



Session to start at 12.30pm AEDT

FED UNI LGBTQ SESSION

ANDREW GEORGIU

Pronouns: he/him/his

Senior Relationship Manager, Pride in Diversity



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INCLUSION
PROGRAMS

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Federation Uni welcome

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ACKNOWLEDGEMENT OF COUNTRY

We recognise the diversity of Aboriginal and Torres Strait Islander people, their experiences, cultures, languages and practices, and the richness of their contributions to the places where we work, live and play.

We acknowledge the Traditional Owners of the lands in which we meet. We pay respect to Elders past, present and emerging, and extend our respect to all Aboriginal and Torres Strait Islander people attending today.



Group agreement



Allow everyone to participate & respect differing opinions



Confidentiality for participants



Safe environment



Challenge yourself – even if it's uncomfortable



Housekeeping and tech overview

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Pride in Diversity is the national not-for-profit employer support program for LGBTQ workplace inclusion specialising in HR, organisational change and workplace diversity.

Pride in Diversity publishes the Australian Workplace Equality Index (AWEI), Australia's national benchmarking instrument for LGBTQ workplace inclusion from which Top Employers for LGBTQ people is determined.



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Aims and objectives

Understand the importance of creating inclusive cultures and environments.

Explain the differences between sex, gender identity, gender expression and sexual orientation.

Understand what is trans and gender diverse, including terminology, statistics and ways to show our support.

What can you do – understand active ally actions.



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INCLUSION

ACCEPTANCE

TOLERANCE

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LGBTQ inclusion is

- about behaviours and values
- providing awareness and understanding
- demonstrating organisational values of inclusion across all diverse groups
- creating a safe and productive environment
- creating an inclusive culture for all, whether or not they are 'out' in the workplace

LGBTQ inclusion is not

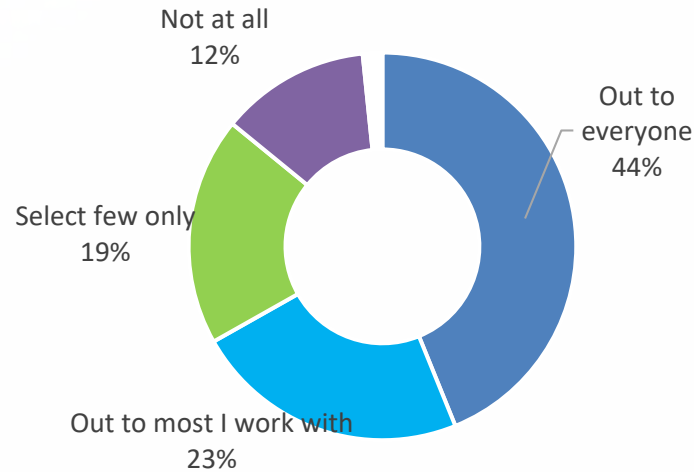
- about beliefs
- changing personal views
- valuing one diverse group over another
- tolerating workplace behaviours that are damaging to individuals
- forcing people to come out

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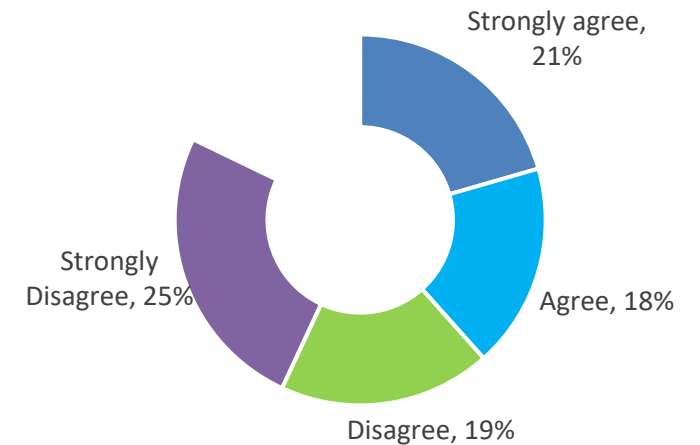


44% people with diverse **sexual orientation** are completely out in their workplace
vs. 2019 (63%)



13% target of unwanted jokes, innuendo or negative commentary because of **sexuality**

38% people with diverse **gender identity** agree that most people they work with are aware of their gender diversity



20% target of unwanted jokes, innuendo or negative commentary because of **gender identity**

