

26 February 2026



Dear Disability and Reform team,

Thanks for the opportunity for [Working It Out](#) (WIO) to provide feedback into the consultation phase of the Tasmanian Disability Inclusion Plan discussion paper. As Tasmania's sole dedicated support, advocacy, and education service for the lesbian, gay, bisexual, transgender, intersex, queer, and asexual (LGBTIQA+) community, WIO is committed to fostering change through education grounded in lived experience. Our goal is to empower LGBTIQA+ Tasmanians to lead fulfilling lives.

Our feedback will focus on answering your question:

2.11 What would help us better understand and support people with disability who have many and overlapping identities—for example, due to age, culture, neurodiversity, gender, or identity?

Any Disability Inclusion Plan needs to ensure LGBTIQA+ Tasmanians with a disability are included because individuals with intersecting identities, such as being both LGBTIQA+ and disabled, often face unique challenges and barriers. These can include discrimination, stigma, lack of visibility, and limited access to culturally safe and inclusive services. Below we have collated a summary for why LGBTIQA+ inclusion is a legislative necessity under the new Act, research on the experiences of disabled Tasmanians who are LGBTIQA+, and two examples of creating resources for this group that increases inclusion.

By explicitly including and addressing the needs of LGBTIQA+ Tasmanians with a disability, the Tasmanian Disability Inclusion Plan can promote equity, ensure their human rights are upheld, and foster a truly inclusive society where all individuals can fully participate and thrive.

Legislative Requirement for LGBTIQ+ Inclusion in Disability Policy

The recognition of intersectionality and the Anti-Discrimination Act within the *Disability Rights, Inclusion and Safeguarding Act 2024 (Tas)* highlights the legislative necessity for proper LGBTIQ+ inclusion under *Division 3 - Disability consultation*:

17. Consultation by defined entities

(1) *A defined entity is to consult with people with disability when developing or reviewing any policy of, or program or service provided by, the entity that has a direct and significant impact on the public.*

(2) *In consulting with people with disability in relation to a policy, program or service, the defined entity is to consider the following:*

(a) *the effects that the policy, program or service may have on people with disability;*

(b) *how the policy, program or service may be developed or varied in order to –*

(i) *ensure accessibility; and*

(ii) *promote universal design; and*

(iii) *reduce, remove and prevent barriers to disability inclusion; and*

(iv) *promote disability inclusion;*

(c) *any barriers to disability inclusion that may be compounded by intersectionality;*

(d) *the principles.*

LGBTIQ+ Tasmanians with a Disability Experience Compounding Marginalisation

WIO has previously provided feedback on this topic, with a submission on the Disability Inclusion Bill 2023. Below are a range of prior shared research highlighting the necessity of visible and meaningful inclusion activities.

According to LGBTIQ+ Health Australia, Australian research shows:

"...there are higher rates of discrimination and reduced service access among LGBTIQ+ people with disability, compared with people with disability and LGBTI

people without disability. Reduced social connection, including family, services, and support groups, across mainstream, disability and LGBTIQ + communities, correlates to significantly reduced health and wellbeing for LGBTIQ+ people with disability. "

According to the national Writing Themselves In 4 (2020) survey of young LGBTIQ+ Australians:

"Participants with disability or a long-term health condition reported experiencing greater levels of verbal (52.7%), physical (15.0%) and sexual (31.7%) harassment or assault based on their sexual identity or gender identity in the past 12 months than those without disability or a long-term health condition."

"Also, respondents with a disability reported lower levels of secondary education than those without. For example, 56% of respondents without a disability had completed year 12 compared with 41% of respondents with a disability."

"Not surprisingly, reported experiences of high/very high psychological distress were much more common among participants reporting disability or a long-term health condition (90.9%), compared to participants reporting no disability or long-term health condition."

According to the National LGBTI Health Alliance's EmployableQ Project (2020):

"LGBTI people with a disability experience worse employment outcomes. They are more likely to have no employment, less likely to have full employment and tend to have lower incomes. LGBTI people with disability experience higher rates of discrimination and reduced service access, compared with people with disability or LGBTI people without disability. Fear of discrimination and concealment of identities or disability is prevalent. The compounding impacts are associated with poorer health and wellbeing outcomes."

According to the "Telling Us The Story Report" (2021) commissioned by the Tasmanian State Government and conducted by the University of Tasmania:

21% of LGBTIQ+ Tasmanians live with a disability.

The report recommended that the State Government "*Build Tasmanian capacity for LGBTIQ-inclusive aged care and disability support services.*"

Examples of Doing Inclusion for LGBTIQ+ Tasmanians with a Disability

“Including Us”:

In 2025, WIO codesigned a resource with LGBTIQ+ Disability communities called [“Including Us”](#) which helps LGBTIQ+SB community organisers to run safe, more inclusive events for people with a disability. This resource is underpinned by the Universal Design concept:

Designing things to be as accessible as possible, for the greatest number of people. By improving disability inclusion at your event, you will also improve access for other groups, like:

- *parents and families*
- *people experiencing mental health conditions*
- *people from culturally and linguistically diverse backgrounds*
- *Aboriginal and Torres Strait Islander people*
- *older people*
- *People with low literacy*
- *people who are socially or geographically isolated*
- *people experiencing housing instability or financial hardship*

LGBTIQA+ Inclusive Practices for Disability Sector Workers (e-module):

A [short eLearning module](#) which guide participants through a range of interactive learning activities focusing on issues facing LGBTIQA+ people with disabilities (including psychosocial disabilities) and the ways inclusive practices can make a difference.

Conclusion

Thanks for the chance to contribute to this process, and we again emphasise the importance of explicit inclusion and visibility of LGBTIQA+ Tasmanians with disability, so they are recognised, valued, and supported. We look forward to continued collaboration to help make this a reality.

With regards,

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Working It Out

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