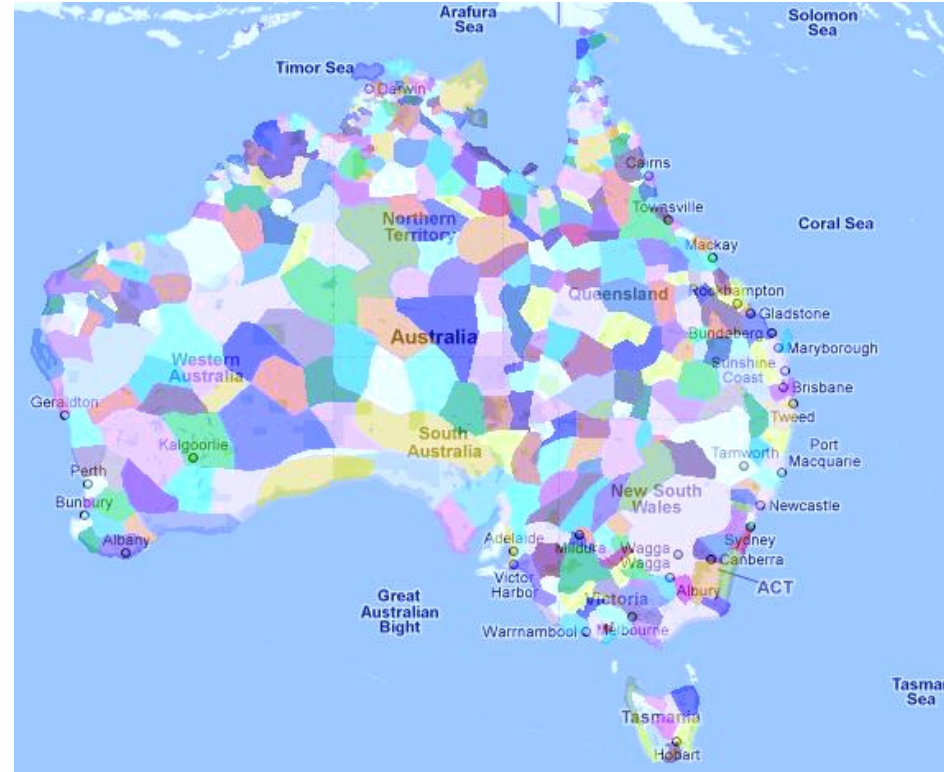


# Acknowledgement Of Country



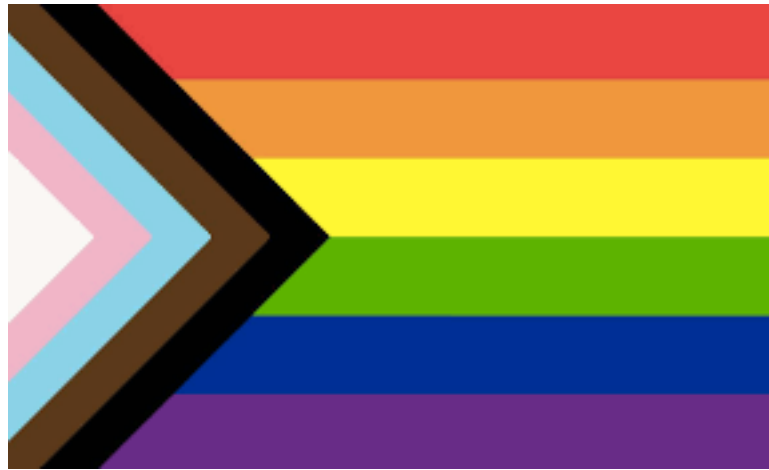
# Equity of Outcome: Developing Inclusive Practice Skills to Support LGBTIQ+ People



Connection And Wellbeing Australia  
Bella Broadway (she/her)



