

NSW LGBTIQ+ Health Strategy 2022-2027

Implementation Plan
Second Phase



NSW Health, Mardi Gras 2026

Growing our work together

We are pleased to present the Second Phase Implementation Plan of the NSW LGBTIQ+ Health Strategy 2022–2027. Building on the First Phase Implementation Plan that operated from 2022 to 2025, this next plan will guide our work across NSW Health, and with our LGBTIQ+ community partners, for the years 2026 and 2027.

Reflecting on the first four years of the Strategy's delivery, we have seen a range of bold and meaningful achievements across the NSW Health system that we can all be very proud of. Some of the major outcomes realised include:

- Facilitating the \$2 million NSW LGBTIQ+ Health Funding Pool, supporting 20 locally delivered projects across the health system in 2023–24 and 2024–25.
- Establishing a statewide Specialist Trans and Gender Diverse Health Service for young people under 25, and improving access to affirming, multidisciplinary care.
- Providing funding and strengthening community partnerships to enhance mental health and suicide prevention initiatives for LGBTIQ+ communities.
- Collaborating with the Health Education and Training Institute to refresh LGBTIQ+ education and training modules, create a LGBTIQ+ Workforce Education and Training Strategy, and a LGBTIQ+ Capability Framework, which combined aim to guide and build expertise and confidence across the NSW Health workforce.
- Implementing a LGBTIQ+ Data Collection Discovery Project to examine approaches for improving data

collection on sex, gender, sexuality, intersex variations, and related variables, with findings then being picked up to inform the Single Digital Patient Record project.

- Partnering with the Department of Communities and Justice to support delivery of the *Conversion Practices Ban Act 2024* and the *Equality Legislation Amendment (LGBTIQ+) Act 2024*.
- Developing a Conversion Practices Ban learning module for NSW Health staff and providing funding to enhance counselling and support services for victim survivors.
- Updating the LGBTIQ+ Health pages on the NSW Health website, to improve access to inclusive information and resources for both the community and health professionals.
- Representing NSW Health in the 2025 and 2026 Sydney Gay and Lesbian Mardi Gras Parade, and creation of a NSW Health Diversity and Inclusion poster, for health services and offices across the State to display.

These achievements have laid a strong foundation for the next phase of work, which will continue to focus on equity, visibility, safety, and culturally responsive care.

The purpose of this second plan is to guide our ongoing work over the coming two years. These milestones have been carefully considered and agreed through discussions with the Strategy Implementation Committee, as well as with a wide range of NSW Health staff involved in the Strategy's delivery.



Tish Bruce PSM, Executive Director, Social Policy and Health Equity Branch, and A/Professor Anthony Schembri AM, Chief Executive, NSLHD

This second plan embeds the work delivered through the work listed above, strengthening our efforts in areas requiring further focus, including priority population groups within LGBTIQ+ communities.

The Strategy Implementation Committee will continue to lead the governance of this implementation plan and provide advice on the planning and roll out of activities needed to achieve the milestones presented. We sincerely thank each Committee member for their time, expertise, dedication, and incredibly valuable contributions to guide delivery of this important strategy.

We look forward to working together with you to realise even more milestones and achievements in our shared commitment to delivering inclusive and equitable healthcare to LGBTIQ+ communities.

Tish and Anthony
Co-Chairs
NSW LGBTIQ+ Health Strategy
Implementation Committee



Strategic Priority 1: Deliver high quality, safe, inclusive and responsive healthcare

Strategy action	Lead(s) and partners	Milestones before December 2027	New or ongoing action from previous plan
1.1 Education and training Increase LGBTIQ+ awareness and capability in the NSW Health workforce and funded non-government organisations, including the prevention of stigma and discrimination in health services	Lead • Health Education and Training Institute (HETI) • NSW Ministry of Health Partners • LGBTIQ+ organisations • NSW Health LGBTIQ+ staff and allies • Local health districts, specialty health networks, pillars, statewide or specialist health services, affiliated health organisations (all NSW Health organisations) • Non-government and community organisations • External training providers	1.1.1 Implement the NSW Health LGBTIQ+ Education and Training Strategy, including the distribution and use of new materials and approaches to enhance staff learning. 1.1.2 Annual reporting captures the uptake and impact of workforce education and training, especially how this is elevating patient and staff care experiences.	New Ongoing
1.2 Access to expertise Distribute resources and supports across NSW Health to strengthen staff expertise on LGBTIQ+ health and working with LGBTIQ+ people to elevate care experiences	Lead • All NSW Health organisations Partners • LGBTIQ+ organisations • NSW Health LGBTIQ+ staff and allies • NSW Ministry of Health • Non-government and community organisations.	1.2.1 Sustained promotion of available resources and local expertise across the workforce i.e. the LGBTIQ+ health pages on the NSW Health website, and local LGBTIQ+ health contacts. 1.2.2 LGBTIQ+ health Community of Practice and Pride Zone network of LGBTIQ+ staff and allies continue to: • provide expertise and guidance on diversity, inclusion and workplace culture • increase LGBTIQ+ co-design and peer involvement across the organisation.	Ongoing Ongoing





