Older Persons' Blueprint

LGBTIQA+ Inclusion Strategy

Equality LGBTQIA Inclusive Pride Flag by artist Wayde Clarke / Alejandro Lauren https://alejandrolauren.com/

Acknowledgement of Country

GRAI acknowledges Aboriginal and Torres Strait Islander peoples throughout Western Australia and their continuing connection to land, water, culture and community. We pay our respects to the Elders both past and present.

A note on terminology

The Department of Communities uses the term 'Aboriginal' respectfully to refer to both Aboriginal and Torres Strait Islander people, as the preferred usage by Aboriginal people in WA.

Recognition of LGBTI Elders

GRAI honours the Lesbian, Gay, Bisexual, Trans and Intersex pioneers and respects the full diversity of our communities. We recognise the prejudice and trauma many LGBTI people experienced and celebrate our strength and perseverance.

A note on terminology

Throughout this document, GRAI uses the initialism LGBTI to refer to older people (50+) of diverse genders, sexualities and sex characteristics, as this reflects their lived experience and recognises that some terms like 'queer' were used as a slur when they were younger.

GRAI recognises that the initialism does not capture the full diversity of sexualities, bodies, identities, and experiences that exist within our community, however we also recognise the value of the term LGBTI when exploring collective experiences of stigma, discrimination, and marginalisation, and when advocating for LGBTI rights and inclusivity for older people. GRAI also uses LGBTQIA+/LGBTIQA+SB when referring to a younger cohort or citing Government documents to align with the terminology.

"We've spent our lives fighting to be seen — don't let us grow old and disappear."

— Survey respondent

Contents

GRAI
GLBTI Rights in Ageing Inc.

19th June 2025

Hon Hannah Beazley MLA
Minister for Local Government; Disability Services;
Youth; Volunteering; Gascoyne

Dear Minister Beazley,

On behalf of GRAI (GLBTI Rights in Ageing Inc), I am pleased to provide our submission to the development of the Western Australian LGBTQIA+ Inclusion Strategy.

We would like to thank the Cook Government, and in particular the Department of Communities, for ensuring that older LGBTI voices have been included in this important consultation process. Too often, older people in our community are left unheard, and we commend the government's recognition that inclusion must extend across every age and stage of life.

GRAI's *Older Persons Blueprint* is grounded in lived experience. It reflects the aspirations and challenges shared by older LGBTI people across Western Australia. Through community consultations, surveys, and interviews, the Blueprint outlines practical, evidence-informed initiatives that can help shape a more inclusive, just, and compassionate future.

The Blueprint presents a ten-year roadmap built around five core pillars: Inclusion, Equity, Dignity, Wellbeing, and Healing. These pillars are more than policy areas — they reflect what older LGBTI people have told us they need to feel safe, visible, and valued as they age.

We hope this submission will serve as a valuable resource for government in advancing inclusion across Western Australia.

Thank you for your leadership in progressing a whole-of-government strategy that reflects the full diversity of our community.

Yours in Pride,

David Gibson
Chair

Introduction

Older LGBTI people in Western Australia have made extraordinary contributions to social progress, often at great personal cost. Many have spent their lives navigating systems that denied them recognition, safety, and the right to live openly. For decades, their identities were criminalised, pathologised, and erased. While legal and social change has been achieved in recent years, many older LGBTI people remain deeply impacted by the legacies of exclusion and continue to face systemic barriers to healthy, connected ageing.

As Western Australia develops its LGBTIQA+ Inclusion Strategy, it must ensure that the experiences, needs and aspirations of older LGBTI people are not overlooked. Inclusion must extend across the life of the strategy. This means acknowledging the ways older people have been left behind in both government policy and LGBTIQA+ community initiatives, and creating deliberate, sustained pathways to inclusion, safety, and recognition.

This report was developed by GRAI (GLBTI Rights in Ageing Inc), a community-led organisation dedicated to improving the quality of life for older LGBTI people. It draws directly from the voices of nearly 200 older LGBTI Western Australians who contributed to GRAI's consultation through surveys, interviews, and community forums. Their insights were distilled in GRAI's *Older Persons Discussion Paper*, which identified five core themes: social isolation, discrimination and safety concerns, lack of inclusive services, housing and financial insecurity, and the ongoing impacts of historical trauma.

To deepen and validate these findings, this report also integrates key insights from national and international evidence-based research and situates older LGBTI inclusion within broader human rights and ageing frameworks. The result is a strategic, community-driven blueprint for change.

The Blueprint is presented in the context of intersecting challenges facing our society. Australia is one of the most climate-vulnerable industrialised nations[1], and we face growing inequality in wealth[2], housing access[3], and workforce stability[4]. The ongoing impact of the COVID-19 pandemic continues to reshape our lives[5], with older people disproportionately affected by isolation and systemic disruption.

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[1] Intergovernmental Panel on Climate Change (IPCC) (2022) IPCC Sixth Assessment Report-Working Group II-Climate Change 2022: Impacts, Adaptation and Vulnerability. IPCC

[2] University of New South Wales (UNSW) & Australian Council of Social Service (ACOSS) (2024) Inequality Report 2024 - who is affected and how.

[3] Australian Institute of Health and Welfare (AIHW) (2024) Housing assistance in Australia 2024.

[4] Select Committee on Job Security (2022) The job insecurity report.

[5] Australian Institute of Health and Welfare (AIHW) (2024) COVID-19 - Australian Institute of Health and Welfare.

At the same time, trust in institutions is declining[6], digital transformation is accelerating[7], and not all communities are equally able to participate in this shifting landscape. Older LGBTI people, who have long experienced marginalisation, now face new barriers layered atop historical ones. In this context, it is more important than ever to ensure that the voices of older LGBTI Western Australians are heard and that the systems shaping their lives are responsive, just, and inclusive.

