Palliative Care Victoria
Living, dying & grieving well

Community of Practice – LGBTIQA+ Inclusive Palliative Care in Victoria

Terms of Reference

Effective Date: November 2025
Review Date: November 2026

1. Purpose

This Community of Practice (CoP) provides a collaborative space for palliative care service providers across Victoria to share knowledge, build capability, and advance inclusive practice in the care of members of LGBTIQA+ communities. It aims to foster culturally safe, person-centred, and affirming care across all stages of life-limiting illness and end-of-life support.

2. Objectives

- Share experiences, good practices, resources and innovations related to inclusive palliative care for LGBTIQA+ communities.
- Identify systemic and service-level barriers and enablers to equitable access and quality care.
- Build knowledge and capacity across services through peer learning, education, and collaboration.
- Amplify LGBTIQA+ voices and lived experience within the palliative care sector.
- Support services in meeting quality standards, legal obligations, and ethical commitments regarding inclusive practice.
- Advocate for inclusive policy and practice at sector and system levels.

3. Scope

The CoP will focus on the needs of lesbian, gay, bisexual, transgender, intersex, queer/questioning, asexual and other diverse gender, sex and sexuality (LGBTIQA+) communities in the context of palliative and end-of-life care in Victoria.

Topics may include, but are not limited to:

- Inclusive intake, assessment and documentation
- Psychosocial, spiritual, and cultural needs

- Advance care planning and decision-making
- Family/chosen family and significant others recognition
- Bereavement support
- Staff training and organisational culture
- Intersectionality and access (e.g. disability, CALD, Aboriginal and Torres Strait Islander LGBTIQA+ people)

4. Membership

Who can join:

Membership is open to Victorian-based palliative care service providers, including community, residential, inpatient and outreach services. This includes clinical, management, education and policy staff with a commitment to LGBTIQA+ inclusive practice.

Participation may also include:

- Representatives from LGBTIQA+ health organisations
- Consumer/carer advocates with lived experience
- Palliative Care Volunteer Managers
- Researchers and educators in inclusive care

Membership is voluntary and based on shared values of respect, confidentiality, and collaboration.

5. Ways of Working

- The CoP will meet three times a year via Teams, with additional activities as agreed.
- Meetings will be chaired by Palliative Care Victoria, who will also support coordination and follow-up.
- Members are encouraged to contribute actively, share learnings and foster a culture of trust and inclusion.
- Guest speakers or themed sessions may be included to deepen learning.

6. Confidentiality and Respect

Members commit to creating a culturally safe space. Personal stories and experiences shared within the CoP are to be treated with respect and confidentiality, unless explicit permission is given to share externally.

7. Governance and Reporting

- The CoP may report periodically to a relevant government department, sector working group, or sponsoring agency as appropriate.
- Any public-facing outputs (e.g. joint statements, resources) will be developed collaboratively and with appropriate approvals.

8. Review

These Terms of Reference will be reviewed annually, or sooner if required, to ensure they remain fit for purpose.

Membership:

Members:
Violet Platt – PCV CEO (she/her)
Tonina Cucciardo-Masci – PCV Community Engagement Manager (she/her)
Tracy Gillard – PCV Project Officer (she/her)
[others TBC]

LAST UPDATED: December 2025