

Theory of Change

Vision

Rainbow people* grow up feeling safe, valued and like they belong in the places where they live, learn, and access healthcare and social support.

* We use rainbow as an umbrella term to describe people whose sexual orientation, gender identity, gender expression or sex characteristics differ from majority, binary norms. This include people who identify with terms like takatāpui, lesbian, gay, bisexual, intersex, transgender, queer, non-binary or fa'afafine, as well as people who don't use specific words for their identity, people whose identity changes over time, and people who are in the process of understanding their own identity and may not have 'come out' to themselves or others.

Antecedent condition

For rainbow people in Aotearoa, discrimination and exclusion lead both to poorer health and social outcomes, and a greater need for affirming and effective support services. Many of the services rainbow people access demonstrate limited rainbow competence and can be a site of further discrimination and exclusion.

Participant profile

Professionals, organisations and wider systems that provide support to people in Aotearoa, including (but not limited to) health, housing, social, education and justice.

Benefit group

Rainbow people of all ages, across all cultures and communities

Moderators

HELPING →

- Strong community relationships, leadership from diverse voices
- Cross-sector relationships and knowledge including mental health, violence prevention, suicide prevention, housing and youth development
- Rainbow champions in key roles of decision-making and influence
- Local research including major new studies and population surveys
- Growing recognition of rainbow populations in government policy
- New and developing rainbow community forums and networks for collaboration
- Umbrella support from Ara Taiohi

HINDERING ←

- Lack of articulated national strategies to guide work towards rainbow wellbeing
- Lack of rainbow expertise, roles and structures in government agencies
- Attitudes, values and understanding of decision makers and organisational cultures
- Hostility from rainbow-negative hate groups and harmful public discourse
- Limited accountability, commitment and capacity to deliver rainbow-responsive services
- Systemic under-resourcing of rainbow communities
- Limited capacity from key rainbow experts
- Impact of community trauma and lateral violence
- Under-valuing of rainbow community expertise

Critical strategies

1

Educate decision makers and funders about how to work with rainbow populations

2

Embed rainbow competence into training and requirements for health and social service professions

3

Build rainbow inclusion into services' policies, practices and environments

4

Develop and share research and accessible, relevant content on rainbow topics

5

Grow infrastructure and capacity across the rainbow support sector

Outcomes

Greater recognition of the rainbow population as a priority within relevant government and sector strategies, leading to new programmes of work to address rainbow inequities, more inclusion of rainbow expertise in decision making, and increased funding for the rainbow support sector.

Increased professional expectations for rainbow competence, including more professional training, leading to health and social service professionals having increased confidence and ability to work with rainbow people.

Health and social services that are safe, accessible and effective for rainbow people. Safe services will have rainbow inclusion built into their policies, practices, and environments.

Improved quality of rainbow research, and improved access to research findings, data and content related to rainbow peoples' experiences.

Strengthened infrastructure and capacity across the rainbow support sector so that rainbow organisations and groups are more sustainable, rainbow people can access support and affirmation, and rainbow expertise can be shared more effectively with government and service providers.

Kia pūāwai,



me pūāwai

How we work

- High standards
- Long-term commitment to the kaupapa
- Relational and reciprocal
- Solidarity and uplifting marginalised perspectives
- Valuing lived expertise
- Centering healing as part of justice
- By, for and with rainbow communities