colonisation still exists today, and we are seeking ways to correct past wrongs, including through Treaty. We are working together to create a better future for all Victorians to enable true self-determination for Aboriginal people.

Through Treaty, the Victorian Government will continue to build understanding and respect of the intersection between Aboriginal and queer cultures to benefit all Victorians.

We acknowledge the diversity of Aboriginal Victorians, their communities and cultures, and the intrinsic connection of Traditional Owners to Country.

## Language statement

We recognise the diversity of Aboriginal people living throughout Victoria. While the terms ‘Koorie’ or ‘Koori’ are used to describe Aboriginal people of southeast Australia, we have used the term ‘Aboriginal’ to include all people of Aboriginal and Torres Strait Islander descent who are living in Victoria.

The term ‘LGBTIQA+’ refers to people who are lesbian, gay, bisexual, trans and gender diverse, intersex, queer or asexual. We use variations of the term throughout this strategy depending on the language originally used. We use other terms like ‘TGD’ (trans and gender diverse) or ‘LGBT’ depending on specific communities referenced. We also note that some Aboriginal communities use the terms ‘sistergirls’ and ‘brotherboys’.

The words ‘our’ and ‘we’ in this document refer to the Victorian Government.

Contents

[Acknowledgement 3](#_Toc183769417)

[Language statement 3](#_Toc183769418)

[Introduction 6](#_Toc183769419)

[LGBTIQA+ strategy framework 6](#_Toc183769420)

[Outcomes framework 7](#_Toc183769421)

[Consultation 8](#_Toc183769422)

[LGBTIQA+ data gaps 9](#_Toc183769423)

[We are working to address LGBTIQA+ data gaps and have made gains 9](#_Toc183769424)

[We know the LGBTIQA+ population may be higher than estimates 9](#_Toc183769425)

[Outcomes 10](#_Toc183769426)

[Domain 1: Equal rights and freedoms 10](#_Toc183769427)

[Domain 2: Equitable, inclusive and accessible services 10](#_Toc183769428)

[Domain 3: Visibility to inform decision making 10](#_Toc183769429)

[Domain 4: Safe, strong and sustainable communities 10](#_Toc183769430)

[Logic model 11](#_Toc183769431)

[Problem statement 11](#_Toc183769432)

[Objective 11](#_Toc183769433)

[A note on language 11](#_Toc183769434)

[Process workflow 11](#_Toc183769435)

[Domain logic models and measures 14](#_Toc183769436)

[Domain 1: Equal rights and freedoms 14](#_Toc183769437)

[Domain 2: Equitable, inclusive and accessible services 18](#_Toc183769438)

[Domain 3: Visibility to inform decision making 23](#_Toc183769439)

[Domain 4: Safe, strong and sustainable communities 27](#_Toc183769440)

[Definitions and key terms 34](#_Toc183769441)

# Introduction

The Victorian Government is setting ambitious outcomes that show we have improved the lives of all lesbian, gay, bisexual, trans and gender diverse, intersex, queer and asexual (LGBTIQA+) Victorians.

The *Pride in our future: outcomes framework* (the outcomes framework) sits alongside *Pride in our future: Victoria’s LGBTIQA+ strategy 2022–32* (the strategy). Read these documents together.

*Pride in our future* is Victoria’s first whole-of-government strategy for LGBTIQA+ communities.

The strategy sets out our vision to drive equality and inclusion for LGBTIQA+ communities. To realise the vision of the strategy, we are delivering actions under 4 priority areas of reform.

The outcomes framework sets the key impacts we want to see under each of the 4 priority areas of the strategy. Tracking outcomes will help us know if our actions are driving change over time.

Our outcomes recognise and consider intersectionality and the diversity within LGBTIQA+ communities.

We will report on the outcomes framework in *Pride in our future* annual updates. This work will be led by the Equality team in the Department of Families, Fairness and Housing. It will include contributions from across the Victorian Government.

## LGBTIQA+ strategy framework

### Vision

All Victorians feel safe, are healthy, have equal human rights and can live wholly and freely.

LGBTIQA+ Victorians experience the benefits of full participation in economic, educational, political, community and social areas at all stages of life.

Victoria leads the way in LGBTIQA+ equality, celebrating culture, community and taking sustained, enduring and measurable action.

### Priority areas

Areas of reform that organise our actions to realise the vision.

* Priority area 1: Equal rights and freedoms
* Priority area 2: Equitable, inclusive, and accessible services
* Priority area 3: Visibility to inform decision making
* Priority area 4: Safe, strong and sustainable communities

### Victorian Government actions

We will deliver these actions to realise the priority areas.

### Outcomes framework

The outcomes framework will help us know that our actions are having a positive effect.

It sets out key impacts we want to see under each priority area.

It tracks LGBTIQA+ outcomes for the life of the strategy.

## Outcomes framework

### About

The outcomes framework is a way to see how effective our actions are over time. It uses data to track how Victorian LGBTIQA+ outcomes change. It uses the outcomes approach set out in the government’s *Outcomes reform in Victoria[[1]](#footnote-2).*

### Structure

The outcomes framework has 10 outcomes and a logic model for the strategy.

The 10 outcomes are split across 4 domains. These align with the 4 priority areas in the strategy. Each of the 4 domains has its own logic model.

The 10 outcomes are split across the short term (1 to 3 years), medium term (4 to 7 years) and long term (8 to 10 years).

We will measure progress towards achieving the outcomes by using outcome indicators and measures.

We note the outcomes framework includes measures that are still to be determined. We will add new measures throughout the implementation of the strategy.

### Domains

The 4 domains of the strategy will guide our actions.

The outcomes for each domain include indicators and measures.

We will update the outcomes framework as new priorities emerge and more data is available.

#### Definitions and key terms

**Logic models** show how the strategy will drive change for LGBTIQA+ communities. It sets out the relationship between strategy actions, outputs, indicators and outcomes. It includes the purpose and expected signs of impact of the strategy.

**Indicators** measures the success of actions and outputs delivered under the strategy. Outcome indicators help us to monitor progress and assess whether the outcomes are on track.

**Outcomes** show us what success looks like and reflect our vision for LGBTIQA+ people and communities. They are clear and high-level statements.

**Measures** are the sources of data that provide evidence of progress. Measures can be both qualitative and quantitative.

**Signs of impact** refer to the observable and measurable evidence that shows the changes resulting from the strategy. These changes, or signs of impact, indicate that the strategy is making progress towards its vision.

**Intersectionality** is an approach to understanding how social meanings related to the way we categorise and identify can overlap and interconnect. This creates different layers and types of discrimination or disadvantage for either an individual or group. Categories include gender, sexual orientation, sex characteristics, ethnicity, language, faith, class, socioeconomic status, ability and age.

## Consultation

We consulted with key stakeholders to develop the outcomes framework.

This included:

* Office of the Commissioner for LGBTIQA+ Communities
* LGBTIQA+ Taskforce
* LGBTIQA+ Justice and Health and Wellbeing Working Groups
* Members of the cross-government interdepartmental steering group
* Centre for Victorian Data Linkage
* Equality portfolio in the Department of Families, Fairness and Housing.

The consultation suggested 194 possible measures.

The Equality portfolio then reviewed these indicators and measures.

This work produced the outcomes, indicators and measures in this framework.

