

Pride in our future: Victoria's LGBTIQ+ strategy 2022-32

Annual update 2024-25



Acknowledgement

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

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

The State of Victoria and the First Peoples' Assembly of Victoria have signed a Statewide Treaty. Through Treaty, the Victorian Government will continue to build understanding and respect of the intersection between First Peoples and queer cultures to benefit all Victorians.

We acknowledge the diversity of First Nation 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 'LGBTIQ+' 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.'

Queer is often used as an umbrella term for diverse genders or sexualities. Some people use queer to describe their own gender or sexuality, as an identity that does not correspond to heterosexual norms. For some people, especially older people, 'queer' has negative connotations, because in the past it was used as a discriminatory term.

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

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The strategy

Victoria's first whole-of-government LGBTIQ+ strategy *Pride in our future* was launched in February 2022. The strategy sets out how we will advance equality and inclusion for Victoria's diverse LGBTIQ+ communities across all Victorian Government work over the next decade.

Working with LGBTIQ+ Victorians is central to the strategy's success. We do this by working with the LGBTIQ+ Ministerial Taskforce, Health and Wellbeing and Justice Working Groups, and through ongoing consultation with communities. This ensures the voices and experiences of LGBTIQ+ people guide us as we co-design policy and programs to improve equality for all Victorians.



We continue to make progress in 4 priority areas:



Priority area 1: Equal rights and freedoms

By strengthening existing legal protections for LGBTIQ+ Victorians and ensuring we create laws with an equity lens, we aim to make changes that benefit all community members.



Priority area 2: Equitable, inclusive and accessible services

Services should be approachable, welcoming, safe and inclusive for all Victorians throughout their whole lives and when accessing different services.



Priority area 3: Visibility to inform decision-making

Improving LGBTIQ+ data collection to build evidence will enable us to get a better picture of how LGBTIQ+ Victorians experience all parts of their lives.



Priority area 4: Safe, strong and sustainable communities

LGBTIQ+ people are a proud part of the Victorian community. By creating inclusive communities, we are making sure there is a place for all Victorians to be proud and live their life to the fullest.

Delivering early actions

This is the third annual report on the delivery of *Pride in our future*. It shows how the Victorian Government is turning the strategy into action, with clear progress made across 2024–25.

- ✔ Over the past year, more than 85,000 Victorians took part in Victoria Pride events across the state. These events played an important role in strengthening visibility, connection and community pride for LGBTIQ+ Victorians. This included:
 - Major state-wide celebrations continued to bring communities together. Victoria’s Pride Street Party, held in Fitzroy and Collingwood, attracted almost 60,000 people to celebrate LGBTIQ+ art, culture, music and performance. The iconic Pride March marked its 30th anniversary, with almost 30,000 marchers and spectators gathering to celebrate identity, history and belonging.
 - We also focused on ensuring LGBTIQ+ communities outside inner Melbourne could participate and feel seen. Through the Regional Activation Program, 15 events were delivered across rural and regional Victoria, drawing more than 25,000 attendees and supporting local communities to celebrate pride in ways that reflect their own places and experiences.
- ✔ Targeted initiatives continued to strengthen safety, wellbeing and inclusion. The Safe Spaces trial was progressed into QHub, providing LGBTIQ+ young people in western Victoria with accessible, affirming mental health support and social connection. With hubs in Geelong and Ballarat and outreach to the Surf Coast, QHub also supports local services through inclusion and capacity-building training.
- ✔ We also continued our award-winning public awareness campaign The Unsaid Says A Lot, co-designed with TGD communities. The campaign reached communities across Victoria and was officially adopted by the Australian Capital Territory government.
- ✔ We launched the Department of Justice and Community Safety (DJCS) *LGBTIQ+ Action Plan 2025–2028* to support a justice and community safety system and workplace culture that is inclusive, equitable and values LGBTIQ+ communities.
- ✔ To underpin this work, the Victorian Government continued to invest in the delivery of *Pride in our future*, committing \$3 million to support the strategy’s implementation and ensure its early actions deliver real and lasting impact.

