

LGBTIQ+ Inclusion Workshop

Sarah Collins (she/her)
sarah@livingproud.org.au



Living Proud
LGBTIQ+ Community Services of WA







Welcome!

Living Proud LGBTIQ+ Community Services

- QLife telephone peer support, referral and info line
- Training & Consultancy
- Community Development
- Capacity Building



LIFE

KEEPING OUR
LGBTI COMMUNITIES
CONNECTED

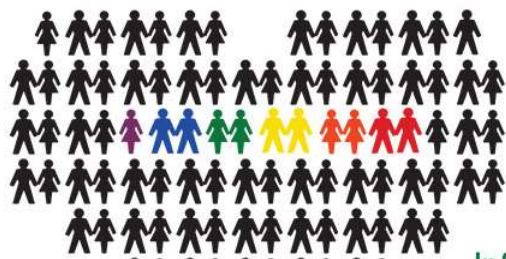


LGBTIQ+

Lesbian, gay, bisexual, transgender, intersex and queer people (LGBTIQ+) and other sexuality, and gender diverse people.

– LGBTIQ+ Health Australia
www.lgbtiqhealth.org.au

“We recognise that people’s genders, bodies, relationships, and sexualities affect their health and wellbeing in every domain of their life.”



11 in 100

Australians are of diverse sexual orientation, sex or gender identity



In 2011, there were **6,300** children living in same-sex couple families. 9 in 10 are in female same-sex couple families



1996



2011

THE REPORTED NUMBER OF SAME-SEX COUPLES HAS MORE THAN TRIPLED BETWEEN 1996 - 2011



of children born in Australia are estimated to be intersex



80% of homophobic bullying occurs at school



PERCENTAGE OF LGBTI PEOPLE WHO HIDE THEIR SEXUALITY OR GENDER IDENTITY AT CERTAIN EVENTS



6 in 10 Experience verbal homophobic abuse

2 in 10 Experience physical homophobic abuse

1 in 10 Experience other types of homophobia

TRANSGENDER MEN AND WOMEN EXPERIENCE SIGNIFICANTLY HIGHER RATES OF NON-PHYSICAL AND PHYSICAL ABUSE COMPARED WITH GAY MEN AND WOMEN

Percentage of gay and transgender people who experienced verbal abuse in 2012





Health & Wellbeing

LGBTIQ+ people have significantly higher rates of...

- Depression and anxiety
- Suicidality and self harm
- Family and relationship stress
- Homelessness *around 40% of homeless youth are LGBTIQ+*
- Problematic substance abuse
- Risk taking behaviours (sex work, poor sexual health)
- Experiences of cognitive, emotional and social isolation

... compared to non-LGBTIQ+ populations

(Rosenstreich, G. 2013, Leonard W. et al 2012)



“It is important to state that nearly all of these increased health risks are a direct result of the societal marginalisation and stigmatisation of sexual minorities.

They ARE NOT due to people being identified as being lesbian, gay, bisexual or transgender. Homosexuality itself does not pose some genetic or biological hazard. It is the negative reactions of others to it that creates the problems.”

Dr Kerryn Phelps
(former Australian Medical Association President)



- Up to 20% of lesbian, gay and bisexual people, and 25% of transgender people living in Australia report current feelings of suicidal ideation..... compared to 2.7% of the general population (SPA, 2009)
- 58% of LGBTIQ+ young people report suicidal ideation in the past 12 months
 - More than five times [...] the general population aged 16 to 17 (11.2%). (Hiller et al, 2021)

Highest suicide risk is prior to disclosing to anyone else



High risk LGBTIQ+ groups

- Transgender and gender diverse people
- Intersex people
- Bisexual people
- Young people
- Aboriginal and Torres Strait Islander people
- People experiencing multiple intersectionalities
- People who directly experience discrimination and abuse



LGBTIQ+ Healthcare Experiences

- LGBTIQ+ people underutilise health services and delay seeking support due to actual or anticipated discrimination or stigma from service providers



- 34% of LGBTIQ+ Australians reported “usually or occasionally” hiding their sexual orientation or gender identity when accessing services to avoid possible discrimination and abuse (Private Lives 2)



LGBTIQ+ Healthcare Experiences

- 42.1% of trans young people encountered mental health and other medical services who “did not understand, respect or have previous experience with gender diverse people.” (Trans Pathways)
- Lesbian, bisexual and queer women who were out to their regular GP were more likely to be very satisfied (49%) than those who were not out (30%).(SWASH survey)

Hiding sexuality or gender identity

35% While accessing health services



35% 16 to 24 year olds at home



50% 16 to 24 year olds at school/uni



70% report never being asked about their sexuality or gender identity by mental health services.

**NO
TO
HOMOPHOBIA**
notohomophobia.com.au

GLBT Victorians have avoided showing affection in public

Source: Private Lives 2, Gay and Lesbian Health Victoria, 2012

Being asked signals safety and inclusivity!



