

Pride in our future:
outcomes framework



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Authorised and published by the Victorian Government,
1 Treasury Place, Melbourne.

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ISBN 978-1-76130-705-8 (pdf/online/MS word)

Available at *Pride in our future: outcomes framework*
www.vic.gov.au/pride-our-future-outcomes-framework

(2409198)



Acknowledgement

The Victorian Government acknowledges Victorian Traditional Owners of Country and pays respect to their cultures and Elders past and present.

We recognise that LGBTIQ+ people are living on lands that LGBTIQ+ Aboriginal people have lived on for millennia. Aboriginal knowledge has the potential to enrich efforts towards LGBTIQ+ equality.

We acknowledge that the impact of colonisation still exists today, and we are seeking ways to correct past wrongs, including through Treaty. We are working together to create a better future for all Victorians to enable true self-determination for Aboriginal people.

Through Treaty, the Victorian Government will continue to build understanding and respect of the intersection between Aboriginal and queer cultures to benefit all Victorians.

We acknowledge the diversity of Aboriginal Victorians, their communities and cultures, and the intrinsic connection of Traditional Owners to Country.

Language statement

We recognise the diversity of Aboriginal people living throughout Victoria. While the terms 'Koorie' or 'Koori' are used to describe Aboriginal people of southeast Australia, we have used the term 'Aboriginal' to include all people of Aboriginal and Torres Strait Islander descent who are living in Victoria.

The term 'LGBTIQ+' refers to people who are lesbian, gay, bisexual, trans and gender diverse, intersex, queer or asexual. We use variations of the term throughout this strategy depending on the language originally used. We use other terms like 'TGD' (trans and gender diverse) or 'LGBT' depending on specific communities referenced. We also note that some Aboriginal communities use the terms 'sistergirls' and 'brotherboys'.

The words 'our' and 'we' in this document refer to the Victorian Government.





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Introduction

The Victorian Government is setting ambitious outcomes that show we have improved the lives of all lesbian, gay, bisexual, trans and gender diverse, intersex, queer and asexual (LGBTIQ+) Victorians.

The *Pride in our future: outcomes framework* (the outcomes framework) sits alongside *Pride in our future: Victoria's LGBTIQ+ strategy 2022–32* (the strategy). Read these documents together.

Pride in our future is Victoria's first whole-of-government strategy for LGBTIQ+ communities.

The strategy sets out our vision to drive equality and inclusion for LGBTIQ+ communities. To realise the vision of the strategy, we are delivering actions under 4 priority areas of reform.

The outcomes framework sets the key impacts we want to see under each of the 4 priority areas of the strategy. Tracking outcomes will help us know if our actions are driving change over time.

Our outcomes recognise and consider intersectionality and the diversity within LGBTIQ+ communities.

We will report on the outcomes framework in *Pride in our future* annual updates. This work will be led by the Equality team in the Department of Families, Fairness and Housing. It will include contributions from across the Victorian Government.



LGBTIQA+ strategy framework

Vision

All Victorians feel safe, are healthy, have equal human rights and can live wholly and freely.

LGBTIQA+ Victorians experience the benefits of full participation in economic, educational, political, community and social areas at all stages of life.

Victoria leads the way in LGBTIQA+ equality, celebrating culture, community and taking sustained, enduring and measurable action.

Priority areas

Areas of reform that organise our actions to realise the vision.

			
Priority area 1	Priority area 2	Priority area 3	Priority area 4
Equal rights and freedoms	Equitable, inclusive, and accessible services	Visibility to inform decision making	Safe, strong and sustainable communities

Victorian Government actions

We will deliver these actions to realise the priority areas.

Outcomes framework

The outcomes framework will help us know that our actions are having a positive effect.

It sets out key impacts we want to see under each priority area.

It tracks LGBTIQA+ outcomes for the life of the strategy.

Outcomes framework

About

The outcomes framework is a way to see how effective our actions are over time. It uses data to track how Victorian LGBTIQ+ outcomes change. It uses the outcomes approach set out in the government's *Outcomes reform in Victoria*¹.

Structure

The outcomes framework has 10 outcomes and a logic model for the strategy.

The 10 outcomes are split across 4 domains. These align with the 4 priority areas in the strategy. Each of the 4 domains has its own logic model.

The 10 outcomes are split across the short term (1 to 3 years), medium term (4 to 7 years) and long term (8 to 10 years).

We will measure progress towards achieving the outcomes by using outcome indicators and measures.

We note the outcomes framework includes measures that are still to be determined. We will add new measures throughout the implementation of the strategy.

Domains

The 4 domains of the strategy will guide our actions.

The outcomes for each domain include indicators and measures.

We will update the outcomes framework as new priorities emerge and more data is available.

Definitions and key terms

Logic models show how the strategy will drive change for LGBTIQ+ communities. It sets out the relationship between strategy actions, outputs, indicators and outcomes. It includes the purpose and expected signs of impact of the strategy.

Indicators measure the success of actions and outputs delivered under the strategy. Outcome indicators help us to monitor progress and assess whether the outcomes are on track.

Outcomes show us what success looks like and reflect our vision for LGBTIQ+ people and communities. They are clear and high-level statements.

Measures are the sources of data that provide evidence of progress. Measures can be both qualitative and quantitative.

Signs of impact refer to the observable and measurable evidence that shows the changes resulting from the strategy. These changes, or signs of impact, indicate that the strategy is making progress towards its vision.

Intersectionality is an approach to understanding how social meanings related to the way we categorise and identify can overlap and interconnect. This creates different layers and types of discrimination or disadvantage for either an individual or group. Categories include gender, sexual orientation, sex characteristics, ethnicity, language, faith, class, socioeconomic status, ability and age.

Consultation

We consulted with key stakeholders to develop the outcomes framework.

This included:

- Office of the Commissioner for LGBTIQ+ Communities
- LGBTIQ+ Taskforce
- LGBTIQ+ Justice and Health and Wellbeing Working Groups
- Members of the cross-government interdepartmental steering group
- Centre for Victorian Data Linkage
- Equality portfolio in the Department of Families, Fairness and Housing.

The consultation suggested 194 possible measures.

The Equality portfolio then reviewed these indicators and measures.

This work produced the outcomes, indicators and measures in this framework.



LGBTIQA+ data gaps

We are working to address LGBTIQA+ data gaps and have made gains

There are currently significant gaps in data for LGBTIQA+ people and communities. These data gaps are in part due to outdated systems that exclude some LGBTIQA+ people.

Today, the legacy of heteronormative data collection has made the social, health, wellbeing and economic needs and experiences of LGBTIQA+ people invisible. This means we do not have the evidence we need to shape policy and services to meet the needs of diverse LGBTIQA+ communities¹.

The outcomes framework will help us overcome these data gaps and improve the way we collect and use data to improve outcomes for LGBTIQA+ people across the Victorian Government.

In the short term, we will record and track data measures.

In the medium and long term, we need to transform data collection so we can measure change over time.