A whole-of-government strategy

Pride in our future sets the Victorian Government’s long-term approach to ensuring all Victorians are safe, healthy and free to live openly as their authentic selves. The strategy provides a clear framework for advancing equality, grounded in human rights, inclusion and lived experience.

The third year of the strategy marked a major milestone. Victoria passed strengthened anti-vilification laws, becoming the first state in Australia to explicitly protect LGBTIQ+ people from hate speech and incitement to hatred or violence. These reforms show the commitment to preventing harm to LGBTIQ+ Victorians by strengthening legal protections against hate and violence.

The strategy is also driving change to make services equitable, inclusive and accessible. System-level improvements continue through initiatives such as Rainbow Tick, which supports community and mental health services to deliver inclusive and affirming care. Rainbow Tick is a world-first framework for service delivery organisations to demonstrate they are safe and inclusive for LGBTIQ+ people. Over a 4-year period, Rainbow Tick will help 160 community and mental health organisations across the state to ensure their services are accessible and inclusive of all LGBTIQ+ Victorians and their families. The program includes developing a framework designed to strengthen the safety, inclusion, health and wellbeing of Rainbow Mob, LGBTQIASB+ Aboriginal and Torres Strait Islander peoples, across Aboriginal Community Controlled Organisations (ACCOs) in Victoria.

While meaningful progress has been made, many LGBTIQ+ Victorians still face discrimination and exclusion in their everyday lives. These experiences affect people’s safety, wellbeing and ability to take part fully in work, education and community life. We remain committed to removing these barriers and supporting LGBTIQ+ Victorians to live openly and with dignity.

The outcomes delivered in the third year reflect a shared effort. Government, communities, families, allies and LGBTIQ+ Victorians all play a role in making Victoria a safe and welcoming place. Together, this collective work continues to advance equality and bring the strategy’s vision to life.



Commissioner for LGBTIQ+ Communities highlights

The Commissioner for LGBTIQ+ Communities ensures the insights and experiences of LGBTIQ+ people guide government policy, programs and decisions. The role works alongside the Minister and the Department to support the delivery of Victoria's equality agenda.

On 20 August 2024, Joe Ball (he/him) was appointed Commissioner and commenced on 28 September 2024 as the third person to hold this unique office. This report covers only the Commissioner's activities from late September to December 2024 — the first 3 months of his tenure

In his first 100 days, the Commissioner set clear priorities. These were:

- progressing legislative reform and community safety
- strengthening mental health and suicide prevention
- engaging with diverse and intersectional communities
- improving inclusion across women's safety and gender-based violence reforms, and
- partnering with the Commonwealth on national reforms including the *National Action Plan for the Health and Wellbeing of LGBTIQ+ People 2025–2035* and Census inclusion.

From late September to December 2024, the Commissioner met with community groups and service organisations across Melbourne and regional Victoria. His first regional visit was to a Pride Fair in Rutherglen. These meetings shaped his early advice and allowed him to hear directly from some of the communities most affected by inequality.

He supported key areas of legislative and safety reform, including anti-vilification reform, and intersex legislative reform, and advocated for improved access to gender-affirming healthcare. He also advocated for action on the Coronial Inquest into the Trans and Gender Diverse suicide cluster recommendations. The Commissioner raised issues linked to safety and inclusion, including social media harms and access to all-gender toilets, with relevant decision makers in Victoria and federally.

The Commissioner continues to travel across the state to listen to LGBTIQ+ communities to ensure their voices are at the heart of his advocacy to the highest levels of government. You can hear more about the Commissioner's work including events hosted by his office at: <https://confirmsubscription.com/h/y/9859AEFC2D15C390>.



