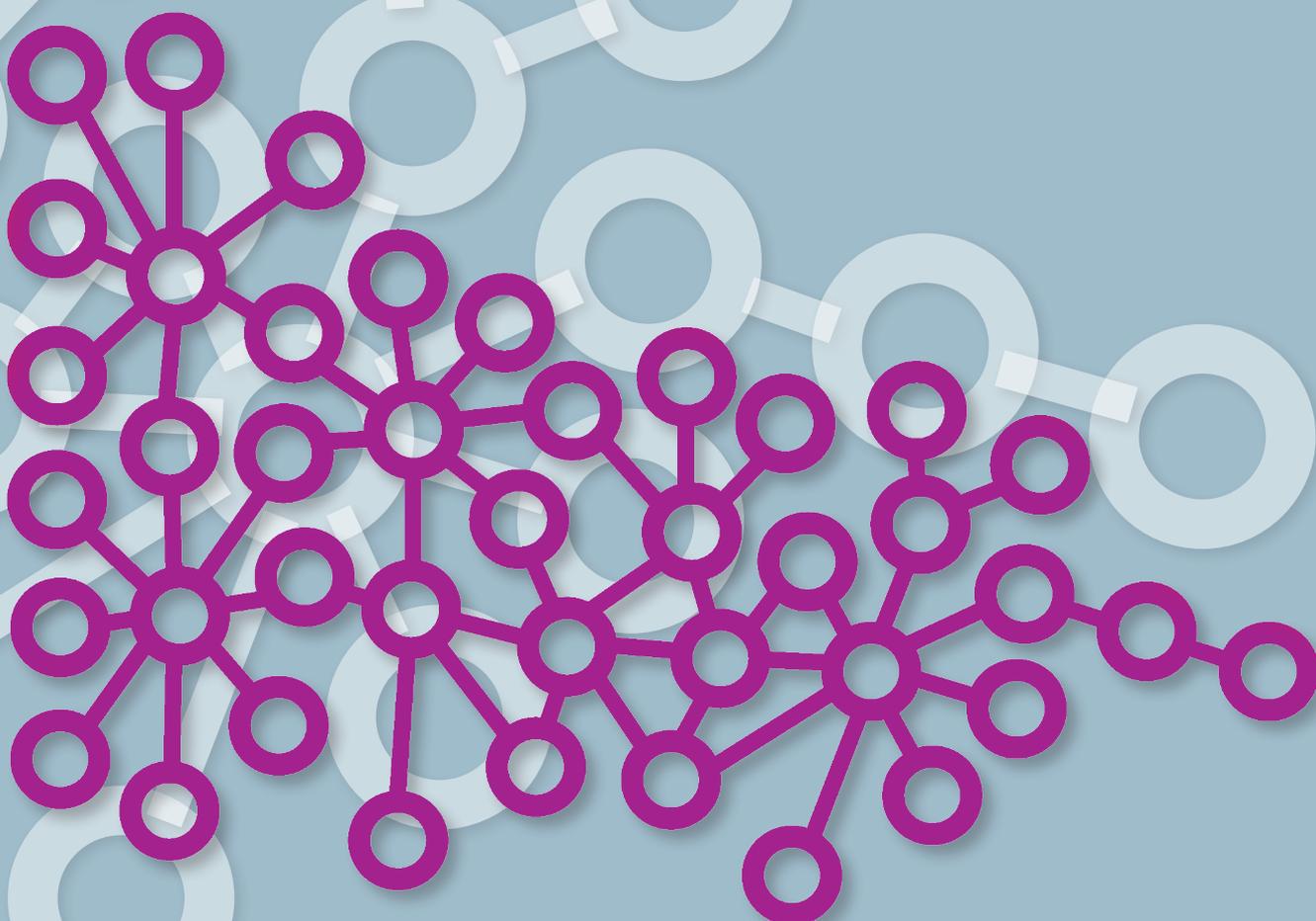


VICTORIAN STATE ELECTION 24 NOVEMBER 2018

LGBTI+ PRIORITIES



ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the traditional custodians of the land we are on, and pay our respects to their Elders past, present and emerging.

We respectfully acknowledge that lesbian, gay, bisexual, trans and gender diverse (including sistergirls and brotherboys), and intersex communities include many Aboriginal and Torres Strait Islander people and their families, and that in addition to homophobia, biphobia, transphobia, and intersex stigma and discrimination, our Aboriginal and Torres Strait Islander LGBTI+ community members also experience racially motivated prejudice.



INTRODUCTION

Ahead of the upcoming state election, 30 lesbian, gay, bisexual, trans and gender diverse, and intersex (LGBTI+) community organisations have produced this election booklet to collectively advocate on a range of issues relevant to LGBTI+ people and their families in Victoria. We urge all Victorian political parties and individuals running at the next state election to work together to implement our recommendations for action in order to promote a Victoria that is more equitable, welcoming, respectful, responsive and supportive of people from LGBTI+ communities and their families.

We've come a long way in advancing equality in Victoria but we must not go backwards. We need to build capacity within our community organisations, embed structural change in Government and improve recognition and representation of LGBTI+ Victorians. LGBTI+ communities continue to experience family violence, stigma and discrimination, vilification and social isolation, and because of this we experience poorer health outcomes and higher rates of homelessness than the general population. Some of us experience different and multiple

forms of discrimination, which can have a cumulative impact on health and wellbeing. For example, Aboriginal LGBTI+ people frequently experience racism in addition to prejudice on the basis of their LGBTI+ status.

As LGBTI+ people, we live, work and play across every electorate in Victoria. We have relationships, raise families, and contribute to society. We live in rural and regional communities, in outer urban areas and in the inner city. We play sport, volunteer and work across all sectors of the economy. We live with disabilities, are neurodiverse, are carers, have parenting responsibilities or are children of LGBTI+ people. We are in every cultural and faith community, yet can be both invisible or, at other times, out, loud and proud. We live differing, intersectional lives every day and can be many or more of everything listed above. In short, LGBTI+ communities are not a homogenous group, but diverse communities, and policy responses to LGBTI+ issues need to be understanding and embracing of this diversity.