This report calls for a coordinated, whole-of-government approach that embeds older LGBTI people in both mainstream and specialist policy settings; not as an afterthought, but as a recognised and valued part of our community. It is a call to honour the generations who paved the way. Their needs are real, their insights powerful, and their inclusion essential to a truly equitable Western Australia.

> *"I fought hard to live openly; I don't want to have to go back in the closet just because I'm old or in care."*
> *— Survey respondent*

Grounding the Blueprint in Community Voice

This Blueprint is not a top-down policy model — it is grounded in the lived experiences, insights, and aspirations of older LGBTI people across Western Australia.

In late 2024, GRAI conducted a statewide survey as part of the WA Government's LGBTIQA+ Strategy consultation. While participants acknowledged social and legal progress, they overwhelmingly shared that this has not translated into lived equality as they age.

Building on this, GRAI undertook a targeted consultation in early 2025 to ensure older LGBTI voices were central to the development of the State's LGBTIQA+ Inclusion Strategy. This process included:

- A public survey distributed online and through community networks
- Community conversations and forums in metropolitan and regional areas
- An Older Persons Discussion Paper shared statewide
- In-depth interviews with older LGBTI people who have experienced criminalisation, discrimination, and exclusion
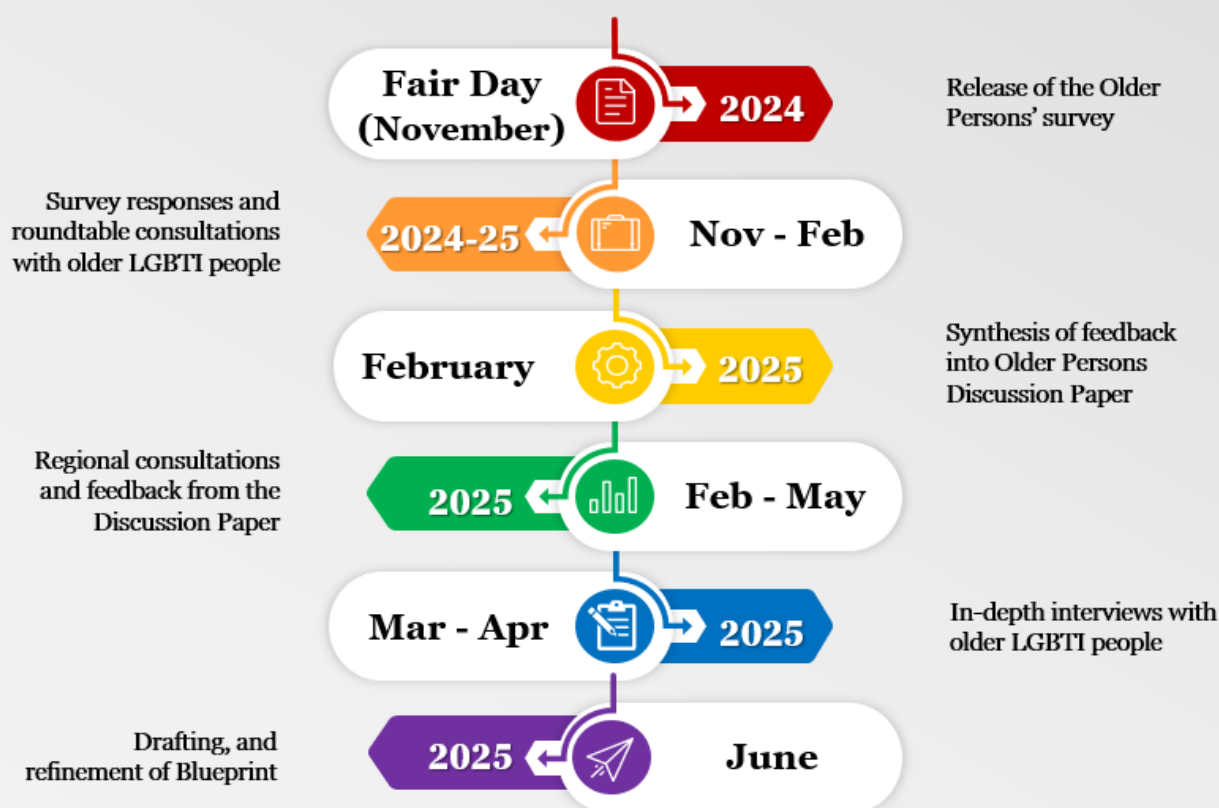
This consultation delivered a consistent and powerful message: older LGBTI people are ageing with resilience, insight, and memory — but they remain largely invisible. Many reported feeling isolated, overlooked, or fearful of having to go "back into the closet" when accessing services. Government strategies and community initiatives too often prioritise youth engagement, leaving older people behind.

Participants spoke candidly about housing insecurity, financial stress, historical trauma, and the need for connection and recognition. They also offered practical, often bold solutions: community-led hubs, intergenerational programs, inclusive housing models, and truth-telling initiatives that honour their legacy.

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[6] J O'Donnell, T Prentice, R Link, Q Guan, P Mares, and D Wood (2023) Australian Cohesion Index 2023. Scanlon Foundation Research Institute.
[7] Australian Digital Inclusion Index (2023) Australian Digital Inclusion Index.

