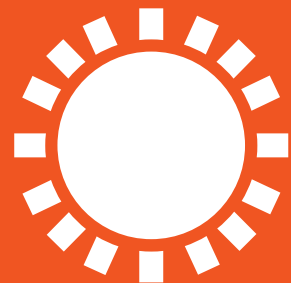


Queensland Council for LGBTI Health

In Action

Strategic Plan 2020–24



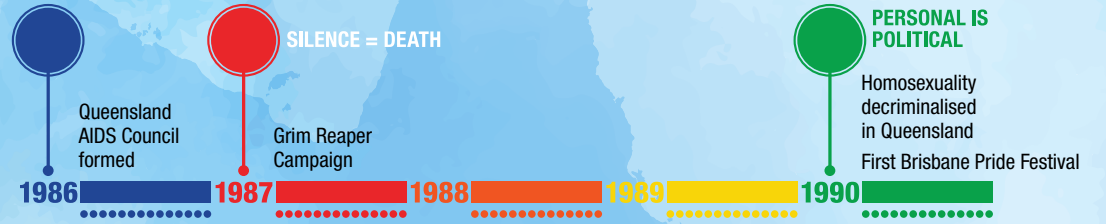


Acknowledgement of Country

In keeping with the spirit of Reconciliation, we acknowledge the Traditional Owners of the land on which we exist today, acknowledge the important role Aboriginal and Torres Strait Islander people continue to play within our diverse communities, and acknowledge the Traditional Owners of the land on which we live, meet, work and play as the first people of this country.

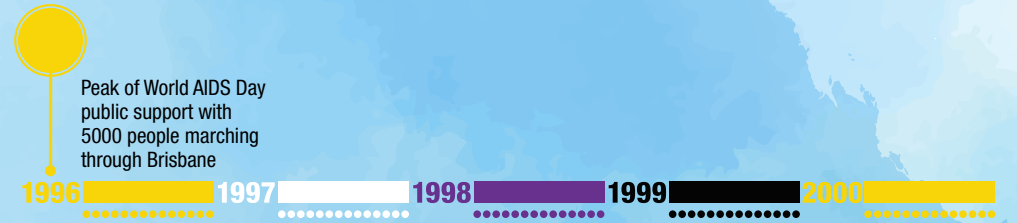


Our Many Stories

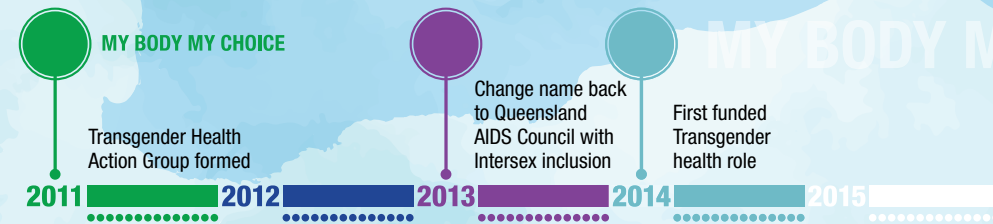


SILENCE = DEATH

PERSONAL IS POLITICAL



NOTHING ABOUT US WITHOUT US



THE HISTORY OF OUR LOGO DEVELOPMENT





Strategic Plan

In this our new Strategic Plan for Action, we invite you to learn about how we are drawing on the strengths of our communities and responding to the needs of our communities and how we will embed our learnings, adapt our approach and work with transparency to meet the needs of local communities across Queensland. This plan, 'Queensland Council for LGBTI Health in Action' commits our organisation to diversifying our services and working together to achieve our vision and mission underpinned by our values of Transparency, Collaboration, Innovation and Professionalism.

Strategic Plan



This plan has been developed in collaboration with partners, community members and health professionals, who helped us to understand ways in which we can deliver purposeful and relevant services for the people we work for. Our commitment to an ongoing partnership approach with partner organisations and members of our communities is embedded throughout this plan to improve our effectiveness in mental health and suicide prevention, clinical services, sexual health and early intervention initiatives to address the social determinants of health, fostering skilled and inclusive services and communities, and to support social and emotional wellbeing.

It has been a privilege to hear the stories of the lived experience of Lesbian, Gay, Bisexual, Transgender, Intersex, Sistergirl and Brotherboy people from across the state and we commit to making this a plan that results in real action and is measurable.

A plan to which we can be held accountable.

This plan is underpinned by our Statement of Commitment to Aboriginal and Torres Strait Islander communities and individuals, which will guide our commitments to proper ways of working throughout Queensland for the life of this plan and into the future.

We are optimistic about what a positive future in Queensland might look like for our communities and will work with all levels of Government and our communities to bring to life the content held within this document.



LGBTI Queenslanders

Whilst a number of LGBTI Sistergirl and Brotherboy people live in the urban settings of Brisbane, Gold Coast and Cairns, there are also large numbers of LGBTI Sistergirl and Brotherboy people living in regional, remote, or very remote parts of Queensland. Queensland is a geographically decentralised state, with large numbers of people living out of urban settings. This decentralisation impacts on the ways our communities belong, communicate and become connected across Queensland.

LGBTI Sistergirl and Brotherboy people live in every part of Queensland and are parents and carers, mothers and fathers, sons and daughters, aunties and uncles. We are diverse people, and our lives and relationships to each other and our communities are equally diverse. We make significant contributions to the cultural, economic, social, artistic and sporting life of Queensland.

