

Anglicare WA Rainbow Network



**LGBTQIA+ Action Plan
2020-2023**

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Acknowledgement of Country

Anglicare WA acknowledges the Aboriginal peoples of Western Australia as the Traditional Custodians of the land on which Anglicare WA works.

We are privileged to work with and alongside Aboriginal and Torres Strait Islander families and communities and pay our respects to Aboriginal and Torres Strait Islander Elders, past and present.

Artwork created in collaboration with Whadjuk Noongar woman Ingrid Cumming and Key2.

Message from the Anglicare WA Rainbow Network Founding Members

Anglicare WA holds values of inclusivity and respect for LGBTQIA+ people, offering services and support in a non-discriminatory manner. However, since the 2017 plebiscite on same-sex marriage we have taken a more public stance to ensure that everyone who comes into contact with our agency knows that we are vehement supporters of all people regardless of their sex, sexuality or gender.

Whilst the nation's LGBTQIA+ people reeled during the public debate on their rights, Anglicare WA's Rainbow Network was formed to assist the agency to strengthen its commitment to inclusion and diversity. Starting from a

handful of staff the group began with modest goals of increasing awareness of LGBTQIA+ issues, capacity-building for frontline staff and acknowledgement of LGBTQIA+ dates of significance.

Our vision for a just and fair Western Australia is supported by our fiercely inclusive workplace practices. We have shown our commitment by flying the rainbow flag outside of our East Perth site "providing a beacon of acceptance on the Terrace", had record numbers of participants in the Perth Pride Parade (roughly 75 in 2019), celebrated IDAHOBIT, Wear it Purple and Trans Awareness Days, as well as supporting the

regions to celebrate events in their own ways. Moving forward we aim to capitalise on the successes of the past two years by continuing to support staff in raising their skills and confidence when assisting with LGBTQIA+ related issues, build networks and partnerships with the LGBTQIA+ community and support our LGBTQIA+ identifying staff with any difficulties they may face.

Finally, we remain steadfast in our commitment to being fiercely inclusive by continuing to shine a light on LGBTQIA+ discrimination and the part we must all play to ensure that everyone has the ability to realise their fundamental human rights.



Our Vision and Commitment

Anglicare WA is a fiercely inclusive organisation that aims to foster a culture where people feel safe and supported to be themselves. Diverse sexual orientations, genders, and sexes are supported and celebrated within our organisation. We aim to be a leading LGBTQIA+ employer by adopting diversity and inclusion that support and help LGBTQIA+ employees

and clients to thrive, especially those that face additional adversities due to intersectionality.

We believe diversity within our organisation and wider community is a great strength and asset. Our LGBTQIA+ Action Plan outlines actions to improve the inclusion and wellbeing of LGBTQIA+ staff and clients through three

themes:

- Policy and Governance
- Leadership and Advocacy
- Education and Culture

Anglicare WA hope you can join us in implementing our Action Plan to ensure equality for all West Australians.



Fiercely Inclusive

We make sure everyone can belong



Action Plan

Policy and Governance

Deliverable

1. The Anglicare WA Rainbow Network will meet at least six times per year to monitor and report on the LGBTQIA+ Action Plan
2. Investigate internal and external funding available to increase LGBTQIA+ inclusion and awareness throughout the organisation
3. Develop and distribute an LGBTQIA+ glossary of terms to staff and clients
4. Review and update Rainbow Network Terms of Reference
5. Ensure the recruitment and onboarding processes are inclusive of LGBTQIA+ people
6. Conduct an internal LGBTQIA+ survey for all staff and publish results internally
7. Investigate including gender neutral bathroom facilities at all Anglicare WA locations
8. Develop an LGBTQIA+ brand that will be used on internal and external marketing, resources and documents
9. Ensure an inclusive statement and branding is used throughout Anglicare WA's recruitment process

Action Plan

Leadership and Advocacy

Deliverable

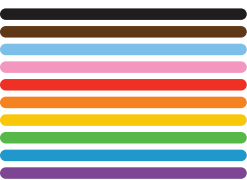
1. Investigate ways to better include LGBTQIA+ Aboriginal people, young people, people living with a disability, people of multifaiths and people from the CaLD community at LGBTQIA+ events and initiatives
2. Develop relationships and partnerships with local LGBTQIA+ organisations and services that will benefit staff, clients and the organisation
3. Develop relationships with external organisations that will support our regional LGBTQIA+ employees
4. Work alongside internal employees and with external organistaions to ensure LGBTQIA+ Aboriginal people, young people, people living with a disability, people of multifaiths and people from the CaLD community are represented, supported and included
5. Connect with and build relationships between internal LGBTQIA+ staff at all Anglicare WA locations throughout the state via social media, events and internal communications