ADVANCING EQUALITY

In order to develop policy and programs that address the needs of LGBTI+ people, it is critical that appropriate expertise and infrastructure exist to facilitate engagement with LGBTI+ communities. This term of Parliament has seen the establishment of the Equality Branch within the Department of Premier and Cabinet, the appointment of a Gender and Sexuality Commissioner responsible for LGBTI+ issues, and the establishment of an LGBTI Taskforce and working groups. These must be retained.

Building on this, there is need to develop a whole-of-government LGBTI+ strategy that understands and addresses the needs of LGBTI+ people from diverse communities, including Aboriginal, multicultural, multifaith and rural communities, those living with a disability and people of all ages. There is also a need to expand LGBTI+ access, diversity and inclusion initiatives in local government, including through appropriate acknowledgment, consultation and service provision.

LGBTI+ people can only thrive if they have community organisations to turn to for support,

advice and representation. The establishment of LGBTI Community Grants, LGBTI Multicultural Grants, a Pride Events and Festivals Fund, and the development of a Victorian Pride Centre alongside the continuation of the Healthy Equal Youth (HEY) Partners and grants program, are all welcome and must all be retained after the next election. Ongoing funding will be required, particularly in the development stage of the Pride Centre, to ensure that the Centre and pride events across the state can be maintained. Recognising the diversity within LGBTI+ communities, it is also crucial that funding for Aboriginal LGBTI+ retreats continues.

LGBTI+ politicians whether at local, state, or federal government level have a proven ability to work collaboratively to achieve outcomes for the community and can be role models for young people and future leaders. However, LGBTI+ people are currently under-represented in all tiers of government. More must be done to support LGBTI+ people to stand for elected office.

ACTIONS

- Commit to a whole-of-government Victorian LGBTI+ Strategy;
- Retain the Equality Branch within the Department of Premier and Cabinet;
- Retain the LGBTI Taskforce and its working groups and expert advisory groups;
- Retain the role of Gender and Sexuality Commissioner, and consult with intersex advocacy organisations to ensure the Commissioner's role and title is inclusive;
- Fully fund the construction and ongoing operational costs of the Victorian Pride Centre;
- Retain and expand the Pride Events and Festivals Fund, as well as the LGBTI Community, LGBTI Multicultural, and HEY Partners and Grants programs;
- Continue to fund Aboriginal LGBTI+ retreats;
- Resource councils to implement the Rainbow Resource for Victorian Councils; and
- Establish mechanisms to increase LGBTI+ representation at all levels of government.



RELATIONSHIPS, FAMILIES & CHILDREN

As with the general population, there is a diversity of relationships and family forms within LGBTI+ communities. Victorian law must continue to adapt to ensure it is responsive to the diversity of LGBTI+ relationships and families.

The law often defines relationships, both intimate partner and within rainbow families as “same sex”, such as “same sex couples” or “same sex parented families”; however, relationships within the LGBTI+ communities and our rainbow families take many diverse forms, such as those in which parents or carers are trans and gender diverse or where there may be more than two parents.

In addition many children and young people in Victoria live in families with sole parents, two or more parents or carers, and enjoy relationships with donors, siblings and step-family, kinship, surrogate, foster or adoptive family members who make up their rainbow family.

The introduction of federal marriage equality makes a difference to the legal and social recognition of the people who may choose to get married, but for many members of the LGBTI+ communities, state-based laws and regulations, as well as health and education systems, do not go far enough to acknowledge the needs of LGBTI+ people, their partners, children or families, or deliver adequate services to them.

In addition to the actions below, throughout this booklet are recommendations aimed at protecting and promoting the human rights of LGBTI+ children and young people as well as people living in rainbow families.

ACTIONS

- Consult with LGBTI+ communities on ways to strengthen the *Relationships Act* and related legislation to better protect the rights of same sex and gender diverse couples;
- Review and simplify eligibility criteria in the *Adoption Act* and Regulations;
- Amend relevant legislation to allow a full choice of descriptors for all parents and to allow for recognition of multi-parent family structures;
- Establish a process for conferring legal parentage for children living in Victoria born through international surrogacy, while working to ensure children's best interests are protected under international surrogacy arrangements; and
- Legislate to provide donor conceived children access to identifying information about any donor siblings and mandate disclosure to all donor conceived children of their donor conceived status.



HEALTH & WELLBEING

LGBTI+ people experience significantly higher rates of depression, anxiety, substance misuse, self-harm, suicidal ideation and suicide than people not from these communities; not because of who they are, but because of societal stigma and discrimination^{1,2}. Funding of LGBTI+ health services should be increased to reduce these health inequities.

Belonging to a community of peers and being empowered contributes to good health and wellbeing, so peer-based advocacy and community organisations should also be funded to support and empower LGBTI+ people. Furthermore, mainstream health services require training and accreditation to ensure they appropriately meet the needs of LGBTI+ people.

The *LGBTI Health and Wellbeing Action Plan* should be renewed to ensure that the health needs and challenges of LGBTI+ people continue to be addressed. The Action Plan also needs to address LGBTI+ people who are Aboriginal and culturally and linguistically diverse.

The Government has re-allocated funding from community mental health services to the National Disability Insurance Scheme (NDIS). While it is important to fund the NDIS, it is also important to fund community-controlled mental health services, as many people who access these services are not disabled and therefore unable to obtain services through the NDIS.

Finally, the *Health Complaints Act* and its code of conduct should be strengthened to ensure they adequately capture the harmful practice of conversion therapy or trying to change a person's sexual orientation or gender identity. This should be accompanied by tailored interventions for faith-based communities, programs to support survivors and other measures.

ACTIONS

- Increase ongoing funding of community-controlled health services;
- Renew the *LGBTI Health and Wellbeing Action Plan* and ensure it addresses the specific needs of Aboriginal and culturally and linguistically diverse communities;
- Return funding to LGBTI community-controlled mental health services;
- Fund peer-based advocacy and social community organisations;
- Fund LGBTI+ inclusive training and accreditation for mainstream health services;
- Commit to including the provision of LGBTI+ inclusive services in the annual statement of priorities for the next 4 years to ensure systemic changes are achieved; and
- Strengthen the *Health Complaints Act* and its code of conduct to ensure they adequately capture the harmful practice of conversion therapy together with funding tailored interventions for faith-based communities and programs to support survivors as well as other measures.



