



STRATEGIC PLAN

EQUALITY AUSTRALIA STRATEGIC PLAN 2023-2026

PREAMBLE

Equality Australia's second strategic plan outlines our plans to build on and strengthen 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 fairness and inclusion.

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 around the world experience particularly severe discrimination and face additional barriers to addressing injustices. As part of a global movement, Equality Australia has an important role to play by standing in solidarity with LGBTIQ+ communities.

Since it was first developed in February 2023, this strategic plan has been reviewed annually and updated to reflect changes in our strategic priorities and initiatives.

VISION, MISSION AND VALUES

VISION

Fairness and inclusion 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 beyond, 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 to 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 acting 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**
4. **Allies working alongside us** to end discrimination against LGBTIQ+ people
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 credible and respected national voice and leadership on issues that matter to LGBTIQ+ people
2. Continuing to grow and strengthen the LGBTIQ+ movement
3. Combatting attacks on LGBTIQ+ people and responding 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
6. Increasing Australian support for LGBTIQ+ movements

KEY INITIATIVES

Key initiatives in 2025-2026 flowing from our strategic priorities include:

1. Protecting and strengthening legal protections to ensure people are free from discrimination, including narrowing religious exemptions in federal and state discrimination laws
2. Ensuring adequate protections to address hate against LGBTIQ+ communities
3. Protecting and strengthening law and policies to end conversion practices
4. Leading and supporting trans equality by achieving legal and policy change to uphold the rights and dignity of trans people, particularly access to gender affirming healthcare
5. Protecting the bodily autonomy of intersex people by reforming medical treatment laws and policies
6. Increasing resources and support for the priorities of LGBTIQ+ movements globally
7. Ensuring equitable pathways to parenthood for LGBTIQ+ people
8. Ensuring accurate and appropriate collection of data relating to LGBTIQ+ people including questions in the national Census

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. Cultivate our thriving and diverse people and culture
2. Engage meaningfully and effectively with community and existing and potential supporters
3. Ensure ongoing financial resilience to achieve our priorities and protect our gains
4. Ensure supportive, effective and efficient organisational infrastructure
5. Build and implement a robust planning and evaluation framework
6. Enhance Equality Australia's legal advocacy function