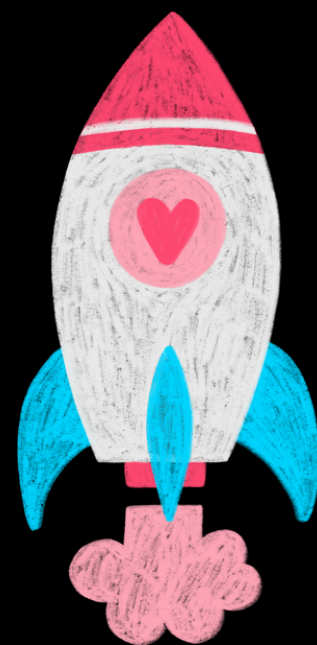




# LGBTQIA+ Allyship & Inclusion Training



RESPECT  
AIN'T  
ROCKET  
SCIENCE!



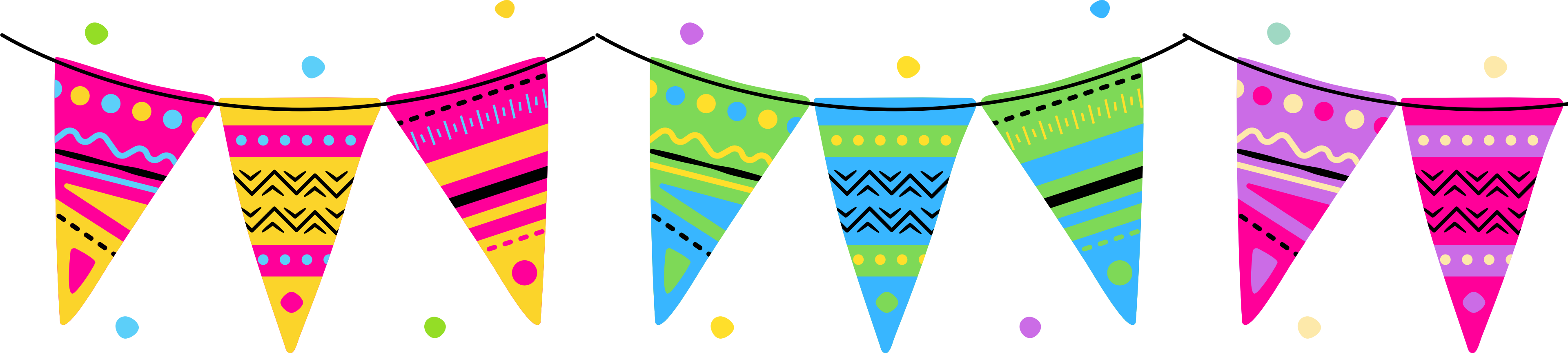
#LOVEWINS!

# What we will cover in session today:

Terms and Definitions  
Differences between sexuality, sex and gender  
Bi+ Umbrella  
Ace Spectrum  
Trans and Gender Diverse  
Use of Pronouns  
Gender neutral Language  
some common issues  
Active Allyship  
Victorian Government Strategy  
resources