EDUCATION

The Victorian government provides education and training to children and young people through early childhood, primary and secondary schools and Vocational Education and Training.

Across every education setting there are children and young people who identify as members of LGBTI+ communities. Children and young people may be members of rainbow families or have a close family member from LGBTI+ communities. Likewise, early childhood educators, teachers and staff may also be from LGBTI+ communities, or members of a rainbow family.

The Victorian government has a moral and legal imperative to uphold equitable access to the education system by creating and maintaining positive education environments where children and young people are valued, included and

respected, where they feel like they belong, and where they can reach their full potential. An education system that is responsive to diversity will create opportunities for children and young people to see themselves, their families and their communities reflected in the curriculum and to be supported by robust wellbeing programs. These programs should be offered across the non-government and specialist education sectors as well.

Education staff must feel safe at work and be supported by their employer. Families must be reassured that their children will be treated respectfully regardless of their LGBTI+ status or the LGBTI+ status of their parents or carers.

ACTIONS

- Develop curriculum content that is responsive to, and inclusive of, LGBTI+ issues;
- Commit to evidence-based, age-appropriate, inclusive sexuality education and respectful relationships education, including the delivery of professional development for staff and teachers;
- Commit to the continuation and further development of an LGBTI+ inclusive, proactive and resilient wellbeing support program at schools including a focus on resilience, respect and mental health and which addresses bullying, discrimination and harassment in all its forms;
- Fund and provide age-appropriate resources to assist schools to support children and young people who are gender diverse or undergoing transition at school; and
- Provide ongoing support and resources for early childhood educators, school and VET staff and teachers who are LGBTI+ or are members of a rainbow family, including a review of Department of Education and Training policy and employment processes.



DISCRIMINATION

LGBTI+ people regularly experience stigma and discrimination. Reform of the *Equal Opportunity Act* ('EOA'), our state anti-discrimination law, is needed to ensure that the right to equality and non-discrimination for LGBTI+ people is respected and fulfilled.

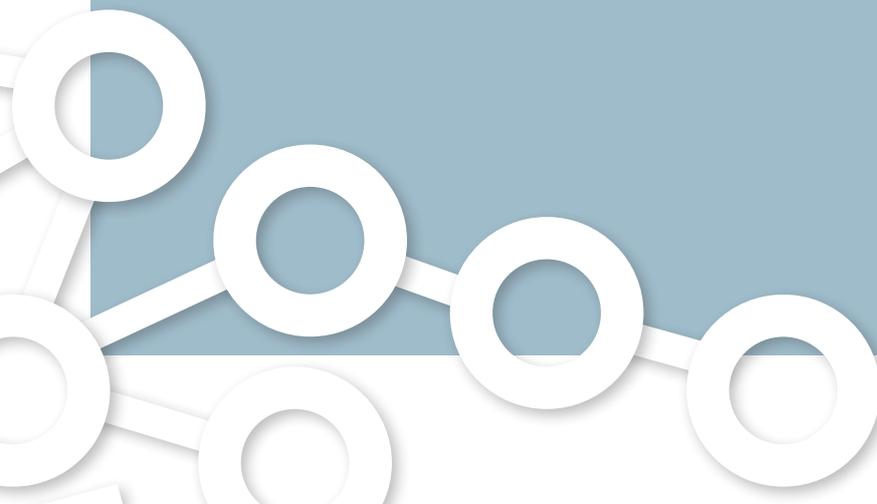
The EOA prohibits discrimination on the basis of sexual orientation and gender identity, but does not explicitly prohibit discrimination on the basis of intersex status. Furthermore, the definition of gender identity and sexual orientation under the EOA are out-of-step with federal law and fails to adequately capture non-binary people and people of diverse sexualities. Moreover, the EOA contains extremely broad and unjust exemptions for religious bodies, schools and individuals that fail to appropriately balance the

rights to non-discrimination and freedom of religion. These exemptions allow, for example, religious schools to expel LGBT students, or religious employers to fire LGBT staff. There are many LGBT people of faith who live connected to both their LGBT identity and their faith who are subject to such religious discrimination.

The Victorian Equal Opportunity and Human Rights Commission (VEOHRC) has a vital role in enforcing human rights legislation in Victoria, yet its powers were stripped back in 2011, diminishing its ability to protect LGBTI+ Victorians. The powers introduced in 2010 should be fully restored to enable the Commission to tackle systemic discrimination against LGBTI people.

ACTIONS

- Remove or narrow exemptions in the EOA for religious organisations and individuals including:
 - removing religious exemptions available to individuals, to bring Victoria into line with other Australian jurisdictions;
 - preventing religious organisations from discriminating in public service delivery, particularly when those services are delivered to vulnerable people (e.g. health services, community services, homelessness services, etc.);
 - removing or limiting employment discrimination to scenarios where adhering to religious doctrine is an inherent requirement of the position; and
 - requiring organisations relying on a religious exemption to publicly publish the grounds (or protected attributes) on which they intend to discriminate.
- Update the definitions of 'gender identity' and 'sexual orientation' in the EOA so they are consistent with the definitions in the federal *Sex Discrimination Act* and/or best practice;
- Explicitly prohibit discrimination on the basis of sex characteristics in the EOA to protect intersex people; and
- Restore the power of the VEOHRC to investigate systemic discrimination and take enforcement action.



SAFETY & SECURITY

One in four LGBT Victorians report having been threatened with or subjected to physical violence in the past two years,³ and concerns have been raised that current legal protections against such abuse are inadequate.

Sub-section 5(2)(daaa) of the *Sentencing Act* is the basis of Victoria's hate crime laws. This sub-section provides that, in sentencing an offender, the court must have regard to whether the offence was motivated by hatred for or prejudice against a particular group. It is unclear the extent to which this is being used in practice, particularly regarding violence against victims on the basis of sexual orientation, gender identity or intersex status, and whether the requirement to establish motivation is too burdensome. The operation and effectiveness of this sub-section of the *Sentencing Act* should be reviewed.