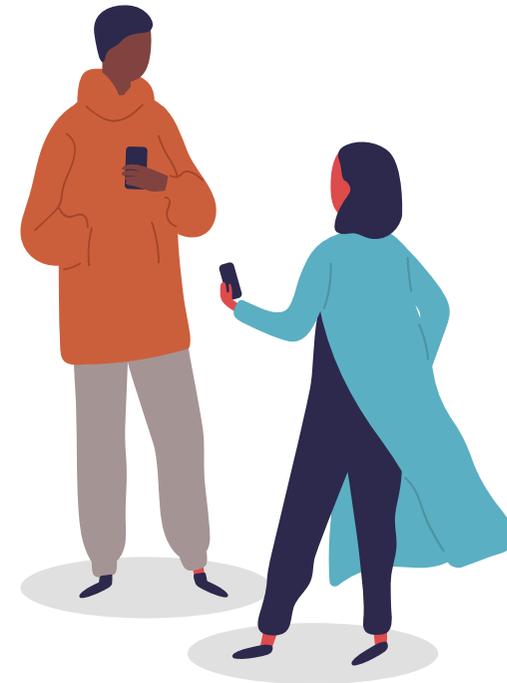
What's next for the LGBTIQ+ strategy?

By working with LGBTIQ+ Victorians we have made real progress on delivering *Pride in our future's* early actions since we published the strategy in 2022.

We know that despite this progress, LGBTIQ+ communities have been subject to escalating violence, vilification and harm. That is why we are progressing medium and long-term actions that aim to ensure safe, strong and sustainable communities where all LGBTIQ+ Victorians are free from harassment, abuse, hate speech and discrimination.

- We continue to deliver safe, local support for LGBTIQ+ young people and their families through QHub to support mental health, connection and wellbeing in Western Victoria.
- We are strengthening the health and wellbeing of TGD people through continuing the Trans and Gender Diverse Support Program to support mental health, community connection and identity, particularly for those facing isolation or discrimination.
- We are ensuring ongoing access to life-saving care for TGD young people, including specialist services at the Royal Children's Hospital and Monash Health, mental health and primary healthcare through Orygen, and peer and family support through Transcend Australia and Transgender Victoria.
- We are creating social connection opportunities for older LGBTIQ+ Victorians through the Pride in Ageing pilot, to ensure they remain connected, safe and able to live freely as their authentic selves.
- We continue to deliver mental health support for LGBTIQ+ communities through services such as Rainbow Door and QSpace, giving people access to supports that understand their unique needs and experiences.
- We are elevating the voices of LGBTIQ+ people to senior government officials and decision-makers through our lived experience groups, including the LGBTIQ+ Taskforce and its Working Groups. This ensures communities can influence government action on safety, discrimination and anti-hate responses.

- We continue to deliver grants for inclusive pride events and festivals across Victoria to support visibility, connection and community, so people can come together to celebrate diversity in all parts of the state.
- We will keep capability-building LGBTIQ+ organisations with grants to support sustainability, leadership and intersectional inclusion, strengthening the long-term health of the sector.
- We will strengthen data collection under the *Pride in our future: outcomes framework* to support evidence-based decision making, so investment is targeted, and outcomes improve over time.
- We will increase the number of mental health and community service organisations that are engaging in the Rainbow Tick implementation program to support safe, inclusive and culturally competent care for LGBTIQ+ Victorians.



Strategy action priority areas

Priority area 1: Equal rights and freedoms

Our vision is to strengthen existing legal protections for LGBTIQ+ Victorians and ensure we create laws with an equity lens to benefit all community members. Laws free from discrimination, that reflect who we are, are critical to creating a safe and inclusive community – they will help lay the foundations for an equal society.

In the third year of the strategy, we strengthened legal protections, improved access to justice and advanced equal rights.

We are creating a more empowering legislative environment, upholding the human rights and freedoms of LGBTIQ+ people (Outcome 1.1)

- We continued delivering the Civil Response Scheme to stand with survivors of conversion practices, and provided education, outreach and specialist resources through the Victorian Equal Opportunity and Human Rights Commission. This Scheme was established following the introduction of the *Change or Suppression (Conversion) Practices Prohibition Act 2021*.
- We continued to hold perpetrators to account by investigating criminal offences under the *Change or Suppression (Conversion) Practices Prohibition Act 2021* through Victoria Police.
- We strengthened protections against hate and violence through the *Justice Legislation Amendment (Anti-vilification and Social Cohesion) Act 2025*, which became law in April 2025 following extensive consultation. These reforms reinforce the right of LGBTIQ+ people to live with dignity, safety and respect.