GRAI Consultation Timeline

Fair Day (November)	2024	Release of the Older Persons' survey
Survey responses and roundtable consultations with older LGBTI people	2024-25	**Nov - Feb**
February	2025	Synthesis of feedback into Older Persons Discussion Paper
Regional consultations and feedback from the Discussion Paper	2025	**Feb - May**
Mar - Apr	2025	In-depth interviews with older LGBTI people
Drafting, and refinement of Blueprint	2025	**June**

These contributions were deeply personal and grounded in lived reality — from the trauma of past criminalisation to the grief of invisibility, the fear of aged care, and the enduring importance of chosen family and safe community spaces.

GRAI's *Older Persons Discussion Paper* distilled these insights into five key themes that form the pillars of this Blueprint:

1. Social isolation and the need for connection
2. Ongoing discrimination and safety concerns
3. Lack of inclusive and affirming services
4. Housing and financial insecurity
5. Historical trauma and the need for recognition

Each pillar reflects not only the issues raised, but the tone and values expressed throughout the consultation: inclusion, equity, dignity, wellbeing, and justice.

Challenges and Aspirations of Older LGBTI People in Western Australia

Older LGBTI people in Western Australia have lived through decades of criminalisation, systemic exclusion, and social stigma. While the Australian Bureau of Statistics (ABS) has never collected accurate data on the LGBTIQA+ population, the Australian Human Rights Commission estimates that around 11% of Australians identify as LGBTIQA+. Based on current ABS data, this suggests that approximately 105,000 Western Australians aged 50 and over identify as LGBTI — a number that is expected to increase in the coming years.

Their experiences and voices shape the five pillars of this Blueprint:

Pillars	Goals
Pillar 1: Inclusion	Older LGBTI people are valued, visible, and meaningfully connected
Pillar 2: Equity	Older LGBTI people are safe to live openly and free from prejudice
Pillar 3: Dignity	Older LGBTI people receive culturally safe, respectful, and responsive services and support.
Pillar 4: Wellbeing	Older LGBTI people have stable housing, economic security, and dignity in later life.
Pillar 5: Healing	Older LGBTI people are respected, acknowledged, and supported to heal from past trauma.

Pillar 1: Inclusion
Older LGBTI people are valued, visible, and meaningfully connected.

Social isolation emerged as a key barrier to wellbeing, compounded by the lack of inclusive spaces, intergenerational connection, and tailored social activities. Many respondents spoke of feeling invisible; both within mainstream services and in LGBTIQA+ communities that often focus on youth.

Pillar 2: Equity
Older LGBTI people are safe to live openly and free from prejudice.

Despite legal reforms, many older LGBTI people still fear expressing their identity in public. Safety remains a pressing concern, with respondents sharing experiences of harassment or judgement in everyday settings.

Pillar 3: Dignity
Older LGBTI people receive culturally safe, respectful, and responsive services and support.

Participants expressed concern about the lack of inclusive aged care and health services. Too often, services fail to ask about or affirm diverse identities, and many providers lack cultural competency around LGBTI issues.

Pillar 4: Wellbeing
Older LGBTI people have stable housing, economic security, and dignity in later life.

Financial insecurity and housing instability were identified as critical issues. Rising living costs, limited superannuation (especially for older trans and lesbian women), and fears about the affordability and safety of aged care all contribute to anxiety about the future.

Pillar 5: Healing
Older LGBTI people are respected, acknowledged, and supported to heal from past trauma.

There is a strong desire for truth-telling initiatives, greater recognition of LGBTI history, and systems that support healing and justice.

Pillar One: Inclusion

> *I would love to have more access to LGBTI friendly groups... I have friends in the UK who are a part of Probus. But how do I know if I will be accepted? I'm too afraid to join these groups. I don't want to feel separate to the rest of the world. I shouldn't feel like I'm being assessed for my sexuality, just my character.*
> *— Consultation participant*

Context and Rationale

Social isolation is a significant issue for older people across Australia, but it disproportionately affects LGBTI populations. Many older LGBTI people lack traditional family support structures or have experienced estrangement due to their identity. Others report feeling disconnected from younger LGBTIQA+ communities and broader society. The impact of COVID-19 has further compounded feelings of isolation, especially for those in regional areas or with limited digital access.

Participants in GRAI's consultation described deep feelings of invisibility, exclusion from LGBTIQA+ community spaces that are often youth-focused, and limited access to welcoming mainstream environments where they could express their full selves.

Connection is not a luxury — it is a determinant of health and a human right. Research from *Private Lives 3*[8] found that strong community connections significantly improve mental health outcomes, reduce vulnerability, and support ageing in place. Community infrastructure that includes older LGBTI people, values their contributions, and fosters belonging across generations is essential to healthy ageing and a vibrant LGBTIQA+ ecosystem.

Key Initiatives

1. **Strengthen Peer-Led Social Networks:** Invest in initiatives that help older LGBTI people build strong, supportive connections — especially in regional and remote areas. This includes resourcing LGBTIQA+ peer-led organisations, with a focus not just on funding, but on long-term sustainability through governance support and leadership development.
2. **Establish Intergenerational LGBTIQA+ Community Hubs:** Support the development of safe, inclusive spaces that bring together older and younger community members through arts, education, mentoring, and health promotion.
3. **Ensure Inclusive Government Programs and Services**: Undertake a systematic audit across government departments to assess the accessibility and inclusion of older LGBTI people in existing programs and services.
4. **Invest in Storytelling and History Projects:** Partner with cultural institutions to preserve and showcase the lived histories of older LGBTI people, ensuring their stories are visible, valued, and woven into Western Australia's cultural narrative.
5. **Incentivise Inclusive Events and Programs**: Make inclusion of older LGBTI people a recognition priority across government-supported arts, cultural, and community initiatives.