**ANY INITIAL  
QUESTIONS?**



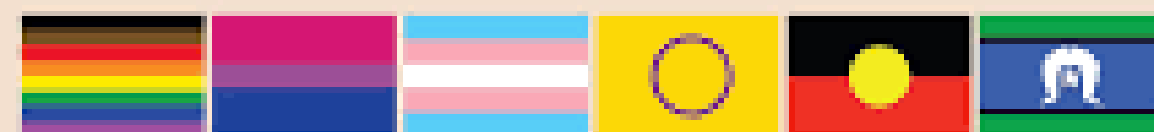


**LIFE**

PHONE & CHAT  
**1800 184 527**  
QLIFE.ORG.AU  
**3pm-12pm**  
**Everyday**



**Rainbow**  
Door



**1800 729 367**



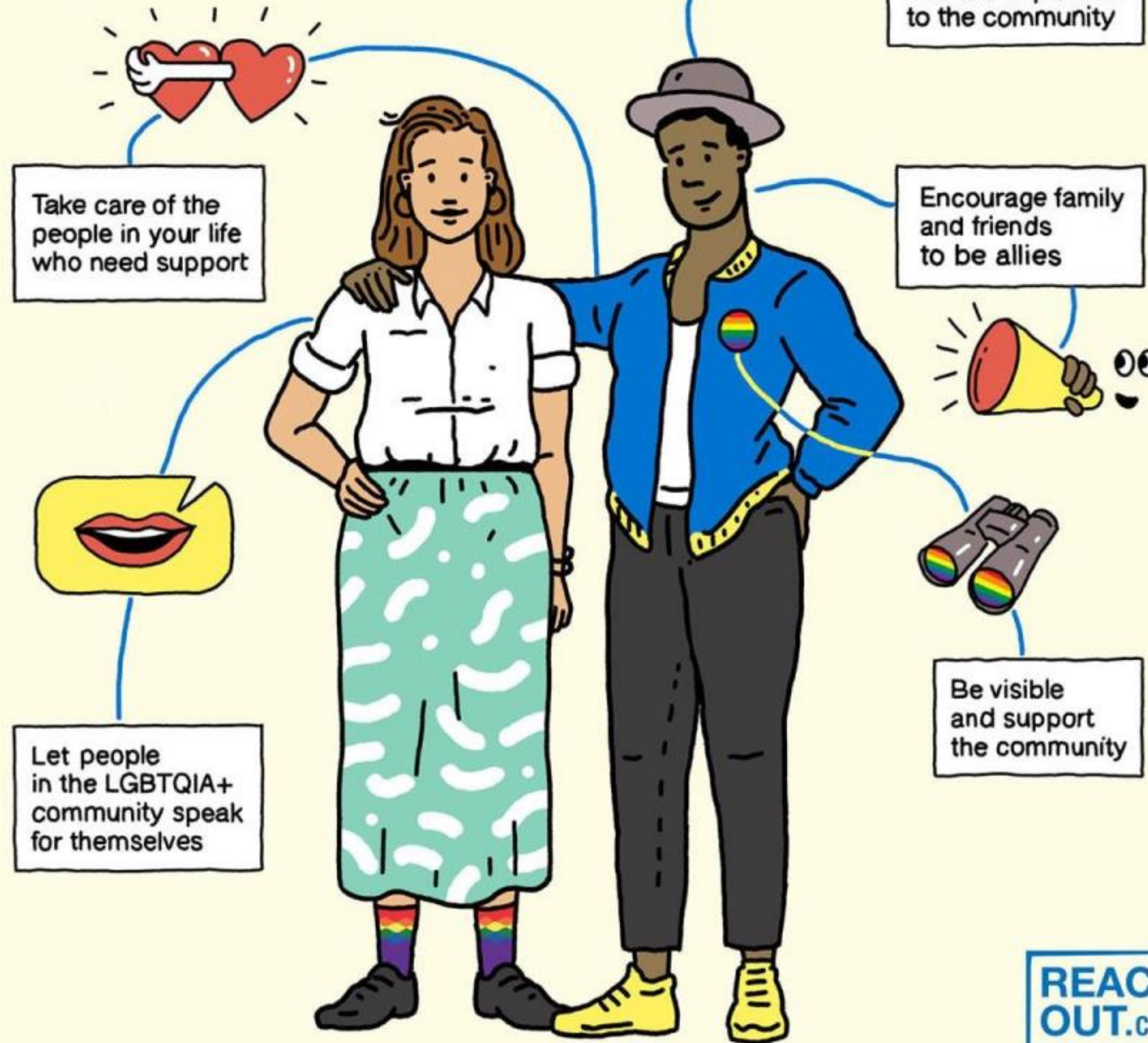
**0480 017 246**



**support@rainbowdoor.org.au**



# HOW TO BE AN LGBTQIA+ ALLY





# TERMS AND DEFINITIONS

Lesbian- refers to women who are homosexual, sexually attracted to other women.

Gay - describes people who are attracted to other people of the same sex. It is often used to describe men, in particular.