We are ensuring LGBTIQ+ people have safe and effective ways to access justice (Outcome 1.2)

- We set a clear direction through the Department of Justice and Community Safety's (DJCS) *LGBTIQ+ Action Plan 2025–2028*, to support a justice and community safety system and workplace culture that is inclusive, equitable and values LGBTIQ+ communities.
- We strengthened inclusive family violence responses within Victoria Police by delivering new training, including courses open to all staff, targeted programs for regional Liaison Officers, and TGD inclusion training for 430 staff.
- Through an investment of \$28.8 million over four years to support early intervention legal assistance we continued to support LGBTIQ+ people to assert their rights. This includes continuing the Q+Law specialist LGBTIQ+ legal service, which delivers free specialist legal support to people experiencing discrimination, harm or disadvantage.



Case Study 1: Improving privacy protections for trans and gender diverse staff at the Department of Justice and Community Safety

Through the development of the DJCS *LGBTIQ+ Action Plan 2025–28* (LAP), DJCS identified a need to improve privacy for trans and gender diverse staff when accessing gender affirmation leave. When accessed, payslips for staff listed 'gender affirmation leave'. This risked staff being 'outed' when using their payslips for external purposes, such as applying for a loan.

DJCS recognised the importance of staff having control over how and when information about their gender is shared. Collaboration between their Inclusion and Intersectionality, and Payroll and Workforce Operations teams led to a change. Gender affirmation leave now appears on staff payslips as 'leave'.

The leave continues to display as gender affirmation leave on internal DJCS payroll systems, ensuring it is easy for staff to find. This also ensures data can be collected about the uptake of gender affirmation leave.

Making this change was a tangible way for DJCS to better protect its trans and gender diverse staff's privacy and make it safer for staff to use gender affirmation leave.





Priority area 2: Equitable, inclusive and accessible services

Our vision is for services to be approachable, welcoming, safe and inclusive for all Victorians throughout their journey and when moving between services. **LGBTIQA+ people must be able to access the services that meet their needs. Their experience through Victorian Government services should result in improved life outcomes.**

In the third year of the strategy, we continued tailored health and mental health services, increased job and education opportunities, and strengthened housing and family violence support. We also invested in LGBTIQA+ community organisations and worked to make government services more inclusive.

We are delivering inclusive, affirming and available services (Outcome 2.1)

- We continued to deliver the Safe Schools program, so every student feels respected and included. In 2024, we supported 46 new schools, delivered more than 95 staff training sessions, and responded to 642 requests for help to support LGBTIQA+ students. Each action shows our shared commitment to helping school communities create safer, more welcoming environments for LGBTIQA+ students.
- We continued to fund Switchboard Victoria to deliver Rainbow Door so that LGBTIQA+ Victorians, their friends and families have access to free, specialist support when they need it. This service helps people feel seen, heard and connected.
- We continued to support TGD people through the Trans and Gender Diverse Peer Support Program delivered in partnership with Transgender Victoria. Through this program, 474 people took part in trauma-informed activities that built social connection and supported personal development.
- We continue to deliver Pride in Place, which supports LGBTIQA+ people who are homeless or living in unsafe or insecure housing. The program received funding in the 2024–25 Budget and supported more than 300 LGBTIQA+ Victorians this year. Since August 2022, the program has delivered more than 1,100 periods of support, meaning each time a person is helped from the start of their support until it ends, and has trained more than 60 homelessness and housing organisations to improve LGBTIQA+ inclusion. Pride in Place has received funding in the 2025–26 Budget to continue for a further 4 years.

