

2025

**THE LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN
CAPITAL TERRITORY**

ELEVENTH ASSEMBLY

Capital of Equality Strategy – First Action Plan (2024-2026) Annual Report

**Presented by
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Minister for Disability, Carers and Community Services
September 2025**

Capital of Equality Strategy

First Action Plan 2024-2026
Annual Report



Acknowledgement of Country

The Health and Community Services Directorate acknowledges the Ngunnawal people as traditional custodians of the ACT and recognise any other people or families with connection to the lands of the ACT and region.

We respect the Aboriginal and Torres Strait Islander people, particularly our Aboriginal and Torres Strait Islander staff, and their continuing culture and contribution they make to the Canberra region and the life of our city.

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Disclaimers

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

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

Please note that naming of some ACT Government Directorates may have changed since the close of this reporting period due to ACT Public Service Machinery of Government taking effect on 1 July 2025. **ACT Government Directorates' names used in this report reflect those in use during the reporting period from May 2024 to June 2025.**

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Executive Summary

The First Action Plan (the Plan) sets out how the ACT Government will achieve the objectives outlined in the Capital of Equality Strategy (2024-29) over the next two years, from 2024 to 2026. The new Capital of Equality Strategy (2024-29) can be found online at www.act.gov.au/lgbtiqa.

The Capital of Equality Strategy (2024-29) sets to achieve the following objectives:

Objective 1: Promote awareness and understanding to eliminate barriers to equality for LGBTIQ+ communities

Objective 2: Enhance systems and services availability and their competencies

Objective 3: Advance legal and policy reforms to ensure equal rights

Objective 4: Empower safe, resilient, and sustainable LGBTIQ+ communities

The Plan features 37 actions carried out by ACT Government agencies, aiming for significant and lasting change. It includes both new projects and ongoing efforts that support LGBTIQ+ people. Each action is grouped based on its connection to a specific objective and focus area of the Strategy.

The First Action Plan was launched in May 2024. **This progress report includes implementation updates for actions undertaken during the first year of the Action Plan from May 2024 until June 2025.**

The implementation of the actions remains well on track. At a glance:

- 3 actions have been completed;
- 29 actions are in progress, out of which:
 - 11 actions are to be completed before the end of the Plan; and
 - 18 actions represent ongoing work in progress, which is likely to continue beyond the end of the Plan;
- 1 action is delayed; and
- 4 actions are due to commence only in the 2nd year of the Plan (2025-26).

The implementation status updates below are structured in alignment with the objectives of the Capital of Equality Strategy (2024-29).

Implementation status

Objective 1: Promote awareness and understanding to eliminate barriers to equality for LGBTIQ+ communities

Focus area 1.1: Strengthening ACT Government's engagement with LGBTIQ+ communities

Action	Responsible area of the ACT Government	Timelines	Status	Implementation update
1.1.1. Strengthen ACT Government's engagement with the LGBTIQ+ communities for inclusive policy making	Office of LGBTIQ+ Affairs	Ongoing	In progress 	This action encompasses core functions of the Office of LGBTIQ+ Affairs including its remit to provide policy advice on a range of LGBTIQ+ policy issues across the ACT Government. In the reporting period this has included: • Coordination of the whole of government implementation of the First Action Plan (2024-26). • Establishment of first LGBTIQ+ Community Roundtable, attended by approximately 40 LGBTIQ+ community members. • Support for the operation of the ACT LGBTIQ+ Ministerial Advisory Council