# LGBTIQA+ data gaps

## We are working to address LGBTIQA+ data gaps and have made gains

There are currently significant gaps in data for LGBTIQA+ people and communities. These data gaps are in part due to outdated systems that exclude some LGBTIQA+ people.

Today, the legacy of heteronormative data collection has made the social, health, wellbeing and economic needs and experiences of LGBTIQA+ people invisible. This means we do not have the evidence we need to shape policy and services to meet the needs of diverse LGBTIQA+ communities'.

The outcomes framework will help us overcome these data gaps and improve the way we collect and use data to improve outcomes for LGBTIQA+ people across the Victorian Government.

In the short term, we will record and track data measures.

In the medium and long term, we need to transform data collection so we can measure change over time.

## We know the LGBTIQA+ population may be higher than estimates

In Victoria, 11% of adults identify as LGBTIQA+[[2]](#footnote-3). Due to issues with data collection, discrimination and stigma, the actual LGBTIQA+ Victorian population may be higher than estimates.

A new study provides the most comprehensive estimate of gender and sexual identities in Australia. It found that 9.5% of all Australians identified with a diverse sexuality, and 0.9% identified as gender diverse or transgender[[3]](#footnote-4).

In addition, more young people identify as LGBTIQA+ compared with older populations. The same study found that 17.7% of young Australians, aged between 16 to 24, identify as gay, lesbian, bisexual, asexual or pansexual, or reject a label altogether and 2.3% identify as gender diverse or transgender[[4]](#footnote-5).

# Outcomes

## Domain 1: Equal rights and freedoms

**Medium-term outcomes – 4 to 7 years**

1.1: A more empowering legislative environment upholding the human rights and freedoms of LGBTIQA+ people

1.2: LGBTIQA+ people have safe and effective ways to access justice

## Domain 2: Equitable, inclusive and accessible services

**Medium-term outcomes – 4 to 7 years**

2.1: Services are inclusive, affirming and available to LGBTIQA+ people

2.2: Equitable and effective services are provided to LGBTIQA+ people

2.3: Health and wellbeing services support LGBTIQA+ people to live the life they want

## Domain 3: Visibility to inform decision making

**Short-term outcomes – 1 to 3 years**

3.1: Data collection about LGBTIQA+ people is appropriate and effective for building an evidence base

3.2: Decision making affecting LGBTIQA+ people is evidence-based

## Domain 4: Safe, strong and sustainable communities

**Long-term outcomes – 8 to 10 years**

4.1: LGBTIQA+ people are free from harassment, abuse, hate speech and discrimination

4.2: LGBTIQA+ people are safe and secure in their everyday lives

4.3: Victoria’s communities are welcoming and inclusive for LGBTIQA+ people

# Logic model

## Problem statement

LGBTIQA+ Victorians still experience unacceptable levels of discrimination and inequality in their everyday lives. This can create negative outcomes for the 11% of Victorian adults who identify as LGBTIQA+[[5]](#footnote-6). These include negative social, health, wellbeing and economic outcomes.

## Objective

*Pride in our future* provides the vision and plan to drive equality and inclusion for LGBTIQA+ communities. It sets out what the Victorian Government will do over the next 10 years.

## A note on language

The logic model contains shorter descriptions of key actions, outputs, indicators and outcomes. We did this to make the document easier to read.

The domain-specific sections of the outcomes framework include the full descriptions.

Outcomes and measures consider intersectionality wherever possible.

## Process workflow

Key actions > Outputs > Outcome indicators > Outcomes

### Key actions

**Domain 1: Equal rights and freedoms**

* Reform laws
* Deliver Justice and Victoria Police action plans

**Domain 2: Equitable, inclusive and accessible services**

* Keep providing health and wellbeing support for trans and gender diverse people
* Address gaps in support services
* Develop the capabilities of service providers

**Domain 3: Visibility to inform decision making**

* Provide best practice standards and tools for Victorian Government inclusion
* Deliver and implement an outcomes framework
* Make sure government boards have LGBTIQA+ representatives and continue to support LGBTIQA+ advisory groups

**Domain 4: Safe, strong and sustainable communities**

* Deliver statewide campaigns and events
* Ensure the Victorian Public Service (VPS) is inclusive for LGBTIQA+ staff
* Improve inclusion across all government policies and programs

### Outputs

**Domain 1: Equal rights and freedoms**

* All proposed legislative reforms completed
* All action plans implemented

**Domain 2: Equitable, inclusive and accessible services**

* Clinical and peer support services continued for trans and gender diverse people
* Services funded by the Victorian Government audited
* Services funded by the Victorian Government completed statewide LGBTIQA+ inclusion training

**Domain 3: Visibility to inform decision making**

* Best practice standards for data collection across departments and services published
* Outcomes framework is in place and implemented
* All Victorian Government boards and advisory groups have LGBTIQA+ representation and LGBTIQA+ advisory groups continue

**Domain 4: Safe, strong and sustainable communities**

* LGBTIQA+ campaigns and community-led events delivered
* Interdepartmental processes and practices support VPS employees who identify as LGBTIQA+
* The Equality portfolio continues to provide input on better policies, programs and services

### Indicators

**Domain 1: Equal rights and freedoms**

* Decreased laws that discriminate and increased protections
* More positive awareness and experiences of the justice system, including Victoria Police
* Enhanced law- and policy-making processes identify and respond to the needs of the LGBTIQA+ community

**Domain 2: Equitable, inclusive and accessible services**

* Increased satisfaction with and effectiveness of health and wellbeing services
* Improved mental and physical health outcomes
* Increased the capacity of mainstream services to include LGBTIQA+ people

**Domain 3: Visibility to inform decision making**

* Improved data collection across government and government-funded sectors
* Increased representation in government decision making
* Improved the evidence base for effective and inclusive services

**Domain 4: Safe, strong and sustainable communities**

* Decreased rates of discrimination, harassment, physical abuse and family violence
* Improved public education, celebration and representation of LGBTIQA+ communities
* Increased safety, social inclusion, participation and economic security

### Outcomes

LGBTIQA+ Victorians have equal rights.

LGBTIQA+ Victorians have improved health and wellbeing.

LGBTIQA+ Victorians feel safe and valued in their everyday lives.

**Domain 1: Equal rights and freedoms**

Medium-term

* Laws and policies uphold human rights and freedoms (1.1)
* Safe and effective access to justice (1.2)

**Domain 2: Equitable, inclusive and accessible services**

Medium-term

* Services are inclusive, affirming and available (2.1)
* Fair and effective services are provided (2.2)
* Health and wellbeing services support LGBTIQA+ people to live the life they want (2.3)

Signs of impact:

* Reduction in experiences of discrimination from 34%[[6]](#footnote-7)
* Reduction in people attempting suicide from 5% of adults and 9% of young people[[7]](#footnote-8)

**Domain 3: Visibility to inform decision making**

Short-term

* Data collection builds an evidence base (3.1)
* Decision making is evidence-based (3.2)

Sign of impact:

* Increased LGBTIQA+ data collection across government and non-government sectors

**Domain 4: Safe, strong and sustainable communities**

Long-term

* Free from harassment, abuse, hate speech and discrimination (4.1)
* Safety and security in everyday life (4.2)
* Victoria’s communities are welcoming and inclusive (4.3)

Sign of impact:

* Increase in LGBTIQA+ people feeling valued by society from 41%[[8]](#footnote-9)

# Domain logic models and measures

## Domain 1: Equal rights and freedoms

### Logic model overview

#### Problem statement

LGBTIQA+ people do not have the same protections and freedoms as other Victorians. Many LGBTIQA+ people have experienced trauma from Victorian laws and legal institutions. This may be due to historic wrongs, present inequalities or through a lack of recognition and inclusion. They may face discrimination and may not feel safe talking to police.