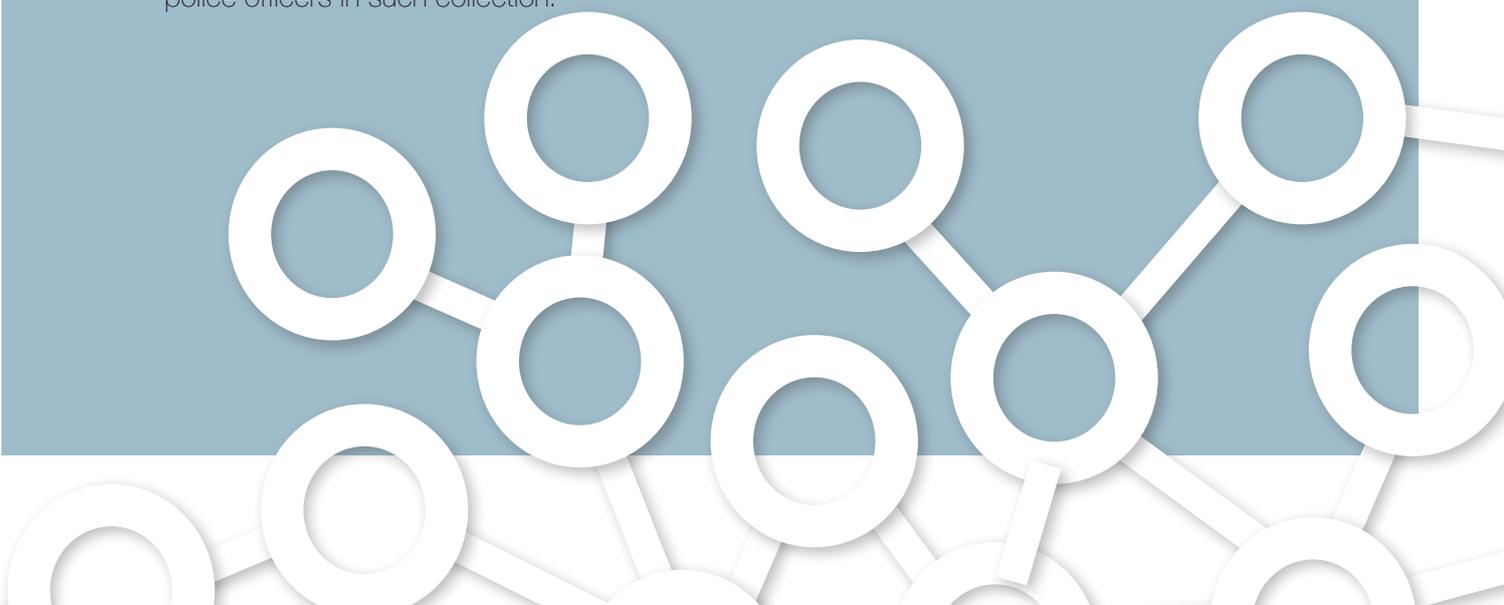
There are provisions against hate speech in the *Racial and Religious Tolerance Act*. However, as the name suggests, it only contains provisions

against hate speech directed at racial, ethnic or religious groups. The law should be broadened to cover vilification based on sexual orientation, gender identity and intersex status.

In addition to law reform, programs are needed to encourage the social and cultural change required to ensure that LGBTI+ people can live free from harm. This includes funding to enhance the capacity of Victoria Police to respond to prejudice-motivated crime, and the investigation of third-party reporting mechanisms to support those uncomfortable reporting crime directly to the police. This could include, in particular, LGBTI+ people living with a disability, or from Aboriginal and culturally and linguistically diverse communities, who may experience, or perceive they would experience, additional barriers in reporting a crime.

ACTIONS

- Review the operation and effectiveness of subsection 5(2)(daaa) of the *Sentencing Act* to understand if the section is being utilised effectively and what changes might need to be made to uphold the spirit of the law;
- Introduce legislation to provide protections against vilification or hate speech directed at LGBTI+ people, building on existing anti-vilification laws based on race and religion;
- Increase the number of full-time Victoria Police GLBTI Liaison Officers;
- Investigate assisted third-party reporting options for violence against people from LGBTI+ communities, whereby complaints could be made via nominated community agencies for inclusion within the Victoria Police complaint process; and
- Improve data collection by Victoria Police and the Crime Statistics Agency on prejudice-motivated crimes based on an actual or perceived LGBTI+ status, and provide training for police officers in such collection.



FAMILY VIOLENCE

Almost one third of LGBTI Australians report having been in an abusive relationship, one third of which included physical abuse, yet only 20% report their abuse to police.⁴ Moreover, only 6% of Victorians who reported same-sex partner abuse to police were referred to support services.⁵ Family violence in LGBTI+ communities isn't limited to intimate partner violence, it can also be perpetrated by parents, children, siblings and extended family.

The framing of family violence as an issue that only affects women in heterosexual relationships and their children is problematic. Barriers to LGBTI+ people accessing family violence services also include a lack of understanding among mainstream services about the diversity of LGBTI+ relationships and family forms, distrust

of mainstream services by LGBTI+ people, the ability of some family violence services to legally discriminate against LGBTI+ people, and lack of community-controlled services for LGBTI+ people and their families.⁶ These barriers are even greater for people from culturally and linguistically diverse and migrant backgrounds and Aboriginal and Torres Strait Islander communities.⁷

In Victoria, services catering to LGBTI+ victims and perpetrators of family violence need to be adequately funded, and further research is needed to determine LGBTI+ inclusive models of assessment, accommodation, victim support, and perpetrator family violence programs, among other services, as outlined in the *Free from Violence Action Plan 2018-2021*.⁸

ACTIONS

- Implement the LGBTI+ specific recommendations of the Royal Commission into Family Violence, including the recommendation to clarify relevant provisions of the *Equal Opportunity Act* to remove any capacity for family violence accommodation and service providers to discriminate against LGBTI+ Victorians;
- Ensure family violence prevention, early intervention and education campaigns are LGBTI+ inclusive;
- Fund LGBTI+ specific family violence prevention and education campaigns;
- Ensure family violence training of services and Victoria Police is LGBTI+ inclusive; and
- Fund LGBTI+ programs for victims and perpetrators of family violence, and establish referral pathways to link LGBTI+ victims and perpetrators of family violence with these services.