Focus area 1.2: Diverse and inclusive representation of LGBTIQ+ communities

Action	Responsible area of the ACT Government	Timelines	Status	Implementation update
1.2.1. Advance the representation of LGBTIQ+ communities in policy development, including urban planning and infrastructure	Office of LGBTIQ+ Affairs; City Renewal Authority, EPSDD; and iCBR	Ongoing	In progress 	This action includes a range of work undertaken to advance the representation of LGBTIQ+ communities in policy development. Following the official change of acronym to LGBTIQ+ for the use by the ACT Government, the Office of LGBTIQ+ Affairs worked to make relevant updates across internal and external documents. Within urban policy and planning, this action is a joined responsibility between the Environment, Planning and Sustainable Development Directorate (EPSDD) and City Renewal Authority. Communities and stakeholder groups across the ACT are actively engaged to inform the development of strategic and statutory plans. This engagement is embedded in the relevant legislation. Places are designed for all community members and involves genuine, high-quality engagement with all stakeholders. An action plan and ongoing review process to deepen community inclusion particularly with underrepresented groups is being developed. The team at iCBR, has undertaken early consultation on Canberra Theatre Redevelopment project to ensure meaningful representation of LGBTIQ+ communities, with planning for further community consultation underway. Consultation in 2025-26 will help inform future plans.

1.2.2. Collaborate with LGBTIQ+ communities to design and deliver an annual “Ride with Pride” campaign on public transport

TCCS

Ongoing

In progress



In June 2024 to celebrate Pride Month, a rainbow platform decal was installed at Alinga Street light rail stop as part of the 'Ride with Pride' annual initiative.

In June 2025 a 'Ride with Pride' poster design was installed inside 15 Transport Canberra buses (1 per bus) and on one light rail vehicle to celebrate Pride Month from 1 to 30 June 2025. The poster included a 'call-to-action' to learn about why Canberra is the capital of equality, and linked to the ACT Government Office of LGBTIQ+ Affairs webpage.

Focus areas 1.3: Promoting LGBTIQ+ inclusion across all areas of life

Action	Responsible area of the ACT Government	Timelines	Status	Implementation update
1.3.1. Promote inclusive language and training for all ACTPS staff	Office of LGBTIQ+ Affairs; OIRWS (CMTEDD)	2 years: 2024 –2026	In progress 	The Inclusive Communication Guide has been developed and released for the use across ACTPS. This guide supports the ACTPS in meeting their human rights obligations by encouraging equitable and inclusive communication practices. The guide is available online: https://www.act.gov.au/open/inclusive-communication-guide. Printed copies are also available and can be requested. For the first time, the largest LGBTIQ+ awareness training offering has been provided at no cost across ACT Government Directorates. This training is delivered by Meridian Inc, a local LGBTIQ+ peer-led and community-controlled organisation. There are 2 training offerings: Foundational LGBTIQ+ training and Tailored LGBTIQ+ training. The training provides

				fundamental information to help increase awareness and inclusion of LGBTIQ+ people and communities, and practical ways to increase inclusion in the workplace.
1.3.2. Establish gender neutral bathrooms in bus depots and public toilet blocks	iCBR; TCCS	Ongoing	In progress 	All-gender facilities are already available in such locations as Woden Depot, Launceston Street and Easty Street layovers. Additional works have been completed for public toilets as follows: • Bizant Street, Yerrabi: 1 accessible all-gender toilet; • Yerrabi District Park: Shared toilet area containing 5 toilets, consisting of 2 accessible all-gender toilets, 3 ambulant toilets with one being an all-gender toilet. • Mawson shops: 1 accessible all-gender toilet. Works are underway to construct more public toilets as follows: • 1 accessible all-gender toilet at Evatt Shops • 2 accessible all-gender toilets will at Ruth Park playground in Coombs; • 1 accessible all-gender toilet at Shoobridge Circuit, Dunlop (adjacent shops); • 1 accessible all-gender toilet and 2 all-gender toilets at Hawker sportsground; • 1 accessible all-gender toilet and 1 all-gender toilet at Melba Sportsground; and • 1 accessible all-gender toilet and 3 all-gender toilets at O'Connor sportsground and 2 accessible all-gender toilets servicing the oval near Wakefield Avenue at O'Connor. <i>*Note: When constructing public amenities, the term 'unisex' is used in relation to toilet signage. The term 'all-gender' has been</i>

				<i>used in this report for the purposes of inclusive and more current language.</i>
1.3.3. Run drag and rainbow family storytimes with Libraries ACT	Libraries ACT (TCCS)	2 years: 2024-2026	In progress 	In November 2024 Libraries ACT delivered a special one off Drag Story Time at Woden Library as part of the Woden Library Re-Opening events.

