VICTORIAN GOVERNMENT LGBTIQ PROJECTS, PROGRAMS AND INITIATIVES

Advisory groups
- LGBTIQ Taskforce and Working Groups
- TGD and Intersex Expert Advisory Groups
- LGBTIQ Education and LGBTIQ Family Violence Reference Groups
- Emergency Management Diversity and Inclusion Group
- Victoria Police LGBTIQ Portfolio Reference Group
- Birth Certificate Reforms Implementation Advisory Group

Rural and Regional Program
- LGBTI Equality Roadshow visited 29 towns across Victoria
- Development of the Rural and Regional Community of Practice
- Development of a roadmap for rural and regional Victoria

Grants
- LGBTIQ Organisational Grants
- Pride Events and Festivals Fund
- LGBTIQ Leadership Program
- Healthy, Equal Youth (HEY) Grants
- Investment in community organisations during the marriage equality debate

Family and intimate partner violence
- Funding Rainbow Tick accreditation for family violence services
- LGBTIQ HOW2 Training Program rolled out to family violence service providers
- Establishment of W/Respect - a specialist LGBTIQ family violence service
- Support for the LGBTIQA+ Family Violence Network
- Inclusive Refuge Demonstration project
- LGBTIQ family violence and homelessness project in Western and Northern Melbourne
- Support for prevention initiatives
- Funding trials of LGBTIQ perpetrator response programs

Birth certificates
- Commemorative rainbow birth certificates
- ‘Mother-mother’ option available for birth certificates
- Reforms for trans and gender diverse Victorians

Police
- VEOHRC assessment of LGBTIQ Victoria Police employee personal experiences
- GLLO Show on Joy FM
- Podcast with the Commander of the Priority Communities Division on Joy FM

Data
- Inclusion of LGBTIQ data in the Victorian Population Health Survey
- Whole of Victorian Government LGBTIQ data standards for capturing gender, sex and sexual orientation

Culture
- Support for key LGBTIQ events, including Midsumma, ChillOut and MQFF
- $25 million funding to establish the Victorian Pride Centre
- LGBTIQ projects funded through the Future Makers for Change creative projects program
Inclusive services
- Rainbow Tick accreditation standards and process
- DPC LGBTIQ Inclusive Language Guide
- Work to embed LGBTIQ inclusion in contracting and service agreements
- Rainbow eQuality online guide for health and community services
- Framework for LGBTIQ inclusive practice in hospitals and health services
- Designing for Diversity resources
- 2018 LGBTIQ Inclusive Practice Forum for hospitals and health services

TGD and non-binary
- Funding for multidisciplinary gender clinics in Ballarat and Preston
- Funding for gender clinics at Royal Children’s Hospital and Monash Health
- Establishment of the TGD Peer Support Program and Community of Practice
- Change Your ID Day
- VicRoads gender marker licence updates
- Funding the Fitted for Work Transgender Program
- Birth certificate reforms

Health and wellbeing
- Development of the Intersex Resource Project
- Commitment to implementing a ban on conversion practices
- Funding to support victim/survivors of conversion practices
- Commitment to deliver the LGBTIQ homelessness grants program
- Alcohol and other drug (AOD) services encouraged to achieve Rainbow Tick accreditation
- Funding for projects to reduce drug-related harm at LGBTIQ events and festivals
- Targeted mental health family counselling services
- Prisoner telehealth access to Monash Health Gender Clinic

Education and training
- Support for the Rainbow International Student Network
- Two projects as part of the International Student Welfare Program: Rainbow Breakfast Club and Rainbow Connections
- Inclusion of LGBTIQ development session in the Study Melbourne Student Ambassador Professional Development Program
- Safe Schools program

Sport
- VEOHRC inclusion in sport guidelines
- Support for Proud 2 Play, Cricket Victoria, and six other sporting associations aiming to increase LGBTIQ participation
- Together More Active funding for inclusivity in state sporting associations
- Play by the Rules resources and training for community clubs to prevent and manage discrimination, including homophobia
- Office for Women in Sport and Recreation delivered an LGBTIQ forum
- LGBTIQ ambassadors for the Change Our Game program