We know the LGBTIQA+ population may be higher than estimates

In Victoria, 11% of adults identify as LGBTIQA+². Due to issues with data collection, discrimination and stigma, the actual LGBTIQA+ Victorian population may be higher than estimates.

A new study provides the most comprehensive estimate of gender and sexual identities in Australia. It found that 9.5% of all Australians identified with a diverse sexuality, and 0.9% identified as gender diverse or transgender³.

In addition, more young people identify as LGBTIQA+ compared with older populations. The same study found that 17.7% of young Australians, aged between 16 to 24, identify as gay, lesbian, bisexual, asexual or pansexual, or reject a label altogether and 2.3% identify as gender diverse or transgender⁴.



Outcomes

Domain 1: Equal rights and freedoms

Medium-term outcomes – 4 to 7 years

- 1.1: A more empowering legislative environment upholding the human rights and freedoms of LGBTIQ+ people**
- 1.2: LGBTIQ+ people have safe and effective ways to access justice**



Domain 2: Equitable, inclusive and accessible services

Medium-term outcomes – 4 to 7 years

- 2.1: Services are inclusive, affirming and available to LGBTIQ+ people**
- 2.2: Equitable and effective services are provided to LGBTIQ+ people**
- 2.3: Health and wellbeing services support LGBTIQ+ people to live the life they want**



Domain 3: Visibility to inform decision making

Short-term outcomes – 1 to 3 years

- 3.1: Data collection about LGBTIQ+ people is appropriate and effective for building an evidence base**
- 3.2: Decision making affecting LGBTIQ+ people is evidence-based**



Domain 4: Safe, strong and sustainable communities

Long-term outcomes – 8 to 10 years

- 4.1: LGBTIQ+ people are free from harassment, abuse, hate speech and discrimination**
- 4.2: LGBTIQ+ people are safe and secure in their everyday lives**
- 4.3: Victoria's communities are welcoming and inclusive for LGBTIQ+ people**



Logic Model

Problem statement

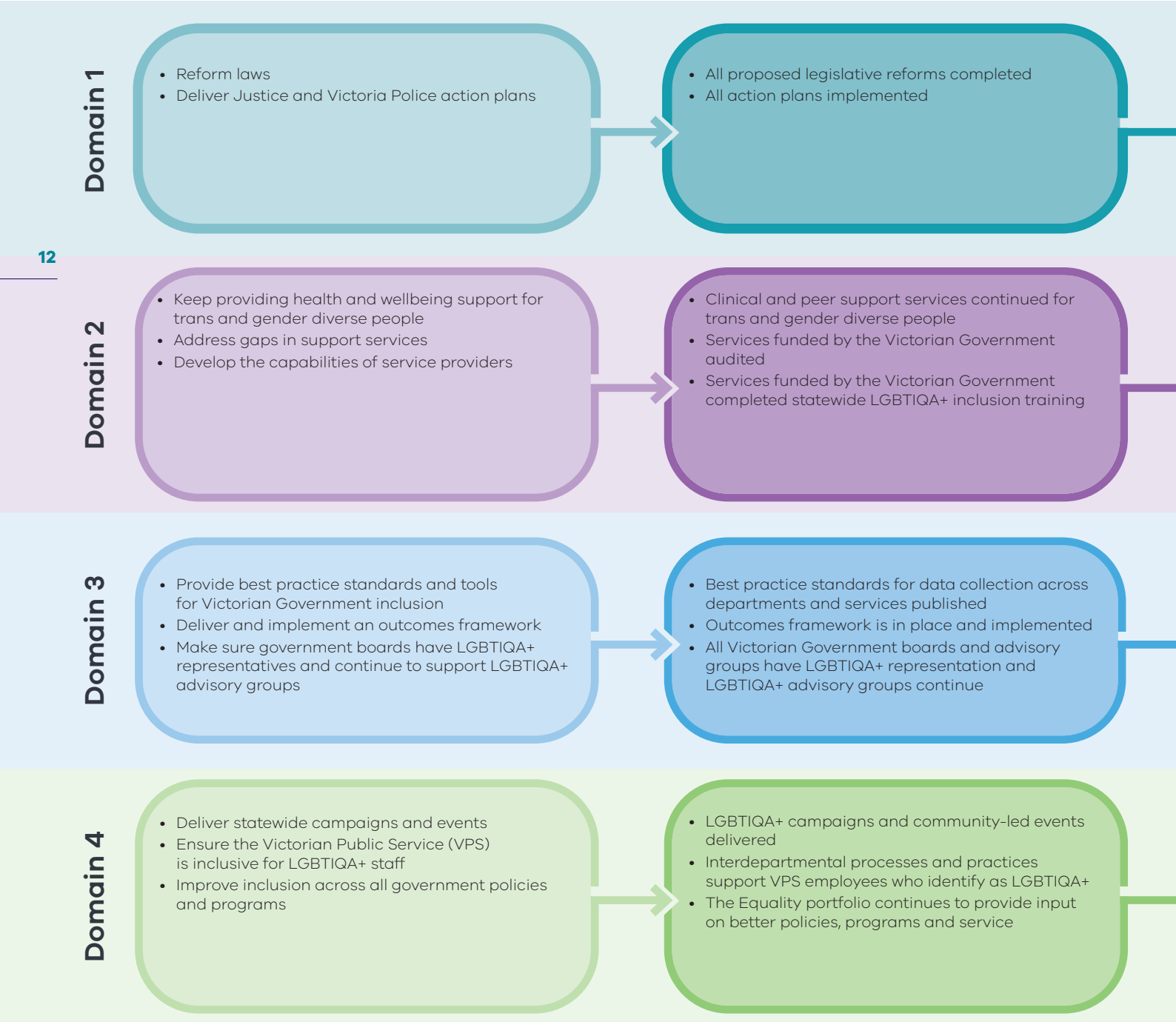
LGBTIQA+ Victorians still experience unacceptable levels of discrimination and inequality in their everyday lives. This can create negative outcomes for the 11% of Victorian adults who identify as LGBTIQA+⁵. These include negative social, health, wellbeing and economic outcomes.

Objective

To make all government-funded services accessible, safe and effective for all LGBTIQA+ Victorians.

Key actions

Outputs



A note on language

The logic model contains shorter descriptions of key actions, outputs, indicators and outcomes. We did this to make the document easier to read.

The domain-specific sections of the outcomes framework include the full descriptions.

Outcomes and measures consider intersectionality wherever possible.