#### Objective

Strengthen existing legal protections for LGBTIQA+ Victorians and ensure we create laws with an equity lens to benefit all Victorians.

#### Actions and outputs

| Actions | Outputs |
| --- | --- |
| * Deliver on the Government’s commitment to narrow religious exceptions under the *Equal Opportunity Act 2010*
 | *Equal Opportunity Act 2010* amendments passed |
| * Reform anti-vilification laws to respond to the needs of LGBTIQA+ Victorians
 | Anti-vilification laws passed |
| * Implement *Change or Suppression (Conversion) Practices Prohibition Act 2021*
 | *Change or Suppression (Conversion) Practices Prohibition Act 2021* enacted |
| * Support specialist legal services for LGBTIQA+ Victorians who experience discrimination and disadvantage associated with their sexuality or gender identity
 | Strengthened specialist legal services |
| * Develop and deliver the LGBTIQA+ Justice Action Plan to improve outcomes for LGBTIQA+ Victorians
 | LGBTIQA+ Justice Action Plan implemented |
| * Deliver improved police responses to LGBTIQA+ communities, including implementing the Victoria Police LGBTIQA+ Inclusion Strategy and Action Plan and providing access to LGBTIQA+ awareness and sensitivity training for Victoria Police staff
 | Victoria Police LGBTIQA+ inclusion strategy and action plan put in place and all Victoria Police staff can access LGBTIQA+ awareness and sensitivity training |

#### Indicators

* Reduced laws and practices that are unfair, discriminatory, detrimental or harmful (1.1.1)
* Laws and policies identify and respond to LGBTIQA+ people’s needs (1.1.2)
* Improved protections from religious discrimination (1.1.3)
* Increased awareness of justice services and responsiveness to LGBTIQA+ people’s legal needs (1.2.1)
* Reduced experiences of harm in the prison system (1.2.2)
* Improved police responses to LGBTIQA+ Victorians (1.2.3)

#### Outcomes

**Medium-term**

* A more empowering legislative environment upholding the human rights and freedoms of LGBTIQA+ people (1.1)
* LGBTIQA+ people have safe and effective ways to access justice (1.2)

#### Domain 1 outcome

Victoria’s legal and justice systems uphold the equal rights of LGBTIQA+ Victorians.

#### Sign of impact

* LGBTIQA+ people’s experience of discrimination reduces from its current rate of 34.2%[[9]](#footnote-10).

### Outcomes, indicators and measures

#### Outcome 1.1: A more empowering legislative environment upholding the human rights and freedoms of LGBTIQA+ people

##### Outcome indicator 1.1.1: Reduced laws or practices that are unfair, discriminatory, detrimental or harmful

| Measure | Data source |
| --- | --- |
| Proportion of LGBTIQA+ Victorians who have experienced discrimination or unfair legislative policies and practices due to their sexual orientation, gender or sex characteristics (including how many times, nature of concern) | To be determined |
| Complaints made to the Victorian Equal Opportunity and Human Rights Commission (VEOHRC) on the grounds of sexual orientation, gender identity or sex characteristics (including number of complaints and nature of discrimination) LGBTIQA+ matters | Victorian Equal Opportunity and Human Rights Commission (VEOHRC)  |
| Proportion of recommendations from review into decriminalising sex work put in place | Department of Justice and Community Safety (DJCS) |
| Proportion of successful applications to change gender identity on Births, Deaths and Marriages documents, including a parent changing a child's ID documents | Births Deaths and Marriages Victoria  |
| Number of reports to VEOHRC relating to harmful change or suppression practices | VEOHRC  |
| Number of investigations undertaken by VEOHRC regarding change and suppression practices  | VEOHRC  |

##### Outcome indicator 1.1.2: Laws and policies identify and respond to LGBTIQA+ people’s needs

| Measure | Data source |
| --- | --- |
| Number of policies or laws brought for consultation to the Commissioner for LGBTIQA+ Communities, LGBTIQA+ Taskforce, associated working groups or broader LGBTIQA+ communities | Department of Families, Fairness and Housing (DFFH) |
| Proportion of LGBTIQA+ Victorians who self-report they are protected by the law, compared with non-LGBTIQA+ Victorians  | To be determined |

##### Outcome indicator 1.1.3: Improved protections from religious discrimination

| Measure | Data source |
| --- | --- |
| VEOHRC inquiries relating to LGBTIQA+ experiences of religious discrimination in the past 12 months (including number and nature of inquiries)  | VEOHRC  |
| Number of complaints to VEOHRC about LGBTIQA+ discrimination in religious organisations or educational organisations  | VEOHRC  |
| Number of cases in Victorian courts relating to LGBTIQA+ experiences of religious discrimination | VEOHRC |

#### Outcome 1.2: LGBTIQA+ people have safe and effective ways to access justice

##### Outcome indictor 1.2.1: Increased awareness of justice services and responsiveness to LGBTIQA+ people’s legal needs

| Measure | Data source |
| --- | --- |
| Proportion of LGBTIQA+ Victorians who report that they have received responsive legal services in relation to their status as LGBTIQA+  | To be determined |
| Proportion of LGBTIQA+ Victorians who self-report they know where to go for legal advice | To be determined |

##### Outcome indictor 1.2.2: Reduced experiences of harm in the prison system[[10]](#footnote-11)

| Measure | Data source |
| --- | --- |
| Measure aligned with the action plan based on the Corrections cultural review report  | DJCS  |
| Proportion of trans, gender diverse or intersex prisoners placed according to their nominated gender | DJCS |

##### Outcome indictor 1.2.3: Improved police responses to LGBTIQA+ Victorians[[11]](#footnote-12)

| Measure | Data source |
| --- | --- |
| Number of complaints by LGBTIQA+ Victorians about discriminatory police behaviour on the grounds of sexual orientation, gender identity or sex characteristics  | Victoria Police, VEOHRC or Independent Broad-based Anti-corruption Commission (IBAC)  |
| Proportion of LGBTIQA+ Victorians who are comfortable talking to police and/or Protective Service Officers, compared with non-LGBTIQA+ Victorians  | Victoria Police Annual Community Sentiment Survey |

## Domain 2: Equitable, inclusive and accessible services

### Logic model overview

#### Problem statement

Barriers to service access, including anticipated discrimination, can have negative outcomes on the health and mental health of LGBTIQA+ Victorians.

#### Objective

To make all government-funded services accessible, safe and effective for all LGBTIQA+ Victorians.