We are providing equitable and effective services for LGBTIQA+ communities (Outcome 2.2)

- We strengthened the LGBTIQA+ community sector. In 2024–25, the LGBTIQA+ Sector Strengthening program provided \$800,000 to 13 organisations to grow their capability and support sustainable service delivery.
- We continued to help build resilient LGBTIQA+ organisations through the LGBTIQA+ Organisational Development Grants program. Since 2017, more than 140 organisations have received funding. In 2024–25, \$400,000 was provided across 17 grants to help groups grow and continue supporting their communities.
- We continued to improve the safety and quality of services through the Rainbow Tick implementation program. Rainbow Health Australia is supporting community and mental health organisations each year so that more services show that they are safe, inclusive and affirming services and employers for LGBTIQA+ communities across the state.

We are ensuring that health and wellbeing services support LGBTIQA+ people to live the life they want (Outcome 2.3)

- We partnered with LGBTIQA+ community leaders to co-design the *Diverse Communities Mental Health and Wellbeing Framework 10-year Framework* and *First Blueprint for Action 2025–2028*. These were finalised in 2025 and will guide a more inclusive and culturally safe mental health system.
- We continued to support young people and their families through the Healthy Equal Youth (HEY) Project, which promotes mental health and wellbeing and strengthens community connection.
- We continued suicide prevention and aftercare supports.
 - Switchboard Victoria’s program provides specialist, peer-led suicide prevention supports for LGBTIQA+ communities to provide safe, culturally affirming help and build capability across the sector. Program components include Support After Suicide (postvention), a Lived Experience of Suicide Network, Aboriginal and Torres Strait Islander Suicide Prevention and Wellbeing Support, and sector leadership and coordination.

- Mind Australia's program delivers peer-led LGBTIQ+ aftercare, supporting people with thoughts or intentions of suicide, along with their families, carers and supporters. Mind Australia is delivering this program while a new model is developed in partnership with community, consistent with Royal Commission into Victoria's Mental Health System recommendation 27.2(a).
- We are improving access to affordable fertility care. Public Fertility Care, including the public egg and sperm bank at the Royal Women's Hospital, has been accepting donations since July 2023.
- We are building the capability of Aboriginal Community-Controlled Organisations (ACCOs) to deliver inclusive and culturally safe services for Rainbow Mob. Rainbow Health Australia and VACCHO's First Nations-specific HOW2 foundational training program provides a clear entry point for organisations beginning their journey to Rainbow Tick accreditation, and has been completed by 6 ACCOs.

Case Study 2: The Healthy Equal Youth (HEY) Program is supporting the mental health of LGBTIQ+ young people across metropolitan, suburban and regional Victoria

The HEY Program has been operating for 14 years to deliver place-based support, services and opportunities that aim to improve the mental health of LGBTIQ+ young people. The Department of Health and Youth Affairs Council Victoria (YACVic) collaborate to run the HEY program.

The HEY Program has two key components:

- HEY Partners, a group of 17 community health organisations that collaborate to provide peer support, referrals, community visibility, celebration and education for LGBTIQ+ young people.
- The HEY Grants Program, an annual small grant round for LGBTIQ+ youth-led peer support projects and social connectedness projects that fund services to increase their support for LGBTIQ+ young people.

In 2024–25, round 13 of the HEY Grants supported 12 projects and organisations across Victoria.

The grant recipients were selected by a panel of LGBTIQ+ community members, and prioritised new applicants who will address intersections and gaps in LGBTIQ+ services.

HEY Program: regional spotlight

For privacy purposes the name of the young person has been changed.

As part of the HEY Program, headspace Morwell focuses on promoting the mental health and wellbeing of LGBTIQ+ youth in the Latrobe Valley and Baw

Baw regions. Headspace Morwell co-facilitates the Whatever social support group for LGBTIQ+ people, provides support to standout groups in local secondary schools, and leads the organisation of the annual youth PRIDE party.

Headspace Morwell's work focuses on supporting young people and their families to increase understanding and awareness about issues faced by the LGBTIQ+ community, including mental health issues.