Education and Culture

Deliverable

1. Partake annually at Perth Fairday and the Perth Pride Parade
2. Partake annually in IDAHOBIT, Transgender Day of Visibility and Wear It Purple Day
3. Acknowledge significant LGBTQIA+ dates on the intranet, social media and webpage
4. Continue to fly the Pride flag at the East Perth office, and display Pride flags at all front counter desks
5. Investigate opportunities to partake in Pride events outside of the Perth metro area
6. Share LGBTQIA+ employee stories on internal and external social media
7. Promote external LGBTQIA+ events and initiatives to employees via social media and the intranet



Glossary of Common LGBTQIA+ Terms

Terminology and language can impact on a person's self-worth, identity and sense of belonging. Anglicare WA is committed to incorporating inclusive language into our organisation to ensure individuals are empowered and the LGBTQIA+ community are visible and acknowledged. LGBTQIA+ terminology is constantly changing and at times contested within and outside the LGBTQIA+ community. While recognising and respecting varying views and the limitations of some terms, this glossary is intended to provide some clarity to commonly used terminology.

Agender: People who identify as agender may describe themselves as genderless or lacking of gender. It can be described as 'without gender'.

Aromantic: Individuals who do not experience romantic attraction. Aromantic individuals may or may not identify as asexual.

Asexual/Ace: A sexual orientation that reflects little to no sexual attraction, either within or outside relationships. People who identify as asexual can still experience romantic attraction. Asexual does not necessarily imply lack of sex drive or libido.

Bisexual: An individual who is sexually, emotionally or romantically attracted to people of the same gender and people of another gender. Bisexuality does not necessarily assume there are only two genders.

Biphobia: Negative beliefs, prejudices and stereotypes that exist about people who are bisexual or not heterosexual.

Cisgender/Cis: People whose gender corresponds to the sex they were assigned at birth. Cisgender does not indicate biology, gender expression, hormonal makeup, how one is perceived in daily life or sexual orientation. For example, if a person is assigned female at birth and identifies as female/women then they are cisgender.

Cisnormativity: An assumption that everyone is cisgendered and that all people will continue to identify with the gender they were assigned to at birth. Cisnormativity erases the existence of transgender/trans and gender diverse people.

Gay: An individual who identifies as a man, and their emotional, romantic and sexual attraction is towards other men. The term is usually applied to men although can be used in relation to women too.

Gender: The term refers to the way in which a person identifies or expresses their masculine or feminine characteristics. It is a socially constructed and hierarchical category assigned to individuals on the basis of their apparent sex at birth.¹

Gender binary: The spectrum-based classification of gender into the two categories of either man or woman based on sex.

Gender identity: An individual's inner sense of being man, woman, feminine, masculine, neither, both or moving freely between and outside the gender binary.

Genderqueer/Non-binary gender: A term used to describe gender identity that does not conform to traditional gender norms or the gender binary. Genderqueer or non-binary gender may be expressed as other than woman or man, including gender neutral and androgynous.

Gender questioning: Reference to a person who is unsure which gender, if any that they identify with.

Heteronormativity: The view or belief that heterosexual relationships are the only natural. Normal or legitimate expression of sexuality and relationships, and that other sexual orientations or gender identities are unnatural and a threat to society, family structures or religion.

Heterosexism: A social system that privileges beliefs, values and practice. Heterosexism provides the social backdrop for homophobic and transphobic prejudices, violence and discrimination against the LGBTQIA+ community.

Homonormativity: A term used to describe the privilege some members of the LGBTQIA+ community have in regards to visibility, acceptance and human rights discourse in the mainstream.

Homophobia: Negative beliefs, prejudices and stereotypes that exist about people who are not heterosexual.

Intersectionality: Multiple identities or social categorization such as race, disability, class, gender or sexual orientation that combine to create discrimination and disadvantage. Groups and individuals subject to intersectionality face increased adversity and systemic oppression.

Intersex: A term used to refer to individuals who have anatomical, hormonal and chromosomal characteristics that differ from medical and conventional understandings of male and female bodies. Intersex people may identify as either women, men or non-binary. They may be neither wholly female or wholly male, a combination of female or male, or neither male nor female.

Lesbian: An individual who identifies as a woman and is sexually, emotionally or romantically attracted to other people who identify as woman.

