



STRATEGIC PLAN

EQUALITY AUSTRALIA STRATEGIC PLAN 2023-2026

PREAMBLE

Equality Australia's second strategic plan outlines our plans to build on and strengthen Australia's diverse LGBTIQ+ communities by addressing discrimination and injustice. It is designed to guide the organisation for the next three years and will be reviewed annually. To achieve the outcomes set out in this plan, we will continue to work with LGBTIQ+ communities, other LGBTIQ+ and community sector organisations, Members of Parliament, governments, philanthropists, media and the private sector to build a fair and inclusive Australia.

Equality Australia works on the unceded lands of First Nations peoples. We acknowledge the historic and continuous systemic injustice experienced by First Nations peoples as well as their enduring cultures, knowledge and contribution to Australian society. We particularly acknowledge the unique contribution brotherboys, sistergirls, and other LGBTIQ+ First Nations people, make to the LGBTIQ+ community.

Equality Australia honours the strength and resilience of LGBTIQ+ communities and generations of leaders and activists who have allowed us to take great leaps forward for equality together.

The LGBTIQ+ community is made up of people from different classes, races, faiths and cultural backgrounds, of differing ages and abilities, with varied gender identities, and from urban, rural and regional communities. This diversity enriches and strengthens our community. These differences can also shape the experience of discrimination and disadvantage faced by LGBTIQ+ people.

LGBTIQ+ people in the global community may also experience particularly severe discrimination and face additional barriers to addressing injustices. Australia has an important role to play in supporting LGBTIQ+ communities in other countries to address these through its role in international diplomacy.

One year on, this strategic plan has been reviewed and updated to reflect our key initiatives as at February 2024.

VISION, MISSION AND VALUES

VISION

A fair and inclusive Australia for all LGBTIQ+ people, their families and communities

MISSION

To create and protect positive legal and social change to ensure LGBTIQ+ people are treated equally and with dignity and respect

VALUES

We strive to meet these values and to work with others who share them.

Pride:	We are proud of the LGBTIQ+ movement in Australia, and we honour the leaders who have come before us. We celebrate and recognise the achievements, strength and resilience of LGBTIQ+ people, and their contributions to social, political, economic and cultural life.
Integrity:	We are strong in our conviction that everyone deserves to be treated with dignity and respect. We are open to learning better ways we can work together and we collaborate in accordance with our values.
Courage:	We lead by example. We speak out and speak up. We stand for justice and do what is right.
Care:	We act with care for each other, and the wider community. We treat people with the same dignity and respect that we expect of others. We listen, we empathise and we respect difference.
Strategic:	We carefully consider how to use our resources for the benefit of the LGBTIQ+ community, focussing our efforts where they are most needed and taking action together to ensure the maximum positive impact on the lives of LGBTIQ+ people.

OUTCOMES

Through our work we will contribute to LGBTIQ+ people and their families being supported by:

1. **Laws and policies** that enable us to live with **dignity and respect**
2. **Positive community attitudes** that affirm who we are
3. **A strong LGBTIQ+ movement** across Australia
4. **Allies working alongside us** to end discrimination against LGBTIQ+ people, and
5. Equality Australia as a **strong, respected, healthy and sustainable organisation**

TOOLKIT FOR CHANGE

We pursue enduring change through a range of actions which can include:

- Research and policy solutions
- Advocacy and education
- Strategic communication
- Strategic legal action
- Movement building and support

STRATEGIC PRIORITIES 2023-2026

Our priorities for the next three years include:

1. Providing a national voice and leadership on issues that matter to LGBTIQ+ people
2. Continuing to grow and strengthen the LGBTIQ+ movement across Australia
3. Combatting attacks on LGBTIQ+ people and respond to emerging opportunities

4. Transforming laws, policies, and practices to protect LGBTIQ+ people from discrimination and harm and enable LGBTIQ+ people to live with dignity and respect
5. Building support for LGBTIQ+ people across the wider Australian community

KEY INITIATIVES

Key initiatives in 2024-2025 flowing from our strategic priorities include:

1. Protecting and strengthening legal protections from discrimination including removing religious exemptions in federal and state discrimination laws
2. Protecting and strengthening law and policies to end conversion practices
3. Leading and supporting trans equality, including:
 - o Building leadership and capacity within trans and gender diverse communities
 - o Achieving legal and policy change to uphold the rights and dignity of trans people, particularly in the areas of legal gender recognition and non-discriminatory access to gender affirming healthcare
4. Protecting the bodily autonomy of intersex people by reforming medical treatment laws and policies
5. Ensuring LGBTIQ+ people are properly counted in the national Census
6. Enhancing Australia's role in foreign policy supporting LGBTIQ+ people in the region and beyond

ORGANISATIONAL DEVELOPMENT PRIORITIES

Achieving these outcomes will require a strong, responsive, efficient, skilled and engaged organisation. Our organisational learning and development priorities for 2023-26 will be focussed on continuing to:

1. Develop a thriving and diverse people and culture
2. Engage meaningfully with community and existing and potential supporters
3. Achieve financial sustainability
4. Develop supportive organisational infrastructure
5. Build a robust planning & evaluation framework
6. Enhance Equality Australia's legal advocacy function