

LGBTIQA+ Action Plan

2026-2028



Left to Right Ava Mariani, Maya Castillo-Ahomana, Julia Hesseling, James Bailey and Bianca Gibson Brown.

Commitment

TAFE NSW is dedicated to creating an environment where every member of the LGBTIQ+ community feels safe, visible, affirmed, and celebrated. This commitment is woven into the fabric of our Diversity, Inclusion, and Belonging Plan (2023–2027), ensuring that inclusion isn't just a gesture, but a lived reality in our leadership, curriculum design, staff development, and community engagement.

We are dedicated to building safe and equitable learning and working environments where all LGBTIQ+ students and employees can fully participate, thrive, and progress professionally at every level of the organisation. By grounding our workplace culture in respect and opportunity, TAFE NSW aims to cultivate a space where belonging is a shared experience for everyone.

LGBTIQ+ is used inclusively to represent diverse sexual orientations, gender identities, and sex characteristics, including Sistergirl and Brotherboy identities.

Our vision for the future

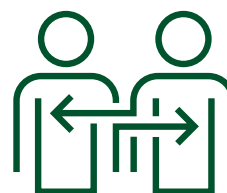
LGBTIQ+ people – across all intersecting identities – experience a genuine sense of belonging and an equitable opportunity to thrive in education and employment, contributing to a culture that celebrates diversity in all its forms. By focusing on four priority areas, we are building a culture that doesn't just accept diversity but actively champions it.



**Equality
and safety**



**Visible, thriving
communities**



**Equitable, accessible
services**



**Pride
and culture**



Focus area 1

Equality and safety

Safety, equity, and protections are essential for LGBTIQ+ people to feel safe and included. When environments are equitable and free from discrimination, LGBTIQ+ individuals can participate fully in learning and work, supporting wellbeing, confidence, and a genuine sense of belonging.

Year	Strategic activities	What success looks like/metrics
1	1.1 Review policies, processes and guidelines to ensure gender-inclusive language	Increase in policies, processes and guidelines that include gender-inclusive language
	1.2 Embed equity and inclusivity into leadership development through awareness sessions and storytelling that reflect respect, understanding and connection	Leaders understand, advocate for and apply consistent LGBTIQ+ inclusive practices through an executive leader pilot training program.
	1.3 Invest in physical spaces that recognise LGBTIQ+ pride and culture to ensure welcoming, safe and equitable on campus experiences	All TAFE NSW campuses display Welcome Here stickers promoting LGBTIQ+ welcoming environments
	1.4 Invest in website and digital spaces ensuring LGBTIQ+ visibility for safe and equitable online experiences	LGBTIQ+ visibility is reflected in online and digital environments
2	2.1 LGBTIQ+ inclusion reflected in organisational plans and commitments	Strategic actions for LGBTIQ+ inclusion embedded and reported across organisational plans, with annual progress against agreed deliverables
	2.2 LGBTIQ+ staff and student feedback mechanisms measure progress and growth	Increased participation and improved safety and belonging in student and employee wellbeing survey
	2.3 Continued rollout of investment in physical and digital spaces that recognise LGBTIQ+ pride and culture	Growth across campuses with LGBTIQ+ welcoming spaces and improved staff and student sense of safety and belonging
3	3.1 Integrate data and consultation frameworks to effectively capture and reflect the experiences of LGBTIQ+ people with intersecting identities	Improvement in the capture, reporting and use of intersectional LGBTIQ+ experience data to inform decision-making



Focus area 2

Visible, thriving communities

Visibility and representation are essential for people to feel seen, valued, and included. When employees can see themselves reflected across the organisation, trust, belonging, and engagement grow. This creates an inclusive workplace culture where everyone is supported to thrive and progress professionally at all levels.