Business
- LGBTIQ business event partnerships and sponsorships through Small Business Victoria
- Small Business Ministerial Council and Multicultural Business Ministerial Council commit to increase LGBTIQ diversity in business sector leadership

Research supported
- Private Lives 3
- Writing Themselves In 4
- LGBTIQ homelessness
- Alcohol and smoking among LBQ women
- LGBTIQ inclusion in TAFEs

Gambling in LGBTIQ communities
- Family and intimate partner violence in LGBTIQ communities
- Diversity and inclusion in emergency management
### LGBTIQ PERSONAL SAFETY AND VIOLENCE

As LGBTIQ visibility has increased, so too have threats to personal safety and violence.

#### Hiding

Extent to which LGBTIQ people feel the need to hide their sexual orientation or gender identity

- Accessing services: 34%
- At work: 39%
- At social events: 42%
- In public: 44%

#### Discrimination and abuse

**Rates of abuse and discrimination**

- Gay and bisexual men: 35%
- Lesbian and bisexual women: 33.8%
- Trans men: 53.3%
- Trans women: 49.2%

**Types of abuse**

- Verbal abuse: 25.5%
- Harassment: 15.4%
- Physical violence: 8.7%
- Written abuse: 6.6%

Harassment and abuse also occurs within LGBTIQ communities. This is known as *lateral violence*.

#### Police

- 60% of police had not had any training on LGBTIQ people
- 79% of police had never consulted a Gay and Lesbian Liaison Officer

#### LGBTIQ young people

- 58% felt Victoria Police didn’t understand their issues
- 43% reported that police treat LGBTIQ people worse than other young people
- 51% are unlikely to report prejudice-motivated crime in the future

#### Family violence

- 13.4% of LGBTIQ Victorians have experienced family violence compared with 5.1% of the broader population.
- 26 family violence organisations funded to undertake Rainbow Tick accreditation
LGBTIQ HEALTH AND WELLBEING

LGBTIQ people are at increased risk of physical and mental health problems due to the experience of abuse and discrimination, the fear of discrimination, and internalised stigma and victimisation.

### Mental health

<table>
<thead>
<tr>
<th>Measure</th>
<th>LGBTIQ (%)</th>
<th>General population (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anxiety and depression</td>
<td>44.8%</td>
<td>26.7%</td>
</tr>
<tr>
<td>Psychological distress</td>
<td>24.4%</td>
<td>14.5%</td>
</tr>
<tr>
<td>Feeling life is worthwhile</td>
<td>22.1%</td>
<td>16.5%</td>
</tr>
<tr>
<td>Low satisfaction with life</td>
<td>27.1%</td>
<td>20.1%</td>
</tr>
</tbody>
</table>

### Suicide and self-harm

- 60% of people with an intersex variation thought about suicide; 19% had attempted suicide
- Rejection by family is associated with higher rates of self-harm and suicide
- Trans men and women have the highest rates of psychological distress and reduced resilience

### Physical health and wellbeing

<table>
<thead>
<tr>
<th>Measure</th>
<th>LGBTIQ (%)</th>
<th>General population (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Self-reported health</td>
<td>35.7%</td>
<td>42.5%</td>
</tr>
<tr>
<td>Chronic disease</td>
<td>36.1%</td>
<td>25.1%</td>
</tr>
<tr>
<td>Smoking</td>
<td>17.8%</td>
<td>12.3%</td>
</tr>
</tbody>
</table>

### Factors that influence health and wellbeing

<table>
<thead>
<tr>
<th>Employment + Financial security + Sport</th>
<th>Socioeconomic status</th>
<th>Sport</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Income: A higher proportion of LGBTIQ adults have a total annual income of <strong>less than $40,000</strong>.</td>
<td>Sport can build confidence and social connections and improve health and wellbeing.</td>
</tr>
<tr>
<td></td>
<td>Employment: Less than 48% of LGBTIQ people are employed full time.</td>
<td>However, participation may be hindered by sporting clubs that do not understand LGBTIQ inclusivity.</td>
</tr>
</tbody>
</table>

### Socioeconomic status

- **Income:** A higher proportion of LGBTIQ adults have a total annual income of **less than $40,000**.
- **Employment:** Less than 48% of LGBTIQ people are employed full time.