Bisexual - This refers to a person who is romantically and sexually attracted to individuals of their own gender and other genders. (Under this term is Pansexual, omnisexual, polysexual, fluid and others)

Trans - The term 'transgender' refers to a person whose gender identity, gender expression or behaviour does not align with their sex assigned at birth.

Queer - The term "queer" is an umbrella term used by some people to describe non-conforming gender identities and sexual orientations. However, as the term is a slur which has been reclaimed by certain communities, many people still find the word "queer" offensive.

Intersex - A term to describe a wide range of natural body variations that do not fit neatly into conventional definitions of male or female. Intersex variations may include, but are not limited to, variations in chromosome compositions, hormone concentrations, and external and internal characteristics. Hermaphrodite is an outdated and inaccurate term that has been used to describe intersex people in the past.

Asexual - A person who is asexual does not experience sexual attraction. They may still experience feelings of affection towards another person. (this is an umbrella for Aromantic, Demisexual, Graysexual)



# TERMS AND DEFINITIONS

**Androgynous:** A person with a gender that is both masculine and feminine or in between masculine and feminine.

**Coming Out:** Coming out is the process of voluntarily sharing one's sexual orientation and/or gender identity with others.

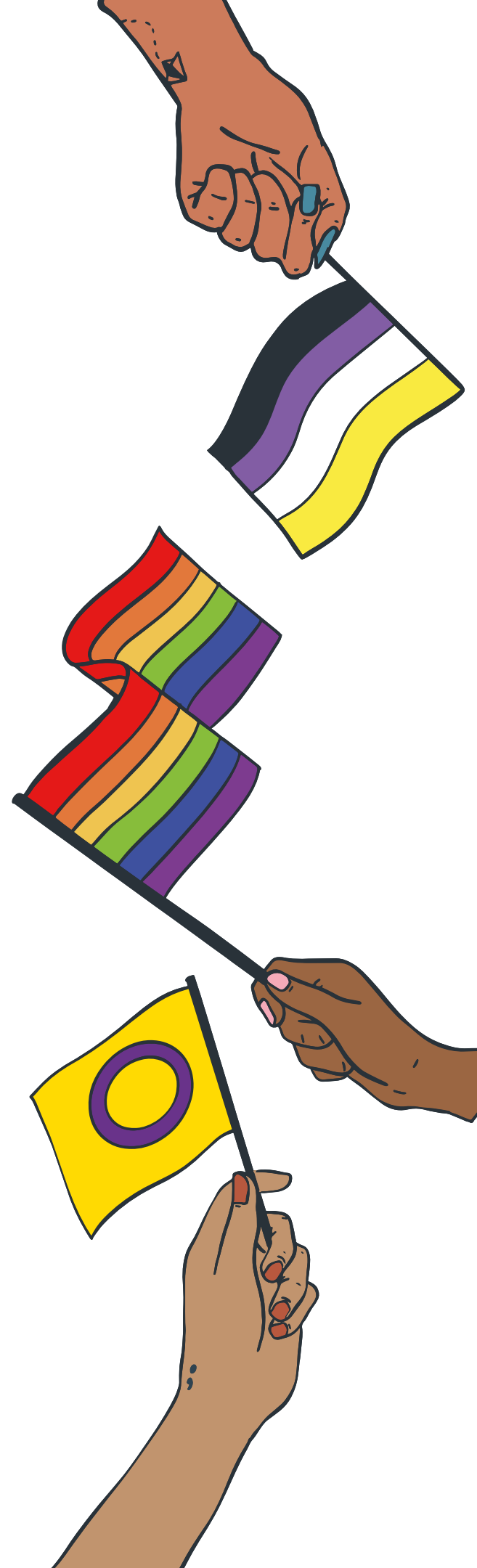
**Non binary:** A gender identity and experience that embraces a full universe of expressions and ways of being that resonate for an individual, moving beyond the male/female gender binary. For some people who identify as non binary there may be overlap with other concepts and identities like gender expansive and gender non-conforming.

**Cisgender** - is a term used to describe people whose gender identity is the same as the gender they were assigned at birth.

**Misgender** - To misgender someone, is to refer to someone (especially a transgender person) using a word, especially a pronoun or form of address, that does not correctly reflect the gender with which they identify.