Focus areas 1.4. Data and evidence building

Action	Responsible area of the ACT Government	Timelines	Status	Implementation update
1.4.1. Pilot the implementation of the ACT whole of government data collection framework for Sex, Gender, Sexual Orientation and Sex Characteristics across a range of ACT	Office of LGBTIQA+ Affairs, CSD, ACT Data Analytics Centre (CMTEDD) <u>Pilot agencies:</u> Housing ACT; TCCS.	Ongoing	In progress 	The ACT whole of government <u>data collection framework</u> for Sex, Gender, Sexual Orientation and Sex Characteristics provides guidance to ACT Government agencies on how to collect this data. In the reporting period there were 2 piloting agencies - TCCS and Housing ACT. - Housing ACT has updated an online form to apply for public housing assistance. - TCCS is performing an internal compliance review TCCS' public facing ICT systems and databases for alignment with the data collection framework. In August 2024 the Chief Minister made a commitment to continue improving the availability of LGBTIQA+ data in the

Government agencies				ACT. Among others, this includes considerations for a wider roll out of this data collection framework.
1.4.2. Engage in a co-design process with LGBTIQ+ Aboriginal and Torres Strait Islander people in the ACT to identify needs and develop culturally appropriate responses	Office of LGBTIQ+ Affairs; Office for Aboriginal and Torres Strait Islander Affairs (CSD); ACT Health Directorate (ACT HD)	2 years: 2024-2026	In progress 	To advance the implementation of this action, the Aboriginal and Torres Strait Islander LGBTIQ+ Peoples Community Advisory Group has been formed. The Terms of Reference, available online, outline 3 outputs that the Advisory Group is set to deliver: • Provide advice to the Office of LGBTIQ+ Affairs on how to achieve better outcomes for Aboriginal and Torres Strait Islander LGBTIQ+ people within the remit and spheres of influence of the Office. • Give recommendations to ACT Health Directorate (now HSCD) about what they need to do to achieve better outcomes for LGBTIQ+ Aboriginal and Torres Strait Islander people in the area of health. • As a secondary role, the Advisory Group can meet with other ACT Government Directorates or agencies to discuss relevant work and formulate advice on how the ACT Government can ensure that Aboriginal and Torres Strait Islander LGBTIQ+ voices are central within projects impacting their communities. The Advisory Group consists of 10 people. There have been 10 meetings in the reporting period.
1.4.3. Change data collection practices on SOGIESC in the Specialist Housing Information	Housing ACT (CSD)	1 st year: 2024-2025	Completed 	Changes to Specialist Housing Information Platform (SHIP) used homelessness services providers have been made to add additional questions enabling recording data on the experiences and needs of service users who are LGBTIQ+. This is for the first time that homelessness services providers are now able to record additional information to support LGBTIQ+ clients in a coordinated way. Housing ACT will work

Platform (SHIP) for comprehensive understanding of LGBTIQ+ experiences and housing policy improvements				with the sector to coordinate the access to data as part of service reporting.
1.4.4. Evaluate the CBR Health and Wellbeing Study Pilot to identify opportunities for future LGBTIQ+ research	ACT HD	2 years: 2024-2026	In progress 	Following the success of the pilot study, the responsible team is seeking approval to continue the study on an ongoing basis.

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

Action	Responsible area of the ACT Government	Timelines	Status	Implementation update
1.5.1. Deliver an ACT-wide awareness raising	Office of LGBTIQ+ Affairs	2 years: 2024-2026	In progress	The Office of LGBTIQ+ Affairs has partnered with the VIC Government to deliver the <i>Unsaid Says A Lot</i> campaign in the ACT. The campaign is available online at The Unsaid Says A Lot - ACT Government .

**campaign to
celebrate
LGBTIQA+
experiences,
including
diverse
communities**



The campaign was launched in June 2025 and will run digitally for 12 months, including via paid social media distribution in the first 6 months.