#### Actions and outputs

| ActionsEarly actions | Outputs |
| --- | --- |
| Improve the understanding of LGBTIQA+ specialist and mainstream services in the provision of adequate supports for LGBTIQA+ communities  | Audit report of LGBTIQA+ specialist services and mainstream services initiatives across health, mental health, housing, homelessness and family violence sectors  |
| Embed LGBTIQA+ voices in the diverse communities’ mental health and wellbeing framework and governance model | LGBTIQA+ communities consulted on framework needs |
| Implement *(i) Am Equal: Future directions for Victoria’s intersex community* with resources and supports to improve the health and wellbeing of people with an intersex variation | All *(i) Am Equal: Future directions for Victoria’s intersex community* implemented |
| Ensure relationship, sexuality and consent education is LGBTIQA+ inclusive, including supporting resources  | Number of LGBTIQA+ inclusive relationship, sexuality and consent education materials in public education  |
| Develop LGBTIQA+ Health and Wellbeing Action Plan to improve health and wellbeing outcomes | Number of LGBTIQA+ Health and Wellbeing Action Plan actions implemented  |
| Build the capacity of Jobs Victoria service providers to support pathways to employment for LGBTIQA+ jobseekers | Training or capability strengthening activities delivered across Jobs Victoria service providers  |
| Improve LGBTIQA+ inclusion in family violence and sexual assault sector, including addressing key service gaps and strengthening LGBTIQA+ capability  | Sector-wide training or capability strengthening activities delivered across family violence and sexual assault services |
| Improve public fertility care access for LGBTIQA+ families by delivering on recommendations from the Review of Assisted Reproductive Treatment (ART) in Victoria | All relevant ART Review recommendations put in place |
| Support LGBTIQA+ inclusive employment practices, including resources and supports for employers  | Number of LGBTIQA+ inclusive employment practices and resources provided to employers |
| Implement the recommendations of the review into decriminalising sex work in Victoria | All recommendations from review into decriminalising sex work implemented |
| Support young LGBTIQA+ people to foster connections with peers and older LGBTIQA+ communities  | A government-supported community connection initiative delivered under the youth strategy |
| ActionsWithin 10 years | Outputs |
| * Develop LGBTIQA+ inclusive resources and provide targeted access to LGBTIQA+ inclusion training for mainstream services
 | * LGBTIQA+ inclusive resources developed and provided to mainstream services
 |
| * Improve LGBTIQA+ inclusion in government-funded mainstream services through the implementation of best practice standards for service delivery
 | * Mainstream services funded by the Victorian Government completed inclusion training and accreditation
 |
| * Support the capability building and sustainability of the LGBTIQA+ community-led sector to continue support for LGBTIQA+ Victorians
 | * Continued support for the LGBTIQA+ community-led sector
 |
| * Support health and wellbeing supports for trans and gender diverse communities in Victoria, through clinical and peer support services
 | * Continued support of clinical and peer-support services for trans and gender diverse communities
 |
| * Co-design services with LGBTIQA+ communities and organisations
 | * Relevant Government funded services are co-designed with LGBTIQA+ communities and organisations
 |

#### Indicators

* Increased commitment of mainstream services to be LGBTIQA+ inclusive (2.1.1)
* Improved availability of inclusive and affirming services (2.1.2)
* Increased number of services designed with LGBTIQA+ people in mind (2.2.1)
* Increased satisfaction with services (2.2.2)
* Increased effectiveness of health and wellbeing services (2.3.1)
* Improved mental and physical health outcomes for LGBTIQA+ people (2.3.2)

#### Outcomes

**Medium-term**

* Services are inclusive, affirming and available to LGBTIQA+ people (2.1)
* Equitable and effective services are provided to LGBTIQA+ people (2.2)
* Health and wellbeing services support LGBTIQA+ people to live the life they want (2.3)

#### Domain 2 outcome

LGBTIQA+ Victorians experience improved health and wellbeing.

#### Sign of impact

The number LGBTIQA+ people attempting suicide in the past 12 months has decreased from 5.2% of adults and 9.4% of young Victorians[[12]](#footnote-13).

### Outcomes, indicators and measures

#### Outcome 2.1: Services are inclusive, affirming and available

##### Outcome indicator 2.1.1: Increased commitment of mainstream services to be LGBTIQA+ inclusive

| Measure | Data source |
| --- | --- |
| Number of services who have signed up for or achieved Rainbow Tick accreditation  | Rainbow Health Australia  |
| Number of services that have completed the How2 inclusion training program or similar LGBTIQA+ inclusion training | Rainbow Health Australia and/or Victorian Government and services reporting |
| Proportion of Victorian Government funding agreements that include criteria that address LGBTIQA+ inclusion | Victorian Government  |

##### Outcome indicator 2.1.2: Improved availability of inclusive and affirming services[[13]](#footnote-14)

| Measure | Data source |
| --- | --- |
| Proportion of LGBTIQA+ Victorians who report that they have access to inclusive and affirming services when required  | To be determined |
| Proportion of LGBTIQA+ Victorians who report that they receive inclusive and affirming treatment at mainstream services | To be determined |
| Proportion of LGBTIQA+ Victorians who report that they have experienced discrimination in the health system in the past 12 months  | Victorian Population Health Survey[[14]](#footnote-15) |
| Proportion of LGBTIQA+ people who report a preference to access inclusive mainstream services in the future  | To be determined |

#### Outcome 2.2: Equitable and effective services are provided to LGBTIQA+ people

##### Outcome indicator 2.2.1: Increased number of services designed with LGBTIQA+ people in mind[[15]](#footnote-16)

| Measure | Data source |
| --- | --- |
| Proportion of services designed for LGBTIQA+ people, by service type  | To be determined |
| Proportion of services with practice guidelines that consider LGBTIQA+ people  | To be determined[[16]](#footnote-17)  |

##### Outcome indicator 2.2.2: Increased satisfaction with services[[17]](#footnote-18)

| Measure | Data source |
| --- | --- |
| Proportion of LGBTIQA+ Victorians who report they feel services they have used or are referred to are inclusive  | To be determined[[18]](#footnote-19)  |
| Proportion of LGBTIQA+ Victorians satisfied that services meet their needs  | To be determined |
| Proportion of LGBTIQA+ Victorians who have not engaged with a service due to their LGBTIQA+ status or identity  | To be determined |

#### Outcome 2.3: Health and wellbeing services support LGBTIQA+ people to live the life they want

##### Outcome indicator 2.3.1: Increased effectiveness of health and wellbeing services

| Measure | Data source |
| --- | --- |
| Proportion of LGBTIQA+ Victorians who accessed Victorian public health, mental health or wellbeing services in the past 12 months who felt their sexual orientation or gender identity was respected  | To be determined |
| Proportion of LGBTIQA+ Victorians who believe their sexual orientation or gender identity did not negatively affect the quality of health and wellbeing services they received in the past 12 months  | To be determined |

##### Outcome indicator 2.3.2: Improved mental and physical health outcomes for LGBTIQA+ people[[19]](#footnote-20)

| Measure | Data source |
| --- | --- |
| Proportion of LGBTIQA+ Victorians who experience life satisfaction, compared with non-LGBTIQA+ Victorians | Victorian Population Health Survey |
| Proportion of LGBTIQA+ Victorians who self-report high or very high levels of psychological distress in the previous four weeks | Private Lives  |
| Proportion of LGBTIQA+ Victorians who feel that life is worthwhile, compared with non-LGBTIQA+ Victorians | Victorian Population Health Survey  |
| Proportion of LGBTIQA+ Victorians who have attempted or died by suicide in the past 12 months | Private Lives  |
| Proportion of LGBTIQA+ Victorians who have experienced suicidal ideation in the past 12 months | Private Lives  |
| Proportion of LGBTIQA+ Victorians who report alcohol, other drugs or tobacco misuse  | Private Lives  |
| Proportion of LGBTIQA+ Victorians whose self-rated general health status was excellent or very good, compared with non-LGBTIQA+ Victorians | Victorian Population Health Survey  |
| Proportion of LGBTIQA+ young people who report self-harm in the past 12 months | Writing Themselves In[[20]](#footnote-21)  |

## Domain 3: Visibility to inform decision making

### Logic model overview

#### Problem statement

There is a gap in our understanding of the needs of LGBTIQA+ communities. This means we do not understand who is using our services. We do not know enough about the gaps and problems with service delivery. In addition, data collection in services may not be safe and potentially do not reflect how LGBTIQA+ people identify.