Outcome indicators

Outcomes

- Decreased laws that discriminate and increased protections
- More positive awareness and experiences of the justice system, including Victoria Police
- Enhanced law and policy making processes identify and respond to the needs of the LGBTIQ+ community

Medium-term

- Laws and policies uphold human rights and freedoms (1.1)
- Safe and effective access to justice (1.2)

Sign of impact:

- Reduction in experiences of discrimination from 34%⁶

- Increased satisfaction with and effectiveness of health and wellbeing services
- Improved mental and physical health outcomes
- Increased the capacity of mainstream services to include LGBTIQ+ people

Medium-term

- Services are inclusive, affirming and available (2.1)
- Fair and effective services are provided (2.2)
- Health and wellbeing services support LGBTIQ+ people to live the life they want (2.3)

Sign of impact:

- Reduction in people attempting suicide from 5% of adults and 9% of young people⁷

- Improved data collection across government and government-funded sectors
- Increased representation in government decision making
- Improved the evidence base for effective and inclusive services

Short-term

- Data collection builds an evidence base (3.1)
- Decision making is evidence-based (3.2)

Sign of impact:

- Increased LGBTIQ+ data collection across government and non-government sector

- Decreased rates of discrimination, harassment, physical abuse and family violence
- Improved public education, celebration and representation of LGBTIQ+ communities
- Increased safety, social inclusion, participation and economic security

Long-term

- Free from harassment, abuse, hate speech and discrimination (4.1)
- Safety and security in everyday life (4.2)
- Victoria's communities are welcoming and inclusive (4.3)

Sign of impact:

- Increase in LGBTIQ+ people feeling valued by society from 41%⁸

Domain 1: Equal rights and freedoms



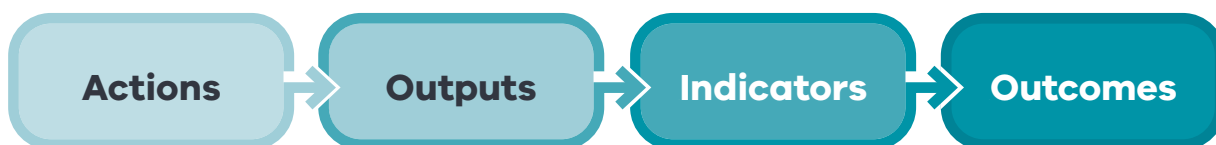
Logic model overview

Problem statement

LGBTIQA+ people do not have the same protections and freedoms as other Victorians. Many LGBTIQA+ people have experienced trauma from Victorian laws and legal institutions. This may be due to historic wrongs, present inequalities or through a lack of recognition and inclusion. They may face discrimination and may not feel safe talking to police.

Objective

To make all government-funded services accessible, safe and effective for all LGBTIQA+ Victorians.



Domain 1 outcome

Victoria's legal and justice systems uphold the equal rights of LGBTIQA+ Victorians.

Sign of impact

LGBTIQA+ people's experience of discrimination reduces from its current rate of 34.2%⁹



Actions



Deliver on the Government's commitment to narrow religious exceptions under the *Equal Opportunity Act 2010*



Reform anti-vilification laws to respond to the needs of LGBTIQ+ Victorians



Implement *Change or Suppression (Conversion) Practices Prohibition Act 2021*



Support specialist legal services for LGBTIQ+ Victorians who experience discrimination and disadvantage associated with their sexuality or gender identity



Develop and deliver the LGBTIQ+ Justice Action Plan to improve outcomes for LGBTIQ+ Victorians



Deliver improved police responses to LGBTIQ+ communities, including implementing the Victoria Police LGBTIQ+ Inclusion Strategy and Action Plan and providing access to LGBTIQ+ awareness and sensitivity training for Victoria Police staff

Outputs

Equal Opportunity Act 2010 amendments passed

Anti-vilification laws passed

Change or Suppression (Conversion) Practices Prohibition Act 2021 enacted

Strengthened specialist legal services

LGBTIQ+ Justice Action Plan implemented

Victoria Police LGBTIQ+ inclusion strategy and action plan put in place and all Victoria Police staff can access LGBTIQ+ awareness and sensitivity training

Indicators

- Reduced laws and practices that are unfair, discriminatory, detrimental or harmful (1.1.1)
- Laws and policies identify and respond to LGBTIQ+ people's needs (1.1.2)
- Improved protections from religious discrimination (1.1.3)
- Increased awareness of justice services and responsiveness to LGBTIQ+ people's legal needs (1.2.1)
- Reduced experiences of harm in the prison system (1.2.2)
- Improved police responses to LGBTIQ+ Victorians (1.2.3)

Outcomes

Medium-term

- A more empowering legislative environment upholding the human rights and freedoms of LGBTIQ+ people (1.1)
- LGBTIQ+ people have safe and effective ways to access justice (1.2)

Outcomes, indicators and measures

Outcome 1.1: A more empowering legislative environment upholding the human rights and freedoms of LGBTIQ+ people

Outcome indicator 1.1.1: Reduced laws or practices that are unfair, discriminatory, detrimental or harmful

Measure	Data source
Proportion of LGBTIQ+ Victorians who have experienced discrimination or unfair legislative policies and practices due to their sexual orientation, gender or sex characteristics (including how many times, nature of concern)	To be determined
Complaints made to the Victorian Equal Opportunity and Human Rights Commission (VEOHRC) on the grounds of sexual orientation, gender identity or sex characteristics (including number of complaints and nature of discrimination) LGBTIQ+ matters	Victorian Equal Opportunity and Human Rights Commission (VEOHRC)
Proportion of recommendations from review into decriminalising sex work put in place	Department of Justice and Community Safety (DJCS)
Proportion of successful applications to change gender identity on Births, Deaths and Marriages documents, including a parent changing a child's ID documents	Births Deaths and Marriages Victoria
Number of reports to VEOHRC relating to harmful change or suppression practices	VEOHRC
Number of investigations undertaken by VEOHRC regarding change and suppression practices	VEOHRC

Outcome indicator 1.1.2: Laws and policies identify and respond to LGBTIQ+ people's needs

Measure	Data source
Number of policies or laws brought for consultation to the Commissioner for LGBTIQ+ Communities, LGBTIQ+ Taskforce, associated working groups or broader LGBTIQ+ communities	Department of Families, Fairness and Housing (DFFH)
Proportion of LGBTIQ+ Victorians who self-report they are protected by the law, compared with non-LGBTIQ+ Victorians	To be determined

Outcome indicator 1.1.3: Improved protections from religious discrimination

Measure	Data source
VEOHRC inquiries relating to LGBTIQ+ experiences of religious discrimination in the past 12 months (including number and nature of inquiries)	VEOHRC
Number of complaints to VEOHRC about LGBTIQ+ discrimination in religious organisations or educational organisations	VEOHRC
Number of cases in Victorian courts relating to LGBTIQ+ experiences of religious discrimination	VEOHRC

Outcome 1.2: LGBTIQ+ people have safe and effective ways to access justice

Outcome indicator 1.2.1: Increased awareness of justice services and responsiveness to LGBTIQ+ people's legal needs

Measure	Data source
Proportion of LGBTIQ+ Victorians who report that they have received responsive legal services in relation to their status as LGBTIQ+	To be determined
Proportion of LGBTIQ+ Victorians who self-report they know where to go for legal advice	To be determined

Outcome indicator 1.2.2: Reduced experiences of harm in the prison system¹⁰

Measure	Data source
Measure aligned with the action plan based on the Corrections cultural review report released 2023	DJCS
Proportion of trans, gender diverse or intersex prisoners placed according to their nominated gender	DJCS

