ADCET Presentation 2022

Dr Lynn Jarvis, CEO

Ana Pike – guest speaker

WIO

working it out

LGBTIQ+ acronym:

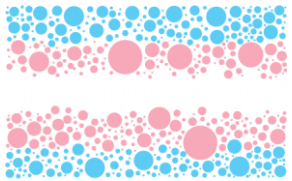
(Diverse sexuality, bodies,& gender)

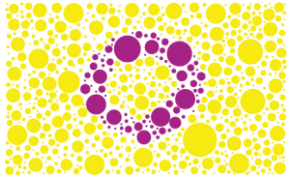
- **L**esbian
- **G**ay
- **B**isexual

- **T**ransgender (and gender diverse)

- **I**ntersex

- **Q**ueer/questioning
- **+** (non-binary, pan sexual, asexual ……)





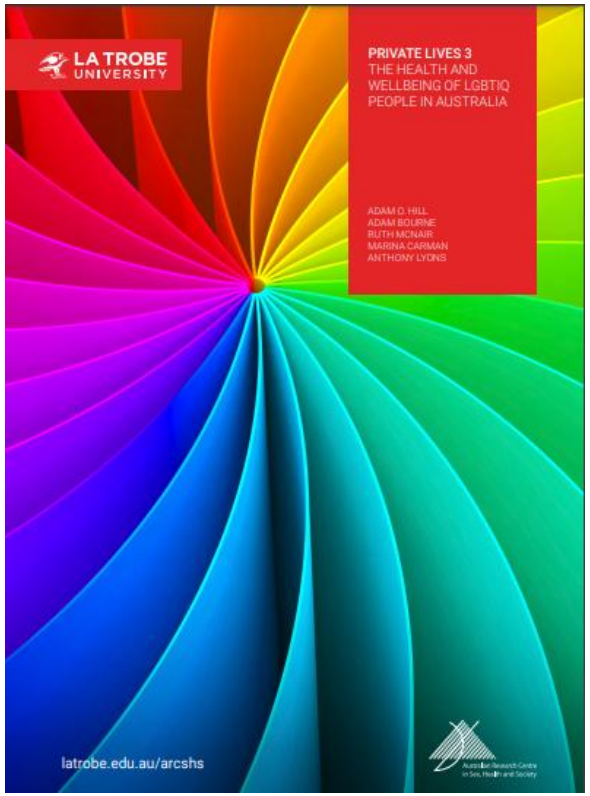
Identity: We all have it!

New identities and language to explain who we are emerge all the time.

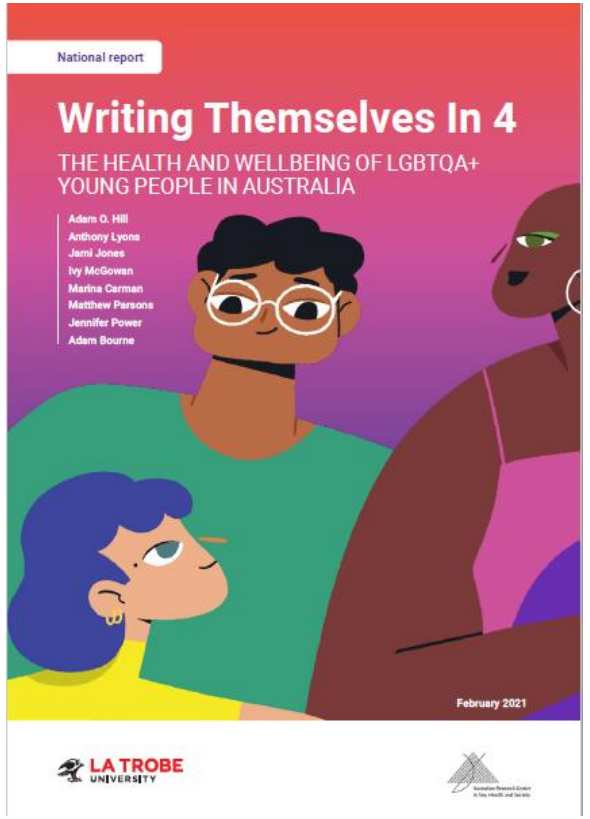
DISFIGURED,
TRANS
AND GAY
PinkNews

Understanding the lives & experiences of LGBTQ+ Australians

Private Lives 3 (PL3)