Unpacking the acronym

Sex
characteristics

Gender
identity

Gender
expression

Sexual
orientation

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Diversity of Sex, Gender Identity, Gender Expression & Sexuality

Sex Assigned at Birth

Gender Identity

Gender Expression

Sexual Orientation



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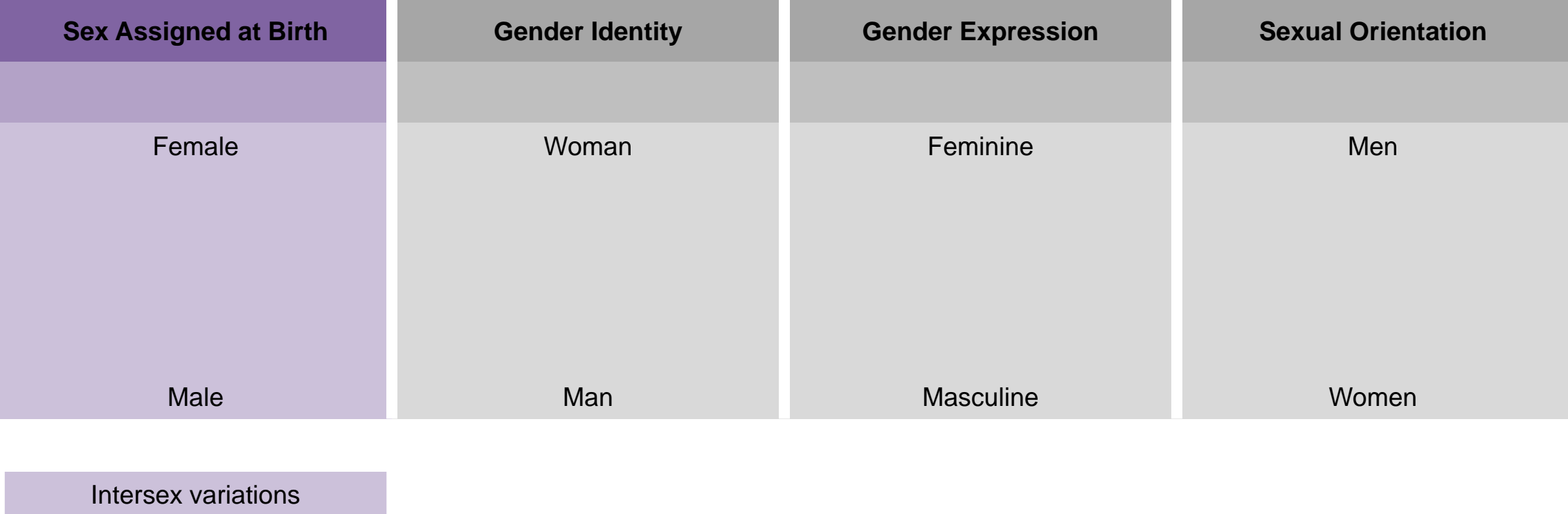
Diversity of Sex, Gender Identity, Gender Expression & Sexuality

Sex Assigned at Birth	Gender Identity	Gender Expression	Sexual Orientation
Female	Woman	Feminine	Men
Male	Man	Masculine	Women

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Diversity of Sex, Gender Identity, Gender Expression & Sexuality



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Intersex variations



Intersex variations

Intersex people are born with physical sex characteristics that do not fit medical norms for female or male bodies. We are a hugely diverse population, with at least 40 different underlying traits known to science. Intersex variations can become apparent at many different life stages, including prenatally through the use of genetic screening technologies, at birth and in early childhood, at puberty, and later in life – for example when trying to conceive a child – IHRA