Outcome indicator 1.2.3: Improved police responses to LGBTIQ+ Victorians¹¹

Measure	Data source
Number of complaints by LGBTIQ+ Victorians about discriminatory police behaviour on the grounds of sexual orientation, gender identity or sex characteristics	Victoria Police, VEOHRC or Independent Broad-based Anti-corruption Commission (IBAC)
Proportion of LGBTIQ+ Victorians who are comfortable talking to police and/or Protective Service Officers, compared with non-LGBTIQ+ Victorians	Victoria Police Annual Community Sentiment Survey

Domain 2: Equitable, inclusive and accessible services



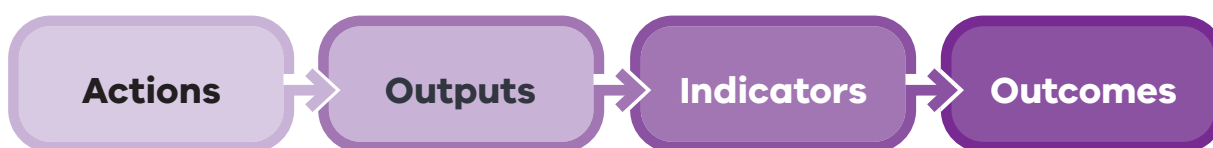
Logic model overview

Problem statement

Barriers to service access, including anticipated discrimination, can have negative outcomes on the health and mental health of LGBTQIA+ Victorians.

Objective

To make all government-funded services accessible, safe and effective for all LGBTQIA+ Victorians.




Domain 2 outcome


LGBTQIA+ Victorians experience improved health and wellbeing.


Sign of impact


All government-funded services accessible, safe and effective for all LGBTQIA+ Victorians¹².


Actions - Early


 Improve the understanding of LGBTQIA+ specialist and mainstream services in the provision of adequate supports for LGBTQIA+ communities

 Embed LGBTQIA+ voices in the diverse communities' mental health and wellbeing framework and governance model

 Implement (i) *Am Equal: Future directions for Victoria's intersex community* with resources and supports to improve the health and wellbeing of people with an intersex variation

 Ensure relationship, sexuality and consent education is LGBTQIA+ inclusive, including supporting resources

 Develop LGBTQIA+ Health and Wellbeing Action Plan to improve health and wellbeing outcomes

 Build the capacity of Jobs Victoria service providers to support pathways to employment for LGBTQIA+ jobseekers

Outputs

Audit report of LGBTQIA+ specialist services and mainstream services initiatives across health, mental health, housing, homelessness and family violence sectors

LGBTQIA+ communities consulted on framework needs

(i) *Am Equal: Future directions for Victoria's intersex community* implemented

Number of LGBTQIA+ inclusive relationship, sexuality and consent education materials in public education

Number of LGBTQIA+ Health and Wellbeing Action Plan actions implemented

Training or capability strengthening activities delivered across Jobs Victoria service providers

Actions - Early



Improve LGBTIQ+ inclusion in family violence and sexual assault sector, including addressing key service gaps and strengthening LGBTIQ+ capability



Improve public fertility care access for LGBTIQ+ families by delivering on recommendations from the Review of Assisted Reproductive Treatment (ART) in Victoria



Support LGBTIQ+ inclusive employment practices, including resources and supports for employers



Implement the recommendations of the review into decriminalising sex work in Victoria



Support young LGBTIQ+ people to foster connections with peers and older LGBTIQ+ communities

Outputs

Sector-wide training or capability strengthening activities delivered across family violence and sexual assault services

All relevant ART Review recommendations put in place

Number of LGBTIQ+ inclusive employment practices and resources provided to employers

All recommendations from review into decriminalising sex work implemented

A government-supported community connection initiative delivered under the youth strategy

Actions < 10 Years



Develop LGBTIQ+ inclusive resources and provide targeted access to LGBTIQ+ inclusion training for mainstream services



Improve LGBTIQ+ inclusion in government-funded mainstream services through the implementation of best practice standards for service delivery



Support the capability building and sustainability of the LGBTIQ+ community-led sector to continue support for LGBTIQ+ Victorians



Support health and wellbeing supports for trans and gender diverse communities in Victoria, through clinical and peer support services



Co-design services with LGBTIQ+ communities and organisations

Outputs

LGBTIQ+ inclusive resources developed and provided to mainstream services

Mainstream services funded by the Victorian Government completed inclusion training and accreditation

Continued support for the LGBTIQ+ community-led sector

Continued support of clinical and peer-support services for trans and gender diverse communities

Relevant Government funded services are co-designed with LGBTIQ+ communities and organisations

Indicators

- Increased commitment of mainstream services to be LGBTIQ+ inclusive (2.1.1)
- Improved availability of inclusive and affirming services (2.1.2)
- Increased number of services designed with LGBTIQ+ people in mind (2.2.1)
- Increased satisfaction with services (2.2.2)
- Increased effectiveness of health and wellbeing services (2.3.1)
- Improved mental and physical health outcomes for LGBTIQ+ people (2.3.2)

Outcomes

Medium-term

- Services are inclusive, affirming and available to LGBTIQ+ people (2.1)
- Equitable and effective services are provided to LGBTIQ+ people (2.2)
- Health and wellbeing services support LGBTIQ+ people to live the life they want (2.3)

Outcomes, indicators and measures

Outcome 2.1: Services are inclusive, affirming and available

Outcome indicator 2.1.1: Increased commitment of mainstream services to be LGBTIQ+ inclusive

Measure	Data source
Number of services who have signed up for or achieved Rainbow Tick accreditation	Rainbow Health Australia
Number of services that have completed the How2 inclusion training program or similar LGBTIQ+ inclusion training	Rainbow Health Australia and/or Victorian Government and services reporting
Proportion of Victorian Government funding agreements that include criteria that address LGBTIQ+ inclusion	Victorian Government

Outcome indicator 2.1.2: Improved availability of inclusive and affirming services¹³

Measure	Data source
Proportion of LGBTIQ+ Victorians who report that they have access to inclusive and affirming services when required	To be determined
Proportion of LGBTIQ+ Victorians who report that they receive inclusive and affirming treatment at mainstream services	To be determined
Proportion of LGBTIQ+ Victorians who report that they have experienced discrimination in the health system in the past 12 months	Victorian Population Health Survey ¹⁴
Proportion of LGBTIQ+ people who report a preference to access inclusive mainstream services in the future	To be determined

Outcome 2.1: Services are inclusive, affirming and available

Outcome indicator 2.2.1: Increased number of services designed with LGBTIQ+ people in mind¹⁵

Measure	Data source
Proportion of services designed for LGBTIQ+ people, by service type	To be determined
Proportion of services with practice guidelines that consider LGBTIQ+ people	To be determined ¹⁶