HOUSING & HOMELESSNESS

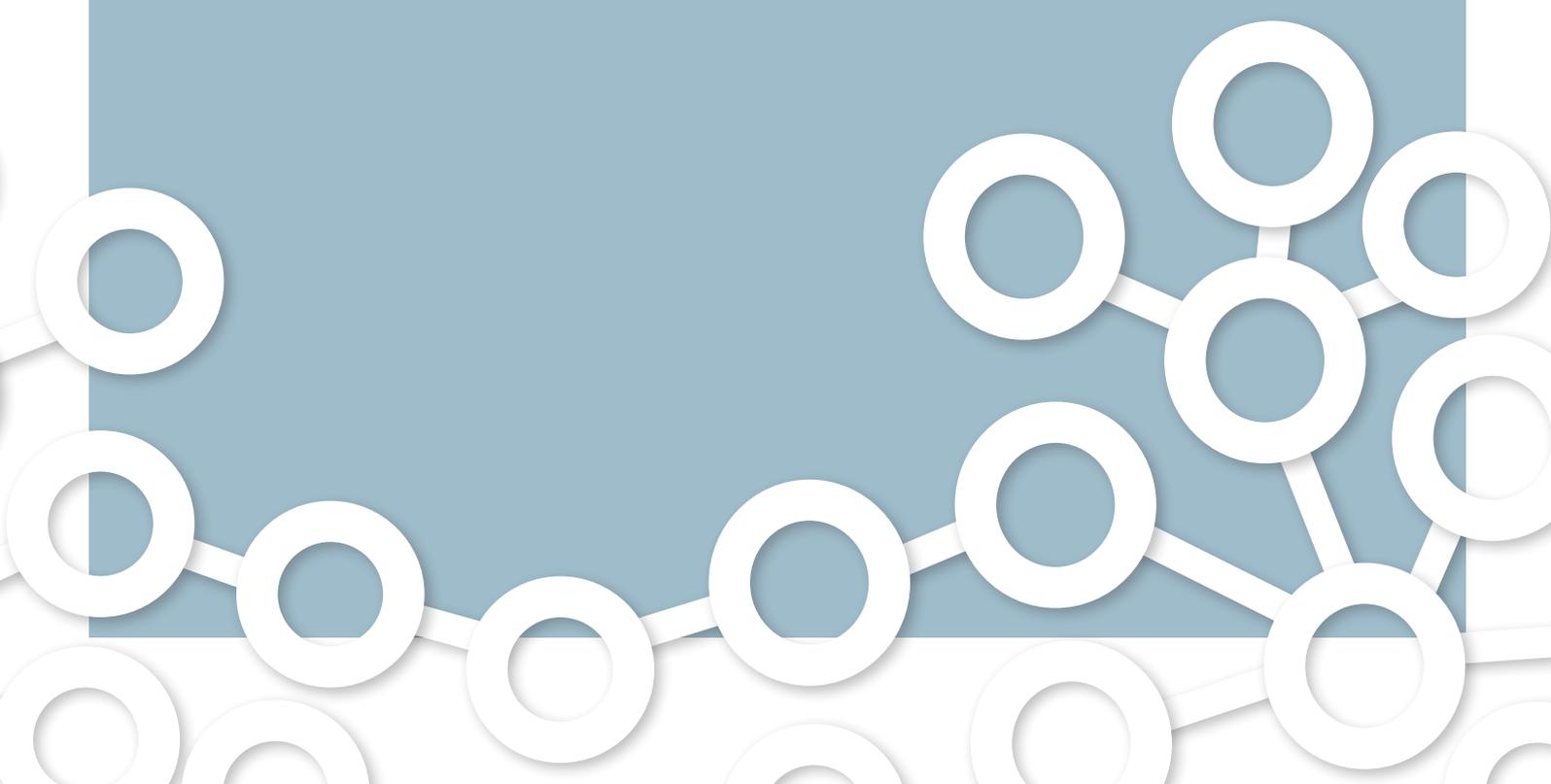
In Australia, 33.7% of lesbian and gay, and 20.8% of bisexual people report having experienced homelessness, compared to 13.4% of heterosexuals.⁹ A survey of trans and gender diverse Australians found that 22% of participants aged 14–25 had experienced accommodation problems or homelessness.¹⁰

With LGBT people experiencing homelessness at significantly higher rates than the general population, there is an urgent need to establish community-controlled LGBT+ homelessness and housing support services, and to build crisis accommodation and housing specifically earmarked to tackle LGBT homelessness and housing insecurity. Community-controlled support services should have priority on the nomination rights for these properties.

The importance of community-controlled services is underscored by the fact many LGBT people report that they do not feel safe using mainstream housing and homelessness services.¹¹ The concern over using mainstream homelessness services could be further increased for Aboriginal and other culturally and linguistically diverse LGBT+ people as they potentially face multiple forms of discrimination and are overrepresented in homelessness populations.¹² Specialist community-controlled LGBT+ housing support services should be funded to work in partnership with mainstream housing services.

ACTIONS

- Work with the Federal Government to fund an LGBT+ safe housing network of community-controlled LGBT+ homelessness and housing support services. This should include funding for crisis accommodation and housing, with nomination rights for community-controlled services;
- Fund specialist services to assist LGBT+ children and young people out of the homelessness system;
- Develop best practice guidelines on LGBT+ inclusive care for housing and homelessness services, including how to respond to the unique needs of trans and gender diverse Victorians; and
- Provide ongoing LGBT+ training to mainstream services and Department of Health and Human Services staff working in the areas of housing and homelessness.



BISEXUAL VICTORIANS

Bisexual people face unique challenges as a community. For example, bisexual people are more likely to be diagnosed and treated for mental disorders and anxiety than gay and lesbian people,¹³ and international evidence shows bisexual women experience significantly higher rates of rape and sexual violence than other women.¹⁴ As these examples illustrate, the experiences of bisexual people are multifaceted and require a tailored response. Peer-led bisexual organisations also need ongoing funding to provide peer support to bisexual Victorians to help them navigate the unique challenges they experience as a community.

While an increasing number of young people identify as bisexual, there remains a lack of understanding of the unique challenges experienced by the bisexual community. To bridge this knowledge gap, funding should be provided for a campaign to raise awareness and address these issues among the general population, service providers and within LGBTI+ communities. In addition, funding should be provided for social and health research into the bisexual community.