# Acknowledgement of LGBTIQABB&SG+ Community Leaders



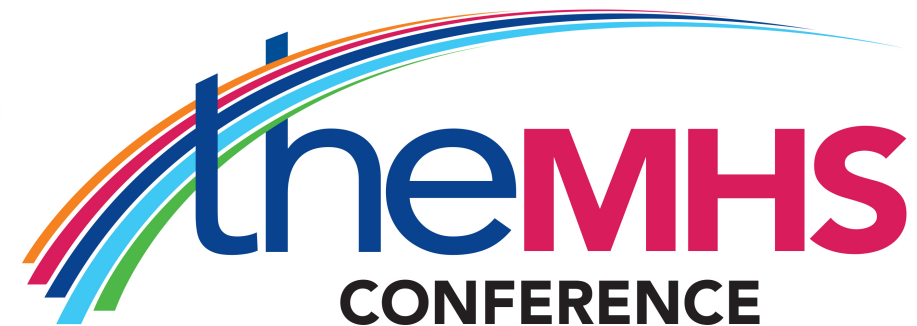
# Workshop Outcomes



To move beyond the concept of “treating everyone the same”, to treating each persons individual needs in a way that ensures that they get the same outcome



# The 'alphabet soup'



# A QUICK 101



# Biological Sex- Definition



Sex vs Gender



Myth: Only Male and Female



How is biological Sex Determined?



Sex variations exist in most species



# Intersex- Definition

*The term 'intersex' refers to people who are born with genetic, hormonal or physical sex characteristics that are not typically 'male' or 'female'. Intersex people have a diversity of bodies and identities.-*

Source: Resilient Individuals: Sexual Orientation Gender Identity & Intersex Rights 2015, Australian Human Rights Commission





# Sexuality - Definitions



Lesbian



Gay



Bisexual



Pansexual



Asexual



# Sexuality encompasses who you are:



Physically Attracted to



Emotionally Attracted to



Sexual Behavior



Sexual Identity



# Gender - Definitions



Cisgender



Transgender - Gender Diverse - Trans



Trans Woman – Woman – AMAB - MTF



Trans Man - Man- AFAB- FTM



Non-Binary - Genderfluid - Genderqueer - Agender



Brotherboys and Sistergirls



# Affirming Gender



Social Gender Affirmation



Medical Gender Affirmation



Legal Gender Affirmation

\*This will be different for everyone.

\*The **individual** is the authority on their identity

\*Gender Identity exists on a spectrum



# Gender Non-Binary

Non-binary refers to any gender that is not exclusively male or female. Some common non-binary gender identities include: agender, bigender, genderfluid, androgyne, genderqueer.

It is usually considered to be under the transgender umbrella, and some nonbinary people will also identify as Transgender.

Non-Binary people may use gender neutral pronouns or a combination of pronouns



# Gender Neutral Pronoun Practice

**Out loud:** Practice describing Bella to a person sitting next to you using only gender-neutral pronouns (they/them/their).

2 mins

- \* How did you go?
- \* What if you get it wrong?



# Using Gender Neutral Pronouns



Practice Makes Perfect



<https://www.minus18.org.au/pronouns-app/>



How do you ask about pronouns?



# Gender Neutral Language

## ARE YOU USING GENDER NEUTRAL LANGUAGE?

When we make assumptions about peoples gender identity, sexuality or relationships by using gendered language, we create barriers to them being able to seek supports from us

Never make an assumptions about what someones gender identity, pronoun, sexuality or relationships are **based on their voice, name or what they look like**. We only know this information when people tell us, or when we ask

Practice using gender neutral pronouns and gender nuetral language (parents, partner, folks)

### Gender Pronouns

Subjective	Objective	Possessive	Reflexive	Example
SHE	HER	HERS	HERSELF	SHE is funny I like HER The book is HERS
HE	HIM	HIS	HIMSELF	HE is funny I like HIM The book is HIS
THEY	THEM	THEIRS	THEMSELF	THEY are funny I like THEM The book is THEIRS



Connection And Wellbeing Australia (CAWA)





# Using Gender Neutral Language



Removes Assumptions



Start to think of everyday language and how you can make it neutral?



The single easiest way to indicate that this is a safe environment



Challenge unnecessary gendered language when you see it-  
or say it!