Outcome indicator 2.2.2: Increased satisfaction with services¹⁷

Measure	Data source
Proportion of LGBTIQ+ Victorians who report they feel services they have used or are referred to are inclusive	To be determined ¹⁸
Proportion of LGBTIQ+ Victorians satisfied that services meet their needs	To be determined
Proportion of LGBTIQ+ Victorians who have not engaged with a service due to their LGBTIQ+ status or identity	To be determined

Outcome 2.3: Health and wellbeing services support LGBTIQ+ people to live the life they want

Outcome indicator 2.3.1: Increased effectiveness of health and wellbeing services

Measure	Data source
Proportion of LGBTIQ+ Victorians who accessed Victorian public health, mental health or wellbeing services in the past 12 months who felt their sexual orientation or gender identity was respected	To be determined
Proportion of LGBTIQ+ Victorians who believe their sexual orientation or gender identity did not negatively affect the quality of health and wellbeing services they received in the past 12 months	To be determined

Outcome indicator 2.3.2: Improved mental and physical health outcomes for LGBTIQ+ people¹⁹

Measure	Data source
Proportion of LGBTIQ+ Victorians who experience life satisfaction, compared with non-LGBTIQ+ Victorians	Victorian Population Health Survey
Proportion of LGBTIQ+ Victorians who self-report high or very high levels of psychological distress in the previous four weeks	Private Lives
Proportion of LGBTIQ+ Victorians who feel that life is worthwhile, compared with non-LGBTIQ+ Victorians	Victorian Population Health Survey
Proportion of LGBTIQ+ Victorians who have attempted or died by suicide in the past 12 months	Private Lives
Proportion of LGBTIQ+ Victorians who have experienced suicidal ideation in the past 12 months	Private Lives
Proportion of LGBTIQ+ Victorians who report alcohol, other drugs or tobacco misuse	Private Lives
Proportion of LGBTIQ+ Victorians whose self-rated general health status was excellent or very good, compared with non-LGBTIQ+ Victorians	Victorian Population Health Survey
Proportion of LGBTIQ+ young people who report self-harm in the past 12 months	Writing Themselves In ²⁰

Domain 3: Visibility to inform decision making



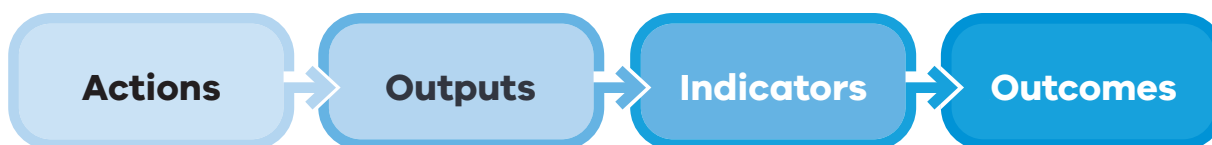
Logic model overview

Problem statement

There is a gap in our understanding of the needs of LGBTIQ+ communities. This means we do not understand who is using our services. We do not know enough about the gaps and problems with service delivery. In addition, data collection in services may not be safe and potentially do not reflect how LGBTIQ+ people identify.

Objective

To improve LGBTIQ+ data collection to build evidence so we know how LGBTIQ+ Victorians experience all parts of their lives.







Domain 3 outcome

Policies and services designed with LGBTIQ+ needs in mind.

Sign of impact

Increase in LGBTIQ+ inclusive data collection across all Victorian Government initiatives, programs and services.

Actions - Early

-  Develop an LGBTIQ+ strategy outcomes framework to measure impact and progress
-  Support key LGBTIQ+ data and research to build the evidence base for effective and inclusive services
-  Improve Victorian Government data standards and support resources, including for funded services
-  Support tools and training for VPS senior leaders to create LGBTIQ+ inclusive workplaces

Outputs

- Outcomes framework completed and put in place across Government
- At least one LGBTIQ+ data and research project funded each year
- Best practice standards and guidelines for data collection published across all government departments and services
- All VPS people managers have access to LGBTIQ+ inclusive resources

Actions < 10 years



Support data collection across government to be inclusive and appropriate



Increase diverse LGBTIQ+ representation on Victorian Government boards



Ongoing support for LGBTIQ+ communities' voice to government, such as the LGBTIQ+ Taskforce and other advisory groups



Continue the work of the Commissioner for LGBTIQ+ Communities as a crucial role in advocating for improved LGBTIQ+ outcomes across government

Outputs

Best practice data collection standards in place in all government departments

All Victorian Government boards specify requirements for LGBTIQ+ representation

Continue all key advisory groups and create new ones

Commissioner's role is sustained, and Commissioner meets with all other relevant state Commissioners

Indicators

- Improved data collection standards for government and government-funded services (3.1.1)
- Improved participation in data collection by LGBTIQ+ Victorians (3.1.2)
- Improved evidence base for effective and inclusive services (3.1.3)
- Increased sharing of data between agencies about LGBTIQ+ Victorians (3.2.1)
- Increased LGBTIQ+ representation in government decision making (3.2.2)
- More policy and data collection resources designed with LGBTIQ+ people in mind (3.2.3)

Outcomes

Short-term

- Data collection about LGBTIQ+ people is appropriate and effective for building an evidence base (3.1)
- Decision making affecting LGBTIQ+ people is evidence-based (3.2)

Outcomes, indicators and measures

Outcome 3.1: Data collection about LGBTIQ+ people is appropriate and effective for building an evidence base

Outcome indicator 3.1.1: Improved data collection standards for government and government-funded services²¹

Measure	Data source
Proportion of Victorian Government departments and agencies using Victorian Government LGBTIQ+ data standards	Victorian Government
Proportion of sampled VPS datasets using Victorian Government LGBTIQ+ data standards	Victorian Government
Proportion of sampled government-funded services using Victorian Government LGBTIQ+ data standards	Victorian Government
Proportion of VPS staff who have done LGBTIQ+ data training and who feel they understand safe, inclusive and appropriate LGBTIQ+ data collection	Victorian Government

Outcome indicator 3.1.2: Improved participation in data collection by LGBTIQ+ Victorians

Measure	Data source
Rate of non-response across all Victorian Government datasets for sexual orientation, gender identity or sex characteristics	Victorian Government
Proportion of LGBTIQ+ Victorians comfortable identifying their LGBTIQ+ status during government or services data collection	To be determined

Outcome indicator 3.1.3: Improved evidence base for effective and inclusive services

Measure	Data source
Increased availability of research, evidence collection and publication to inform LGBTIQ+ policy responses	Victorian Government
Proportion of sampled VPS datasets that collect LGBTIQ+ demographic data that include data points for sex, gender, sexuality and sex characteristics, where valuable	Victorian Government

Outcome 3.2: Decision making affecting LGBTIQ+ people is evidence-based

Outcome indicator 3.2.1: Increased interagency data sharing about LGBTIQ+ Victorians

Measure	Data source
Number of Victorian Government data platforms that draw on interagency LGBTIQ+ data ²²	Victorian Government

Outcome indicator 3.2.2: Increased LGBTIQ+ representation in government decision making²³