Writing Themselves in 4 (WTI4)



Approximately 4 in 10 of LGBTIQ+ participants reported having a disability or long-term health condition versus general Australian population 17.7% (PL3, 2020; WTI4 2021)

Table 81 Type of disability or long-term health condition reported

Disability/long-term health condition (n = 6,408)	n	%
Mental illness	2,206	34.4
Neurodiversity/autism	866	13.5
Physical	422	6.6
Sensory	419	6.5
Intellectual	347	5.4
Acquired brain injury	10	0.1
Other	132	2.1

Discrimination, harassment, assault & exclusion remain significant and frequent

Table 87 Experienced verbal harassment based on sexuality or gender identity, by disability or long-term health condition

	Disability									
	None		Any disability		Intellectual		Neurodiversity /autism		Physical /sensory	
Verbal harassment (n = 6,171)	n	%	n	%	n	%	n	%	n	%
Past 12 months	1,089	34.7	730	52.7	209	62.0	317	50.6	371	53.8
Ever	1,609	51.3	985	71.1	260	77.2	436	69.6	497	72.0

Levels of psychological distress

Table 82: K10 by disability or long-term health condition (n = 6,385)

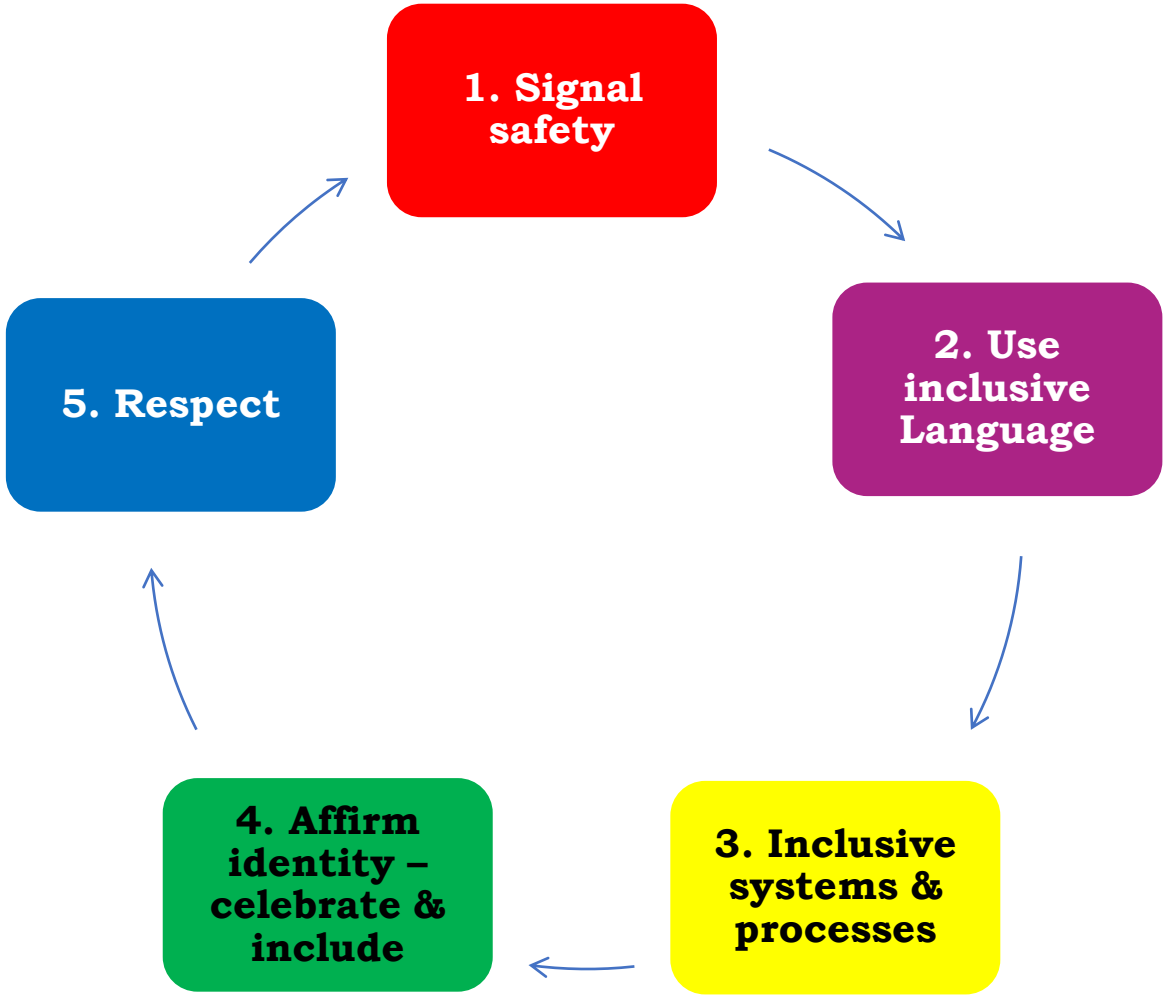
Disability	None		Mild		Moderate		Severe	
	Number	%	Number	%	Number	%	Number	%
Low	1,165	30.5	54	12.7	97	7.1	27	3.5
Moderate	1,059	27.8	97	22.9	215	15.8	76	9.7
High	974	25.5	140	33.0	450	33.0	206	26.4
Very high	618	16.2	133	31.4	603	44.2	471	60.4

