

2nd March 2026

Dear Health Revolution consultation team (DoH),

Thanks for the opportunity for [Working It Out](#) (WIO) to provide additional feedback on the 20-year Preventive Health Strategy exposure draft. As Tasmania's sole dedicated support, advocacy, and education service for the lesbian, gay, bisexual, transgender, intersex, queer, and asexual (LGBTIQ+) community, WIO is committed to fostering change through education grounded in lived experience. Our goal is to empower LGBTIQ+ Tasmanians to lead fulfilling lives. Our feedback will focus on ensuring LGBTIQ+ population visibility throughout the strategy and pillar documents, noting the disproportionate poorer health outcomes LGBTIQ+ Tasmanians face when experiencing systemic exclusion and marginalisation within law, community, and policy, and emphasise the importance of explicit representation in health policy to ensure meaningful action happens.

Through the process of this new Strategy development, WIO has:

- provided feedback into other peak body submissions (April 2025)
- written a submission; outlining the common key drivers of poor and positive health for LGBTIQ+ populations, snapshot of LGBTIQ+ Tasmanian experiences, and key priorities identified from the 2021 LGBTIQ+ Tasmanian survey (May 2025)
- co-facilitated community feedback sessions with Dept of Health (July 2025)
- committed to providing feedback into the draft exposure document (Feb 2026)

It was difficult to provide in-depth commentary on this strategy draft as LGBTIQ+ population needs are predominately condensed into the sub-pillar of *Equity, inclusion and rights* along with a range of other priority/marginalised population groups. There are few specific explicit measurable actions for LGBTIQ+ populations in the various pillars, and LGBTIQ+ is not named in the actual strategy. This strategy presents an important opportunity to ensure marginalised Tasmanians are explicitly included, and this remains WIO's primary feedback throughout previous submissions and engagement. Below are some considerations to ensure LGBTIQ+ populations are visible through all the pillars.

What works well:

- The document is a good blueprint for a range of universal issues that impact on Tasmanians locally, and the principles align well with setting expectations of equitable commitments.

- The focus area pillars align well with necessary actions within the Tasmanian LGBTIQ+ Strategy (2025), and LGBTIQ+ Tasmanians: Telling Us the Story community survey report (2021).
- Pillar 4: *Healthy Foundations and Equity* appears best aligned to addressing the systemic challenges LGBTIQ+ Tasmanians face, and the *Equity, Inclusion and Rights* sub-pillar identifies systemic impacts on LGBTIQ+ as an affected population.
- *Sexual and Reproductive Health* sub-pillar addresses trans and gender diverse barriers, and covers people of all genders for fertility treatment and supports.
- *Safety and Violence Prevention* sub-pillar identifies LGBTIQ+ as an affected population.

What's missing:

- Deeper diversity of individuals, populations, and relationships in the strategy imagery. The documents need to ensure LGBTIQ+ couples and families, and the diversity within LGBTIQ+ communities, are undeniably visible and present.
- *Safe Digital Spaces* sub-pillar needs to be more explicit on helping prevent harassment of LGBTIQ+ people, particularly trans and gender diverse Tasmanians, where currently any online posts by departments, services, or news outlets experience a deluge of mockery and harassment from local and international voices.
- Many sub-pillars (like safe digital spaces) are missing a critical example that needs to be identified: health outcomes improve when individuals are no longer stigmatised by family, community, and institutions (e.g. see evidence of trans wellbeing in supportive environments). A review of the sub-pillars is needed to ensure this theme is reflected in the key areas of any topics related to inclusion and safety.
- *Health Beginnings and Strong Families and Youth Wellbeing* and *Healthy Pathways to Adulthood* sub-pillars need to include a new sub-pillar called *LGBTIQ+ Pride and Safety* for ensuring LGBTIQ+ children and young people grow up supported and stigma-free, with programs and places that build pride and family connectedness. Explicit protection from harmful surgeries and practices for children born with an innate variation of sex characteristics is another element of this sub-pillar.
- *Breastfeeding and infant nutrition* sub-pillar needs to account for caregivers who breastfeed.
- *Healthy Ageing and Later Life* sub-pillar needs to include *LGBTIQ+ Health*, recognising the historic and ongoing consequences from a lifetime of systemic marginalisation in social, legislative, and policy settings.
- *Sexual and Reproductive Health* sub-pillar needs to include *LGBTIQ+ Pride and Safety*; ensuring people with innate variations of sex characteristics, and sexuality and gender diverse populations can engage in culturally competent and safe medical services, and participate in stigma-free spaces in community and education environments.
- The *Sexual and Reproductive Health* sub-pillar does cover all genders, however as a minor improvement for the diversity of families, the section on *Getting Ready to Have a Baby* could change 'people of all genders' to 'families of all genders.'

- LGBTIQ+ populations are overrepresented in poorer mental health and suicide prevention outcomes because of marginalisation, and these drivers need to be explicitly named and addressed in sub-pillars around mental health and suicide prevention.
- Trans and gender diverse people face significant exclusion campaigns against participation in sport and exercise settings. *Physical Activity* sub-pillar needs to explicitly identify this group as experiencing barriers and the consequences of exclusion.
- Protections and established standards of care for LGBTIQ+ populations in incarcerated settings need to be included within the *Justice, Health and Rehabilitation* sub-pillar.
- Include explicit recognition of the marginalisation of LGBTIQ+ identities in workplace and educational settings in the relevant sub-pillars.

The solution:

- *The Equity, Inclusion and Rights* sub-pillar is rightfully dense and complex, encompassing a range of specific marginalised priority groups. This sub-pillar should be elevated to its own sixth pillar “*Equity*”, with a summary for each population group identified in this section, leading into the existing corresponding sub-pillars. Pillar five could then be rebranded as “*Healthy Foundations*”.
- Per sector feedback from the recent *Equity, Inclusion and Rights* stakeholder consultation, to help ensure the document remains current and fit-for-purpose across for its 20-year strategy lifespan, an explicit definition of human rights principles is essential to ensure all marginalised groups are protected and included (and to safeguard from inclusion erasure, which is a repeating risk for LGBTIQ+ populations). One recommended reference is the United Nations Universal Declaration of Human Rights, with relevant definitions inserted and/or referenced. This would help ensure evolving language principles are included and better safeguard for yet to be recognised marginalised population groups.

WIO strongly encourages the development of a sixth pillar around *Equity* which will provide more space for the range of priority populations identified and ensure more specific activities will be created in the strategy’s Action Bank. Thank you for the opportunity to participate and look forward to the next iteration.

With regards,

Andrew Badcock

Policy & Research Officer

Working It Out

andrew@workingitout.org.au