Intersex Human Rights Australia – www.ihra.org.au

Intersex Peer Support Australia – www.isupport.org.au

Diversity of Sex, Gender Identity, Gender Expression & Sexuality

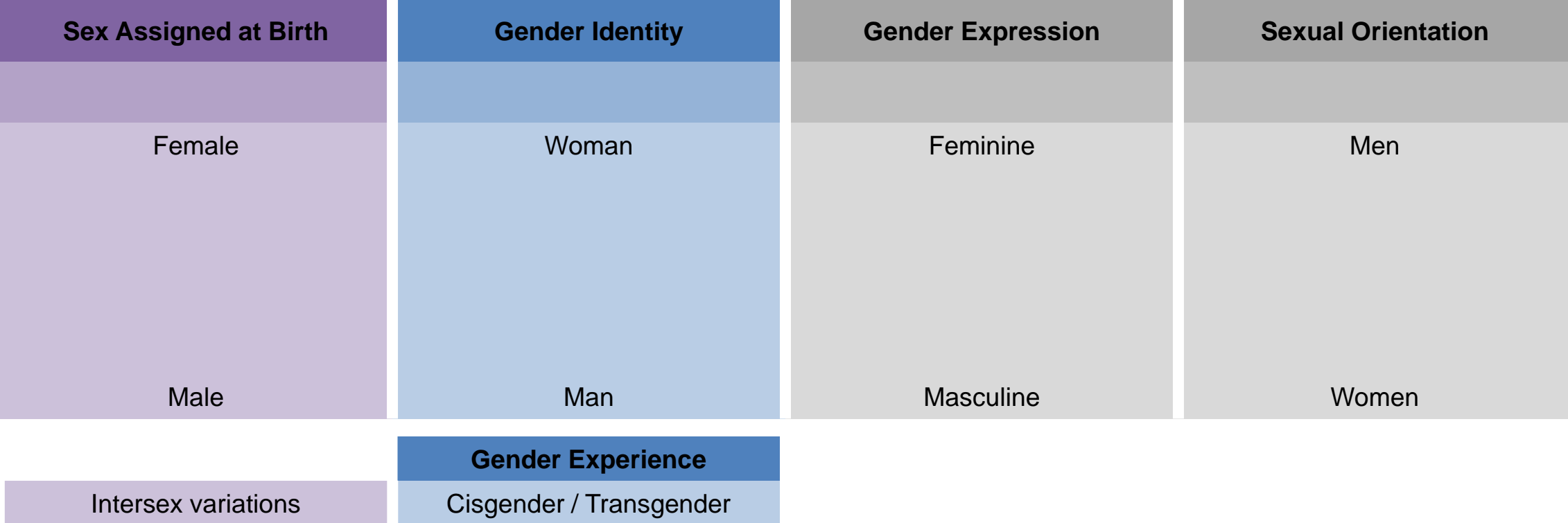
Sex Assigned at Birth	Gender Identity	Gender Expression	Sexual Orientation
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Male	Man	Masculine	Women

Intersex variations

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Diversity of Sex, Gender Identity, Gender Expression & Sexuality



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Transgender



Gender incongruence

The distress or discomfort that may occur when a person's biological sex and gender identity do not align



Body

Body incongruence may lead an individual to feel uncomfortable with the entire body or only with certain parts of the body.



Social

Social incongruence can describe distress and discomfort that occurs as a result of how one is viewed by society.

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Gender affirmation



Social



Legal



Medical



Name



Pronouns



Presentation



Affirmation
Surgery



Hormone Therapy



Cosmetic Surgery

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Transgender statistics



50%

verbal abuse and
social exclusion



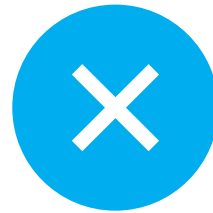
33%

threatened with
violence



19%

physically
attacked



49%

sexually
assaulted



48%

transgender
young people
have attempted
suicide



59% transgender
women

62% transgender
men

diagnosed with
depression

Sources

- Strauss, P., Cook, A., Winter, S., Watson, V., Wright Toussaint, D., Lin, A. (2017). *Trans Pathways: the mental health experiences and care pathways of trans young people. Summary of results.* Telethon Kids Institute, Perth, Australia.
- Hyde, Z., Doherty, M., Tilley, P.J.M., McCaul, K.A., Rooney, R. & Jancey, J. (2014) *The First Australian National Trans Mental Health Study: Summary of Results.* School of Public Health, Curtin University, Perth
- Rosenstreich, G. (2013) *LGBTQ People Mental Health and Suicide. Revised 2nd Edition.* National LGBTQ Health Alliance. Sydney

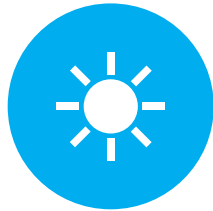
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Transgender statistics



Power of inclusion



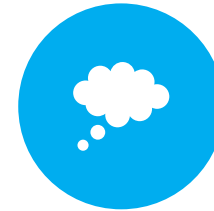
82%
reduction in
suicide attempts
with high levels of
social support



**Using an
individuals
chosen name at
work, at school,
with friends,
and at home:**



71%
reduction in
depression
symptoms



34%
reduction in
suicidal thoughts



65%
reduction in
suicide attempts

Strauss, P., Cook, A., Winter, S., Watson, V., Wright Toussaint, D., Lin, A. (2017). Trans Pathways: the mental health experiences and care pathways of trans young people. Summary of results. Telethon Kids Institute, Perth, Australia.