Year	Strategic activities	What success looks like/metrics
1	1.1 Apply Australian Workplace Equality Index (AWEI) evidence register to capture activity measurement to achieve foundational level	Achievement of Foundational Level recognition in the AWEI within the reporting period
	1.2 Co-design LGBTIQ+ awareness and competency training	Staff completion rates for capability training
	1.3 Review systems ability to safely capture and respond to inclusive options for affirmed name, gender, and pronoun representation	Commence systems updates to enable safe, confidential collection of gender identity and pronouns
2	2.1 Embed LGBTIQ+ and inclusive design across course materials	Improvement in courses reviewed and updated to meet inclusive design standards, with improved student feedback on representation and inclusion
	2.2 Refine LGBTIQ+ competency training for all staff	Percentage of staff completing LGBTIQ+ training with demonstrated uplift in capability and confidence in post-training evaluation
	2.3 Establish LGBTIQ+ feedback loops for staff and students to elevate their voices to support continuous improvement	Improved wellbeing, healing and safety scores in employee and student surveys
3	3.1 Evaluate and improve LGBTIQ+ training to ensure practice reflects the diverse realities of the LGBTIQ+ community	Training completions demonstrate improvement and awareness in LGBTIQ+ inclusive practice



Focus area 3

Equitable, accessible services

Inclusive services and pathways enable fair and equitable access, progression, and retention. When systems and processes are inclusive, employees are supported at every stage of their journey. This creates a workplace culture where everyone can thrive, grow, and progress professionally at all levels of the organisation.

Year	Strategic activities	What success looks like/metrics
1	1.1 Review and embed inclusive recruitment, onboarding and career development processes	Hiring managers and panel members complete inclusive recruitment and bias training
	1.2 Design and establish Gender Affirmation process	Gender Affirmation process implemented, communicated organisation-wide
	1.3 Design and pilot 'Pride Contact Persons' training	Pilot delivered with trained Pride Contact Persons across priority locations and positive participant capability and confidence outcomes
2	2.1 Capture recruitment and retention data to strengthen leadership visibility, accountability, and inclusive practices	Increased percentage of leaders who voluntarily self-identify as part of the LGBTIQ+ community
	2.2 Implement a Gender Affirmation process and online resource hub to support staff and managers	Launch process and resource hub with increased utilisation and positive staff and manager satisfaction
	2.3 Scale access to Pride Contact Persons to ensure visible, trained LGBTIQ+ support is available across the organisation	Expand Pride Contact Persons and organisational coverage across regions and business areas
3	3.1 Ensure statewide frameworks, resources and systems support equitable outcomes and progression for LGBTIQ+ staff and students	Inclusion standards embedded in statewide systems and infrastructure, leading to improved equity and progression outcomes for LGBTIQ+ staff and students



Focus area 4

Pride and culture

Visible LGBTIQ+ pride and allyship show that inclusion is valued and prioritised. When people see active support and representation, it strengthens workplace culture and builds trust. This helps create stronger community relationships and positions TAFE NSW as an employer and educator of choice.

Year	Strategic activities	What success looks like/metrics
1	1.1 Integrate LGBTIQ+ equity and allyship training into induction and annual professional learning for all staff	Completion rates for allyship and inclusion training
	1.2 Strengthen LGBTIQ+ representation in TAFE NSW marketing and internal communications through authentic storytelling and visibility campaigns	Increase in LGBTIQ+ representation across corporate channels and engagement with inclusion content
	1.3 Resource and promote creative initiatives, events, and collaborations that celebrate LGBTIQ+ pride and inclusion across campuses	Annual growth in the number of funded initiatives, campus participation, and positive event feedback
	1.4 Support the Pride Network to share learning, mentor allies, and amplify LGBTIQ+ voices	Increase in Pride Network membership, ally participation, and member-reported value and influence
2	2.1 Deliver and monitor an annual program of LGBTIQ+ campaigns and events	Annual increase in participation, reach and positive feedback for LGBTIQ+ campaigns and events
	2.2 Increase leadership visibility and active engagement	Year-on-year increase in executive participation in LGBTIQ+ initiatives and positive staff perception of visible leadership commitment
3	3.1 TAFE NSW recognised for excellence in LGBTIQ+ inclusion	Year-on-year improvement in AWEI results, external recognition, and positive staff and student inclusion rating