**Gender Dysphoria** -The distress a person experiences as a result of the sex they were assigned at birth

**Allyship** -The action of working to end oppression through support of, and as an advocate with and for, a group other than one's own.



# Difference between gender, sex and sexuality

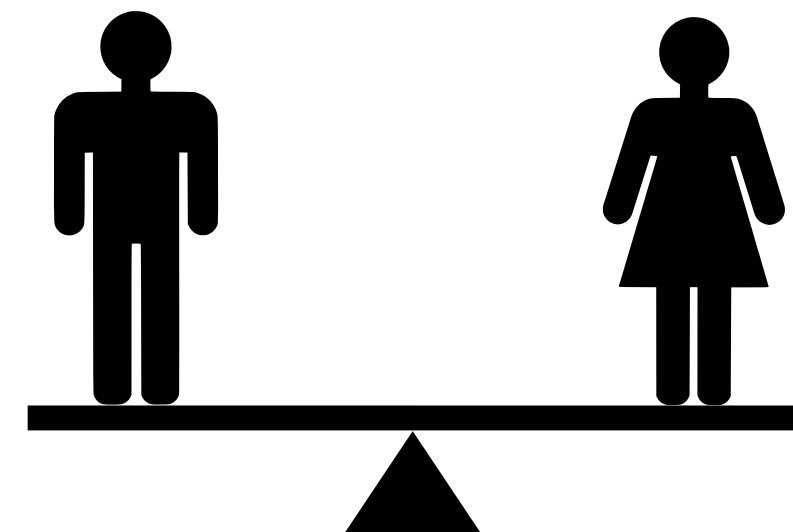
## SEXUALITY

One of the traits that make up our identity is sexuality, which is who we are attracted to. This could mean romantically (who you love) or sexually (who you want to kiss or be physical with). Common labels like lesbian, gay, bisexual, asexual, straight and pansexual all describe a person's sexuality.



## SEX (organs and characteristics)

Our sex is our physical body. For instance, our genitals, or our level of hormones. Generally when we're born, the doctor will write a sex on your birth certificate based on these characteristics.





## GENDER

Gender identity, on the other hand, is our sense of self when it comes to masculine or feminine. Basically, it's how we feel in our mind. Gender expression is often used to describe to explain how one expresses oneself, in terms of dress and/or behaviours.