ACTIONS

- Fund peer-led bisexual organisations to provide peer support to bisexual people, their partners and families;
- Fund social and health research that specifically examines the unique challenges faced by bisexual people;
- Fund an awareness campaign to raise awareness and address specific issues faced by bisexual people among the general population, service providers and within LGBTI+ communities;
- Ensure the specific needs of bisexual people, their partners and families are met in all government LGBTI+ campaigns through respectful consultation with bisexual people; and
- Ensure critical disparities compared to gay and lesbian populations, including but not limited to intimate partner violence against bisexual women and poor mental health outcomes for all bisexual people, are addressed urgently.



TRANS & GENDER DIVERSE VICTORIANS

Trans and gender diverse Victorians are subject to high levels of stigma and discrimination, and as a consequence experience significantly poorer mental and physical health outcomes and higher rates of homelessness than the general population.¹⁵

In recent times, there has been notable progress for trans and gender diverse Victorians, in particular the removal of forced divorce for those who wish to change their gender on their birth certificate.¹⁶ However, the ability to change gender markers on birth certificates still requires that one first undergo invasive surgery. The requirement to have surgery prior to changing gender markers on identity documents is widely recognised and condemned as coercive sterilisation.¹⁷ The Victorian Government should amend the *Births, Deaths and Marriages Registration Act* to remove this requirement. There is also a need for birth certificate changes to enable people under 18 to change their gender marker and for there to be options other than “M” and “F” to be available for gender diverse and non-binary people.

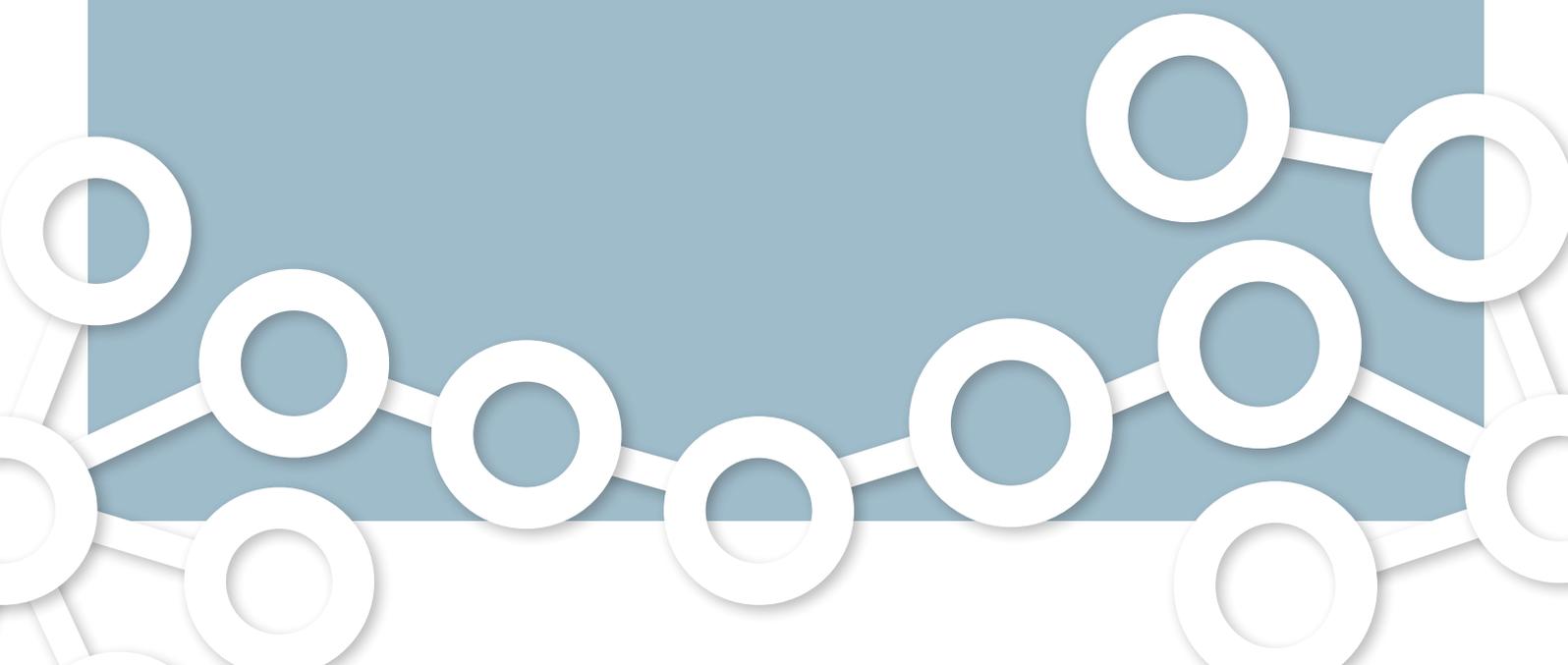
It is a human right for all people to have a birth certificate which reflects who they are.

Affirming one's authentic gender can involve substantial health support services. It is therefore important that relevant health professionals receive training on trans and gender diverse health issues, and that trans and gender diverse health services are adequately resourced and accessible. The recent increase in funding for the Royal Children's Hospital and the Monash Gender Clinic was necessary to support trans and gender diverse Victorians. While the increased funding of these services is welcome, further funding increases will be needed to keep pace with growing demand and to ensure services are timely, with a maximum 3-month wait time, and accessible in regional areas.¹⁸

Trans and gender diverse Victorians face legislative barriers to participation in competitive sport. The *Equal Opportunity Act* should therefore be amended to remove these barriers.

ACTIONS

- Amend the *Birth Deaths and Marriages Registration Act* in line with the Bill that was considered by the Victorian Parliament in 2016;
- Ensure funding for gender clinics is sufficient to meet demand and provide timely and accessible services;
- Fund professional development training for health professionals on trans and gender diverse health issues; and
- Amend the *Equal Opportunity Act* to remove barriers to the participation of trans and gender diverse people in sport.



INTERSEX VICTORIANS

Intersex children currently do not have legislative protection to ensure their right to bodily integrity is preserved. As a result, intersex children are often subject to medically unnecessary and non-consensual interventions, such as clitoral reduction, sterilising procedures, and hormone treatments. These interventions are deferrable until children are old enough to provide their own informed consent and can exercise their individual autonomy.