Why Hide? - Impacts of History

older gay man

1949 - Born

1964 - Possible age of realisation (15)

1974 - Removed from DSM (25)

1989 - Homosexuality decriminalised in WA (40)

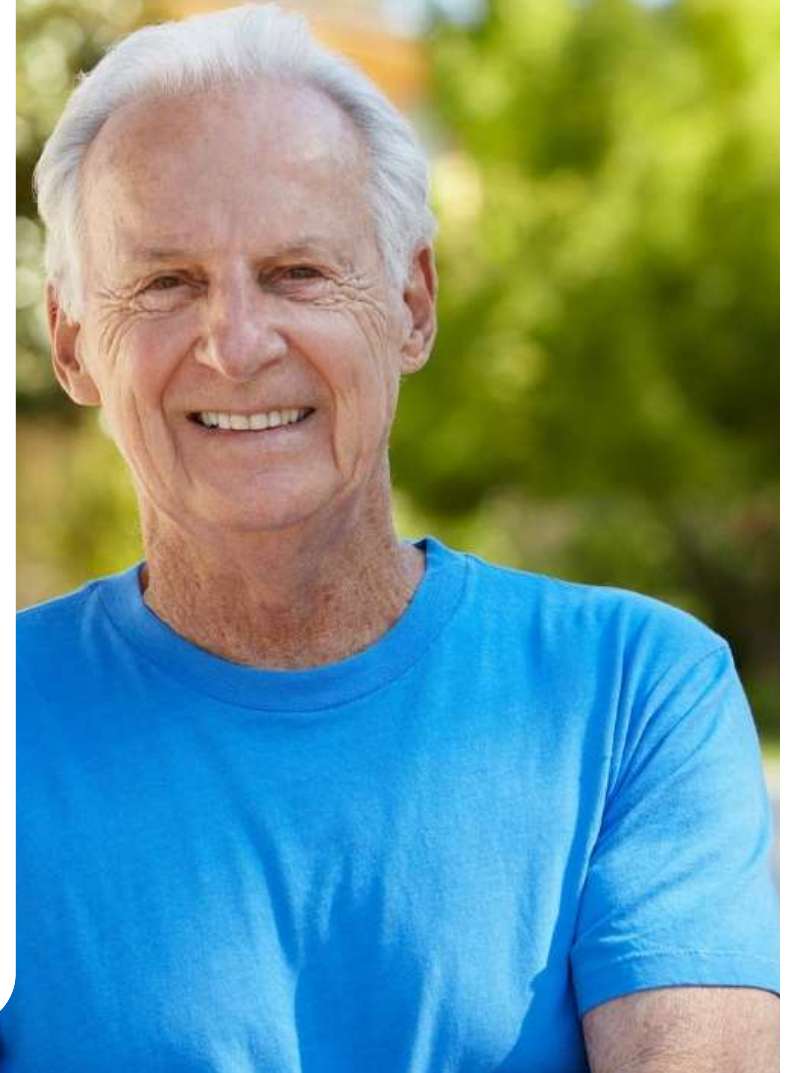
2003 - WA State Law reform (54)

2008 - Federal Law reform (59)

2013 - Federal SOGII Protections (64)

2017 – Same-Sex Marriage Postal Survey (68)

Inherited history impacts on willingness to access services





Sexuality vs. Sex vs. Gender

Sexuality: who we are attracted to
how we relate to others

Sex: what body we have
our physical self

Gender: how masculine or feminine we feel
how we see ourselves



- Assumption of Heterosexuality/Relationships
- Sexual Health Information



Sex Terminology

Sex

Our body as defined by our chromosomes, hormones, internal reproductive organs and external genitalia.

Assigned Sex

The sex assigned to us at birth, as recorded on our birth certificate. In Australia this would only be either male or female.

M

F



- An intersex person is born with sexual anatomy, reproductive organs, and/or chromosome patterns that do not fit the typical definition of male or female.
- This may be apparent at birth or become so later in life.
- An intersex person may identify as male or female or as neither.
- Intersex status is not about sexual orientation or gender identity: intersex people experience the same range of sexual orientations and gender identities as non-intersex people.

(2013, the Office of the UN High Commissioner for Human Rights)