#### Objective

To improve LGBTIQA+ data collection to build evidence so we know how LGBTIQA+ Victorians experience all parts of their lives.

#### Actions and outputs

| ActionsEarly actions | Outputs |
| --- | --- |
| Develop an LGBTIQA+ strategy outcomes framework to measure impact and progress  | Outcomes framework completed and put in place across Government |
| Support key LGBTIQA+ data and research to build the evidence base for effective and inclusive services | At least one LGBTIQA+ data and research project funded each year |
| Improve Victorian Government data standards and support resources, including for funded services  | Best practice standards and guidelines for data collection published across all government departments and services  |
| Support tools and training for VPS senior leaders to create LGBTIQA+ inclusive workplaces  | All VPS people managers have access to LGBTIQA+ inclusive resources |
| ActionsWithin 10 years | Outputs |
| Support data collection across government to be inclusive and appropriate | Best practice data collection standards in place in all government departments |
| Increase diverse LGBTIQA+ representation on Victorian Government boards | All Victorian Government boards specify requirements for LGBTIQA+ representation |
| Ongoing support for LGBTIQA+ communities’ voice to government, such as the LGBTIQA+ Taskforce and other advisory groups  | Continue all key advisory groups and create new ones |
| Continue the work of the Commissioner for LGBTIQA+ Communities as a crucial role in advocating for improved LGBTIQA+ outcomes across government  | Commissioner’s role is sustained, and Commissioner meets with all other relevant state Commissioners  |

#### Indicators

Improved data collection standards for government and government-funded services (3.1.1)

Improved participation in data collection by LGBTIQA+ Victorians (3.1.2)

Improved evidence base for effective and inclusive services (3.1.3)

Increased sharing of data between agencies about LGBTIQA+ Victorians (3.2.1)

Increased LGBTIQA+ representation in government decision making (3.2.2)

More policy and data collection resources designed with LGBTIQA+ people in mind (3.2.3)

#### Outcomes

**Short-term**

Data collection about LGBTIQA+ people is appropriate and effective for building an evidence base (3.1)

Decision making affecting LGBTIQA+ people is evidence-based (3.2)

#### Domain 3 outcome

Policies and services designed with LGBTIQA+ needs in mind.

#### Sign of impact

Increase in LGBTIQA+ inclusive data collection across all Victorian Government initiatives, programs and services (as measured in outcome indicator 3.1.1).

### Outcomes, indicators and measures

#### Outcome 3.1: Data collection about LGBTIQA+ people is appropriate and effective for building an evidence base

##### Outcome indicator 3.1.1: Improved data collection standards for government and government-funded services[[21]](#footnote-22)

| Measure | Data source |
| --- | --- |
| Proportion of Victorian Government departments and agencies using Victorian Government LGBTIQA+ data standards | Victorian Government  |
| Proportion of sampled VPS datasets using Victorian Government LGBTIQA+ data standards | Victorian Government  |
| Proportion of sampled government-funded services using Victorian Government LGBTIQA+ data standards | Victorian Government  |
| Proportion of VPS staff who have done LGBTIQA+ data training and who feel they understand safe, inclusive and appropriate LGBTIQA+ data collection | Victorian Government  |

##### Outcome indicator 3.1.2: Improved participation in data collection by LGBTIQA+ Victorians

| Measure | Data source |
| --- | --- |
| Rate of non-response across all Victorian Government datasets for sexual orientation, gender identity or sex characteristics  | Victorian Government  |
| Proportion of LGBTIQA+ Victorians comfortable identifying their LGBTIQA+ status during government or services data collection  | To be determined  |

##### Outcome indicator 3.1.3: Improved evidence base for effective and inclusive services

| Measure | Data source |
| --- | --- |
| Increased availability of research, evidence collection and publication to inform LGBTIQA+ policy responses | Victorian Government  |
| Proportion of sampled VPS datasets that collect LGBTIQA+ demographic data that include data points for sex, gender, sexuality and sex characteristics, where valuable  | Victorian Government  |

#### Outcome 3.2: Decision making affecting LGBTIQA+ people is evidence-based

##### Outcome indicator 3.2.1: Increased interagency data sharing about LGBTIQA+ Victorians

| Measure | Data source |
| --- | --- |
| Number of Victorian Government data platforms that draw on interagency LGBTIQA+ data[[22]](#footnote-23) | Victorian Government  |

##### Outcome indicator 3.2.2: Increased LGBTIQA+ representation in government decision making[[23]](#footnote-24)

| Measure | Data source |
| --- | --- |
| Proportion of LGBTIQA+ members on Victorian Government boards | Victorian Government  |
| Proportion of LGBTIQA+ Victorians who feel they have a real say on issues important to them | Victorian Population Health Survey  |
| Number of policies, programs, strategies and plans sent to the LGBTIQA+ Taskforce and the Justice and Health and Wellbeing Working Groups for consultation each year | Victorian Government  |

##### Outcome indicator 3.2.3: More policy and data collection resources designed with LGBTIQA+ people in mind[[24]](#footnote-25)

| Measure | Data source |
| --- | --- |
| Proportion of Victorian Government departments or statutory bodies with diversity action plans or similar that are on track with delivery | Victorian Government |
| Proportion of relevant Victorian Government outcomes frameworks that include measures relating to LGBTIQA+ communities | Victorian Government |

## Domain 4: Safe, strong and sustainable communities

### Logic model overview

#### Problem statement

Discrimination, stigma and abuse of LGBTIQA+ people are wrong, but they still happen. They lead to poorer health and mental health and wellbeing outcomes for LGBTIQA+ people. LGBTIQA+ people need to feel bonds, friendships and allyships within the broader community. Without this, LGBTIQA+ people can feel isolated, lonely and excluded.

#### Objective

To drive understanding, visibility and acceptance by promoting representations and celebrations of LGBTIQA+ communities.