Measure	Data source
Proportion of LGBTIQ+ members on Victorian Government boards	Victorian Government
Proportion of LGBTIQ+ Victorians who feel they have a real say on issues important to them	Victorian Population Health Survey
Number of policies, programs, strategies and plans sent to the LGBTIQ+ Taskforce and the Justice and Health and Wellbeing Working Groups for consultation each year	Victorian Government

Outcome indicator 3.2.3: More policy and data collection resources designed with LGBTIQ+ people in mind²⁴

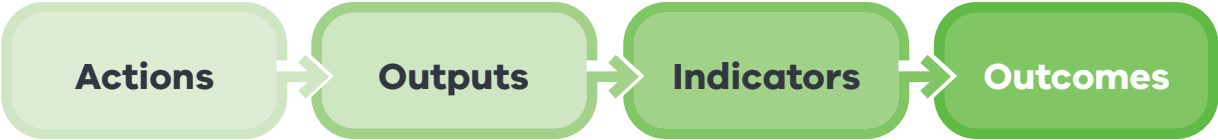
Measure	Data source
Proportion of Victorian Government departments or statutory bodies with diversity action plans or similar that are on track with delivery	Victorian Government
Proportion of relevant Victorian Government outcomes frameworks that include measures relating to LGBTIQ+ communities	Victorian Government

Domain 4: Safe, strong and sustainable communities








Logic model overview

<p>Problem statement</p> <p>Discrimination, stigma and abuse of LGBTIQ+ people are wrong, but they still happen. They lead to poorer health and mental health and wellbeing outcomes for LGBTIQ+ people. LGBTIQ+ people need to feel bonds, friendships and allyships within the broader community. Without this, LGBTIQ+ people can feel isolated, lonely and excluded.</p>	<p>Objective</p> <p>To drive understanding, visibility and acceptance by promoting representations and celebrations of LGBTIQ+ communities.</p>
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<p>Domain 4 outcome</p> <p>LGBTIQ+ Victorians feel safe and valued as part of the Victorian community. They are proudly part of the Victorian community.</p>	<p>Sign of impact</p> <p>The proportion of LGBTIQ+ Victorians who feel valued by society increases from 41.4%.²⁵</p>
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<p>Actions - Early</p> <ul style="list-style-type: none">  Deliver a statewide awareness raising campaign to celebrate and raise awareness of LGBTIQ+ experiences, including diverse communities  Support LGBTIQ+ events to celebrate LGBTIQ+ diversity and increase community connections  Increase LGBTIQ+ employment opportunities in government-funded major transport infrastructure initiatives and projects  Drive a centralised approach to support LGBTIQ+ VPS employees through the Victorian Public Sector Commission  Review VPS workforce inclusion policies to identify improvements 	<p>Outputs</p> <ul style="list-style-type: none"> LGBTIQ+ campaign delivered in Victoria Community-led events delivered across Victoria each year Majority of Department of Transport LGBTIQ+ Inclusion Action Plan is completed Interdepartmental processes and practices for LGBTIQ+ VPS employees Evaluation report of current LGBTIQ+ VPS workforce inclusion policies, with improvement recommendations
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Actions < 10 years



Develop a plan to ensure LGBTIQ+ inclusion is embedded in the design of safer public spaces



Continue to support the capacity of professional and community sports to be LGBTIQ+ inclusive



Continue our commitment to improve LGBTIQ+ inclusion in government policies, programs and services

Outputs

Victorian Government public space design processes include mandatory consideration of LGBTIQ+ Victorians

Programs, policies and initiatives to build capacity of sporting organisations to support LGBTIQ+ inclusion

Continued demand for the Equality portfolio to inform policies, programs and services

Indicators

- Decreased rates of family and intimate partner violence experienced by LGBTIQ+ Victorians (4.1.1)
- Decreased rates of harassment, physical abuse and hate speech (4.1.2)
- Decreased rates of discrimination (4.1.3)
- Increased support for LGBTIQ+ Victorians experiencing harassment, physical abuse, hate speech and discrimination (4.1.4)
- Increased sense of safety (4.2.1)
- Increased safety and inclusivity in public spaces (4.2.2)
- Increased safety and inclusivity in workplaces (4.2.3)
- Increased safety and inclusivity in schools (4.2.4)
- Increased employment and economic security (4.2.5)
- Increased housing security (4.2.6)
- Enhanced public education to increase awareness about diverse LGBTIQ+ communities and needs (4.3.1)
- Increased social inclusion (4.3.2)
- Increased public representation and celebration of LGBTIQ+ communities (4.3.3)
- Increased support from non-LGBTIQ+ communities (4.3.4)

Outcomes

Long-term

- LGBTIQ+ people are free from harassment, physical abuse, hate speech and discrimination (4.1)
- LGBTIQ+ people are safe and secure in their everyday lives (4.2)
- Victoria's communities are welcoming and inclusive for LGBTIQ+ people (4.3)

Outcomes, indicators and measures

Outcome 4.1: LGBTIQ+ people are free from harassment, abuse, hate speech and discrimination

Outcome indicator 4.1.1: Decreased rates of family and intimate partner violence experienced by LGBTIQ+ Victorians²⁶

Measure	Data source
Proportion of LGBTIQ+ Victorians who experienced family violence in the past 2 years	Victorian Population Health Survey ²⁷
Proportion of LGBTIQ+ Victorians experiencing family violence who seek help from services	Victorian Population Health Survey

Outcome indicator 4.1.2: Decreased rates of harassment, physical abuse and hate speech²⁸

Measure	Data source
Proportion of LGBTIQ+ Victorians who experienced harassment or offensive gestures in the past 12 months	Private Lives
Proportion of LGBTIQ+ Victorians who suffered a physical attack or assault with a weapon in the past 12 months	Private Lives
Proportion of LGBTIQ+ Victorians who experienced sexual assault in the past 12 months	Private Lives
Proportion of LGBTIQ+ Victorians who experienced verbal abuse in the past 12 months	Private Lives

Outcome indicator 4.1.3: Decreased rates of discrimination

Measure	Data source
Proportion of LGBTIQ+ Victorians who have faced unfair treatment in the past 12 months	Private Lives
Proportion of LGBTIQ+ Victorians who experienced discrimination in the past 12 months, compared with non-LGBTIQ+ Victorians	Victorian Population Health Survey
Proportion of LGBTIQ+ Victorians who experienced discrimination by members of the public, compared with non-LGBTIQ+ Victorians, in the past 12 months	Victorian Population Health Survey
Proportion of LGBTIQ+ Victorians who experienced discrimination at home, by neighbours or at somebody else's house in the past 12 months	Victorian Population Health Survey

Outcome indicator 4.1.4: Increased support for LGBTIQ+ Victorians experiencing harassment, physical abuse, hate speech and discrimination

Measure	Data source
Proportion of LGBTIQ+ Victorians who experienced discrimination and reported their experience/s compared with non-LGBTIQ+ Victorians	Victorian Population Health Survey and VPS in <i>Safe to speak up</i>
Proportion of LGBTIQ+ Victorians who believe a company, institution, service would support them if they reported discrimination or abuse	To be determined

