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# LGBTIQA+ YOUTH INCLUSIVENESS RESOURCES

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# **LGBTIQA+ Youth Inclusiveness Resources For Schools and Services**

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According to LGBTIQ+ Health Australia, during childhood and adolescence is when LGBTIQA+ people are most likely to realise and explore their identities and experiences, and LGBTIQA+ young people are choosing to be visible at a younger age than ever before.

Despite this, and a greater community awareness, LGBTIQA+ young people are still exposed to stigma, discrimination, harassment & safety concerns, which significantly impacts their health and wellbeing. Australian research shows 40.8% of young people reporting verbal harassment based on their sexuality or gender identity, & 60.2% of LGBTIQA+ young people feeling unsafe & uncomfortable at high school (Writing Themselves In 4 Report, Feb. 2021). Also, 63% of LGBTIQA+ young people reported a diagnosed mental health condition, compared to 26% of young people in a general youth population (LGBTIQ+ Health Australia, Snapshot Report 2021)

LGBTIQA+ young people are looking for support and acceptance within their local communities

To help young people improve their safety and acceptance within their schools and communities, we have put together this document full of resources to assist with LGBTIQA+ youth inclusiveness.

# LANGUAGE GUIDES

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- Glossary of LGBTIQA+ Terms - [www.lgbtqihealtheducation.org/wp-content/uploads/2020/10/Glossary-2020.08.30.pdf](http://www.lgbtqihealtheducation.org/wp-content/uploads/2020/10/Glossary-2020.08.30.pdf)
- Pronouns: Minus18, a National organisation for LGBTQA+ youth describes what pronouns are, why they matter, and how to use them [www.minus18.org.au/articles/what-are-pronouns-and-why-are-they-important](http://www.minus18.org.au/articles/what-are-pronouns-and-why-are-they-important)  
Pronouns Video - [www.youtube.com/watch?v=3xpvricekxU](http://www.youtube.com/watch?v=3xpvricekxU)

## IDENTITY, QUESTIONING AND COMING OUT

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- A fact sheet by Twenty10 that explains coming out and gives tips on coming out and also inviting people in - [www.twenty10.org.au/wp-content/uploads/2018/07/Coming-Out\\_Twenty10\\_2013.pdf](http://www.twenty10.org.au/wp-content/uploads/2018/07/Coming-Out_Twenty10_2013.pdf)
- A booklet for people 16 to 25 yrs who are questioning their gender and for people who feel like the sex and/or gender assigned to them at birth doesn't fit - [www.twenty10.org.au/wp-content/uploads/2016/04/GenderQuestioning\\_TransMelbourne\\_2010.pdf](http://www.twenty10.org.au/wp-content/uploads/2016/04/GenderQuestioning_TransMelbourne_2010.pdf)
- Tools to break down key concepts such as gender identity & expression, sex and sexuality-  
Flying gender unicorn: <https://studentaffairs.fiu.edu/get-involved/social-justice-and-inclusion/pride-center/assets/theflyinggenderunicorn.pdf>  
Genderbread person: [www.genderbread.org/resource/genderbread-person-v4-0](http://www.genderbread.org/resource/genderbread-person-v4-0)

# POLICY GUIDES

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- Details the legal rights of transgender students in NSW; strategies for making schools safe, supportive & healthy - <https://education.nsw.gov.au/about-us/rights-and-accountability/legal-issues-bulletins/bulletin-55-transgender-students-in-schools>
- Guide to Making Your School Safe & Inclusive [www.education.vic.gov.au/Documents/about/programs/health/safeschoolsguide.pdf](http://www.education.vic.gov.au/Documents/about/programs/health/safeschoolsguide.pdf)
- This is a guide for schools on challenging homophobic behaviour and creating a more inclusive school culture - <https://2connect.org.au/tips-on-challenging-homophobic-behaviour>
- Example school policy to encourage LGBTIQ+ inclusiveness and anti-bullying - [www.yavneh.vic.edu.au/wp-content/uploads/policies/The-Wellbeing-of-LGBTI+-Students-Policy.pdf](http://www.yavneh.vic.edu.au/wp-content/uploads/policies/The-Wellbeing-of-LGBTI+-Students-Policy.pdf)