In 2024, a young trans man, Fee, started attending headspace Morwell's Whatever social support group when he came out to his family and friends. While Fee's father and grandparents are supportive, his stepmother is not. To cope with familial conflict, Fee engages with mental health supports and participates in both Whatever and Geek clubs at headspace.

Over the past year, Fee has reported significant improvements in his mental health, with reduced suicidal ideation and self-harm.

Fee's self-confidence and sociability have increased, and he is now working towards his goal of securing an apprenticeship through relevant workshops and training.





Priority area 3: Visibility to inform decision-making

Our vision is to build stronger LGBTIQ+ data that reflects real lives and experiences, helping us improve services and invest where LGBTIQ+ Victorians need support most.

In the third year of the strategy, we continued work to improve the collection, analysis and reporting of LGBTIQ+ communities' data. We advanced initiatives to ensure that evidence guides government policies and services.

We are strengthening data collection about LGBTIQ+ Victorians so that it is appropriate and effective in building an evidence base (Outcome 3.1)

- We published the *Pride in our future: outcomes framework*, which sets out the impacts we want to achieve and shows how we will track progress across the strategy's 4 priority areas. The framework helps us overcome data gaps and guides the way we collect and use data to improve outcomes for LGBTIQ+ communities.
- We commenced work to improve data collection and analysis of client and staff experiences within the justice and community safety system. This included researching data needs across the Department of Justice and Community Safety (DJCS) *LGBTIQ+ Action Plan 2025–2028* as they relate to staff and clients from LGBTIQ+ communities to identify data gaps and opportunities for improvement and developing a gender identity data framework.

We are ensuring decision making effecting LGBTIQ+ Victorians is evidence-based (Outcome 3.2)

- We are increasing diverse LGBTIQ+ representation on Victorian Government boards including through the recruitment to the sixth term of the LGBTIQ+ Taskforce and Health and Wellbeing and Justice Working Groups. It also includes recruitment to the second term of the Disability Inclusion Expert Advisory Group.
- We continued to bring community voices into government, through the LGBTIQ+ Taskforce, the Justice Working Group, Health and Wellbeing Working Group, the LGBTIQ+ Disability Inclusion Expert Advisory Group and the Education Reference Group. These groups meet several times each year to ensure lived experience guides our decisions.
- We worked with LGBTIQ+ community leaders and people with lived experience to shape the *Victorian Suicide Prevention and Response Strategy 2024–2034*, released in September 2024. The strategy sets a 10-year plan to reduce suicide and distress in Victoria through coordinated prevention, early support and compassionate responses across the community. It is relevant for LGBTIQ+ people because it recognises the higher risk faced by communities affected by stigma and discrimination, and commits to inclusive, lived-experience-led approaches that respond to the needs of these communities.
- We are partnering with LaTrobe University to progress the QSOX (Queer Women's Substance Use Over Time) project, which is helping us understand substance use among lesbian, bisexual and queer women so we can support better harm-reduction and health responses.



Case Study 3: Enhancements to the Seniors Card, Carer Card and Companion Card to support inclusivity for LGBTIQ+ people, and Seniors Card eligibility changes for First Nations people

The Seniors Card program has been running since 1991. It encourages older people to keep active and engaged in the community, by providing business discounts, concession travel on public transport and other incentives, to make it more affordable for seniors to get out and about.

The Seniors Card program acknowledges and celebrates the contribution seniors have made and continue to make to our communities and to Victoria. To be eligible for a Seniors Card, community members must be over 60 years of age and a permanent resident of Australia, living in Victoria. First Nations people from Australia living in Victoria can apply for the Seniors Card program from age 50.

In 2024–25, the Department of Families, Fairness and Housing changed the Seniors Card application forms and related internal systems to make data collection more inclusive for older LGBTIQ+ and First Nations

people. These changes included allowing First Nations people to apply for a Seniors Card or Seniors Business Discount Card from age 50 and making the form and related systems gender inclusive.