Misgendering: Intentionally or unintentionally referring to a person using a word, especially a pronoun or form of address or using language to describe a person that doesn't correctly reflect the gender with which they identify.

Pansexual: An individual whose sexual and/or romantic attraction to others is not restricted by gender. A pansexual individual may be sexually and/or romantically attracted to any person, regardless of their gender.

Pronoun: A noun used to refer to a person. Examples are he, she or they. Pronouns should be used that relate to an individual's gender identity and not the sex they were assigned at birth.

Queer: This term in the past has been used against the LGBTQIA+ in a derogatory manner. The term is now used by some members of the queer community to capture political ideas, or as a political statement against heteronormativity and homonormativity. The term can be used to describe the full range of LGBTQIA+ identities, including those breaking binary thinking and seeing both sexual orientation and gender identity as fluid.

Questioning: The process of exploring one's own sexual orientation and gender identity.

Sexual orientation: The term used to describe an individual's sexual and romantic attraction to another person. People can identify with a sexuality or sexual orientation regardless of their sexual or romantic experiences. Some people identify as sexually fluid, and their sexuality is not fixed to any one identity.

Sex: An individual's sex is made up of chromosomal, hormonal and anatomical characteristics. At birth, sex is classified as either male or female based on a person's external anatomical features. Sex is not always so straightforward as some people are born with intersex variation, and an individual's chromosomal, hormonal and anatomical characteristics can change over a lifespan.¹

Sistergirl/Brotherboy: These terms are used for gender diverse people within some Aboriginal and Torres Strait Islander communities. Sistergirls are Aboriginal or Torres Strait Islander people who were assigned male at birth but live their lives as women, this may also include taking on traditional cultural female practices. Brotherboys are Aboriginal or Torres Strait Islander people who do not identify with being assigned female at birth.²

Transphobia: Refers to negative beliefs, prejudices and stereotypes that exist about transgender, trans and gender diverse people.

Transgender/Trans/Gender diverse: These terms are used to refer to people whose assigned sex at birth does not match their internal gender identity. Transgender and gender diverse people may identify as non-binary.

Transgender and gender diverse people may choose to live their lives without modifying their physical body, dress or legal status and with or without medical treatment and surgery. A variety of terms may be used by transgender and gender diverse people to describe themselves including: man, woman, transwoman, transman, trans masculine, transguy, trans feminine, trans, gender diverse, gender queer, gender non-conforming, non-binary, poly gendered, pan gendered and many more.³

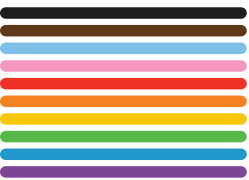
Trans and gender diverse people have the same range of sexual orientations as the rest of the population, and their sexuality is referred to in reference to their gender identity, rather than their sex.

Trans and gender diverse people may also use various pronouns including she, he, they, ze, zir and hir.

¹ Australian Government, Australian Institute of Family Studies (2019). LGBTQIA+ communities: Glossary of common terms. Retrieved from aifs.gov.au/cfca/publications/lgbtiq-communities

² GLHV, (2016). The Rainbow Tick guide to LGBTI-inclusive practice (2nd ed.). Melbourne: GLHV, La Trobe University. Retrieved from glhv.org.au/sites/default/files/2017-02/Rainbow%20Tick%20guide%20to%20LGBTI%20inclusive%20practice%20web.pdf National LGBTI Health Alliance. (2013a).

³ Aizura A. Z., Walsh, J., Pike, A., Ward, R., Jak. (2010). Gender questioning. Melbourne: Trans Melbourne Gender Project, GLHV, & Rainbow Coalition. Retrieved from glhv.org.au/files/GQv3.pdf



Resources and Organisations

All Things Queer

RTRfm LGBTQI+ radio and news show.

Bisexual+ Community Perth

A safe place for people who are not homosexual or heterosexual to engage in respectful discussion, connect with people and form community online.

Freedom Centre freedom.org.au

Support for young people, families and communities to be happy, healthy and informed about diverse sexual orientation, gender and sex.

GRAI grai.org.au

Primarily focused on quality housing options and services for older and ageing people of diverse sexual orientations and gender identities.

Living Proud livingproud.org.au

Provide essential services to the West Australian gay, lesbian, bisexual, trans, and intersex communities, including peer counselling phone line, health and wellbeing initiatives, community capacity building and professional training.

Minus18 minus18.org.au

A national youth-led organisation for LGBTIQ young people.

Out in Perth outinperth.com

OUTinPerth is a website and associated social media channels focusing on diversity in sexuality and gender.