The campaign comprises videos, posters and social media images available in 5 languages, including English, Arabic, Traditional Chinese, Simplified Chinese and Vietnamese. A stakeholder pack is also available allowing to download all campaign materials and relevant templates to help spread the campaign's messages.

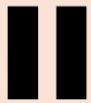
The campaign aims to:

- Increase awareness of people living in the ACT regarding the human rights of trans and gender diverse people;
- Equip broader community with tools for bystander action when they are witnessing discrimination; and
- Increase awareness of trans and gender diverse communities regarding their rights and pathways to justice and support.

Objective 2: Enhance systems and services availability and their competencies

Focus area 2.1. Enhancing Service Access and Competencies

Action	Responsible area of the ACT Government	Timelines	Status	Implementation update
2.1.1. Improve capacity and inclusion in housing, homelessness and domestic, family and sexual violence sectors	Domestic, Family, Sexual Violence Office (CSD), Housing ACT (CSD)	2 years: 2024-2026	In progress 	The ACT Government is developing a 10-year Domestic, Family, and Sexual Violence (DFSV) Strategy to ensure a coordinated, inclusive approach to preventing and addressing DFSV. The Strategy and underpinning Action Plans will be accessible and responsive to the LGBTIQ+ community, aligning with the Government's commitment to better enable support services for LGBTIQ+ people experiencing family and domestic violence. The ACT Government has funded the <i>Beyond Program</i>, delivered by A Gender Agenda in partnership with the Domestic Violence Crisis Service. The Program is a support group for Trans, Intersex and Gender Diverse people who are ready to develop strategies and personal resources to help them move on after domestic and family violence, while learning from and supporting each other. This program initially received a grant of \$150,000 via the 2023 ACT Family, Domestic and Sexual Violence Grants Round. An additional \$170,076 of funding was provided in April 2024 to continue the delivery of the program until 30 June 2026. Housing Assistance has committed to improving capacity of homelessness services to cater to LGBTIQ+ needs by understanding utilisation of homelessness services by LGBTIQ+

				community. This is currently progressed via initial data collection improvements.
2.1.2. Run an LGBTIQ+ inclusive English class for migrants and refugees with Libraries ACT	TCCS	2 years: 2024-2026	Delayed 	The Office of LGBTIQ+ Affairs is working with Libraries ACT to progress this item prior to the end of the First Action Plan.
2.1.3. Review the standard terms of community services contracts to embed LGBTIQ+ inclusion and data collection	CSD, Office of LGBTIQ+ Affairs	2 nd year: 2025-2026	Not due to commence 	
2.1.4. Fund a community organisation to deliver a peer support program to improve the wellbeing of LGBTIQ+ people with disability	Office of LGBTIQ+ Affairs; Office for Disability (CSD)	2 years: 2024-2026	In progress 	This action is a commitment made through the ACT Disability Strategy 2024-2033 and the Capital of Equality Strategy 2024-2029. The ACT Government has allocated \$451,000 (excl. GST, non-indexed) over 3 years from the 2025-26FY to improve the wellbeing of LGBTIQ+ people with disability. The Office for Disability and the Office of LGBTIQ+ Affairs have partnered to progress this program, with the primary responsibility for grant administration being transferred to the Office of LGBTIQ+ Affairs.

In the reporting period a grant guideline was developed, and a competitive application process was run. The grant program was open to LGBTIQ+ Disabled Peoples Organisations (DPOs), LGBTIQ+ peer led organisations and/or a consortium of organisations with demonstrated expertise and capacity to work with LGBTIQ+ people with disability.

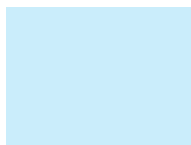
A successful recipient will be announced in July 2025, with the project commencing then.

