

Making our physical and digital environments inclusive, safe, and affirming for all LGBTQIA+ people.	Connecting with community	Education and capacity building (staff and patients)	Supporting our LGBTQIA+ staff	Intersectionality matters	Research data and privacy
Finalise all gender toilet mapping project and promote to community	Strengthen patient voice/feedback opportunities - particularly for LGBTQIA+ Liaison service	Focus on capability building for key areas - FV, SV, and MH and suicidality supports (FV and MH teams)	Analyse People Matter Survey and other staff consultations to understand the needs and experiences of LGBTQIA+ staff on an annual basis	Intentional collaboration with First Nations team and community to center First Nations LGBTQIA+ voices	Develop a Supporting LGBTQIA+ Patients procedure
Continue to promote inclusion across RMH for patients and staff through a range of events and celebrations on key dates (platforming lived exp)	Build community representation on LGBTQIA+ committee and other committees as appropriate	Enhance safety of LGBTQIA+ staff and consumers through a range of formal and informal education offerings to build skills, knowledge, empathy and respect	Continue to improve ability to update names in systems used across RMH	Proactive consideration of the diverse identities and needs of the LGBTQIA+ community across lifespan, disability (incl. mental health), refugee status and other intersecting identities.	Support/ inform review of existing policies and procedures with an LGBTQIA+ safety and inclusion lens
Seek funding for a extra flagpole at CC to fly intersex pride flag permanently	Strengthen relationships and referral pathways with community orgs	Annual leadership masterclass on LGBTQIA+ safety and inclusion	Develop mechanism to access data and insights on issues related to experiences of discrimination etc for LGBTQIA+ staff		Support ongoing SOGI form enhancement including considered approach to intersex inclusion question
Review pronoun badge champion role and distribution to reduce impact on LPLS		Enhance patient health literacy & system navigation?	Partner with Medical Workforce to support retention of trans and gender diverse junior doctors		Strengthen data-informed LGBTQIA+ practice and system improvement through leading precinct CoP, strategic engagement with EPIC HQ and utilisation of SOGI data
Explore - develop process for reviewing/capturing risks/issues related to LGBTQIA+ safety and inclusion (patient, staff, community) and determine any follow up that might be needed raise visibility within org (committee, exec sponsor)		Advocate for resourcing and ongoing collaboration with precinct partners to promote safer, more inclusive care across health services.	Support ongoing recruitment review project		Partner with Research Office to support inclusion of LGBTQIA+ experiences
Continue enhancing digital systems to create a safer, more inclusive digital environment for patients, with a focus on empowerment, visibility, and respectful data collection.			Explore opportunities to strengthen our response to LGBTQIA+ related harassment and discrimination		Leading research efforts that inform better understanding, practices & health outcomes for LGBTQIA+ communities