Bauer GR, Scheim AI, Pyne J, Travers R, Hammond R. Intervenable factors associated with suicide risk in transgender persons. A respondent driven sampling study in Ontario, Canada. BMC Public Health 2015; 15: 118. doi:10.1186/s12889-015-1867-2.

Russell, S. T., Pollitt, A. M., Li, G., & Grossman, A. H. (2018). Chosen Name Use Is Linked to Reduced Depressive Symptoms, Suicidal Ideation, and Suicidal Behavior Among Transgender Youth. The Journal of adolescent health : official publication of the Society for Adolescent Medicine, 63(4), 503–505. doi:10.1016/j.jadohealth.2018.02.003

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Showing our support



Name change
Use their affirmed name



Pronoun change
Use their affirmed pronoun



**Bathroom/
facilities usage**
Legally can use the bathroom that aligns with their gender identity



Presentation change
May change, may not



Coming back to work
Your inclusive behaviours



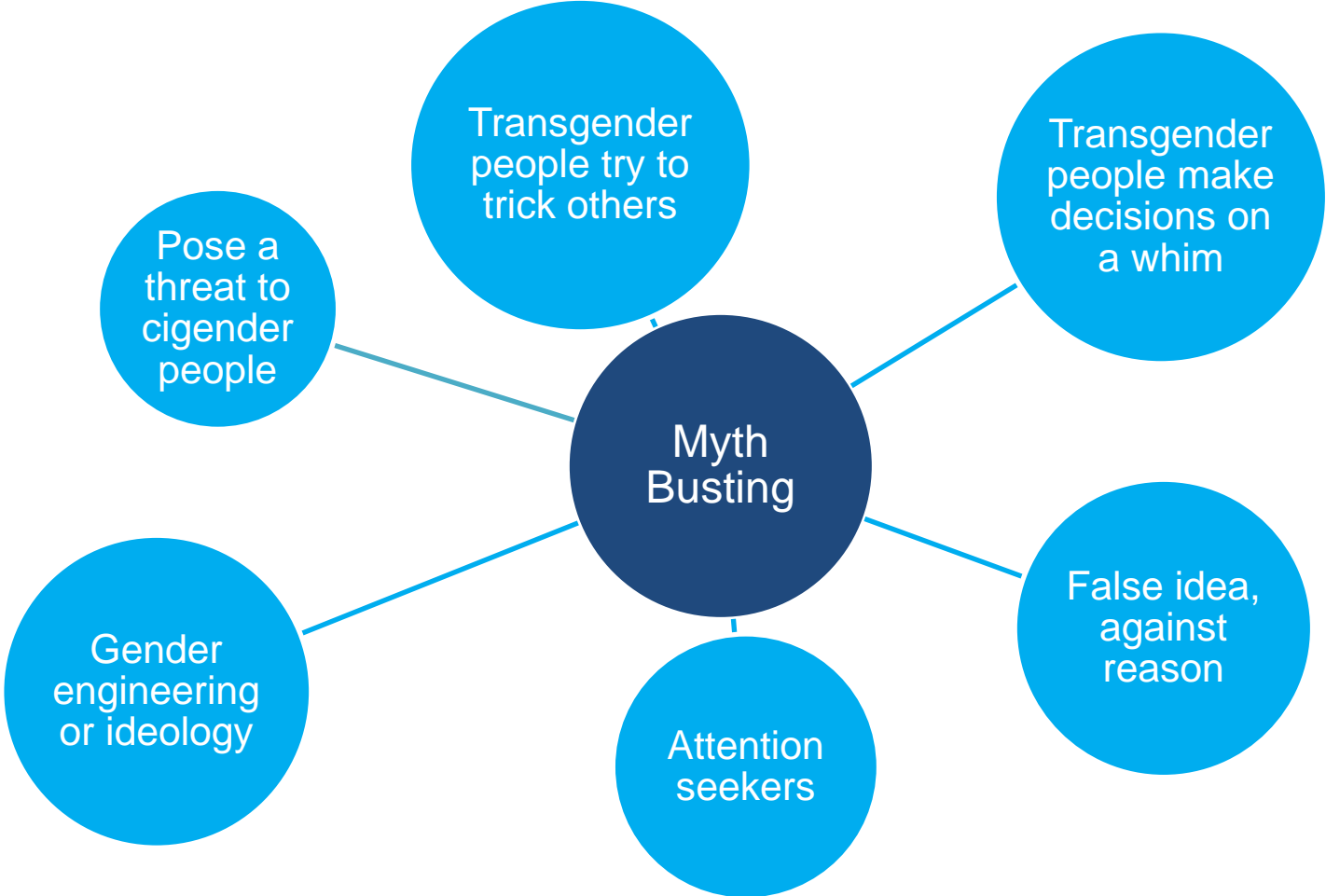
Misgendering
Correct yourself and move on



