

# LGBTIQ+ ENRICH Strategy 2020-2023

## Vision

A community where LGBTIQ+ people can access safe and welcoming services as part of their mental health recovery journey, live fulfilling lives free from stigma and discrimination, and be recognised as valued members of the community.

## Purpose

To demonstrate sector leadership in providing safe and inclusive mental health services and being an employer of choice for the LGBTIQ+ community. To provide safe and welcoming services for our consumers while providing a workplace where LGBTIQ+ people feel welcome and safe to bring their whole selves to work.

## Guiding Principles

### ♥ Diversity and Inclusion

Valuing the diversity of LGBTIQ+ people and the intersectionality that exists within this community, and empowering people to use their rich knowledge and experiences to inform positive change.

### ♥ Safety

An integrated understanding of the interrelated roles of: **History** that impacts LGBTIQ+ consumer. **Power** relationships between consumers and service providers. **Me** – Self-reflection of what the individual worker brings to the situation.

### ♥ Trauma and Informed Care Practice

A strengths-based framework grounded in an understanding of and responsiveness to the impact of trauma experienced by LGBTIQ+ people that emphasises physical, psychological and emotional safety.

### ♥ Equity

An approach that acknowledges the diversity of consumer experience and supporting LGBTIQ+ people based on their individual needs to enable equality, meaningful participation and access.

### ♥ Freedom from Discrimination

A world free from homophobia, biphobia, transphobia and interphobia at all levels, including systemic, interpersonal, cultural and internalised.

### ♥ Engagement and Co-Design

LGBTIQ+ people are empowered to work in an equal partnership with funders, policy design specialists, service providers and communities in the planning, delivery and evaluation of health services they want and need.

