



Embedding Equality

Have you considered the diversity of Victoria in your mental health policy work? This list can be a prompt to think more deeply about how policies, decisions or practices impact people and communities differently. Thinking about these different communities will help you comply with your human rights obligations.

People and communities described in white text are protected under the *Equal Opportunity Act 2010 (Vic)* against discrimination and section 8 of the Charter. *People and communities described in blue italicised are not, but it is good practice to consider them.*

- Older and younger people
- People breastfeeding and chestfeeding
- People with a disability, including psychosocial disability
- People exercising their worker/union rights
- Sex workers
- Married and unmarried people
- Parents and carers
- People with certain physical features
- People with political beliefs
- Pregnant people
- People from certain professions, trades or occupations
- Trans and gender diverse people
- People with alcohol and other drug use issues
- People from particular cultural or racial groups
- People from particular religious groups
- Women
- Intersex people
- People with particular sexual orientations
- People with expunged homosexual convictions
- People with a spent conviction
- People with an association with these communities
- People living regionally and remotely*
- People with trauma histories*
- People with positive and negative experiences of services*
- Particular community-level needs*