Curiosity questions
Intrusive and unnecessary

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Myth busting – stigmatising myths



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Myth busting – stereotypes & misconceptions

All trans people have or must have gender incongruence

All trans people have had, or want surgery

All trans people take, or want to take hormones

Trans people are really just gay

Non-binary people aren't real, or are really a binary gender

Only young people are non-binary

Being non-binary = being androgynous

Trans people either don't have sex, or are hypersexual

Trans women always are or want to be feminine, and trans men always are or want to be masculine

All trans people have always known they were trans, or known since a point early on in their lives

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10 tips for being a Trans Ally

- 1 At meetings and events, set an inclusive tone
- 2 If you don't know what pronouns to use, listen first; model inclusion using your own pronouns
- 3 Don't ask a transgender person what their "real name" is
- 4 Understand the differences between coming out as LGB and coming out as TGD
- 5 Be careful about confidentiality, disclosure, and "outing"
- 6 Respect the terminology a transgender person uses to describe their identity
- 7 Be patient with a person questioning or exploring their gender identity
- 8 Understand there is no "right" or "wrong" way to transition - and that it is different for every person
- 9 Don't ask about genitals, surgical status, or sex life
- 10 Avoid backhanded compliments or "helpful" tips

Diversity of Sex, Gender Identity, Gender Expression & Sexuality

Sex Assigned at Birth	Gender Identity	Gender Expression	Sexual Orientation
Female	Woman	Feminine	Straight / Heterosexual
	Nonbinary		Bisexual
	Genderqueer		Pansexual
	Genderfluid	Androgynous	Asexual
	Bigender		Queer
	Agender		Gay / Homosexual
Male	Man	Masculine	Lesbian / Homosexual
	Gender Experience		
Intersex variations	Cisgender / Transgender		

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What can you do?