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[8] Hill, A. O., Bourne, A., McNair, R., Carman, M. & Lyons, A. (2020). Private Lives 3: The health and wellbeing of LGBTIQ people in Australia. ARCSHS Monograph Series No. 122. Melbourne, Australia: Australian Research Centre in Sex, Health and Society, La Trobe University.

Pillar Two: Equity

> *Invest as much in the aged as you do in children and families - we often don't have the same family structures to support us in older age - all those taxes that were invested in predominantly heteronormative families doesn't work out for us later in life. Recognise, respect and ensure we get our fair share too.*
> *— Survey respondent*

Context and Rationale

Despite progress in legal recognition, older LGBTI people in Western Australia continue to face discrimination, erasure, and unsafe environments in their daily lives. GRAI's consultations revealed widespread concerns about personal safety, particularly in aged care and healthcare settings, where casual homophobia and transphobia often go unchallenged. Some respondents reported being advised to conceal their identity to avoid negative treatment, while others described being disrespected or dismissed in decision making for expressing their gender or sexuality in ways that defy traditional expectations.

A consistent theme was the gap between legislative rights "on paper" and lived experiences in practice; a gap that leaves many older LGBTI people feeling vulnerable, especially in times of care or crisis.

The *Equal Opportunity Act 1984 (WA)* remains a key barrier to genuine equity, as it continues to allow religious exemptions that permit discrimination against LGBTIQA+ people in employment and service delivery — including in aged care. These exemptions undermine the State's stated commitment to human rights and inclusion. Similarly, guardianship and decision-making laws require urgent reform to better reflect the realities of chosen family, protect against bias, and ensure cultural safety for older LGBTI people.

Key Initiatives

1. **Establish a 'Rainbow Standard' for Legislation and Policy:** Develop a consistent legislative benchmark — a Rainbow Standard — to ensure all laws and policies reflect the rights, realities, and needs of LGBTIQA+ people across their life. Unlike a "gold standard," which implies a high bar, a Rainbow Standard centres lived experience, intersectionality, and cultural safety.
2. **Establish a 'Safe to Be Me' Accreditation Scheme:** Establish an internal government accreditation program for agencies, services, and departments to demonstrate inclusive practice, policies, and workplace culture.
3. **Targeted Inclusion Training:** Mandate LGBTIQA+ cultural safety training for all government-funded service providers. Organisations receiving public funding must embed this training as a core requirement under funding agreements.
4. **Support a Public Education Campaign on LGBTI Ageing:** Partner with older LGBTI people to lead a bold, statewide visibility campaign that redefines ageing, challenges stigma, and ensures their stories are seen and celebrated across all government advertising.
5. **Strengthen Complaint Pathways and Accountability:** Ensure older LGBTI people have access to safe, transparent, and responsive complaint pathways by embedding inclusive practices into advocacy systems, contract monitoring, and service accountability frameworks.

Pillar Three: Dignity

Just about everything I read and engage with is visually exclusive to str8 people, and too often white. This makes me anxious about the reception I'm likely to receive ... Engaging with services can still be filled with omissions or outright hurdles in terms of identifying my partner - more staff training to better hide their surprise at us declaring being partners would be a good, small start.
— Consultation participant

Context and Rationale

Older LGBTI people frequently report feeling invisible, unsafe, or unwelcome when accessing mainstream services. While some government agencies have taken steps toward inclusion, many still lack the training, policies, and accountability needed to deliver genuinely affirming care.

GRAI's consultation highlighted clear gaps: hospital staff misgendering trans patients, intake forms that assume heterosexuality, and limited recognition of chosen family. For many, the fear of entering care is not about physical needs, but about the risk of losing their identity and being socially isolated.

This sense of invisibility is heightened in regional centres, where inclusion training, visible support, and specialist services are often limited or entirely absent. Without clear frameworks for inclusive practice, older LGBTI people are too often left to choose between access and authenticity.

Creating affirming services is not about special treatment. It is about removing structural barriers so that all older LGBTI people receive care that is equitable, respectful, and culturally safe.

Key Initiatives

1. **Embed Co-Design in Policy and Program Development:** Ensure older LGBTI people are meaningfully involved in the design of government policies, programs, and services through consistent co-design practices.
2. **Strengthen Reporting and Quality Standards**: Work with the Public Sector Commission and the Office of the Auditor General to develop and implement guidelines that embed LGBTIQA+ inclusion measures into audit processes, performance reporting, and quality assurance frameworks across government services.
3. **Implement LGBTI Inclusion Navigators**: Place trained peer navigators within key service systems to support older LGBTI people in accessing culturally safe services, understanding their rights, and navigating complex systems with confidence.
4. **Promote Inclusive Intake, Policies and Governance**: Ensure government services are inclusive by embedding affirming language in intake processes, involving LGBTIQA+ people in governance and feedback systems, and using data more effectively to inform decision-making and track community trends.
5. **Develop Regional Outreach Models**: Extend inclusive service practices into regional and remote areas by funding mobile training, digital support tools, and partnerships with local government and not-for-profit service providers to improve access, visibility, and culturally safe care for older LGBTI people.

Pillar Four: Wellbeing

> *For those of us that rent and are from the lower end of the financial spectrum, I'd like to have the opportunity to move into independent living environments that are rentals that have a community of LGBTQIA members within it - I'm not saying lets set up an entire village ... although that could be interesting ...*
> *but I find I'd rather sit and talk with people my own age…*
> — Consultation participant

Context and Rationale

Financial security and safe, stable housing are foundational to wellbeing in older age. Yet many older LGBTI people face heightened risks of housing instability and economic insecurity due to a lifetime of systemic discrimination.