#### Actions and outputs

| ActionsEarly actions | Outputs |
| --- | --- |
| Deliver a state-wide awareness raising campaign to celebrate and raise awareness of LGBTIQA+ experiences, including diverse communities | LGBTIQA+ campaign delivered in Victoria  |
| Support LGBTIQA+ events to celebrate LGBTIQA+ diversity and increase community connections | Community-led events delivered across Victoria each year |
| Increase LGBTIQA+ employment opportunities in government-funded major transport infrastructure initiatives and projects | Majority of Department of Transport LGBTIQA+ Inclusion Action Plan is completed |
| Drive a centralised approach to support LGBTIQA+ VPS employees through the Victorian Public Sector Commission  | Interdepartmental processes and practices for LGBTIQA+ VPS employees |
| Review VPS workforce inclusion policies to identify improvements | Evaluation report of current LGBTIQA+ VPS workforce inclusion policies, with improvement recommendations |
| ActionsWithin 10 years | Outputs |
| Develop a plan to ensure LGBTIQA+ inclusion is embedded in the design of safer public spaces | Victorian Government public space design processes include mandatory consideration of LGBTIQA+ Victorians |
| Continue to support the capacity of professional and community sports to be LGBTIQA+ inclusive | Programs, policies and initiatives to build capacity of sporting organisations to support LGBTIQA+ inclusion  |
| Continue our commitment to improve LGBTIQA+ inclusion in government policies, programs and services | Continued demand for the Equality portfolio to inform policies, programs and services |

#### Indicators

* Decreased rates of family and intimate partner violence experienced by LGBTIQA+ Victorians (4.1.1)
* Decreased rates of harassment, physical abuse and hate speech (4.1.2)
* Decreased rates of discrimination (4.1.3)
* Increased support for LGBTIQA+ Victorians experiencing harassment, physical abuse, hate speech and discrimination (4.1.4)
* Increased sense of safety (4.2.1)
* Increased safety and inclusivity in public spaces (4.2.2)
* Increased safety and inclusivity in workplaces (4.2.3)
* Increased safety and inclusivity in schools (4.2.4)
* Increased employment and economic security (4.2.5)
* Increased housing security (4.2.6)
* Enhanced public education to increase awareness about diverse LGBTIQA+ communities and needs (4.3.1)
* Increased social inclusion (4.3.2)
* Increased public representation and celebration of LGBTIQA+ communities (4.3.3)
* Increased support from non-LGBTIQA+ communities (4.3.4)

#### Outcomes

**Long-term**

LGBTIQA+ people are free from harassment, physical abuse, hate speech and discrimination (4.1)

LGBTIQA+ people are safe and secure in their everyday lives (4.2)

Victoria’s communities are welcoming and inclusive for LGBTIQA+ people (4.3)

#### Domain 4 outcome

LGBTIQA+ Victorians feel safe and valued as part of the Victorian community. They are proudly part of the Victorian community.

#### Sign of impact

The proportion of LGBTIQA+ Victorians who feel valued by society increases from 41.4%.[[25]](#footnote-26)

### Outcomes, indicators and measures

#### Outcome 4.1: LGBTIQA+ people are free from harassment, abuse, hate speech and discrimination

##### Outcome indicator 4.1.1: Decreased rates of family and intimate partner violence experienced by LGBTIQA+ Victorians[[26]](#footnote-27)

| Measure | Data source |
| --- | --- |
| Proportion of LGBTIQA+ Victorians who experienced family violence in the past 2 years | Victorian Population Health Survey[[27]](#footnote-28) |
| Proportion of LGBTIQA+ Victorians experiencing family violence who seek help from services  | Victorian Population Health Survey  |

##### Outcome indicator 4.1.2: Decreased rates of harassment, physical abuse and hate speech[[28]](#footnote-29)

| Measure | Data source |
| --- | --- |
| Proportion of LGBTIQA+ Victorians who experienced harassment or offensive gestures in the past 12 months  | Private Lives  |
| Proportion of LGBTIQA+ Victorians who suffered a physical attack or assault with a weapon in the past 12 months  | Private Lives  |
| Proportion of LGBTIQA+ Victorians who experienced sexual assault in the past 12 months  | Private Lives  |
| Proportion of LGBTIQA+ Victorians who experienced verbal abuse in the past 12 months  | Private Lives |

##### Outcome indicator 4.1.3: Decreased rates of discrimination

| Measure | Data source |
| --- | --- |
| Proportion of LGBTIQA+ Victorians who have faced unfair treatment in the past 12 months | Private Lives  |
| Proportion of LGBTIQA+ Victorians who experienced discrimination in the past 12 months, compared with non-LGBTIQA+ Victorians  | Victorian Population Health Survey  |
| Proportion of LGBTIQA+ Victorians who experienced discrimination by members of the public, compared with non-LGBTIQA+ Victorians, in the past 12 months | Victorian Population Health Survey  |
| Proportion of LGBTIQA+ Victorians who experienced discrimination at home, by neighbours or at somebody else’s house in the past 12 months  | Victorian Population Health Survey  |

##### Outcome indicator 4.1.4: Increased support for LGBTIQA+ Victorians experiencing harassment, physical abuse, hate speech and discrimination

| Measure | Data source |
| --- | --- |
| Proportion of LGBTIQA+ Victorians who experienced discrimination and reported their experience/s compared with non-LGBTIQA+ Victorians | Victorian Population Health Survey and VPS in *Safe to speak up* |
| Proportion of LGBTIQA+ Victorians who believe a company, institution, service would support them if they reported discrimination or abuse  | To be determined  |

#### Outcome 4.2: LGBTIQA+ people are safe and secure in their everyday lives

##### Outcome indicator 4.2.1: Increased sense of safety[[29]](#footnote-30)

| Measure | Data source |
| --- | --- |
| Proportion of LGBTIQA+ Victorians who feel safe, compared with non-LGBTIQA+ Victorians, in the past 12 months | Victorian Population Health Survey and/or Annual Victoria Police Community Sentiment Survey  |
| Proportion of LGBTIQA+ Victorians who feel accepted at school, at work and in public | Private Lives  |
| Proportion of LGBTIQA+ Victorians who experience online safety issues such as harassment or bullying, compared with non-LGBTIQA+ Victorians | eSafety Commissioner |

##### Outcome indicator 4.2.2: Increased safety and inclusivity in public spaces[[30]](#footnote-31)

| Measure | Data source |
| --- | --- |
| Proportion of LGBTIQA+ Victorians who feel that public spaces are safe and inclusive  | To be determined |

##### Outcome indicator 4.2.3: Increased safety and inclusivity in workplaces[[31]](#footnote-32)

| Measure | Data source |
| --- | --- |
| Number of reports lodged with FairWork relating to LGBTIQA+ experiences of discrimination in the past 12 months  | FairWork  |
| Proportion of LGBTIQA+ VPS employees who feel supported and included  | People Matters Survey |
| Proportion of LGBTIQA+ employees who feel included and safe at their workplace  | To be determined |

##### Outcome indicator 4.2.4: Increased safety and inclusivity in schools

| Measure | Data source |
| --- | --- |
| Proportion of LGBTIQA+ students who feel safe to identify as LGBTIQA+ in their educational setting  | Writing Themselves In  |
| Proportion of LGBTIQA+ students who felt they could safely use the changing rooms that match their gender identity at secondary school/university in the past 12 months  | Writing Themselves In  |
| Proportion of staff who report feeling more confident in supporting LGBTIQA+ students following Safe Schools professional learning | Department of Education  |

##### Outcome indicator 4.2.5: Increased employment and economic security[[32]](#footnote-33)

| Measure | Data source |
| --- | --- |
| Proportion of LGBTIQA+ Victorians who are unemployed or underemployed, compared with non-LGBTIQA+ Victorians  | Victorian Population Health Survey[[33]](#footnote-34)  |
| Proportion of LGBTIQA+ Victorians who could not raise $2,000 within two days in an emergency, compared with non-LGBTIQA+ Victorians  | Victorian Population Health Survey |
| Proportion of LGBTIQA+ Victorians experiencing food insecurity, compared with non-LGBTIQA+ Victorians  | Victorian Population Health Survey |