Previously, the Seniors Card application form did not collect gender data but instead applied a gender based on the 'title' of the cardholder. The 'title' field was removed with these changes and replaced with a field to select your gender, bringing the Seniors Card program in line with the Carer Card and Companion Card programs. Now, older Victorians, carers and companions can select their gender when applying for cards, including a non-binary gender option.

The changes to facilitate the collection of data on gender align with the *Pride in our future* action – to support data collection across government to be inclusive and appropriate.





Priority area 4: Safe, strong and sustainable communities

Our vision is to build a society where all people can be themselves and support one another. By creating inclusive communities, we are making sure there is a place for all Victorians to be proud and live their lives to the fullest.

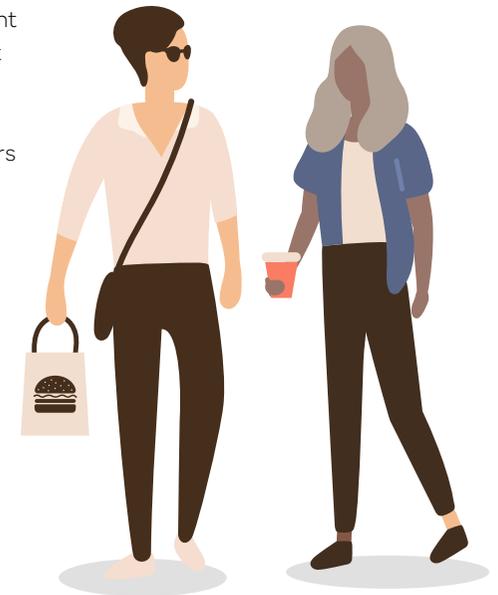
In the third year of the strategy, we delivered initiatives that promote inclusion, visibility and safety for LGBTIQ+ people across Victoria. We built on earlier work by funding diverse events and festivals, increasing employment pathways and improving access to inclusive community spaces. We strengthened partnerships across government and community to drive long-term change and ensure policies and services reflect the needs of LGBTIQ+ communities.

We are supporting LGBTIQ+ people to live free from harassment and abuse (Outcome 4.1)

- We helped to make workplaces safer and more inclusive. In June 2025, the Victorian Equal Opportunity and Human Rights Commission released the *Guideline: LGBTIQ+ Inclusive Workplaces* that provides information for employers about their duty to eliminate workplace discrimination against LGBTIQ+ employees.
- We marked key LGBTIQ+ days of significance. Through events and communications for IDAHOBIT (the International Day against LGBTIQ+ Discrimination), Wear It Purple Day, and Non-Binary People's Day, we brought communities together and promoted visibility and pride.
- We supported schools to reflect the diversity of their students. The Department of Education released updated *Resilience, Rights and Respectful Relationships* resources in October 2024, shaped with expert and community input. Updated sexuality and relationships materials will follow in 2025.

We are enabling safety and security in everyday LGBTIQ+ lives (Outcome 4.2)

- We helped LGBTIQ+ staff feel safer and more supported at work. The Department of Justice and Community Safety (DJCS) *LGBTIQ+ Action Plan 2025–2028* commits to improving staff knowledge of *Victorian Public Sector (VPS) Enterprise Agreement 2024* entitlements, with a focus on trauma-informed, person-centred access to leave such as Gender Affirmation Leave and Reproductive Health and Wellbeing Leave. In 2024, DJCS also updated its payroll system so that Gender Affirmation Leave appears simply as 'leave' on payslips to protect privacy.
- We co-designed targeted employment pathways through the Rainbow Internship and Diverse Graduate Programs. This work was delivered with the Department of Families, Fairness and Housing, Fitted for Work, the Victorian Pride Centre, MatchWorks, and Bent Transport (the Department of Transport and Planning's LGBTIQ+ pride working group).
- We supported more inclusive recruitment in the transport sector through the Bent Transport Community of Practice (CoP). We developed onboarding resources, with the CoPs' support, to help managers and HR teams create more inclusive workplaces.