Contributing factors include wage gaps, employment discrimination, exclusion from inheritance or family support, and the cumulative cost of affirming one's identity in a hostile environment, including legal name changes, medical expenses, or periods of unemployment caused by stigma. For many, these financial disadvantages have compounded over decades.

Older LGBTI people are more likely to live alone, rent privately, and have limited access to intergenerational wealth transfer. For trans and gender diverse individuals, housing discrimination continues to be a major barrier to safety and stability. These challenges are particularly acute in metropolitan areas, where demand for social and affordable housing far exceeds supply, and are further compounded in regional areas by limited support infrastructure.

Financial vulnerability also increases the risk of elder abuse, particularly for those without children or who rely on chosen family. Without a traditional safety net, many older LGBTI individuals are left without the support needed to age with confidence and dignity.

Key Initiatives

1. **Prioritise Older LGBTI People in Housing Strategies:** Ensure all state housing policies and programs explicitly recognise older LGBTI people as an at-risk vulnerable cohort, and embed their needs in housing planning, access pathways, and support services.
2. **Develop Inclusive Housing Options:** Support the development of LGBTI-affirming housing models, including co-housing, supported living, and community housing, by tasking Development WA and relevant housing agencies to partner with LGBTI organisations on inclusive design and demonstration projects for older people.
3. **Support Employment Pathways for Older LGBTI People:** Advocate for inclusive employment practices across all government portfolios by establishing targets and dedicated pathways to support the recruitment, retention, and career progression of older LGBTI people in the public sector workforce.
4. **Fund Financial Literacy and Planning Programs:** Deliver tailored programs that support older LGBTI people with financial literacy, estate planning, voluntary assisted dying, and advance health directives to ensure autonomy, and informed decision-making in later life.
5. **Integrate Safeguards Against Financial Abuse:** Ensure elder abuse prevention policies and programs explicitly address the financial abuse risks faced by older LGBTI people and respect chosen family in financial decision-making.

Pillar Five: Healing

We were arrested for being gay, beaten by police while the world looked away, denied healthcare, and left to die without dignity during AIDS. The trauma we carry is real, and the younger generation must understand that their freedom to walk with pride exists only because of the sacrifices we made to get here.
— Survey respondent

Context and Rationale

Many older LGBTI people have lived through eras when their identities were criminalised, pathologised, or punished by law, religion, medicine, and family. The legacy of these experiences continues to shape their lives, affecting health outcomes, access to services, willingness to disclose identity, and their sense of worth.

Despite their resilience and contributions to social progress, many feel forgotten. Their stories are rarely recorded in mainstream histories. Their pain is often minimised, and their role in advancing LGBTIQA+ rights is frequently overshadowed by youth-focused narratives.

Participants in GRAI's consultation called for genuine recognition, not as tokenism but as a vital step toward healing and dignity.

Grief, trauma, and exclusion can accumulate over time. For some, ageing reactivates past wounds, especially in care settings, where the loss of autonomy and identity safety can echo earlier experiences of control or erasure.

Healing is possible, but only when systems, services, and communities are prepared to listen, learn, and make space for older LGBTI people to be seen, heard, and valued on their own terms.

Key Initiatives

1. **Establish a Formal Acknowledgement of Past Injustices:** Include a formal acknowledgement in the LGBTIQA+ Strategy and deliver a public statement in Parliament to recognise the historical harm and discrimination experienced by older LGBTI people in Western Australia.
2. **Support the Expungement of Historical Offences:** Provide dedicated peer support and targeted outreach to assist older LGBTI people to access the Homosexual Convictions Expungement Scheme.
3. **Ensure Inclusion in State Archives:** Ensure State archives and cultural institutions preserve the histories of LGBTIQA+ people in Western Australia, ensuring that older LGBTI stories are recognised as a vital part of the state's collective memory and cultural record.
4. **Establish an LGBTI Storytelling Residency:** Create an LGBTI storytelling residency program across public schools, the State Library of Western Australia, and other cultural institutions to celebrate, elevate, and share the lived experiences of older LGBTI people through writing, oral history, and creative expression.

Blueprint Timeline

To realise the vision of the LGBTIQA+ Inclusion Strategy over the next decade, this Blueprint sets out a series of initiatives that vary in scale, scope, and purpose. Reflecting the diversity of the LGBTIQA+ community and the complexity of reform. These initiatives will involve a broad mix of stakeholders, including government agencies, local councils, community organisations, and lived experience leaders.

Responsibility for implementation will be shared across portfolios, sectors, and community partners. Some initiatives will be government-led, others driven by the LGBTIQA+ sector, or co-designed in partnership. Progress will depend on timing, capacity, and alignment with broader reform agendas.

To support strategic delivery, the Blueprint is organised into three phases over a ten-year horizon:

- **Foundation (Years 1–2):** Establishes the groundwork for reform by initiating long-lead actions and building the systems, skills, and relationships needed for change.

- **Integrating (Years 3–6):** Embeds inclusive practice, scales up promising initiatives, and addresses outstanding gaps.

- **Review and Renewal (Years 7–10):** Assesses progress, responds to emerging needs, and strengthens impact and sustainability through adaptation.

While initiatives are mapped to a suggested starting phase, implementation should not follow a rigid sequence. Many initiatives will overlap or evolve in response to new opportunities. It is expected that work undertaken through this Blueprint will align with and enhance existing government strategies and LGBTIQA+ sector efforts, creating synergies and reducing duplication.

