**Potential recommendations to support LGBTIQ+ on campus based on the Okanagan Charter**

***1.1 Embed health in all campus policies***

* Develop and implement an evidence-based decision making guide for assessing the impact of policy and practices on student and staff wellbeing.

***1.2 Create supportive campus environments***

* Enhance the campus environment as a welcoming, active, engaged and interesting place for LGBTIQ+ people to work, study and visit.
* Investigate opportunities to support wellbeing and reduce stress for LGBTIQ+ students and staff.
* Increase understanding of the benefits of health promoting campuses to LGBTIQ+ student and staff engagement, retention and success.
* Prioritise workplace culture on campus so it is supportive of all LGBTIQ+ staff.

***1.3 Generate thriving communities and a culture of wellbeing***

* Actively connect LGBTIQ+ students to relevant resources, services and staff.
* Build internal connectivity with welcoming spaces and opportunities for LGBTIQ+ students and staff to get together.
* Create opportunities for LGBTIQ+ staff and student engagement and involvement.
* Secure funding for LGBTIQ+ health promotion activities on an annual basis.

***1.4 Support personal development***

* Provide high quality health and wellbeing support services that are sensitive to the needs of all LGBTIQ+ students and staff.
* Provide opportunities for LGBTIQ+ staff and students to develop healthy and useful personal life skills, including responsible global citizenship.
* Provide staff training to meet the needs of LGBTIQ+ students.

***1.5 Create or reorient campus services***

* Create an inclusive campus which engages and listens to LGBTIQ+ student voice in policy, decision-making and programme development.
* Remove barriers to access and participation for LGBTIQ+ students, and evaluate the impact of these steps.
* Undertake regular consultation at all levels across the organisation to enhance LGBTIQ+ wellbeing.
* Include LGBTIQ+ health and wellbeing indicators and statements in Human Resources processes and information.
* Develop an interactive and engaging website to provide easy access for LGBTIQ+ students and staff seeking health and wellbeing information and services, events, resources and evidence.

***2.1 Integrate health, wellbeing and sustainability in multiple disciplines to develop change agents***

* Identify, engage and support LGBTIQ+ champions in senior leadership across campuses.
* Develop a Queer Peer Support Group.
* Engage a Queer Campus Coordinator to support the embedding of LGBTIQ+ health and wellbeing within campus policies, activities and environments.
* Consider LGBTIQ+ health and wellbeing in all organisational strategic and operational decisions.
* Ensure LGBTIQ+ wellbeing is considered in all departmental activities, policies and plans.
* Lead internal and external collaborations to support priority LGBTIQ+ goals on campus, including with student organisations and leaders.

***2.2 Advance research, teaching and training for health promotion knowledge and action***

* Embed LGBTIQ+ health, wellbeing and sustainability across the curriculum.
* Encourage research and information sharing on LGBTIQ+ health, wellbeing and sustainability.
* Ensure ongoing and systematic monitoring and evaluation of LGBTIQ+ staff and student wellbeing, with collaborative initiatives driven from the data collected.

***2.3 Lead and partner towards local and global action for health promotion***

* Increase collaborative relationships between campuses to consolidate a healthy institution and coordinate LGBTIQ+ health, wellbeing and sustainability initiatives.
* Investigate opportunities to further demonstrate active leadership in the wider community, through the communication of research and ideas for a healthy society for LGBTIQ+.