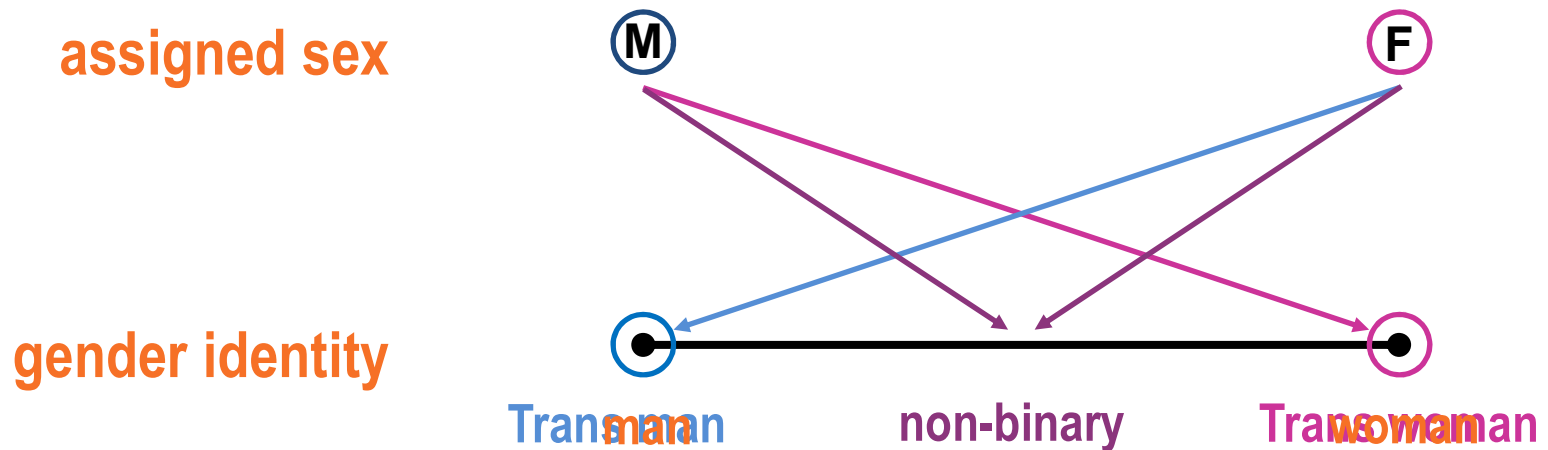
Bodies can be atypical and healthy



Gender Terminology

Trans

A person whose gender identity does not match their assigned sex.





“I’ve had contact with psychiatric services and my gender identity just seemed to confuse them, so I stopped talking about it.”

Moncrieff, Monty (2014). *Out of your mind. Improving provision of drug & alcohol treatment for lesbian, gay, bisexual and trans people*. London: London Friend



Other Gender Terminology

- Cisgender
- Non-Binary
- Crossdresser



Considerations

- Real authority is the individual
- Use correct pronouns and name – respectfully ask
- Reflect the language they've used for themselves
- Don't assume which procedures/tests are required
- Avoid gendered language
- Do not “out” someone without their permission



The Good & the Not-so-Good



Signalling

You don't
have to tell us
if you're
gay or lesbian.



But you can.

Gay, lesbian, bisexual, transgender and intersex people and their families are welcome at this service.

Gay and Lesbian Health Victoria is funded by the Department of Human Services and run by the Australian Research Centre in Sex, Health and Society at La Trobe University, Women's Health Victoria and the Victorian AIDS Council. www.glv.org.au





QLife – Phone & Webchat



- QLife Telephone and online peer support and referral Service
- Staffed by peer volunteers
- 3PM-Midnight, 7 days a week



Introducing..



The Living Proud Program



Living Proud Awareness

- Are you looking to increase cultural awareness?
- Is there a need to educate your employees on inclusivity, sex and gender terminology to support LGBTIQ+ people in the workplace?
- Is your goal to create a culture that fosters a safe, welcoming environment with inclusive practices and services?



Aware Solutions

Education

- Learn LGBTIQ+ terms
- Uncover unconscious biases
- Develop an understanding of brotherboy and sistergirl in Aboriginal communities

Governance

- Policy and procedure reviews
- Development of new policies to support Equity, Diversity and Inclusions
- Support gathering data and reporting

Engagement

- Support celebrating key dates within the community
- Support developing internal communications
- Collateral packs



Living Proud Allyship

- Are you looking to expand cultural awareness supporting teams and individuals on their allyship journey?
- Do you want to provide a safe environment enabling challenging and advanced conversations to address LGBTIQ+ matters in the workplace?
- Is your goal to embed a culture of allyship, self-reflection and inclusivity?



Ally Solutions

Education

- Discover what it means to be an ally
- Dive deeper into unconscious biases
- Develop skills to challenge the thinking of others

Governance

- Development of core capabilities
- Further reflection and expansion of inclusive policies and engagement
- Executive sponsorship support

Engagement

- External communication planning
- Establish an Allyship employee group
- Support sponsoring key LGBTIQ+ events



Living Proud Advocacy

- Are you wanting to make a commitment to dynamic and ongoing change in the workplace and community?
- Do you want to actively support the LGBTIQ+ community through advocacy opportunities?
- Is your goal to gain national recognition for establishing a culturally safe and inclusive workplace that continues to challenge biases both internally and externally?



Advocate Solutions

Education

- Build the skills to manage prejudices
- Discover how to engage with activism
- Unpack systemic discrimination and interrupt micro-aggressions

Governance

- LGBTIQ+ governance committee set up support
- Australian Workplace Equity Index submission support

Engagement

- Support embedding LGBTIQ+ in CSR Strategy
- Attendance / sponsorships at rallies
- Participation in boards / advisory groups