# VISIBILITY POSTERS

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- The Welcome Here Project supports businesses and services to create and promote environments that are visibly welcoming and inclusive of lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) communities.  
Sign up to receive rainbow stickers -  
[www.welcomehere.org.au](http://www.welcomehere.org.au)
- Zoe Belle Gender Collective posters are a collection of LGBTIQ+ posters, free to download and display; to help allies and services demonstrate their support and inclusion -  
[www.zbgc.org.au/resources/zbgc-resources/posters](http://www.zbgc.org.au/resources/zbgc-resources/posters)
- Poster for local GLISTEN youth social group for young people aged up to 18 years who identify as LGBTIQ+, and their friends. Download and display it at your school, organisation, or online -  
<https://2connect.org.au/glisten-youth-social-group-flyer-2021/>
- Four display posters created by talented young people who have attended Glisten Youth Social Groups. These posters were created to promote diversity & help stop LGBTIQ+ discrimination -  
<https://2connect.org.au/glisten-artwork>
- An All Gender Restroom sign which can be displayed at schools and organisations - <https://2connect.org.au/all-gender-restroom>
- Some great LGBTIQ+ Visibility Inclusion Posters for Schools and Services -  
<https://2connect.org.au/lgbtiqavisibility-inclusion-posters-for-schools-and-services>

# RESOURCE-PACKED WEBSITES

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- Twenty10 provides an extensive resource directory with links to articles, toolkits, fact sheets, and best practice guidelines for making services/schools LGBTIQ+ accessible, affirming and safe - [www.twenty10.org.au](http://www.twenty10.org.au)
- Minus 18 is a Melbourne-based LGBTIQ+ youth service. It has engaging and youth-created resources that can be accessed online for young people, family and friends, including videos - [www.minus18.org.au](http://www.minus18.org.au)
- The Gender Centre is a trans specific service directory, resource guides and fact sheets including for information for families, and legal information - [www.gendercentre.org.au](http://www.gendercentre.org.au)
- TransHub by ACON is a digital information and resource platform for all trans and gender diverse (TGD) people in NSW, their loved ones, allies and health providers - [www.transhub.org.au](http://www.transhub.org.au)
- Say it Out Loud from ACON provides online resources for LGBTQ+ communities to have healthy relationships, get help for unhealthy relationships, and support from their friends - [www.sayitoutloud.org.au](http://www.sayitoutloud.org.au)
  - Transcend provides parent/carer support, community connection, information and advocacy. Also includes resources for schools and trans supportive healthcare services - [www.transcendaus.org](http://www.transcendaus.org)

## RESEARCH AND DATA

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- Writing Themselves in 4: the latest comprehensive study of LGBTIQ+ people aged 14 to 21 in Australia, about their experiences with education, homelessness, harassment, assault, mental health and more - [www.latrobe.edu.au/arcshs/publications/writing-themselves-in-publications/writing-themselves-in-4](http://www.latrobe.edu.au/arcshs/publications/writing-themselves-in-publications/writing-themselves-in-4)
- LGBTIQ+ Health Australia provides statistics on LGBTI young people, impacts on youth mental health of stigma, discrimination and abuse, the legal system, and more - [www.lgbtiqhealth.org.au/statistics](http://www.lgbtiqhealth.org.au/statistics)  
Webinar: [www.lgbtiqhealth.org.au/webinar\\_lgbti\\_young\\_people](http://www.lgbtiqhealth.org.au/webinar_lgbti_young_people)

## OTHER RESOURCES AND GUIDES

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- QueerAbility from ACON is a toolkit to support and empower LGBTIQ+ people with disabilities to navigate the NDIS - [www.acon.org.au/who-we-are-here-for/people-with-disability](http://www.acon.org.au/who-we-are-here-for/people-with-disability)
- The Intersex Human Rights Australia (IHRA) focuses on human rights, bodily autonomy and self-determination, and on evidence-based, patient-directed healthcare. Online resources around Intersex for parents; Inclusive practice; Youth; Healthcare pathways - [www.ihra.org.au](http://www.ihra.org.au)
- This PDF by Headspace provides recommendations for workplaces on implementing inclusive practices - <https://headspace.org.au/assets/Uploads/Resource-library/Health-professionals/working-with-ssayp.pdf>
- Beyond Blue has online resources for families [www.beyondblue.org.au/who-does-it-affect/lesbian-gay-bi-trans-and-intersex-lgbti-people](http://www.beyondblue.org.au/who-does-it-affect/lesbian-gay-bi-trans-and-intersex-lgbti-people)