Strategic Priority 2: Respond to the health needs of transgender and gender diverse people in NSW

Strategy action	Lead(s) and partners	Milestones before December 2027	New or ongoing action from previous plan
2.1 Elevating capability Work with transgender and gender diverse people to promote and embed best practice in NSW Health services for delivering care to this community.	Lead • NSW Ministry of Health Partners • Transgender and gender diverse people, and their representative organisations • NSW Specialist Trans and Gender Diverse Health Service • All NSW Health organisations	2.1.1 Key messages and stories are regularly shared across the NSW Health system about transgender and gender diverse people's health needs and rights. Ongoing link to broader trans and gender diverse communication strategy.	Ongoing
		2.1.2 Health services are engaging transgender and gender diverse people and organisations in the effective co-design of care. Ongoing Need to think carefully in the monitoring and evaluation plan development about how to track/measure this so that we can be confident it is happening.	Ongoing
		2.1.3 Health services have information about and are enacting best practice approaches for delivering care to transgender and gender diverse people.	Ongoing
		2.1.4 A strategy is developed and rolled out to raise awareness of the NSW Specialist Trans and Gender Diverse Health Service.	New





Strategic Priority 3: Respond to the health needs of people with innate variations of sex characteristics (intersex) in NSW

Strategy action	Lead(s) and partners	Milestones before December 2027	New or ongoing action from previous plan
3.1 Service awareness Work with people with innate variations of sex characteristics to increase awareness across NSW Health of their healthcare experiences, and responsiveness to their needs and human rights.	Lead • NSW Ministry of Health Partners • People with innate variations of sex characteristics • Organisations that provide support or represent people with innate variations of sex characteristics • All NSW Health organisations • PHNs and primary care providers • Other private sector health organisations.	3.1.1 Relationships continue to be made and strengthened with organisations that support or represent people with innate variations of sex characteristics. 3.1.2 Training and education opportunities for NSW health staff are provided to build knowledge of the health needs of people with innate variations of sex characteristics.	Ongoing Ongoing

Strategy action	Lead(s) and partners	Milestones before December 2027	New or ongoing action from previous plan
3.2 Health and Human rights Work with other jurisdictions to promote and embed improved measures to meet the health and wellbeing needs of people with innate variations of sex characteristics.	Lead • NSW Ministry of Health Partners • People with innate variations of sex characteristics • Organisations that provide support or represent people with innate variations of sex characteristics • Other jurisdictions • All NSW Health organisations • Non-government and community organisations • PHNs and primary care providers • Other private sector health organisations.	3.2.1 Partnerships continue to be strengthened between NSW Health and other jurisdictions to coordinate national approaches for establishing and implementing best practice measures.	Ongoing
		3.2.2 Advisory Groups established and operating to support planning for consultation with people with innate variations of sex characteristics.	New
		3.2.3 Consultation has occurred with people with innate variations of sex characteristics, clinicians and other stakeholders about options to improve healthcare for people with innate variations of sex characteristics.	New
		3.2.4 Report on options to improve healthcare for people with innate variations of sex characteristics is developed and provided to the Minister for Health.	New



Strategic Priority 4: Capture data on sexuality, gender and innate variations of sex characteristics at the point of care and population level

Strategy action	Lead(s) and partners	Milestones before December 2027	New or ongoing action from previous plan
4.1 Data collection Endorse and promote consistent data collection in NSW Health on sexuality, gender and innate variations of sex characteristics.	Lead • NSW Ministry of Health Partners • Single Digital Patient Record Implementation Authority • LGBTIQ+ organisations • All NSW Health organisations • Australian Bureau of Statistics and Australian Government Department of Health • Non-government and community organisations • PHNs and primary care providers • Other private sector health organisations.	4.1.1 Recommendations from the LGBTIQ+ Data Collection Discovery Project are implemented, aligned with SDPR timeframes for roll-out. 4.1.2 LGBTIQ+ Data Working Group to provide advice on development and implementation of the SDPR and other relevant data priorities.	New New
4.2 Training and guidance Co-designed with LGBTIQ+ people, develop training and guidance for NSW Health staff about gathering data.	Lead • NSW Ministry of Health Partners • Single Digital Patient Record Implementation Authority • LGBTIQ+ organisations • eHealth NSW • HETI • All NSW Health organisations • Non-government and community organisations.	4.2.1 Single Digital Patient Record Implementation Authority has received advice about training needs relating to sex, gender, sexuality, innate variations of sex characteristics and any other variables.	New



Strategy action	Lead(s) and partners	Milestones before December 2027	New or ongoing action from previous plan
4.3 Evidence informed care Use data to inform health planning and monitor improvements to LGBTIQ+ health outcomes.	Lead • All NSW Health organisations Partners • NSW Ministry of Health • Single Digital patient record • eHealth NSW • NSW Government and Australian Government data custodians.	4.3.1 Guidance developed on how LGBTIQ+ data can be used to improve care experiences, services, monitor health outcomes and better shared between health service providers.	Ongoing
		4.3.2 Develop and begin implementation of the Strategy Monitoring and Evaluation Plan.	New