# How about the Q?



Seen as “in-group language”



Youth



First Nations Mob and older populations



Can encapsulate aspects of sexuality an/or gender diversity



# Coming Out and Calling In



Not a one-time event



Self Realization



May be out in some spaces but not others



Physical and Emotional Safety



Constant Assessment



# Intersectionality



# BARRIERS TO ACCESSING SERVICES



# Homo/Bi/Trans/Phobia and Intersex Discrimination



Institutional



Cultural



Interpersonal



Internalised

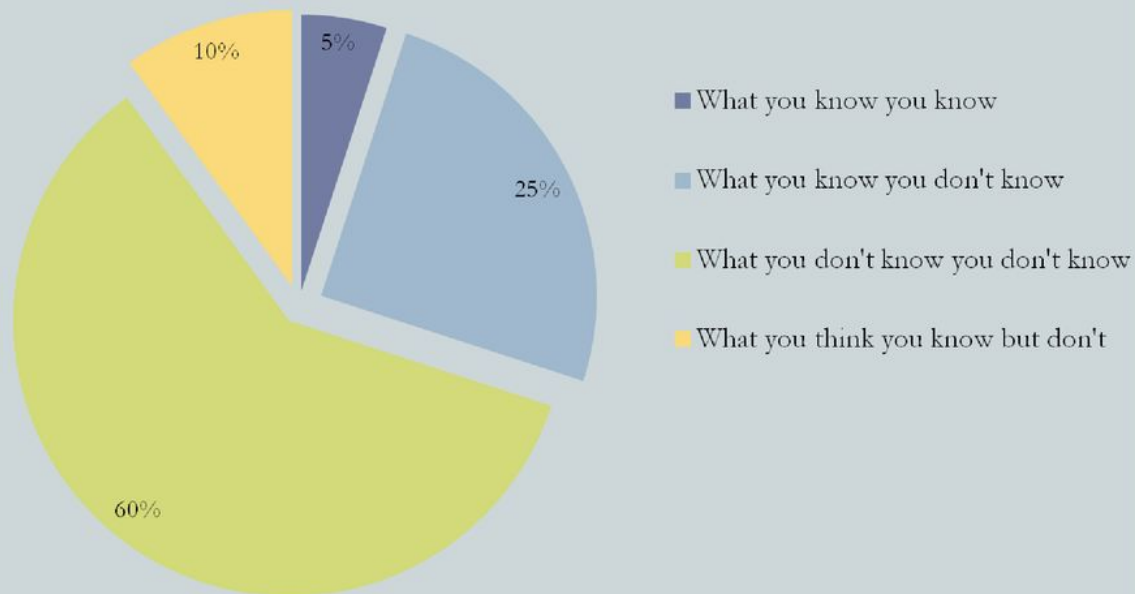


Microaggressions



# A lot of acts of discrimination or barriers are unintentional!

## ALL POSSIBLE KNOWLEDGE



# External Barriers for LGBTIQA+ people



Lack of LGBTIQA+ peer services



Not prioritized as population



Uninformed mainstream services



Stereotypes and Misinformation



Systems and Structures are not Inclusive





# Internal Barriers for LGBTIQ+ people



Internalized Homo/bi/trans phobia and intersexism



Exploring and Questioning



Expecting discrimination or lack of knowledge



Vulnerability and capacity to disclose



Fear of consequence



# Effects of Homo/Bi/Transphobia and Intersex Discrimination



LGBTIQ+ people experience significantly higher rates of ill mental health, suicide, homelessness. **This is a result of discrimination NOT as a result of being LGBTIQ+.**



Challenging Homo/Bi/Trans/Intersex Phobia and processes in your workplace (and community) will have direct links to improving the outcomes for all LGBTIQ+ people and their loved ones.