##### Outcome indicator 4.2.6: Increased housing security

| Measure | Data source |
| --- | --- |
| Proportion of LGBTIQA+ Victorians who have experienced homelessness in the past two years  | To be determined |
| Proportion of LGBTIQA+ Victorians who have secure housing  | To be determined |

#### Outcome 4.3: Victoria’s communities are welcoming and inclusive for LGBTIQA+ people

##### Outcome indicator 4.3.1: Enhanced public education to increase awareness about diverse LGBTIQA+ communities and needs

| Measure | Data source |
| --- | --- |
| Proportion of LGBTIQA+ Victorian students who feel that aspects of their current education setting (textbooks, assignments, sex education) support and include LGBTIQA+ people  | Writing Themselves In  |
| Proportion of positive mainstream community feedback for the Equality portfolio's public awareness campaigns | DFFH |

##### Outcome indicator 4.3.2: Increased social inclusion[[34]](#footnote-35)

| Measure | Data source |
| --- | --- |
| Proportion of LGBTIQA+ Victorians who feel valued  | Victorian Population Health  |
| Proportion of LGBTIQA+ Victorians who feel a part of the Australian LGBTIQA+ community  | Private Lives  |
| Proportion of LGBTIQA+ Victorians who feel socially connected to their community, compared with non-LGBTIQA+ Victorians | Annual Victoria Police Community Sentiment Survey |

##### Outcome indicator 4.3.3: Increased public representation and celebration of LGBTIQA+ communities

| Measure | Data source |
| --- | --- |
| Increased attendance at LGBTIQA+ events funded by the Victorian Government (such as Victoria's Pride) | DFFH |
| Proportion of LGBTIQA+ Victorians who feel there is positive representation of LGBTIQA+ people in the media, public discussions and public celebrations  | To be determined |

##### Outcome indicator 4.3.4: Increased support from non-LGBTIQA+ communities

| Measure | Data source |
| --- | --- |
| Proportion of LGBTIQA+ Victorians who feel they can get help from family or neighbours  | Victorian Population Health Survey  |
| Proportion of LGBTIQA+ Victorians who feel they can get a relative or friend to care for them or their children in an emergency  | Victorian Population Health Survey |

# Definitions and key terms

We define key terms below and acknowledge that people have different definitions. Language has changed and continues to evolve.

**Brotherboy and sistergirl:** Aboriginal communities use these terms to describe transgender people and their relationships as a way of validating and strengthening their gender identities and relationships. Non-trans but non-conforming Aboriginal people may also use these terms. For example, both lesbian and heterosexual Aboriginal women may refer to themselves as ‘sistergirls’, ‘sisters’ or ‘tiddas’, which is an Aboriginal English term for the word ‘sisters’. Gay Aboriginal men may also refer to themselves as sisters.

**Cisgender:** Refers to a person whose gender corresponds with their biological sex.

**Community-led:** This refers to organisations, projects, programs or services led by LGBTIQA+ communities on behalf of and for LGBTIQA+ people.

**Equality:** This principle is about ensuring every LGBTIQA+ person has an equal chance to make the most of their lives and talents. It means that no one should have poorer life chances because of the way they were born, where they come from, what they believe, or how they identify.

**Equity:** This principle builds on equality and is about ensuring just and fair inclusion for all LGBTIQA+ people and communities. An equitable society is one where everyone can take part and prosper. The goals of equity are to create conditions that allow all people to reach their full potential. These conditions must recognise that experiences, inequalities and outcomes are not the same across communities.

**Gender:** Part of how you understand who you are and how you interact with other people. Many people understand their gender as being a man or woman. Some people understand their gender as a mix of these or neither. A person’s gender and their expression of their gender can be shown in different ways, such as through behaviour or physical appearance.

**Gender diverse:** An umbrella term for a range of genders expressed in different ways. Gender diverse people use many terms to describe themselves. Language in this area is dynamic, particularly among young people, who are more likely to describe themselves as non-binary.

**Inclusion:** Empowering access to opportunities, dealing with structural inequalities, tackling unconscious bias to have equal access to all parts of society.

**Intersectionality:** This is an approach to understanding how social meanings related to the way we categorise and identify can overlap and interconnect. This creates different layers and types of discrimination or disadvantage for either an individual or group. Categories include gender, sexual orientation, sex characteristics, ethnicity, language, faith, class, socio-economic status, ability and age.

**LGBTIQA+ organisations:** This includes organisations, communities or businesses that are community-led. This can mean LGBTIQA+ people run them, steer their boards, or that they are known in community for offering services for LGBTIQA+ people. They are not the same as non-government organisations or mainstream services that may have completed Rainbow Tick accreditation or similar to ensure they are LGBTIQA+ inclusive.

**Logic model:** A systematic and visual representation of how the strategy will drive change for LGBTIQA+ communities by showing the relationship between strategy actions, outputs, outcome indicators and outcomes. It shows the purpose and expected signs of impact of the strategy.

**Outcomes framework:** A system to track the impact of the LGBTIQA+ strategy’s actions over time. This system will use key data to track how Victorian LGBTIQA+ outcomes change, basing it on the Victorian Outcomes Reform Statement.

**Outcome indicators**: A tool used to measure the success of actions and outputs delivered under the strategy. Outcome indicators help us to monitor progress and assess whether the outcomes are on track.

**Measures:** The sources of data that provide evidence of progress. Measures provide a reference point that we use to compare against the outcome indicators and outcomes. Measures can be both qualitative and quantitative.

**People with intersex variations:** An umbrella term for people born with natural variations to sex characteristics. This includes physical features relating to sex including genitalia and other sexual and reproductive parts of the person’s anatomy. It might also refer to the person’s chromosomes, hormones and secondary physical features emerging as a result of puberty. Some people with intersex variations describe themselves according to their specific intersex variation or use other context-dependent language. For example, someone may say they have Klinefelter (a common variation). Most people with intersex variations are cisgender and identify as male or female.

**Sex:** Sex refers to a person’s biological sex characteristics. This includes their sex chromosomes, hormones and reproductive organs.

**Sex recorded at birth:** Data collection often refers to sex recorded at birth. This is based upon a person’s sex characteristics and reproductive organs observed at, or soon after, birth.

**Variations of sex characteristics**: Some people are born with a variation to physical or biological sex characteristics including chromosomes, hormones or anatomy. These are often called intersex variations. There are many different intersex variations that can be identified prenatally, at birth, puberty or adulthood. People with intersex variations use a range of different terminology to name their bodies and experiences. Some use the term ‘intersex’, which is signified by the ‘I’ in LGBTIQA+ communities.

Others do not connect to the term ‘intersex’ or with the acronym LGBTIQA+. People with variations of sex characteristics are usually assigned male or female at birth or infancy, just like everyone else. Intersex people can have any gender identity or sexuality.

**Sexuality or sexual orientation:** A person’s romantic or sexual attraction to others. A person’s gender does not mean they have certain sex characteristics or a particular sexuality, or vice versa.

**Signs of impact:** The observable and measurable evidence that show the changes resulting from the strategy. These changes, or signs of impact, indicate that the strategy is making progress toward achieving its vision.

**Trans (short for transgender) person:** Someone whose gender does not only align with the one assigned at birth. Not all trans people will use this term to describe themselves.