Focus area 2.2. Enhancing systems for better support of LGBTIQ+ communities

Action	Responsible area of the ACT Government	Timelines	Status	Implementation update
2.2.1. Update housing policies to ensure LGBTIQ+ inclusion and safety	Housing ACT (CSD)	2 years: 2024-2026	In progress 	Updates are in progress to two relevant policies, including the following: • The policy on Bedroom Entitlement for families with gender diverse children; • Domestic and Family Violence (DFV) Policy in relation to better guidance for supporting LGBTIQ+ victim/survivors. Updates to both these policies ensure that relevant staff have sufficient guidance to support LGBTIQ+ clients within housing and homelessness services.
2.2.2. Include LGBTIQ+ young people as one of priority	Housing ACT (CSD)	1 st year: 2024-2025	Completed	Equality and diversity principles have been included as part of the procurement of a service provider to operate the youth foyer. Partnerships will be developed with LGBTIQ+ youth

cohorts for the Woden CIT Youth Foyer				organisations to develop referral pathways once the foyer is operational.
2.2.3. Continue implementation of the Variations in Sex Characteristics legislative reform	ACT HD	Ongoing	In progress 	<i>The Variation in Sex Characteristics (Restricted Medical Treatment) Act 2023</i> commenced in December 2023. An amendment commenced in December 2024 that allowed for the continuity of care for existing patients while ensuring new patients will retain the protections offered by the Act. ACT Health Directorate, Canberra Health Services and the Variations of Sex Characteristics Restricted Medical Treatment Board continue to work together on implementation of this legislation and processing of individual and general treatment plans. The Variation in Sex Characteristics Psychosocial Service was established in February 2024.
2.2.4. Develop the culture, knowledge, processes, and service environments to consistently deliver positive participation experiences in sport for LGBTIQ+ people	Sport and recreation (CMTEDD)	Ongoing	In progress 	This action item reflects ongoing work within the sector to ensure welcoming and inclusive environments for all, including the LGBTIQ+ community. No applications were received in 2024 or 2025 through the Sport and Recreation Investment Scheme. The competitive funding is available for inclusive participation programs.

2.2.5. Facilitate access to resources and supports to ensure LGBTIQ+ inclusion in ACT public schools	ACT Education	Ongoing	In progress 	The Education Directorate has engaged Sexual Health and Family Planning ACT to deliver professional learning and tailored supports to build the capacity of school staff to provide inclusive and affirming learning environments for LGBTIQ+ students throughout 2025. SHFPACT are facilitating multiple professional learning opportunities, with core training suitable for those beginning their learning journey and extension training for those looking to deepen their understanding on inclusive practice. Tailored support is available for schools to develop and implement inclusive practice and respond to specific school identified need. The Gender Equality in Schools team within the Education Directorate also provide advice and resources on inclusive practice to ACT public schools.
2.2.6. Facilitate access to and promote professional learning and resources for Early Childhood educators to utilise an anti-bias approach to gender diversity	ACT Education	Ongoing	In progress 	The Education Directorate has developed two online professional learning modules to assist Early Childhood Educators to use the Early Years Learning Framework as a tool to focus on respectful relationships and gender diversity. • The Anti Bias Project Approach online learning modules explores anti bias approaches in Early Childhood and supports educators to create learning environments where all children, educators and families have a sense of belonging. These online learning modules for Early Childhood Educators have been available since June 2024. • The Gender Equity for Early Years Education, Fairness for Everyone resource and online learning module explores how gender inequality impacts on children's education, provides practical strategies to address gender inequality through creating gender inclusive learning environments where all children can thrive. The resource and online learning module were published in December 2024.



The Directorate continues to promote the availability of professional learning through directorate communication mechanisms.

Focus area 2.3. Enhancing health and wellbeing outcomes for LGBTIQ+ communities

Action	Responsible area of the ACT Government	Timelines	Status	Implementation update
2.3.1. Improve availability and quality of health services including mental health services providing gender affirming care	ACT HD, CSD, Office for Mental Health and Wellbeing	Ongoing	In progress 	The ACT Government collaborates with local peer-led organisations and stakeholders across the ACT health system to ensure that culturally appropriate care is provided for transgender and gender diverse people. In the ACT, gender affirming care is available through CHS, Canberra Sexual Health Centre (CSHC) and private providers. The Office for Mental Health and Wellbeing continued to promote the uptake of the Guidance to support gender affirming care for mental health (the Guidance), which was released in 2022. The purpose of the Guidance is to assist medical and other health professionals and mental health workers to provide gender affirming mental health care. This included continued implementation of a 2023 Grant provided to A Gender Agenda, to support uptake of the Guidance through delivering training session to mental health services and organisations. This included provision of resource material, training and support to enhance uptake.