Blueprint Initiative Sequencing Table

[see table below]

Initiative	Foundation (Year 1–2)	Integrating (Year 3–6)	Review (Year 7–10)
Pillar One: Inclusion			
1. Strengthen Peer-Led Social Networks: a) Improve financial sustainability of the LGBTQIA+ peer led organisations with ongoing core funding and LGBTQIA+ community grants program. b) Invest in volunteer leadership, management and governance training. c) Establish a social inclusion diffusion program using existing networks to enhance knowledge sharing, coordination and resources across all LGBTQIA+ organisations.	◎ (a)	● (b) ● (c)	
2. Establish Intergenerational LGBTIQA+ Hubs: a) Conduct needs assessments and community engagement to identify priority locations (metro and regional) and understand existing infrastructure, partnerships, and service gaps. b) Establish partnerships with local and state government, community organisations, health services, and LGBTQIA+ groups. c) Fund and pilot one hub, co-designed with older and younger LGBTIQA+ people, ensuring cultural safety and accessibility. d) Promote hubs as a core platform for public education, LGBTIQA+ visibility, and social inclusion campaigns. e) Conduct a comprehensive evaluation of the hubs' social, health, and economic outcomes for older and younger LGBTIQA+ people.	◎ (a) ◎ (b)	● (c) ● (d)	🛡 (e)
3. Ensure Inclusive State Government Programs and Services: a) Conduct a whole of government audit of existing programs and services to assess engagement of older LGBTI people, identify participation gaps, and understand systemic barriers. This process should identify participation rates, barriers to engagement, and opportunities for improvement, particularly in areas such as health, transport, housing, mental health, and community services. b) Deliver foundational training and awareness sessions across key departments to build understanding of older LGBTI needs and lived experiences. c) Embed inclusive practices into all departmental service standards, funding agreements, and performance measures.	◎ (a) ◎ (b)	● (c)	

d) Update agency policies and service charters to explicitly reference the needs and rights of older LGBTI people.		✦	
4. Invest in Storytelling and History Projects:			
a) Identify and engage key cultural institutions (e.g. State Library, WA Museum, AGWA, Screenwest) to explore partnership opportunities.	◎		
b) Map existing LGBTI oral history and archive initiatives, including community collections such as WestPride Archives.	◎		
c) Integrate LGBTI history into cultural institution programming, ensuring representation in permanent and temporary exhibitions.		✦	
d) Develop interagency education and awareness campaigns, using these stories to challenge stigma and promote understanding.		✦	
e) Support new creative commissions and projects led by LGBTI artists and elders to reinterpret and extend existing collections.		✦	
f) Promote these histories as part of WA's broader heritage, embedding them in curriculum, tourism, and civic engagement strategies.			🛡
5. Incentivise Inclusive Events and Programs:			
a) Develop best practice guidelines for inclusive, age-affirming LGBTIQA+ event planning.	◎		
b) Pilot small grants or awards programs for local councils or community organisations delivering inclusive events.	◎		
c) Expand Companion Card eligibility to include older LGBTI people who have experienced trauma, enabling broader access to events and activities.	◎		
d) Incentivise collaboration between older LGBTI community members and artists through targeted commissioning or co-design programs.		✦	
e) Work with regional councils and state-funded events to embed inclusive planning across all community celebrations.		✦	

Pillar Two: Equity	Foundation (Year 1–2)	Integrating (Year 3–6)	Review (Year 7–10)
6. Establish a 'Rainbow Standard' for Legislation and Policy: a) Develop a Rainbow Standard framework for all legislation and policy in partnership with LGBTIQA+ peer-led community organisations, legal experts, and human rights advocates. b) Apply the Rainbow Standard to two priorities for legislative reform: the *Equal Opportunity Act 1984* and the *Guardianship and Administration Act 1990*. c) Establish a reference group of LGBTIQA+ community stakeholders and legal experts to review implementation and provide accountability. d) Undertake a government-wide legislative scan to identify areas for legislative reform. e) Deliver training and guidance to public sector policy officers and legislative drafters to support consistent application. f) Position the Rainbow Standard as a national best-practice model, sharing learnings with other jurisdictions and embedding it in intergovernmental policy dialogue.	◎ (a) ◎ (b)	⦿ (c) ⦿ (d) ⦿ (e)	🛡 (f)
7. Establish a 'Safe to Be Me' Accreditation Scheme: a) Co-design the accreditation framework in partnership with older LGBTI people, LGBTIQA+ peer-led organisations, public sector agencies, and regulatory bodies. b) Pilot the scheme in selected government agencies and frontline services. c) Expand the scheme across public-facing government services. d) Deliver government-wide training programs for staff and leadership to support uptake and sustained practice. e) Conduct an independent evaluation of the scheme's impact on service quality, staff capability, and older LGBTI client experience.	◎ (a) ◎ (b)	⦿ (c) ⦿ (d)	🛡 (e)
8. Deliver Targeted Inclusion Training a) Develop and endorse a statewide training framework, co-designed with LGBTIQA+ peer-led organisations, tailored to service contexts and inclusive of older people's experiences. b) Amend funding agreements to include LGBTIQA+ cultural safety training as a mandatory condition for all publicly funded service organisations. c) Embed training compliance into regular contract monitoring, audits, and accreditation reviews d) Evaluate training outcomes in terms of staff attitudes, consumer safety, and service accessibility for older LGBTI people.	◎ (a)	⦿ (b) ⦿ (c)	🛡 (d)

