

1. SOCIETAL LEVEL

- The various LGBTQIA+ PwD communities must be recognised as key cohorts to drive and inform any sexuality policy & implementation.
Hire us, consult us, implement our advice!
- NDIA can drive national societal change and lead by example.

2. ORGANISATIONAL LEVEL

- NDIA needs to support **service providers** in LGBTQIA+ space. Staff are key drivers for clients' cultural experiences in services. Staff need to be capacity built to drive inclusive culture and appropriately support PwD.
- In our experience, this needs to happen prior to capacity building with LGBTQIA+ PwD clients.

3. INDIVIDUAL LEVEL

- Funding is needed to bust intersectional inequality **barriers especially for non-binary and female identifying PwD.**
- Individuals need robust support to explore and shape their identity and narratives.
- We can't expect people to be able to communicate their values and choices without first providing safe support exploring these.
- Starting point is funding **identity exploration supports**, incl. shared safe spaces with LGBTQIA+ PwD peers. Families & close supports are key cohort that needs proper support in this space.