There is a need to develop standards for the care of intersex children that:

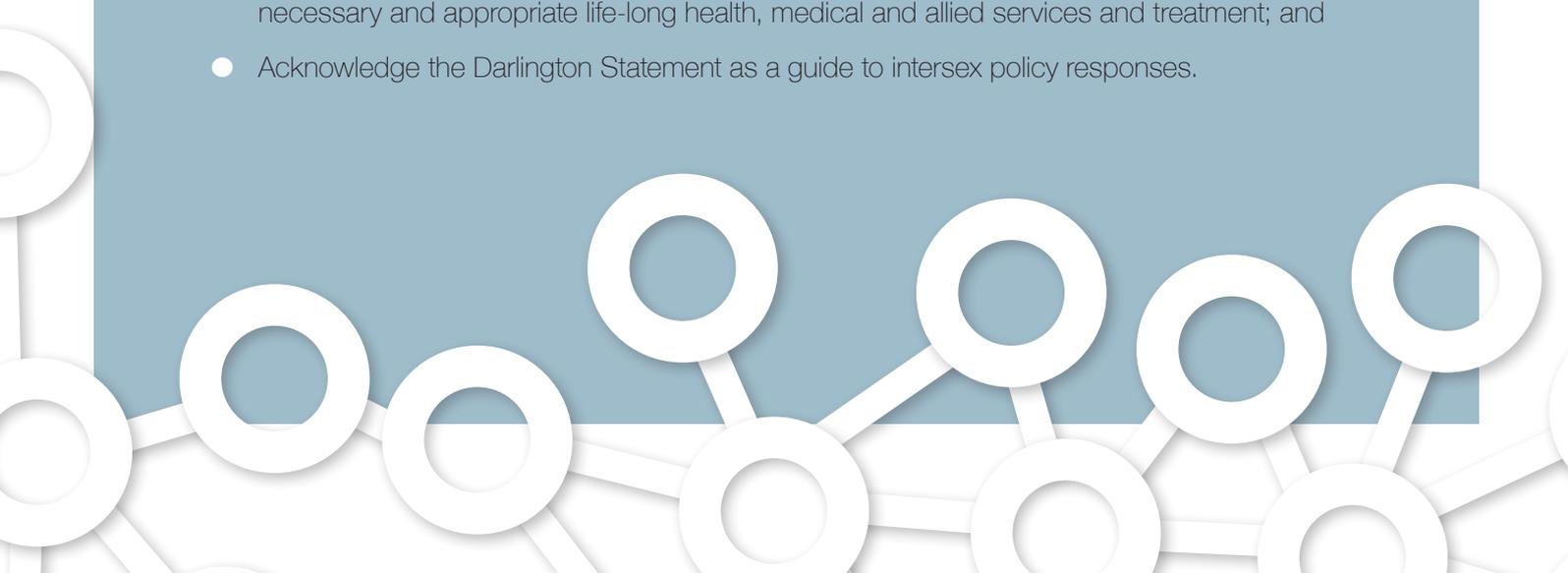
- define and establish 'medical necessity' as the criteria to determine which interventions are or are not medically necessary for different intersex variations;
- give due consideration to the lifelong health, legal, ethical, sexual and human rights implications of relevant medical interventions;

- do not allow decisions to be made based on gender stereotypes, social norms or financial rationales; and
- are developed in conjunction with, and supported by, members of the intersex community, medical ethicists, and human rights experts.

In 2017, intersex organisations released the Darlington Statement,¹⁹ which acknowledged the right of intersex people to bodily integrity and called for the prohibition of all deferrable medical interventions on intersex children. We call on all political parties to acknowledge the Darlington Statement, and to commit to introducing legislation prohibiting all non-consensual, medically unnecessary modifications of sex characteristics.

ACTIONS

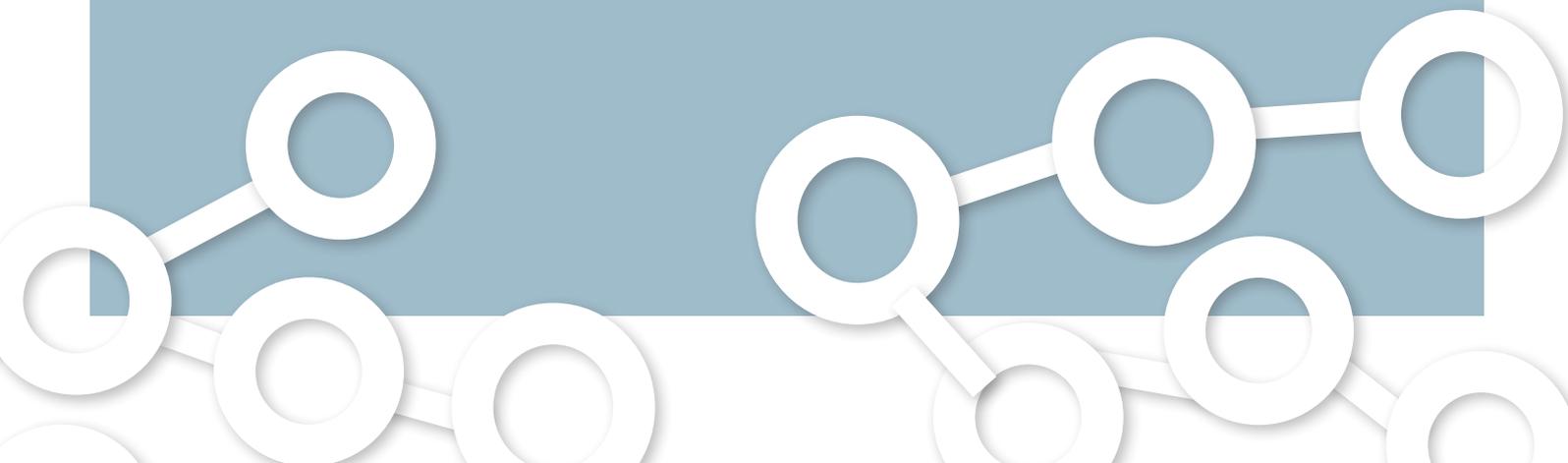
- Develop legally enforceable standards for the care of intersex children to prevent medically unnecessary procedures on intersex children from occurring without individuals providing their own informed consent;
- Establish a specialist administrative tribunal or panel that includes human rights experts, medical ethicists, and people with lived experience of intersex variations that is responsible for approving interventions on intersex children and reviewing medical decisions to perform interventions without prior tribunal approval due to their being deemed too medically urgent to wait;
- Legislate to prohibit non-consensual, medically unnecessary modifications of sex characteristics;
- Include human rights specialists, child advocates, mental health professionals and intersex community representatives in the multi-disciplinary teams that treat intersex people, and ensure that they operate in line with transparent, human rights-based standards of care;
- Ensure adequately resourced access to peer-based education and support services, and necessary and appropriate life-long health, medical and allied services and treatment; and
- Acknowledge the Darlington Statement as a guide to intersex policy responses.