We are ensuring Victoria's communities are welcoming and inclusive (Outcome 4.3)

- We supported statewide LGBTIQ+ celebrations and events such as Victoria's Pride, the Regional Activation Program, and the Victorian Pride March. These events bring people together through music, comedy, circus, spoken word, drag, art installations, DJs and family-friendly activities, helping reduce social isolation and increase participation.
- Through the Pride Events and Festivals Fund, we supported 29 LGBTIQ+ events in 2024–25, distributing \$400,000. Highlights included Transgender Victoria's Trans Book Festival and HONŌUR, a live performance celebrating First Peoples communities and Queer Elders.
- We continued to provide safe, co-designed spaces for young LGBTIQ+ people through QHub in Ballarat and Geelong. QHub offers place-based support for young people up to age 25, as well as their families and carers. As of March 2025, 154 young people accessed mental health and wellbeing support, and more than 7,000 people engaged through school visits and training.
- The Fair Access Policy Roadmap, Australia's first policy framework requiring equal access to local sports facilities, shifted into a new phase of progress. Developed by the Office for Women in Sport and Recreation with VicHealth and Sport and Recreation Victoria, every Victorian council and Alpine Resorts Victoria has now adopted a locally tailored policy. Councils must show ongoing progress to remain eligible for state funding, and the Roadmap aligns with obligations under the *Gender Equality Act 2020*.
- We launched The Unsaid Says A Lot campaign in June 2024 to shine a light on the experiences of TGD communities. As an Australian first, the campaign shows how subtle cues and micro-aggressions can exclude LGBTIQ+ people and focuses on addressing everyday discrimination. The Change Our Game Community Activation Grants opened in 2024–25 to increase sports participation for under-represented groups, including LGBTIQ+ people. Grant recipients were announced in May 2025.
- We invested in peer-led leadership and connection for LGBTIQ+ people with disability. Through the Department of Family, Fairness and Housing Disability self-help grants program, we funded 3 groups, Rainbow Rights and Advocacy, New Wave Rainbow Pride, and the Disabled QBIPOC (Black, Indigenous, People of Colour) Collective, to break down barriers to access and inclusion. These groups create safe and affirming spaces, both online and in person, where LGBTIQ+ people with disability can connect, share lived experience, access peer support, and build pride and belonging within their communities.



Case study 5: The Unsaid Says A Lot campaign

Launched in June 2024, The Unsaid Says A Lot is an Australian-first campaign by the Victorian Government aimed at raising awareness about the discrimination faced by TGD people.

The campaign is an early action delivered under priority area 4 of *Pride in our future*, 'Safe, strong and sustainable communities'. The campaign's development came as TGD communities in Victoria and around the world experienced an increase in anti-trans hate and vilification. The campaign reinforces the Victorian Government's commitment to LGBTIQ+ equality in Victoria.

Research underpinning the campaign noted that more than 3-quarters of TGD people have faced unfair treatment due to their gender identity, which may be a contributing factor to higher rates of poor mental health within the community when compared to the general population.

We co-designed the campaign with members of TGD communities, ensuring that their lived experiences were central to the messaging. Director Harvey Zielinski, who is a trans-man, played a significant role in bringing the campaign to life. His campaign videos draw upon real stories to depict the subtle forms of discrimination trans and gender diverse people often encounter.

Recognising that 93% of communication is non-verbal, the campaign focuses on everyday scenarios where non-verbal cues – such as body language and facial expressions – can convey exclusion or acceptance. The heartfelt and moving depictions of situations of everyday allyship are a call to action for all Victorians to show empathy and respect.

Distributed across various media platforms, the first phase of the campaign achieved significant reach without a dedicated media spend, garnering over 35 million views worldwide.

The second phase of the campaign, which includes a paid advertising budget, was launched in June 2025.

The Unsaid Says A Lot stands as an Australian-first effort to promote inclusivity and challenge the subtle forms of discrimination that TGD people face daily.