2.3.2. Continue implementing recommendations from LGBTIQ+ Health Scoping Study to improve access to safe and inclusive healthcare for LGBTIQA+ communities	ACT HD	Ongoing	In progress 	The implementation of the recommendations made in the LGBTIQ+ Scoping Study remains ongoing. In the reporting period key milestones included: • funding of LGBTIQA+ inclusion training for the health sector; • implementation of the Variations in Sex Characteristics legislative reform; and • working with Aboriginal and Torres Strait Islander LGBTIQA+ communities (as discussed above in action 1.4.2.)
2.3.3. Consider the findings of the CBR Health and Wellbeing Study to better support health needs of LGBTIQA+ people in Canberra	ACT HD	2 years: 2024-2026	In progress 	During the reporting period, the Epidemiology Section, with input from LGBTIQA+ Health Policy (ACT Health) and the Office of LGBTIQA+ Affairs was finalising a report presenting the findings from the inaugural CBR Health and Wellbeing Study for publication.
2.3.4. Improve fertility care access for LGBTIQA+ families	ACT HD	Ongoing	In progress 	The <i>Assisted Reproductive Technology Act 2024</i> (the Act) passed the Legislative Assembly in March 2024. Since then, work has continued to assess the impacts of the Act. Amendments to the transitional arrangements were passed in March 2025 in response to feedback from constituents including those from LGBTIQA+ communities. These amendments assist people to be able to complete their existing families using gametes from their chosen donor. Further amendments are planned to progress in 2025-26 financial year to assist an adequate supply of gametes to be

2.3.5. Improve access to abortion care for LGBTIQ+ people	ACT HD	Ongoing	In progress 	maintained in the ACT whilst also ensuring that all donated gametes that are utilised meet the legislative requirements. No cost abortion services have been available in the ACT through MSI Australia since April 2023, and at participating general practices through Women's Health Matters (WHM) Reproductive Health Data Incentive Fund since July 2023. These services are available to all ACT residents, including those without access to Medicare. Canberra Health Services provides abortion care for over 16 weeks' gestation or for where the accessible abortion scheme cannot safely meet an individual's circumstances. Communications regarding no cost abortion follow inclusive communication guidelines and use gender-neutral language where possible.
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Objective 3: Advance legal and policy reforms to ensure equal rights

Focus area 3.1 Implementing legal reforms for LGBTIQ+ equality

Action	Responsible area of the ACT Government	Timelines	Status	Implementation update
3.1.1. Identify potential improvements to the legislative prohibition on performing gender and sexuality conversion practices in the ACT	Office of LGBTIQ+ Affairs; ACT Human Rights Commission	2 nd year: 2025-2026	Not due to commence 	
3.1.2. Identify and introduce legislative reforms that enhance LGBTIQ+ equality and inclusion	JACS	Ongoing	In progress 	In 2019, the ACT Government commissioned a review of ACT laws to find any that might discriminate against or harm LGBTIQ+ people. The LGBTIQ+ Legal Audit found areas where ACT laws could be updated to better protect rights of LGBTIQ+ people, remove discrimination, and reflect current understandings of diverse identities. A range of recommendations remain to be implemented. In the reporting period, the work has progressed to identify future legislative reforms that enhance LGBTIQ+ equality.