### Homelessness

Structural inequalities and trauma contribute to LGBTIQ people being at least **twice** as likely to have ever experienced homelessness.

### Higher rates of

- Drug use
- Alcohol abuse
- Homelessness
- Disability
HISTORY OF LGBTIQ EQUALITY IN VICTORIA

LGBTIQ reforms over the last 100 years
(Cumulative number of reforms)

This graph only reflects the last 100 years of government reforms, many of which excluded Aboriginal and Torres Strait Islander LGBTIQ Victorians. We recognise there are thousands of years of LGBTIQ Aboriginal and Torres Strait Islander history that has come before this.

---|---|---|---|---

- Death penalty abolished for most offences
- Homosexuality decriminalised
- Discrimination based on sexual orientation or gender identity unlawful
- More than 60 Victorian Acts amended to give same-sex couples equal rights to those enjoyed by heterosexual de facto couples
- Assisted reproductive treatment legal for female same-sex partners
- Safe Schools Coalition established
- ‘No To Homophobia’ national campaign launched
- Equality portfolio established

Reforms since the establishment of the Equality Portfolio

- Equality portfolio established with Minister for Equality, Australia’s first Commissioner for Gender and Sexuality and Equality branch at the Department of Premier and Cabinet
- Ro Allen announced as Victoria’s first Gender and Sexuality Commissioner
- Removal of HIV transmission law
- Expungement of criminal convictions for homosexual activity
- LGBTI Equality Roadshow launched
- LGBTI Community Grants program launched to build capacity and sustainability of the sector
- Adoption law amended to allow adoption of children by couples regardless of sexual orientation or gender
- Premier Daniel Andrews makes State apology for criminalising homosexuality
- Announcement of Victoria’s first pride centre
- Inclusion of LGBTIQ identification questions in the Victorian Population Health Survey
- First LGBTIQ equality event at Government House, IDAHOBIT
- Marriage equality legalised in Australia
- Pride Events and Festivals Fund program announced
- All Victorian public high schools are safe schools
- The Fair Play Code outlines appropriate standards of behaviour expected in all sports
- Fairer birth certificates for trans and gender diverse Victorians
- Victoria Police apologises to LGBTIQ communities for past wrongs
- Government announces it will ban conversion therapy and assist people harmed by it

2015 | 2016 | 2017 | 2018 | 2019
LGBTIQ EQUALITY IN VICTORIA: OPPORTUNITIES

Safe learning environments
Rates of LGBTIQ bullying in schools remain high, sexuality education lacks LGBTIQ inclusivity and there are limited policies to support LGBTIQ people in tertiary settings.

Economic security
Workplaces are not safe for all LGBTIQ people and rates of full-time employment income are less than in the general community. There is also limited data on LGBTIQ-owned and LGBTIQ-led business.

Equality before the law
The Equal Opportunity Act 2010 currently provides religious bodies with the privilege to discriminate, has an outdated definition of gender identity, does not include intersex status as a protected attribute and does not give rights to children born through surrogacy to have actual parents recognised on birth certificates.

Health and wellbeing
LGBTIQ people continue to face significant mental health challenges and the rates of homelessness, disability and substance misuse are higher for LGBTIQ people than in the broader community. People ageing with HIV continue to face stigma and discrimination and ‘normalising’ surgeries continue to be performed on children with intersex variations.

LGBTIQ inclusive services
Becoming an accredited LGBTIQ inclusive workplace can be costly and resource intensive. Some LGBTIQ people continue to experience issues with care in disability, aged care, mental health and other services. Long waiting lists and high out-of-pocket costs can also prevent some TGD people from accessing gender affirming services.

Personal safety and violence
LGBTIQ people with a disability are more likely to have experienced harassment or violence in institutional settings, and low levels of trust have resulted in some LGBTIQ people feeling reluctant to engage with police.