9. Support a Public Education Campaign on LGBTI Ageing: a) Engage older LGBTI people in co-designing a statewide education campaign focused on challenging stigma, celebrating identity, and promoting inclusion. b) Launch the public education campaign across high-visibility platforms (e.g. public transport, hospitals, service centres, media outlets, and health services). c) Conduct a visibility audit of government communications, advertising, and campaigns to identify where older LGBTI people are absent or misrepresented. d) Develop inclusive design guidelines for state government departments and contracted service providers to ensure diverse age and identity representation across public-facing materials. e) Normalise representation of older LGBTI people in all government-led communications as a matter of equity and respect.	◎ (a) ◎ (b)	◉ (c) ◉ (d)	🛡 (e)
10. Strengthen Complaint Pathways and Accountability: a) Review existing complaints mechanisms across all public facing government services for accessibility, cultural safety, and effectiveness for older LGBTI people. b) Ensure government services clearly communicate inclusive complaint pathways using accessible, visible, and culturally affirming materials. c) Establish routine collection and use of disaggregated data on complaints, feedback, and service access related to older LGBTI people. d) Develop a cross-agency data sharing protocol to improve visibility of LGBTIQA+ sector trends and support whole-of-government responsiveness. e) Recognise and share best practice models, building a culture of continuous improvement in culturally safe and inclusive service delivery.	◎ (a) ◎ (b)	◉ (c) ◉ (d)	🛡 (e)

Pillar Three: Dignity	Foundation (Year 1–2)	Integrating (Year 3–6)	Review (Year 7–10)
11. Embed co-design in LGBTI policy development, and in government-led program design a) Develop a co-design framework for government agencies, outlining principles, standards, and practical steps for engaging older LGBTI people and LGBTIQA+ organisations in policy and program development. b) Map current co-design initiatives involving LGBTIQA+ stakeholders to identify good practice, gaps, and opportunities for improvement. c) Collate and promote best-practice examples of inclusive services across government and involving LGBTIQA+ sector organisations d) Evaluate the impact of co-design initiatives, including the quality of engagement, the influence on policy outcomes, and the experiences of older LGBTI participants.	⊚ ⊚	⬤	🛡
12. Strengthen Reporting and Quality Standards: a) Identify key service areas (e.g. communities, health, housing, justice, and local government) where older LGBTI inclusion should be explicitly monitored and influence national and local government to also explicitly monitor LGBTI inclusion. b) Pilot integration of inclusion measures in selected agency performance reports and audit processes. c) Publish an annual inclusion performance snapshot, highlighting progress, challenges, and sector trends in engaging older LGBTI people. d) Embed inclusion measures as a standard part of performance reporting across all agencies delivering services to older Western Australians.	⊚	⬤ ⬤	🛡
13. Implement LGBTI Inclusion Navigators: a) Co-design the navigator model with older LGBTI people, peer workers, and service providers to define roles, training needs, and service settings. b) Identify priority sectors for implementation (e.g. assessors, hospital discharge planning, housing access points). c) Fund and pilot the program in metro and regional areas, with a focus on peer-led support and trauma-informed practice. d) Expand the navigator model across additional service settings under state government control, including disability, justice reintegration, and regional health networks. e) Evaluate program outcomes, including improvements in service access, client safety, and satisfaction among older LGBTI people.	⊚ ⊚	⬤ ⬤	🛡

	Status 1	Status 2	Status 3
14. Promote Inclusive Intake, Policies and Governance: a) Audit intake forms, communication templates, and client engagement tools across state government services to identify heteronormative or exclusionary language. b) Update policies and protocols to explicitly recognise chosen family, diverse relationships, and lived identities of LGBTI people. c) Establish guidelines for inclusive governance, requiring LGBTI representation in advisory groups, steering committees, and co-design bodies. d) Review currently collected data to assess how sexual orientation, gender identity, and intersex status are captured and reported. e) Begin regular reporting on key demographic and service access trends within the LGBTIQA+ community, drawing on existing datasets and lived experience insights. f) Host annual LGBTIQA+ community sector briefings on emerging trends in the LGBTQIA+ sector, co-delivered with LGBTIQA+ organisations.	a) ◎ b) ◎ c) ◎	d) ◉ e) ◉ f) ◉	
15. Develop Regional Outreach Models: a) Conduct a regional inclusion needs assessment to identify priority areas, existing local assets, and service gaps impacting older LGBTI people. b) Engage with regional LGBTI individuals and service providers to co-design outreach strategies tailored to local context and capacity, including older Aboriginal LGBTI people. c) Pilot mobile training programs to deliver cultural safety education to health, and community services, and work to influence the inclusion of these programs in regional aged care. d) Develop and trial digital support tools (e.g. e-learning modules, virtual peer networks, inclusive intake templates) for remote services and workers. e) Form partnerships with local councils and community organisations to embed inclusive practice at the grassroots level. f) Create a regional inclusion support hub (digital or hybrid) to connect LGBTI people with services, peer navigators, and advocacy pathways. g) Establish grant programs or recognition schemes to support inclusive regional initiatives and celebrate local leadership in LGBTI inclusion. h) Publish a regional inclusion strategy informed by consultation, data, and lived experience, to guide future planning.	a) ◎ b) ◎ c) ◎ d) ◎	e) ◉ f) ◉ g) ◉ h) ◉	