3.1.3. Implement amendments made to the Parentage and Discrimination Acts to improve protections for LGBTIQ+ people	JACS	1 st year: 2024-2025	Completed 	The <i>Parentage (Surrogacy) Amendment Act 2024</i> introduced positive, practical changes to the surrogacy framework. These reforms commenced on 10 July 2024. The Act removed discriminatory barriers to altruistic surrogacy, including by allowing single parents to access surrogacy, removing the requirement that one intended parent be genetically related to the child, and allowing for parentage orders to be made for ACT residents even where the conception of the child occurs outside the ACT. The <i>Discrimination Amendment Act 2023</i> introduced a positive duty for public authorities to take reasonable and proportionate steps to eliminate discrimination, sexual harassment, and vilification. The positive duty came into effect on 11 April 2025 for public authorities and will apply to non-government entities from 11 April 2027. The Act also broadened the scope of unlawful discrimination to include additional areas of public life such as sport, competitions, and public functions. Furthermore, it refined existing exceptions to unlawful discrimination in areas including domestic duties, superannuation and insurance, clubs and voluntary bodies, employment, sport, and religious bodies. These amendments aim to ensure that exceptions are applied in a way that provide greater protection against discrimination.
3.1.4. Review the operation and effectiveness of the <i>Variations in Sex Characteristics (Restricted Medical Treatment) Act 2023</i>	ACT HD	2 nd year: 2025-2026	Not due to commence 	

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

Action	Responsible area of the ACT Government	Timelines	Status	Implementation update
3.2.1. Collaborate with ACT Policing to enhance relationships with LGBTIQ+ communities	<u>Lead agency:</u> Office of LGBTIQ+ Affairs; <u>Supporting Agency:</u> ACT Policing	2 years: 2024-2026	In progress 	Under this action, the Office engages with ACT Policing with a long-term goal of improving relationships between LGBTIQ+ communities and the police force. In 2024 the ACT Policing established the role and appointed an LGBTIQ+ Liaison Officer (LLO). In the reporting period the Office of LGBTIQ+ has met with the LLO on multiple occasions and facilitated a meeting of the LLO with the LGBTIQ+ Ministerial Advisory Council.

Objective 4. Empower safe, resilient, and sustainable LGBTIQ+ communities

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

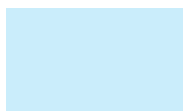
Action	Responsible area of the ACT Government	Timelines	Status	Implementation update
4.1.1. Support LGBTIQ+ peer-led organisations to meet the needs of LGBTIQ+ communities	Office of LGBTIQ+ Affairs	Ongoing	In progress 	The Office of LGBTIQ+ Affairs administers two contracts with key LGBTIQ+ peer-led organisations. In the reporting period this included the following: • The Deed of Grant with Meridian Inc to deliver Supporting and Strengthening LGBTIQ+ Communities' program; and • The Deed of Grant with A Gender Agenda to deliver Supporting and Strengthening Trans, Gender Diverse and Intersex Communities' program. The funding enabled Meridian to: • offer free counselling and mental health support for LGBTIQ+ people in Canberra • deliver training for ACT Government and community organisations • run the CBR Pride Hub, a safe meeting space for LGBTIQ+ communities, organisations, and services • manage the LGBTIQ+ Service Users Reference Group and strengthen their organisational capacity. The funding enabled A Gender Agenda to: • provide peer support to people born with variations in sex characteristics

		run the Gender Pathways Peer Navigation Service for trans and gender diverse people, including supporting community events. This action is also implemented through the administration of the Capital of Equality Grants Program (discussed below, action 4.2.1).
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Focus area 4.2. Fostering LGBTIQ+ community building and community connections

Action	Responsible area of the ACT Government	Timelines	Status	Implementation update
4.2.1. Support a range of diverse LGBTIQ+ communities initiatives and projects through the Capital of Equality Grants Program	Office of LGBTIQ+ Affairs	Ongoing	In progress 	During the reporting period the Capital of Equality Grants Program was administered under 3 streams: - Stream 1 Connection Fund which supports small short-term projects that build community and belonging. This stream funds community events supporting inclusion and connection, publications on LGBTIQ+ voices in Canberra, events showcasing the talent of LGBTIQ+ people in the arts or sports, entrepreneurial projects and start-ups that support LGBTIQ+ people and communities and awareness raising activities. - Stream 2 Partnerships and Capacity Building Steam which supports organisational sustainability and capability uplift. The funding is intended to help build or expand LGBTIQ+ organisations in the ACT region, as well as improve the capacity of other community organisations to better support their LGBTIQ+ clients or members.