SUPPORT FOR FEDERAL ISSUES

The Victorian Government should lobby the Federal Government to:

- Develop a whole-of-government National LGBTI+ Strategy;
- Expedite the resettlement of LGBTI+ refugees and people seeking asylum being held in offshore detention facilities in regions that cannot guarantee their safety, namely Papua New Guinea and Nauru;
- Ensure that people involved in the assessment of refugee claims are trained on best practice in determining refugee status based on LGBTI+ status;
- Provide full Medicare coverage for gender affirmation treatment and ensure necessary hormones and hormone blockers are included in the Pharmaceutical Benefits Scheme;
- Fund Headspace services to expand their service provision to include adults;
- Advocate for a family law system including a Family Court system that is inclusive of and responsive to diverse family forms including rainbow families and LGBTI+ people in diverse relationships;
- Add action to address non-consensual, medically unnecessary interventions on intersex children to the Council of Australian Governments' Health Council and Council of Attorneys-General agendas;
- Increase Commonwealth funding to address and alleviate trans and gender diverse Australians' social, mental and physical issues;
- Improve accurate data collection to better plan for and deliver services for the LGBTI+ communities and their families. This includes adding questions on sexual orientation and intersex status to the Census;
- Remove or limit the permanent exemptions for religious organisations in federal laws;
- Amend the *Sex Discrimination Act* to remove the discrimination faced by transgender and intersex sportspeople;
- Legislate to protect LGBTI+ people from vilification;
- Review the national curriculum, particularly the National Health and Physical Education Curriculum, to ensure it is LGBTI+ inclusive;
- Continue to implement the Australian Government Guidelines on the Recognition of Sex and Gender across departments and agencies and review the implementation of the guidelines in consultation with trans and gender diverse, and intersex groups;
- Continue funding for the National LGBTI Health Alliance and its programs including Silver Rainbow and the national LGBTI+ telephone support helpline, QLife;
- Work with the Australian Medical Council, Allied Health Professions Australia and the Community Services and Health Industry Skills Council to ensure the inclusion of LGBTI+ issues within the courses for all health professionals;
- Include LGBTI+ rights as a core part of the nation's foreign policy agenda and appoint an Ambassador for the Human Rights of LGBTI Persons; and
- Establish a dedicated cabinet portfolio, office or branch and Commissioner with specific responsibility for LGBTI+ rights within government, similar to that in Victoria.



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GLOSSARY

Bisexual Bisexual people are attracted to people of more than one sex and/or gender.

Gay Someone who is attracted to people of the same sex and/or gender as themselves.

Gender identity The gender that a person identifies as, regardless of their biological sex.

Intersex Intersex people are born with physical sex characteristics that don't fit medical and social norms for female and male bodies. Intersex traits arise from a mix of chromosomal and hormonal variations. There are dozens of different intersex traits, and while some are apparent before or shortly after birth, others do not become apparent until puberty or adulthood. The term 'intersex' is not applicable to situations in which individuals deliberately alter their own sex characteristics. Like non-intersex people, intersex people have a range of different sexual orientations and gender identities.

Lesbian A woman who is attracted to other women.

LGBTI+ Lesbian, gay, bisexual, trans and gender diverse, intersex, and other sex, sexuality and gender diverse communities.

Trans and gender diverse People whose gender identity or expression is different from that which was assigned at birth or that which is expected of them by society.

Rainbow families Rainbow families is the term used to include one or more parent or carer who is LGBTI+, come in all different shapes and sizes, and exist within all cultural and faith groups. The law often defines relationships within rainbow families as "same-sex", however, rainbow families take many diverse forms, such as those in which parents or carers are trans and gender diverse. Children in Victoria live in families with sole parents, two or more parents or carers and enjoy relationships with donors, siblings and step-family, kinship, surrogate, foster or adoptive family members who make up their rainbow family.



RESOURCES

- Australian GLBTIQ Multicultural Council | agmc.org.au
- Androgen Insensitivity Syndrome Support Group Australia | aissga.org.au
- Anti-Violence Project | antiviolence.info
- Bisexual Alliance Victoria | bi-alliance.org
- Brophy Family and Youth Services | brophy.org.au
- Cobaw Community Health | cobaw.org.au
- cohealth | cohealth.org.au
- Equality Campaign | equalitycampaign.org.au
- FTM Shed | ftmshed.com
- Gateway Health | gatewayhealth.org.au
- GLHV | glhv.org.au
- Geelong Rainbow Inc. | geelongrainbow.org.au
- Human Rights Law Centre | hrlc.org.au
- Intersex Human Rights Australia | ihra.org.au
- Melbourne Bisexual Network | melbournebisexualnetwork.com
- Merri Health | merrihealth.org.au
- Mind Australia | mindaustralia.org.au
- Minus18 | minus18.org.au
- Parents of Gender Diverse Children | pgdc.org.au
- Queerspace | ds.org.au/our-services/queerspace
- Rainbow Families Victoria | rainbowfamilies.org.au
- Rainbow Network | rainbownetwork.com.au
- Spectrum Intersections | spectrumintersections.org
- Switchboard Victoria | switchboard.org.au
- Thorne Harbour Health | thorneharbour.org
- Transcend | transcendsupport.com.au
- TransFamily | transfamilysite.wordpress.com
- Transgender Victoria | transgendervictoria.com
- Victorian Gay and Lesbian Rights Lobby | vglrl.org.au
- Youth Affairs Council of Victoria | yacvic.org.au

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