LGBTIQ+ people under 25 with a disability or a long-term health condition were more likely to have felt unsafe or uncomfortable in the past 12 months at their educational setting due to their sexuality or gender identity than those not reporting disability or a long-term health condition.

Ana Pike – guest speaker

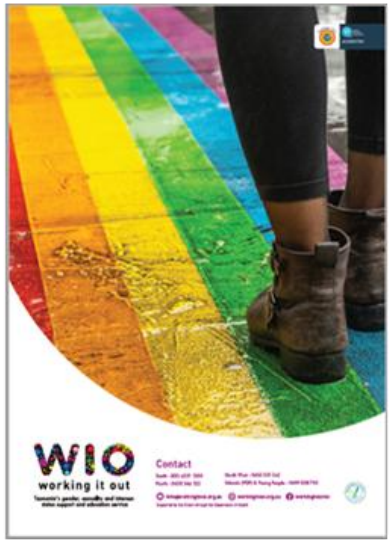
The Magic Five

Five action areas in LGBTIQ+ inclusive practice



1. Signal Safety: Display posters & allyship

General Poster



Service Poster

2. Use Inclusive Language

Gender neutral

Do not assume heterosexuality, or cis gendered
(ie identifying with the sex assigned at birth)

Do not confuse sexuality, gender, intersex

Use pronouns that match gender identity

What do I say?

Be proactive:

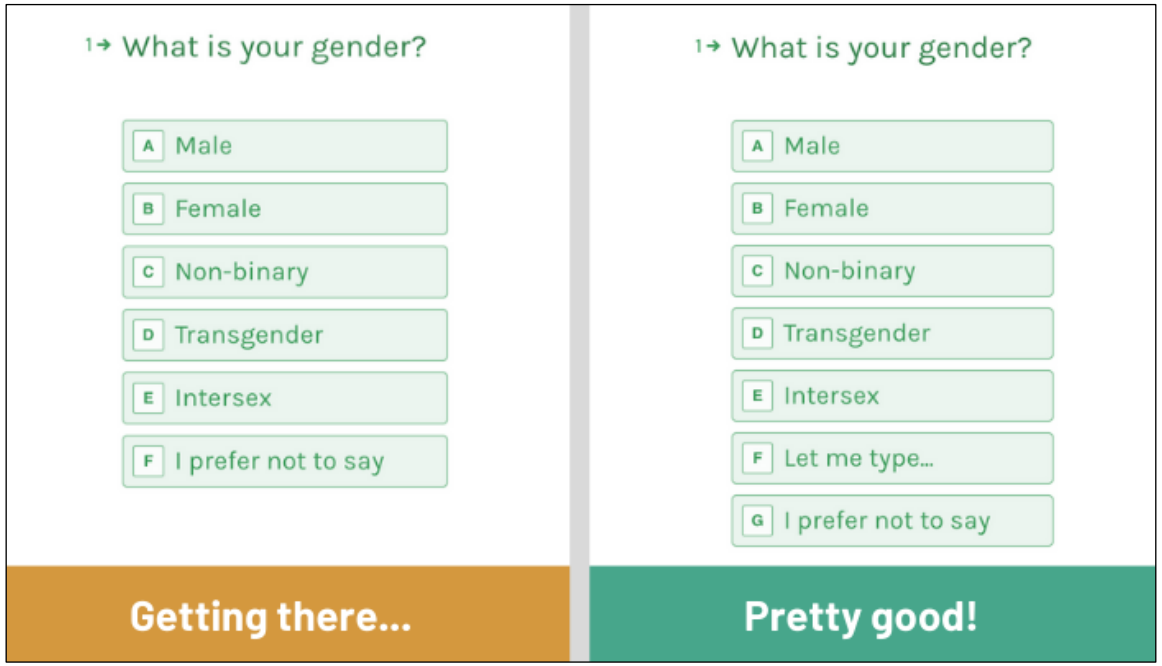
"Hi, I'm Alex Smith. My pronouns are she/her – they/them – he/him etc"