Who We Are

The Queensland Council for LGBTI Health (formerly Queensland AIDS Council) is a Queensland statewide non-profit, communities based health promotion charity focused on providing quality services that enhance the health and wellbeing of Lesbian, Gay, Bisexual, Transgender, Intersex, Sistergirl and Brotherboy people and communities in Queensland. We have a focus on reducing HIV transmission among gay men, men who have sex with men and other sex and gender diverse people at risk of HIV transmission.

Formed in 1984, the organisation has over three decades experience working with our communities to deliver health services and health promotion that are peer led and community based.

We receive funding from the State and Commonwealth Governments for some of our work, generate our own income and also rely on the contribution of volunteers, donors and other supporters from LGBTI Sistergirl and Brotherboy people and wider communities to deliver our other services.



The Vision for QC

Our Vision

Lesbian, Gay, Bisexual, Transgender, Intersex, Sistergirl and Brotherboy Queenslanders live longer and happier lives, and have access to the services and supports they need.

Our Purpose

Drive change within systems and services and empower communities and individuals to improve social, emotional and physical wellbeing.

Our Mission and Objectives

QC leads in the delivery of peer based, culturally responsive and inclusive LGBTI Sistergirl and Brotherboy health promotion, services and organisational and individual capacity development that:

- Promotes the health and wellbeing of Lesbian, Gay, Bisexual, Transgender, Intersex, Sistergirl and Brotherboy Queenslanders through the inclusion of accessible and appropriate services for our communities across the lifespan that recognise the diversity of an individual's body, gender, relationships and feelings.
- Promotes the sexual health of, and reduces the transmission of HIV and STIs among Lesbian, Gay, Bisexual, Transgender, Intersex, Sistergirl and Brotherboy Queenslanders.
- Promotes increased social and emotional wellbeing through a whole of community approach to addressing the social determinants of health.
- Increases the agency and momentum of our communities to meet their own needs through support that is trusted, reliable and transparent.
- Are safe, inclusive, respected and free from violence in all of its forms.
- Develop a robust, fair and accountable organisation that is focused on learning and quality improvement.
- To empower community leadership and community led solutions of ways of knowing, being and doing.



Our Way of Working

Partnerships

Central to our purpose is developing and working through a partnerships approach, that ensures we collaborate with our communities to drive the changes we want to achieve for LGBTI Sistergirl and Brotherboy Queenslanders. We will implement meaningful engagement and responsible consultation and will deliberately and transparently create opportunities for partnerships.

Safety

In addition, through the way that we ground our work, we will drive ourselves to create a safe place for our communities and individuals to realise hope and healing, recovery and change. We will always strive to create a welcoming and accessible environment, and will ensure our language reflects the diversity of the people we work with.

A Strong Organisation

We will work to achieve the goals set out in this plan through a focus on developing People, Partnerships, Evidence and Integrity.

Advocacy

To create change we advocate for and alongside people and communities and support people to understand and deconstruct harmful social systems.

Our Values

Finally, the foundations underpinning all of our work are our values:

Transparency

We share a passionate commitment to integrity, authenticity and transparency through ethical and purposeful ways of working.

Innovation

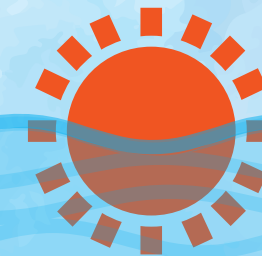
We facilitate change through innovation and leadership, always questioning and testing the ways we work.

Respect

We value our communities and people's individuality and self-determination by honouring them as experts in their own lives. We acknowledge our positions of power or privilege when working with our communities and elevate their voices.

Collaboration

We practise with compassion to develop connections that enrich our work and our relationships with each other and the communities that we serve.



Our Goals

By 2024, it is expected that we will have made progress towards achieving the goals that we have set for ourselves. We will:

- Have embedded individuals and their informed decision making at the centre of their own health and wellbeing.
- Be working with communities to understand local needs, and design and implement solutions that improve local health and wellbeing.
- Have delivered an integrated approach to health and wellbeing that ensures leadership by local partners, is informed by evidence and best practice, and is ethical and sustainable.
- Have policy and planning approaches that are embedded with practices to ensure the inclusion of LGBTI Sistergirl and Brotherboy populations across a range of interventions.
- Ensured shared leadership, sustainable partnerships and accountability are embedded across our work for achieving individual and population outcomes.

Outcomes For Our Communities

People from our communities will:

- Be confident and equipped to maintain their mental health and social and emotional wellbeing.
- Be empowered and enabled through social connections, service participation and improved health and wellbeing to have agency in addressing their needs.
- Be able to identify and access services that support better mental, physical, social and spiritual health that are free from violence in all of its forms.
- Have access to a range of integrated services, in and beyond the health system, in the communities where they live and work that are inclusive and appropriate.
- Be connected to their communities and have the individual, social and economic support for equal participation in our communities and services to increase social and emotional wellbeing; and be able to access the medicines and the treatments that they need in a timely and affordable way.







QUEENSLAND COUNCIL FOR
LGBTI HEALTH

www.qc.org.au