Outcome 4.2: LGBTIQ+ people are safe and secure in their everyday lives

Outcome indicator 4.2.1: Increased sense of safety²⁹

Measure	Data source
Proportion of LGBTIQ+ Victorians who feel safe, compared with non-LGBTIQ+ Victorians, in the past 12 months	Victorian Population Health Survey and/or Annual Victoria Police Community Sentiment Survey
Proportion of LGBTIQ+ Victorians who feel accepted at school, at work and in public	Private Lives
Proportion of LGBTIQ+ Victorians who experience online safety issues such as harassment or bullying, compared with non-LGBTIQ+ Victorians	eSafety Commissioner

Outcome indicator 4.2.2: Increased safety and inclusivity in public spaces³⁰

Measure	Data source
Proportion of LGBTIQ+ Victorians who feel that public spaces are safe and inclusive	To be determined

Outcome indicator 4.2.3: Increased safety and inclusivity in workplaces³¹

Measure	Data source
Number of reports lodged with FairWork relating to LGBTIQ+ experiences of discrimination in the past 12 months	FairWork
Proportion of LGBTIQ+ VPS employees who feel supported and included	People Matters Survey
Proportion of LGBTIQ+ employees who feel included and safe at their workplace	To be determined

Outcome indicator 4.2.4: Increased safety and inclusivity in schools

Measure	Data source
Proportion of LGBTIQ+ students who feel safe to identify as LGBTIQ+ in their educational setting	Writing Themselves In
Proportion of LGBTIQ+ students who felt they could safely use the changing rooms that match their gender identity at secondary school/university in the past 12 months	Writing Themselves In
Proportion of staff who report feeling more confident in supporting LGBTIQ+ students following Safe Schools professional learning	Department of Education

Outcome indicator 4.2.5: Increased employment and economic security³²

Measure	Data source
Proportion of LGBTIQ+ Victorians who are unemployed or underemployed, compared with non-LGBTIQ+ Victorians	Victorian Population Health Survey ³³
Proportion of LGBTIQ+ Victorians who could not raise \$2,000 within two days in an emergency, compared with non-LGBTIQ+ Victorians	Victorian Population Health Survey
Proportion of LGBTIQ+ Victorians experiencing food insecurity, compared with non-LGBTIQ+ Victorians	Victorian Population Health Survey

Outcome indicator 4.2.6: Increased housing security

Measure	Data source
Proportion of LGBTIQ+ Victorians who have experienced homelessness in the past two years	To be determined
Proportion of LGBTIQ+ Victorians who have secure housing	To be determined

Outcome 4.3: Victoria’s communities are welcoming and inclusive for LGBTIQ+ people

Outcome indicator 4.3.1: Enhanced public education to increase awareness about diverse LGBTIQ+ communities and needs

Measure	Data source
Proportion of LGBTIQ+ Victorian students who feel that aspects of their current education setting (textbooks, assignments, sex education) support and include LGBTIQ+ people	Writing Themselves In
Proportion of positive mainstream community feedback for the Equality portfolio's public awareness campaigns	DFFH

Outcome indicator 4.3.2: Increased social inclusion³⁴

Measure	Data source
Proportion of LGBTIQ+ Victorians who feel valued	Victorian Population Health
Proportion of LGBTIQ+ Victorians who feel a part of the Australian LGBTIQ+ community	Private Lives
Proportion of LGBTIQ+ Victorians who feel socially connected to their community, compared with non-LGBTIQ+ Victorians	Annual Victoria Police Community Sentiment Survey

Outcome indicator 4.3.3: Increased public representation and celebration of LGBTIQ+ communities

Measure	Data source
Increased attendance at LGBTIQ+ events funded by the Victorian Government (such as Victoria's Pride)	DFFH
Proportion of LGBTIQ+ Victorians who feel there is positive representation of LGBTIQ+ people in the media, public discussions and public celebrations	To be determined

Outcome indicator 4.3.4: Increased support from non-LGBTIQ+ communities

Measure	Data source
Proportion of LGBTIQ+ Victorians who feel they can get help from family or neighbours	Victorian Population Health Survey
Proportion of LGBTIQ+ Victorians who feel they can get a relative or friend to care for them or their children in an emergency	Victorian Population Health Survey

Definitions and key terms

We define key terms below and acknowledge that people have different definitions. Language has changed and continues to evolve.

Brotherboy and sistergirl Aboriginal communities use these terms to describe transgender people and their relationships as a way of validating and strengthening their gender identities and relationships. Non-trans but gender non-conforming Aboriginal people may also use these terms. For example, both lesbian and heterosexual Aboriginal women may refer to themselves as 'sistergirls', 'sisters' or 'tiddas', which is an Aboriginal English term for the word 'sisters'. Gay Aboriginal men may also refer to themselves as sisters.

Cisgender Refers to a person whose gender corresponds with their biological sex.

Community-led This refers to organisations, projects, programs or services led by LGBTIQ+ communities on behalf of and for LGBTIQ+ people.

Equality This principle is about ensuring every LGBTIQ+ person has an equal chance to make the most of their lives and talents. It means that no one should have poorer life chances because of the way they were born, where they come from, what they believe, or how they identify.

Equity This principle builds on equality and is about ensuring just and fair inclusion for all LGBTIQ+ people and communities. An equitable society is one where everyone can take part and prosper. The goals of equity are to create conditions that allow all people to reach their full potential. These conditions must recognise that experiences, inequalities and outcomes are not the same across communities.

Gender Part of how you understand who you are and how you interact with other people. Many people understand their gender as being a man or woman. Some people understand their gender as a mix of these or neither. A person's gender and their expression of their gender can be shown in different ways, such as through behaviour or physical appearance.

Gender diverse An umbrella term for a range of genders expressed in different ways. Gender diverse people use many terms to describe themselves. Language in this area is dynamic, particularly among young people, who are more likely to describe themselves as non-binary.

Inclusion Empowering access to opportunities, dealing with structural inequalities, tackling unconscious bias to have equal access to all parts of society.

Intersectionality This is an approach to understanding how social meanings related to the way we categorise and identify can overlap and interconnect. This creates different layers and types of discrimination or disadvantage for either an individual or group. Categories include gender, sexual orientation, sex characteristics, ethnicity, language, faith, class, socio-economic status, ability and age.

LGBTIQ+ organisations This includes organisations, communities or businesses that are community-led. This can mean LGBTIQ+ people run them, steer their boards, or that they are known in community for offering services for LGBTIQ+ people. They are not the same as non-government organisations or mainstream services that may have completed Rainbow Tick accreditation or similar to ensure they are LGBTIQ+ inclusive.

Outcomes framework A system to track the impact of the LGBTIQ+ strategy's actions over time. This system will use key data to track how Victorian LGBTIQ+ outcomes change, basing it on the Victorian Outcomes Reform Statement.