**Outcomes:** Show us what success looks like and reflect our vision for LGBTIQA+ people and communities. They are clear and high-level statements.

1. Department of Premier and Cabinet (2019) *Outcomes reform in Victoria*, Victorian Government, accessed 23 August 2024. [↑](#footnote-ref-2)
2. LGBTIQA+ analysis internal Victorian Government data. [↑](#footnote-ref-3)
3. D.J. Higgins et al. (2024) *Prevalence of Diverse Genders and Sexualities in Australia and Associations with Five Forms of Child Maltreatment and Multi-type Maltreatment*, Child Maltreatment, Vol. 0(0) 1-21, Institute of Child Protection Studies, Australian Catholic University. [↑](#footnote-ref-4)
4. D.J. Higgins et al. (2024) *Prevalence of Diverse Genders and Sexualities in Australia and Associations with Five Forms of Child Maltreatment and Multi-type Maltreatment*, Child Maltreatment, Vol. 0(0) 1-21, Institute of Child Protection Studies, Australian Catholic University. [↑](#footnote-ref-5)
5. LGBTIQA+ analysis internal Victorian Government data. [↑](#footnote-ref-6)
6. Victorian Agency for Health Information (2020) [*Victorian Population Health Survey 2020*](https://vahi.vic.gov.au/reports/population-health/victorian-population-health-survey-2020-dashboards), Victorian Government, accessed 20 August 2024. [↑](#footnote-ref-7)
7. Hill, A. O., Bourne, A., McNair, R., Carman, M. & Lyons, A. (2021). [*Private Lives 3: The health and wellbeing of LGBTQ people in Victoria: Victoria summary report*](https://www.latrobe.edu.au/__data/assets/pdf_file/0005/1229468/Private-Lives-3-The-health-and-wellbeing-of-LGBTQ-people-in-Victoria.pdf). ARCSHS Monograph Series No. 130. Melbourne, Australia: Australian Research Centre in Sex, Health and Society, La Trobe University. [↑](#footnote-ref-8)
8. Victorian Agency for Health Information (2020) [*Victorian Population Health Survey 2020*](https://vahi.vic.gov.au/reports/population-health/victorian-population-health-survey-2020-dashboards), Victorian Government, accessed 20 August 2024. [↑](#footnote-ref-9)
9. Victorian Agency for Health Information (2020) [*Victorian Population Health Survey 2020*](https://vahi.vic.gov.au/reports/population-health/victorian-population-health-survey-2020-dashboards), Victorian Government, accessed 20 August 2024. [↑](#footnote-ref-10)
10. Aligns with the findings of the Cultural Review of the Adult Custodial Corrections System. [↑](#footnote-ref-11)
11. Aligns with the findings of the Cultural Review of the Adult Custodial Corrections System. [↑](#footnote-ref-12)
12. Hill, A. O., Bourne, A., McNair, R., Carman, M. & Lyons, A. (2021). [*Private Lives 3: The health and wellbeing of LGBTQ people in Victoria: Victoria summary report*](https://www.latrobe.edu.au/__data/assets/pdf_file/0005/1229468/Private-Lives-3-The-health-and-wellbeing-of-LGBTQ-people-in-Victoria.pdf). ARCSHS Monograph Series No. 130. Melbourne, Australia: Australian Research Centre in Sex, Health and Society, La Trobe University. [↑](#footnote-ref-13)
13. Aligns with: the Department of Health’s health, mental health and wellbeing strategies and plans; the *Diverse communities framework* and blueprint; the *State disability plan*; and *Korin Korin Balit-Djak: Aboriginal health, wellbeing and safety strategic plan 2017–2027*) [↑](#footnote-ref-14)
14. Note the Victorian Population Health Survey is completed every 3 years [↑](#footnote-ref-15)
15. Aligns with *Inclusive Victoria: state disability plan (2022–2026).* [↑](#footnote-ref-16)
16. Data sources could include a survey of services or contract managers, family violence workforce census or other survey administered by the Centre for Workforce Excellence. [↑](#footnote-ref-17)
17. Aligns with the Department of Health’s health, mental health and wellbeing strategies and plans including *Diverse Communities Mental Health and Wellbeing Framework* and *Blueprint for Action*; *Inclusive Victoria: state disability plan (2022–2026)*; and *Korin Korin Balit-Djak: Aboriginal health, wellbeing and safety strategic plan 2017–2027*)*.* [↑](#footnote-ref-18)
18. Any survey would need to acknowledge multiple components of inclusivity. [↑](#footnote-ref-19)
19. Aligns with the Department of Health’s health, mental health and wellbeing strategies and plans including *Diverse Communities Mental Health and Wellbeing Framework* and *Blueprint for Action*; *Inclusive Victoria: state disability plan (2022–2026)*; and *Korin Korin Balit-Djak: Aboriginal health, wellbeing and safety strategic plan 2017–2027*)*.* Note the Victorian Government monitors HIV-related outcomes through the HIV and sexual health strategies. [↑](#footnote-ref-20)
20. Hill AO, Lyons A, Jones J, McGowan I, Carman M, Parsons M, Power J, Bourne A (2021) [*Writing Themselves In 4: The health and wellbeing of LGBTQA+ young people in Australia*](https://www.latrobe.edu.au/arcshs/work/writing-themselves-in-4). National report, monograph series number 124. Australian Research Centre in Sex, Health and Society, La Trobe University: Melbourne. ARCSHS [↑](#footnote-ref-21)
21. Aligns with the *Gender equity strategy*. [↑](#footnote-ref-22)
22. For example, the Prevention of Family Violence Data Platform, the Integrated Reports and Information System used by Child FIRST and Family Services to record client and service data. [↑](#footnote-ref-23)
23. Aligns with the Victorian Government’s Diversity on Victorian Government Boards Guidelines. [↑](#footnote-ref-24)
24. Aligns with the Department of Health’s *Diverse Communities Mental Health and Wellbeing Framework* and *Blueprint for Action*. [↑](#footnote-ref-25)
25. Victorian Agency for Health Information (2020) [*Victorian Population Health Survey 2020*](https://vahi.vic.gov.au/reports/population-health/victorian-population-health-survey-2020-dashboards), Victorian Government, accessed 20 August 2024. [↑](#footnote-ref-26)
26. Aligns with Family Violence Outcomes Framework. [↑](#footnote-ref-27)
27. Victorian Agency for Health Information (2020) [*Victorian Population Health Survey 2020*](https://vahi.vic.gov.au/reports/population-health/victorian-population-health-survey-2020-dashboards), Victorian Government, accessed 20 August 2024. [↑](#footnote-ref-28)
28. Aligns with anti-vilification protections. [↑](#footnote-ref-29)
29. Aligns with anti-vilification protections. [↑](#footnote-ref-30)
30. Aligns with anti-vilification protections. [↑](#footnote-ref-31)
31. Aligns with the Victorian Public Sector Commission’s *Workforce capability, leadership and management.* [↑](#footnote-ref-32)
32. Aligns with the Department of Transport and Planning’s *Diversity and inclusion strategy 2020–2023* and *Women in transport strategy 2021–2024.* [↑](#footnote-ref-33)
33. Only for unemployment data. [↑](#footnote-ref-34)
34. Aligns with the Government’s *Our promise, Your future: Victoria’s youth strategy 2022–2027.* [↑](#footnote-ref-35)