Pillar Four: Wellbeing	Foundation (Year 1–2)	Integrating (Year 3–6)	Review (Year 7–10)
16. **Prioritise Older LGBTI People in Housing Strategies:** a) Amend existing state housing strategies and policies to explicitly recognise older LGBTI people as an at-risk cohort in the context of ageing and homelessness. b) Engage with LGBTI community organisations and older LGBTI people with lived experience to identify specific barriers and unmet needs in housing access, safety, and design. c) Evaluate the impact of housing policy reforms on older LGBTI people, with specific attention to access, affordability, safety, and wellbeing. d) Promote successful housing models as best practice, both within WA and nationally, and support ongoing innovation through co-design and community investment.	⬡ (a) ⬡ (b)	⬣ (c)	🛡 (d)
17. **Develop Inclusive Housing Options:** a) Identify opportunities within Development WA and community housing initiatives to pilot inclusive housing models tailored to older LGBTI people. b) Conduct feasibility studies to explore land use, financing models, and partnerships needed for scalable LGBTI community-oriented housing. c) Fund one or more demonstration projects that explore innovative housing formats (e.g. co-housing, shared equity, integrated supported living). d) Expand inclusive housing options through partnerships with community housing providers, local governments, and the not-for-profit sector. e) Celebrate and share outcomes through public exhibitions, reports, and intergovernmental collaboration to encourage adoption nationally.	⬡ (a) ⬡ (b)	⬣ (c) ⬣ (d)	🛡 (e)
18. **Support Employment Pathways for Older LGBTI People:** a) Have the Public Sector Commission review current diversity and inclusion employment policies and establish inclusive employment targets and recruitment strategies that explicitly include older LGBTI people as a priority cohort. b) Promote flexible work arrangements and age-friendly practices to support older LGBTI workforce participation. c) Evaluate the impact of targeted employment initiatives on workplace inclusion, staff wellbeing, and retention.	⬡ (a) ⬡ (b)	⬣ (c)	

	19. **Fund Financial Literacy and Planning Programs:** a) Engage older LGBTI people and advocacy organisations to identify specific knowledge gaps and concerns around financial and end-of-life planning. b) Partner with legal, health, and financial organisations to co-design accessible, culturally safe workshop content and materials. c) Pilot programs in metropolitan and regional areas, ensuring topics are relevant and inclusive, such as superannuation inequality, enduring power of attorney, and the role of chosen family. d) Deliver ongoing community-based workshops through partnerships with financial counsellors, community lawyers, and health professionals. e) Support peer-led delivery models, training older LGBTI community members to co-facilitate and expand reach. f) Evaluate program impact, particularly in improving confidence, decision-making, and financial safety among participants.	◎ (a) ◎ (b)	◉ (c) ◉ (d) ◉ (e)	🛡 (f)
	20. **Integrate Identity-Safe Safeguards Against Financial Abuse:** a) Recognise older LGBTI people as a priority cohort in elder abuse prevention strategies and frameworks. b) Develop and launch a public awareness campaign to highlight the financial abuse risks experienced by older LGBTI people, reduce stigma, and encourage early reporting. c) Fund LGBTI-led peer support and advocacy programs, with trained peer navigators assisting older people experiencing or at risk of financial abuse. d) Establish formal referral partnerships between WA Police, WA Alliance for Prevention Elder Abuse (APEA), and LGBTI peer led organisations. e) Incorporate findings into future elder abuse legislation and funding frameworks.	◎ (a) ◎ (b)	◉ (c) ◉ (d)	🛡 (e)

Pillar Five: Healing	Foundation (Year 1–2)	Integrating (Year 3–6)	Review (Year 7–10)
21. **Establish a Formal Acknowledgement of Past Injustices:** a) Include a formal Acknowledgement Statement within the final WA LGBTIQA+ Strategy, recognising the systemic discrimination, criminalisation, and exclusion experienced by older LGBTI people. b) Secure commitment from the Premier and key Ministers to table the LGBTIQA+ Strategy and deliver a public statement in Parliament, drawing on precedent from other jurisdictions. c) Embed the acknowledgement across government communications, diversity training programs, and relevant public materials to ensure it informs practice, not just symbolism. d) Position WA as a national leader in truth-telling and reconciliation with LGBTI communities, sharing learnings across jurisdictions.	◎ (a) ◎ (b)	◉ (c)	🛡 (d)
22. **Support the Expungement of Historical Offences:** a) Fund a dedicated LGBTI peer support program to provide targeted outreach, legal guidance, emotional support, and advocacy to assist older LGBTI people in accessing and navigating the Homosexual Convictions Expungement Scheme. b) Institutionalise ongoing access to expungement support, recognising that some may only come forward later in life or when other reforms increase their sense of safety.	◎ (a)	◉ (b)	
23. **Ensure Inclusion in State Archives:** a) Collaborate with the State Records Office, State Library, and WA Museum to develop a plan for collecting, preserving, and showcasing LGBTIQA+ histories, with a focus on older generations. b) Fund a documentation and digitisation project to support preservation of personal LGBTI archives, including photographs, letters, recordings, and ephemera. c) Ensure regular consultation with LGBTI communities to guide curatorial decisions, language, and access. d) Develop education resources for public institutions, historians, and educators on engaging respectfully across the diversity of LGBTI histories. e) Sustain long-term funding for community-driven heritage projects, including regional and intersectional collections.	◎ (a) ◎ (b)	◉ (c) ◉ (d)	🛡 (e)

24. **Establish an LGBTI Storytelling Residency:** a) Co-design the residency model with older LGBTI people, educators, artists, and cultural partners to ensure it is inclusive, intergenerational, and culturally safe. b) Pilot the program through partnerships with select public schools and the State Library of WA, enabling older LGBTI people to collaborate with students and creatives. c) Provide funding and support for participating storytellers, including honoraria, mentoring, and creative teaching resources and participation guidelines to support respectful, curriculum-aligned engagement in school settings. d) Build relationships with multicultural and disability organisations to ensure intersectional representation in recognition efforts. e) Expand the residency to include regional schools and libraries, with tailored support for culturally and linguistically diverse, trans, and intersex participants. f) Evaluate the impact of the residency program on student learning, older LGBTI wellbeing, and community connection.	◎ ◎	● ● ●	●