

Rainbow Inclusion Framework

Purpose

HealthWISE commits to an LGBTQ+ inclusive workplace that is safe and outcome-focused for service users, staff, volunteers and the community. We recognise the need for strong and transparent leadership. Senior leaders in the organisation participate in, promote and facilitate all aspects of LGBTQ+ inclusive practice. We aim to improve the quality of healthcare services provided to the rainbow community by addressing their specific health needs and reducing disparities.

Aims

The Rainbow working group shall:

- Foster an inclusive culture that values diversity and supports LGBTQ+ people.
- Provide a platform for LGBTQ+ voices within the organisation.
- Raise awareness and educate all employees on LGBTQ+ issues and challenges.
- Develop and implement the Rainbow LGBTQ+ Framework
- Advocate for policies and practices that support LGBTQ+ inclusion and equality.
- Celebrate events and initiatives that promote LGBTQ+ visibility and celebrate diversity.
- Offer support and resources to LGBTQ+ employees and clients.
- Ensure HealthWISE communications, services and practices are safe and inclusive for LGBTQ+ people and their families and carers.

Background

LGBTQ+ individuals often face significant health disparities, including higher rates of mental health issues, substance abuse, and barriers to accessing healthcare.

HealthWISE are committed to understanding the unique needs of the LGBTQ+ community, our strategic Plan 2023-2027 demonstrates this commitment through the development and implementation of the Rainbow Inclusion Framework. The Framework sets out the systems and actions that will be embedded into HealthWISE policy and activity.

A working group of HealthWISE executive and team members from across the organisation ensure the initiatives and actions outlined in the Framework are undertaken, this is supported by our partnership with Pride in Health and Wellbeing.

Contact Us

If you would like to know more, contact HealthWISE on

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info@healthwise.org.au