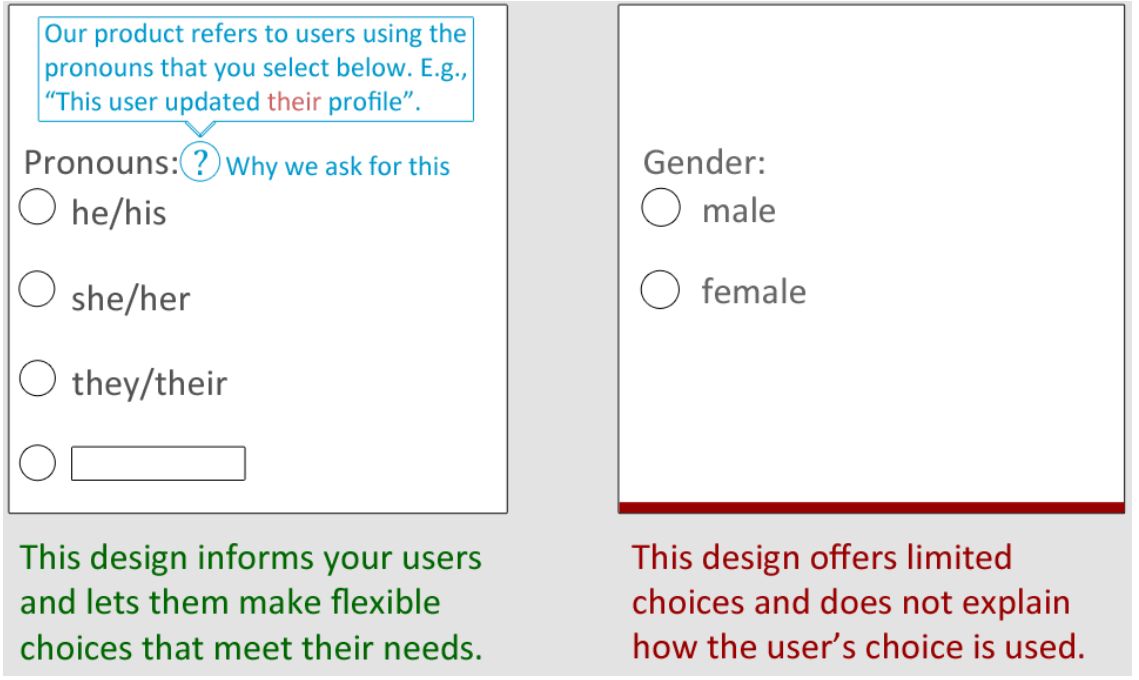
"What pronouns do you use? (not 'prefer')"

Apologies quickly if you make a mistake (we all do):

'She said, sorry, he said …….

3. Build inclusive systems & processes – forms, policies, facilities





Follow the 2020 Standard for Sex, Gender, Variations of Sex Characteristics and Sexual Orientation

4. Affirm, celebrate and include

Include in everyday cases studies, curricula – not as a ‘special case’ but just as part of the variety of humanity

Celebrate – special days, events

Make sure events and activities are inclusive of diverse identities and abilities

5. Respect

Don’t ask intrusive questions about people’s bodies or sex lives – curiosity is not a mandate to ask.

Keep moral or religious views to yourself.

Be mindful of the harm public discourses about other people’s lives can have.

History

Many people carry with them the scars of past trauma, discrimination and legal processes.

This can make people hyper-vigilant which may look like service avoidance and/or over-reacting to events.