				- Stream 3 LGBTIQ+ Leadership Stream which supports leadership and professional development for individual LGBTIQ+ leaders. The Capital of Equality Grants Program embeds a strong intersectional focus prioritising diverse communities such as LGBTIQ+ Aboriginal and Torres Strait Islander peoples, LGBTIQ+ people from culturally and linguistically diverse backgrounds, LGBTIQ+ people with disability and others across all streams. In 2024-25 the following projects were funded: - Stream 1 (Connection Fund): 10 projects were funded with a total allocations of \$62,033. The list of projects can be found online. - Stream 2 (Partnership and Capacity Building): 4 projects were funded with a total allocations of \$178,125. The list of projects can be found online. - Stream 3 (LGBTIQ+ Leadership): 3 communities leaders received funding for a range of professional development opportunities, with a total allocation of \$3,445.
4.2.2. Increase opportunities that will support and promote women and non-binary artists and LGBTIQ+ artists by working across the ACT Government,	artsACT (CMTEDD)	2 years: 2024-2026	In progress	On 2 April 2025, Melbourne-based artist Louise Skačej was announced as the artist undertaking the public artwork commission to represent much loved community volunteer Stasia Dabrowski OAM. This is the second commission in the ACT Government's program to recognise significant women in public artwork. The artwork is expected to be launched in the first half of 2026 in Garema Place. In February 2025, the ACT Government launched the Artist Database to connect businesses or individuals looking to engage local artists for paid opportunities. As of May 2025, there were 49 artists featured on the database, including LGBTIQ+ artists.



Focus area 4.3. Celebration of LGBTIQ+ communities

Action	Responsible area of the ACT Government	Timelines	Status	Implementation update
4.3.1. Resource events run by and for LGBTIQ+ communities to celebrate LGBTIQ+ diversity and increase community connections	Office of LGBTIQ+ Affairs	Ongoing	In progress 	This action is delivered via supporting the SpringOUT Festival as well as enabling funding for LGBTIQ+ events through the Capital of Equality Grants Program. The SpringOUT Festival is a month-long pride festival, held annually in November. The ACT Government funds SpringOUT Inc to deliver the Festival. The contract is managed by the Office of LGBTIQ+ Affairs, and is in place until 2028. Six projects delivering events for LGBTIQ+ communities were funded through the Capital of Equality Grants Program in 2024-25.
4.3.2. Embed LGBTIQ+ representation in the major ACT events	Events ACT (CMTEDD); Office of LGBTIQ+ Affairs	Ongoing	In progress 	LGBTIQ+ artists continue to be featured in major events produced by Events ACT. Over the last 12 months LGBTIQ+ performing artists Emilia Grace, Lucy Ridge, and Sam Sly have performed at Floriade 2024, Floriade NightFest 2024 and Enlighten 2025.

Focus area 4.4. Knowledge building for LGBTIQ+ communities

Action	Responsible area of the ACT Government	Timelines	Status	Implementation update
4.4.1. Develop an LGBTIQ+ information hub	Office of LGBTIQ+ Affairs	2 nd year: 2025-26	Not due to commence 	

Glossary

ACTPS ACT Public Service

ACTHD ACT Health
Directorate

CBR Canberra

CMTEDD Chief Minister,
Treasury and
Economic
Development
Directorate

CSD Community Services
Directorate

EPSDD Environment,
Planning and
Sustainable
Development
Directorate

iCBR Infrastructure
Canberra

JACS Justice and
Community Safety
Directorate

OIRWS Office of Industrial
Relations and
Workforce Strategy

SOGIESC sexual orientation,
gender identity and
expression and sex
characteristics

TCCS Transport Canberra
and City Services