# Effects of Homo/Bi/Trans/Intersex Discrimination



LGBTI young people aged 16 to 27 are five times more likely



Transgender people aged 18 and over are nearly eleven times more likely



People with an Intersex variation aged 16 and over are nearly six times more likely



LGBT young people who experience abuse and harassment are even more likely to attempt suicide



SOURCE- LGBTI HEALTH ALLIANCE 2020 snapshot mental health of LGBTIQ+ people

# Effects of Homo/Bi/Trans/Intersex Discrimination



Lesbian, Gay and Bisexual people are twice as likely to have symptoms that the criteria for a mental health disorder in the past 12 months



LGBT people are twice as likely to be diagnosed and treated for mental health disorders



**33.0%** of LGBTIQ+ people aged 16 – 27 reported having self harmed in the last 12 months



**79.7 %** Transgender people aged 14-25 have self harmed in their lifetime



SOURCE- LGBTI HEALTH ALLIANCE 2020 snapshot mental health of LGBTIQ+ people

# Effects of Homo/Bi/Trans/Intersex Discrimination



LGB people aged 16 and over are three and a half times more likely to be diagnosed with anxiety in their lifetime



Transgender people aged 25 and under are ten to thirteen times more likely to be diagnosed with an anxiety disorder in their lifetime

**71%** of LGBTIQ+ people aged 16-27 did not use a crisis support service during their most recent mental health crisis



SOURCE- LGBTI HEALTH ALLIANCE 2020 snapshot mental health of LGBTIQ+ people

# Why inclusive Practice is important



“Its just a harmless joke”

IT IS DISCRIMINATION

IT HARMS PEOPLE

AND IT KILLS PEOPLE



# CREATING AN INCLUSIVE SERVICE





# Data



Do you collect data about sexuality and gender diversity?



Don't lump LGBTIQ+ together



Learn best practice examples of how to collect data About diverse populations



# Signaling and Visibility



Signs, Pins, Posters, Flags



Comms- website, social media, resources, referrals



Pronoun signaling on email, nametags



Highlight LGBTIQAA+ days  
and community raise awareness



# Environment



Diverse staff and volunteers



Bathrooms



Safe Spaces



# Training and Culture



Train all staff and volunteers at induction and ongoing



Have robust anti discrimination and safe space guidelines that specifically talk about how to prevent and respond to LGBTIQ+ discrimination



# Resources and Referrals



Ensure you always give LGBTIQ+ specific referral/ support options



Have (or create) LGBTIQ+ specific resources



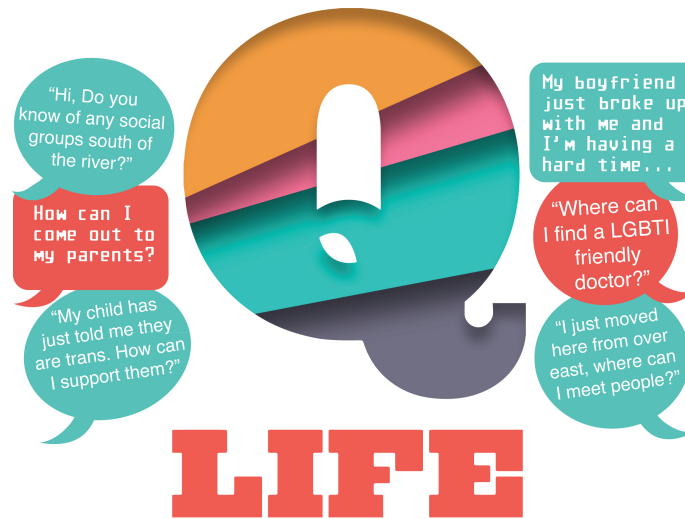
# Collaboration is key



# QLife

## TALK IT OUT

PHONE & CHAT  
1800 184 527  
QLIFE.ORG.AU



QLIFE IS A NATIONAL LGBTI SPECIFIC TELEPHONE AND WEBCHAT SERVICE. WE CAN PROVIDE SUPPORT, INFORMATION AND REFERRAL, OR JUST A SAFE SPACE TO CHAT.