Pride WA pridewa.com.au

To encourage and promote culture and the arts in Western Australia by celebrating the unique talents and identities of our sexually and gender diverse community.

PFLAG pflagwa.org.au

Providing a support system for families and friends of people who are lesbian, gay, bisexual, transgender or intersex (LGBTI), along with education and advocacy in the community.

QLife qlife.org.au

National counselling and referral service for people who are lesbian, gay, bisexual, trans, and/or intersex (LGBTI).

Rainbow KINection

Noongar Radio's first ever LGBTIQIA radio show.

Rainbow Mob of WA rainbowmob.jimdofree.com

Assisting Aboriginal LGBTQIA+ people in Western Australia.

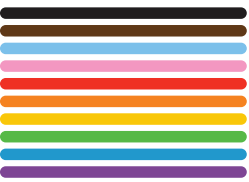
Transfolk of WA transfolkofwa.org

Transfolk of WA is a support service for all transgender people and their loved ones in Western Australia. The organisation provides accessible safe spaces where members can expect dynamic peer support.

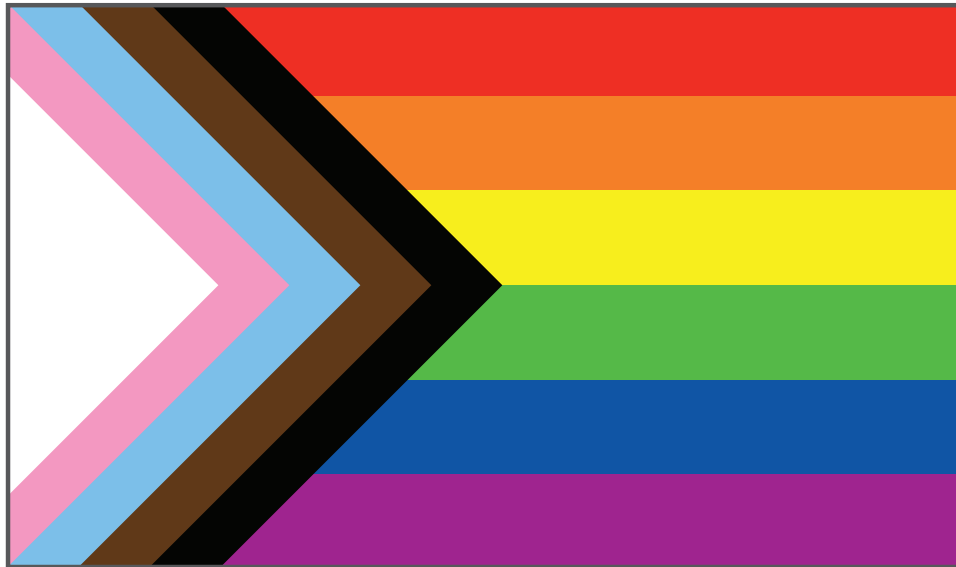


Dates of Significance

Event	Date
Sydney Mardi Gras	February
Broome Mardi Gras Festival	February – March
Perth Pride Queer Film Festival	March
Busselton Pride	March
International Women's Day	8 March
International Day for the Elimination of Racial Discrimination	21 March
International Transgender Day of Visibility (TDOV)	31 March
Lesbian Visibility Day	26 April
International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT)	17 May
World Refugee Day	20 June
Stonewall Riots Anniversary	28 June
International Non-Binary People's Day	14 July
International Day of the World's Indigenous People	9 August
International Youth Day	12 August
Darwin Pride Festival	September
Bisexuality Day	23 September
International Lesbian Day	8 October
National Coming Out Day	11 October
International Pronoun Day	17 October
Intersex Awareness Day	26 October
Perth Pride Month	November
International Transgender Day of Remembrance (TDOR)	20 November
International Day for the Elimination of Violence Against Women	25 November
Albany Pride	November – December
World AIDS Day	1 December
International Day of Persons with Disabilities	3 December
Human Rights Day	10 December



Anglicare WA is committed to working inclusively with people of diverse sex, sexual orientation and gender. We celebrate LGBTQIA+ people.



"Progress" Pride Flag designed by Daniel Quasar

Anglicare WA acknowledges those individuals that face amplified adversity and discrimination within the LGBTQIA+ community due to their gender, race, faith or class.

We acknowledge LGBTQIA+ First Nations people, those living with a disability, the trans and gender diverse community, people from multicultural backgrounds and women. We are committed to working with you and understanding how we can better support you.



Contact details:

Diversity and Inclusion Lead

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anglicarewa.org.au