Outcomes indicators A tool used to measure the success of actions and outputs delivered under the strategy. Outcome indicators help us to monitor progress and assess whether the outcomes are on track.

Measures The sources of data that provide evidence of progress. Measures provide a reference point that we use to compare against the outcome indicators and outcomes. Measures can be both qualitative and quantitative.

People with intersex variations An umbrella term for people born with natural variations to sex characteristics. This includes physical features relating to sex including genitalia and other sexual and reproductive parts of the person's anatomy. It might also refer to the person's chromosomes, hormones and secondary physical features emerging as a result of puberty. Some people with intersex variations describe themselves according to their specific intersex variation or use other context-dependent language. For example, someone may say they have Klinefelter (a common variation). Most people with intersex variations are cisgender and identify as male or female.

Sex Sex refers to a person's biological sex characteristics. This includes their sex chromosomes, hormones and reproductive organs.

Sex recorded at birth Data collection often refers to sex recorded at birth. This is based upon a person's sex characteristics and reproductive organs observed at, or soon after, birth.

Variations of sex characteristics Some people are born with a variation to physical or biological sex characteristics including chromosomes, hormones or anatomy. These are often called intersex variations. There are many different intersex variations that can be identified prenatally, at birth, puberty or adulthood. People with intersex variations use a range of different terminology to name their bodies and experiences. Some use the term 'intersex', which is signified by the 'I' in LGBTIQ+ communities.

Sexuality or sexual orientation A person's romantic or sexual attraction to others. A person's gender does not mean they have certain sex characteristics or a particular sexuality, or vice versa.

Signs of impact The observable and measurable evidence that show the changes resulting from the strategy. These changes, or signs of impact, indicate that the strategy is making progress toward achieving its vision.

Trans (short for transgender) person Someone whose gender does not only align with the one assigned at birth. Not all trans people will use this term to describe themselves.

Outcomes Show us what success looks like and reflect our vision for LGBTIQ+ people and communities. They are clear and high-level statements.

Endnotes

1. Department of Premier and Cabinet (2019) *Outcomes reform in Victoria, Victorian Government*, accessed 23 August 2024.
2. LGBTIQ+ analysis internal Victorian Government data.
3. D.J. Higgins et al. (2024) *Prevalence of Diverse Genders and Sexualities in Australia and Associations with Five Forms of Child Maltreatment and Multi-type Maltreatment*, Child Maltreatment, Vol. 0(0) 1-21, Institute of Child Protection Studies, Australian Catholic University.
4. D.J. Higgins et al. (2024) *Prevalence of Diverse Genders and Sexualities in Australia and Associations with Five Forms of Child Maltreatment and Multi-type Maltreatment*, Child Maltreatment, Vol. 0(0) 1-21, Institute of Child Protection Studies, Australian Catholic University.
5. LGBTIQ+ analysis internal Victorian Government data.
6. Victorian Agency for Health Information (2020) *Victorian Population Health Survey 2020*, Victorian Government, accessed 20 August 2024.
7. Hill, A. O., Bourne, A., McNair, R., Carman, M. & Lyons, A. (2021). *Private Lives 3: The health and wellbeing of LGBTQ people in Victoria: Victoria summary report*. ARCSHS Monograph Series No. 130. Melbourne, Australia: Australian Research Centre in Sex, Health and Society, La Trobe University.
8. Victorian Agency for Health Information (2020) *Victorian Population Health Survey 2020*, Victorian Government, accessed 20 August 2024.
9. Victorian Agency for Health Information (2020) *Victorian Population Health Survey 2020*, Victorian Government, accessed 20 August 2024.
10. Aligns with the findings of the Cultural Review of the Adult Custodial Corrections System.
11. Aligns with the findings of the Cultural Review of the Adult Custodial Corrections System.
12. Hill, A. O., Bourne, A., McNair, R., Carman, M. & Lyons, A. (2021). *Private Lives 3: The health and wellbeing of LGBTQ people in Victoria: Victoria summary report*. ARCSHS Monograph Series No. 130. Melbourne, Australia: Australian Research Centre in Sex, Health and Society, La Trobe University.
13. Aligns with: the Department of Health's health, mental health and wellbeing strategies and plans; the *Diverse communities framework and blueprint*; the *State disability plan*; and *Korin Korin Balit-Djak: Aboriginal health, wellbeing and safety strategic plan 2017–2027*
14. Note the Victorian Population Health Survey is completed every 3 years.
15. Aligns with *Inclusive Victoria: state disability plan (2022–2026)*.
16. Data sources could include a survey of services or contract managers, family violence workforce census or other survey administered by the Centre for Workforce Excellence.
17. Aligns with the Department of Health's health, mental health and wellbeing strategies and plans including *Diverse Communities Mental Health and Wellbeing Framework and Blueprint for Action*; *Inclusive Victoria: state disability plan (2022–2026)*; and *Korin Korin Balit-Djak: Aboriginal health, wellbeing and safety strategic plan 2017–2027*.
18. Any survey would need to acknowledge multiple components of inclusivity.

19. Aligns with the Department of Health's health, mental health and wellbeing strategies and plans including *Diverse Communities Mental Health and Wellbeing Framework and Blueprint for Action*; *Inclusive Victoria: state disability plan (2022–2026)*; and *Korin Korin Balit-Djak: Aboriginal health, wellbeing and safety strategic plan 2017–2027*. Note the Victorian Government monitors HIV-related outcomes through the HIV and sexual health strategies.
20. Hill AO, Lyons A, Jones J, McGowan I, Carman M, Parsons M, Power J, Bourne A (2021) *Writing Themselves In 4: The health and wellbeing of LGBTQA+ young people in Australia*. National report, monograph series number 124. Australian Research Centre in Sex, Health and Society, La Trobe University: Melbourne. ARCSHS.
21. Aligns with the Gender equity strategy.
22. For example, the Prevention of Family Violence Data Platform, the Integrated Reports and Information System used by Child FIRST and Family Services to record client and service data.
23. Aligns with the Victorian Government's Diversity on Victorian Government Boards Guidelines.
24. Aligns with the Department of Health's *Diverse Communities Mental Health and Wellbeing Framework and Blueprint for Action*.
25. Victorian Agency for Health Information (2020) *Victorian Population Health Survey 2020*, Victorian Government, accessed 20 August 2024.
26. Aligns with Family Violence Outcomes Framework.
27. Victorian Agency for Health Information (2020) *Victorian Population Health Survey 2020*, Victorian Government, accessed 20 August 2024. .
28. Aligns with anti-vilification protections.
29. Aligns with anti-vilification protections.
30. Aligns with anti-vilification protections.
31. Aligns with the Victorian Public Sector Commission's *Workforce capability, leadership and management*.
32. Aligns with the Department of Transport and Planning's *Diversity and inclusion strategy 2020–2023* and *Women in transport strategy 2021–2024*.
33. Only for unemployment data.
34. Aligns with the Government's *Our promise, Your future: Victoria's youth strategy 2022–2027*.