3PM-12AM, 7 DAYS A WEEK 365 DAYS A YEAR



# Remember!



Make No Assumptions



Continue to learn and develop your practice and process

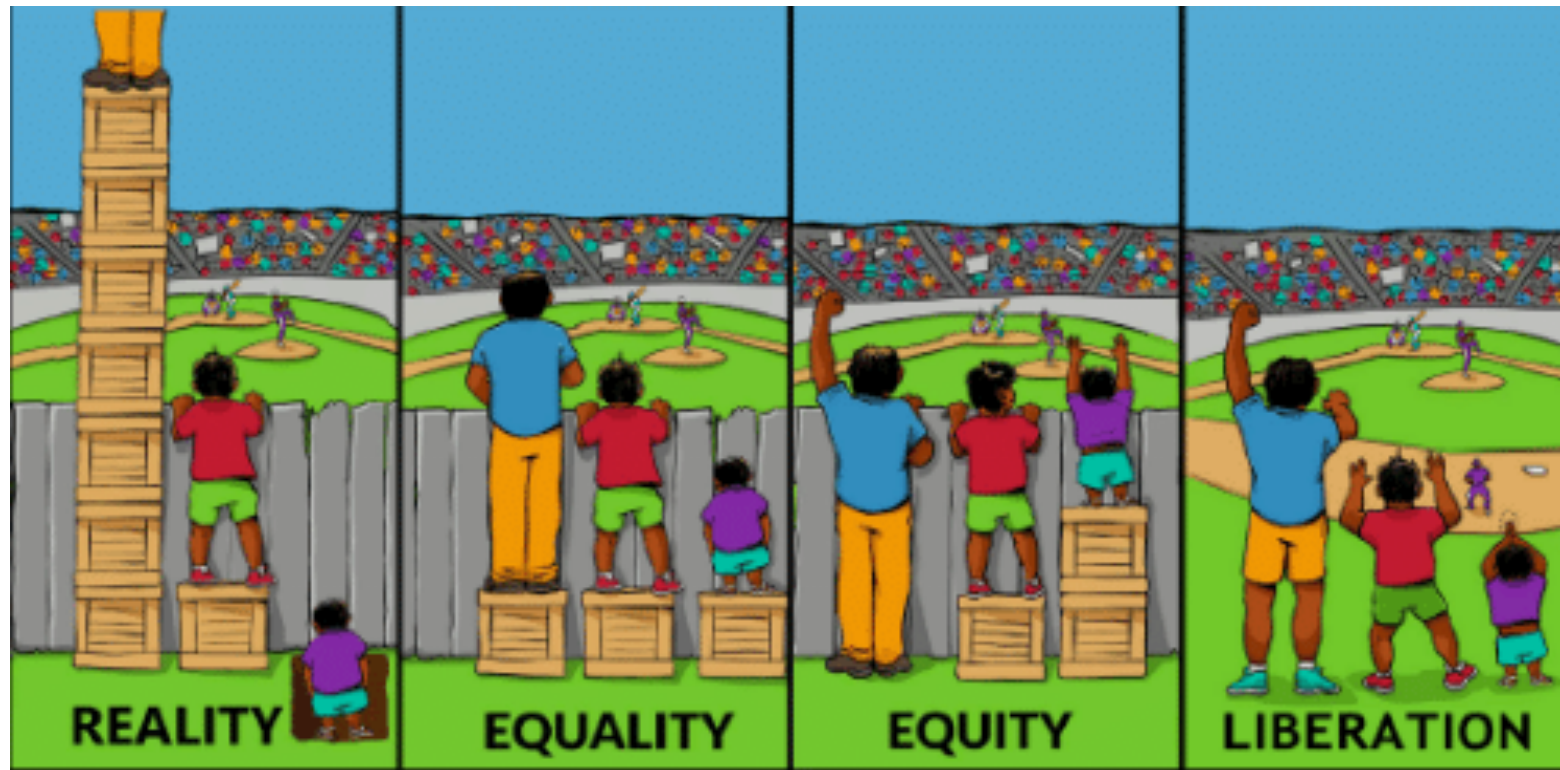


Use inclusive language and practice always, not just when you know that someone is LGBTIQ+





# “We Treat Everyone the Same”





Thank you for your ongoing  
commitment to creating safe spaces  
that are inclusive of all members of  
our community

[www.connectionandwellbeing.com.au](http://www.connectionandwellbeing.com.au)