Be informed

Attend future training sessions

Talk to LGBTQ friends, family or colleagues

Read LGBTQ related publications, social media, videos



Be visible

Promote yourself as an ally, wear a pin

Share your story of why you're an ally

Celebrate days of significance



Be part of the solution

Talk about pronouns
Advocate for inclusive language

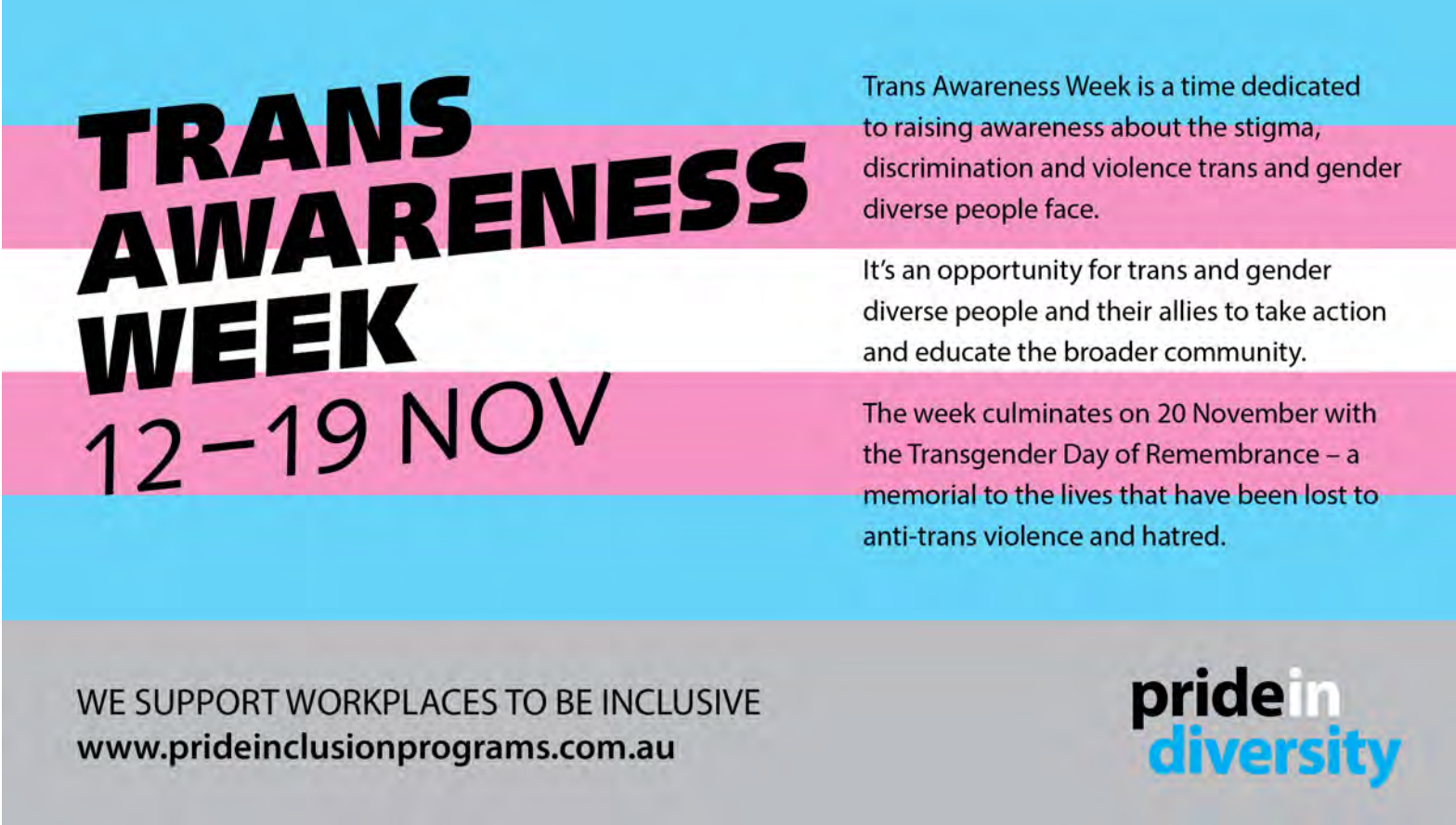
Take a stand against homophobic, biphobic, interphobic or transphobic slurs, jokes or negative comments



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What can you do?

A graphic for Trans Awareness Week. The background is divided into horizontal bands of light blue, pink, and light blue. The text 'TRANS AWARENESS WEEK' is written in large, bold, black, sans-serif capital letters, slanted upwards. Below it, '12-19 NOV' is written in a smaller, black, sans-serif font. To the right of the main title, there are three paragraphs of text. At the bottom, there is a grey bar containing the text 'WE SUPPORT WORKPLACES TO BE INCLUSIVE' and the website 'www.prideinclusionprograms.com.au'. The 'pride in diversity' logo is also present in the bottom right corner of the graphic.

**TRANS
AWARENESS
WEEK**
12-19 NOV

Trans Awareness Week is a time dedicated to raising awareness about the stigma, discrimination and violence trans and gender diverse people face.

It's an opportunity for trans and gender diverse people and their allies to take action and educate the broader community.

The week culminates on 20 November with the Transgender Day of Remembrance – a memorial to the lives that have been lost to anti-trans violence and hatred.

WE SUPPORT WORKPLACES TO BE INCLUSIVE
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What can you do?

Trans Day of Remembrance (TDOR) is a day to honour and memorialise the lives lost to and taken by transphobic violence and hatred.

We remember.

TRANS DAY OF REMEMBRANCE 20 NOVEMBER



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QUESTIONS

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