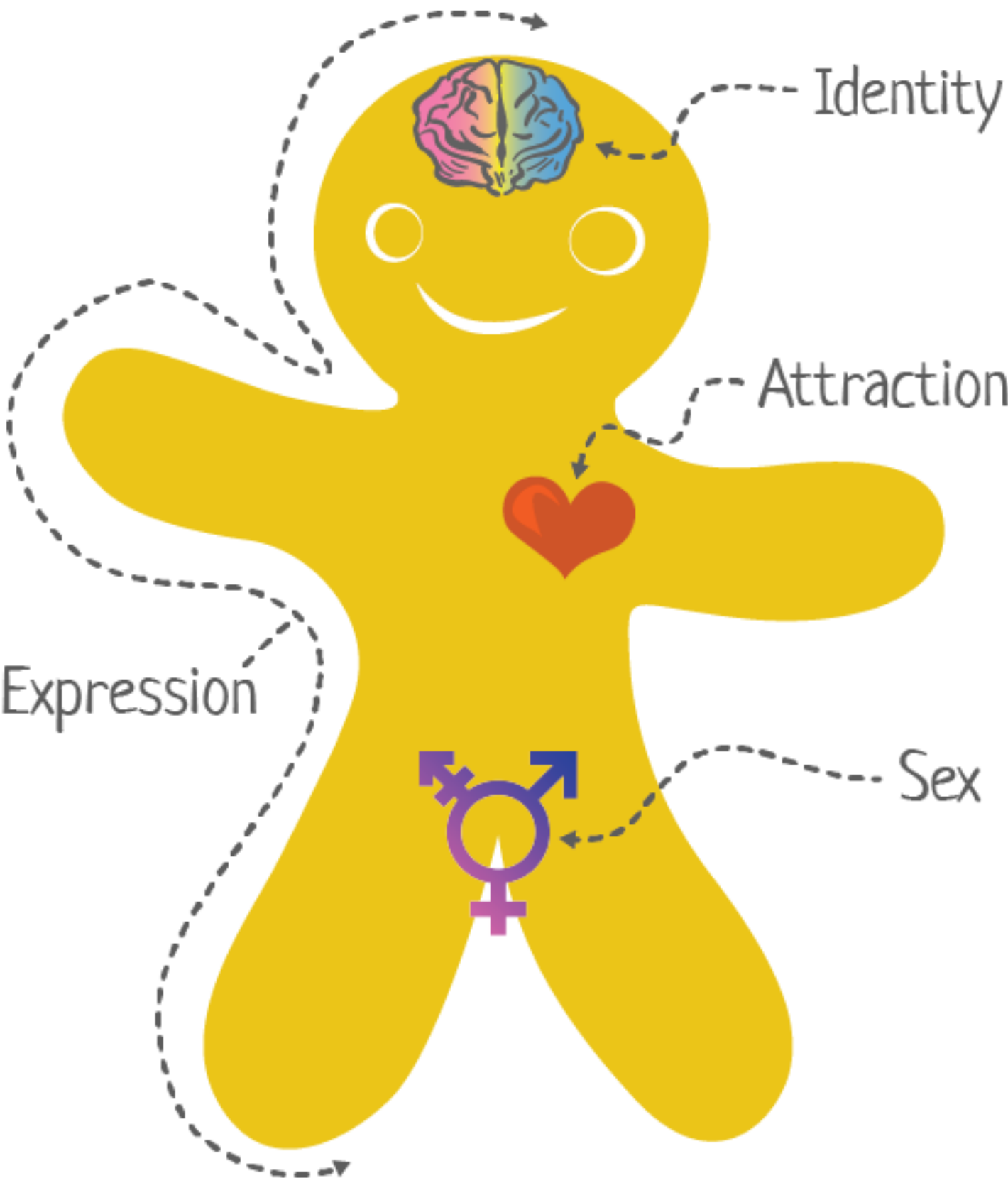
Gender diverse, non-binary, gender fluid, gender queer and gender non-conforming are all terms that explain the spectrum of gender expressions and identities beyond the binary of male or female.

For gender diverse people, the word they use to describe their identity is very personal and entirely up to them. Some gender diverse people might start using different pronouns. Identity is fluid and can change over time, and this applies to our sexuality and gender identity too.



GENDER  
IS A  
SPECTRUM

# The Genderbread Person v4 by its pronounced METROsexual.com



⊘ means a lack of what's on the right side

 Gender Identity

- Woman-ness
- Man-ness

 Gender Expression

- Femininity
- Masculinity

 Anatomical Sex

- Female-ness
- Male-ness

Identity ≠ Expression ≠ Sex  
Gender ≠ Sexual Orientation

Sex Assigned At Birth  
 Female  Intersex  Male

 Sexually Attracted to... and/or (a/o)

- Women a/o Feminine a/o Female People
- Men a/o Masculine a/o Male People

 Romantically Attracted to...

- Women a/o Feminine a/o Female People
- Men a/o Masculine a/o Male People

Genderbread Person Version 4 created and uncopyrighted 2017 by Sam Killermann

For a bigger bite, read more at [www.genderbread.org](http://www.genderbread.org)

Source: <https://www.genderbread.org/>

## bisexual

Common definitions of the term bisexual are based on bi activist Robyn Ochs' understanding. Bisexuals are people who can be romantically and/or sexually attracted to more than one gender – i.e. have the potential and openness for it, regardless of intensity, preference or temporality.

## queer

For a long time queer was an insulting word in the English language. Today, however, the term is mostly used positively as a self-designation by people who see their identity as outside the sexual and/or gender social norm. Therefore queer is often used as an umbrella term for these people. Some people only label themselves as queer and don't use any other terms.

## pansexual

The two most common definitions of pansexual are: people are sexually and/or romantically attracted to people of all genders, or their attraction is not based on the gender of the other – also known as gender blindness.

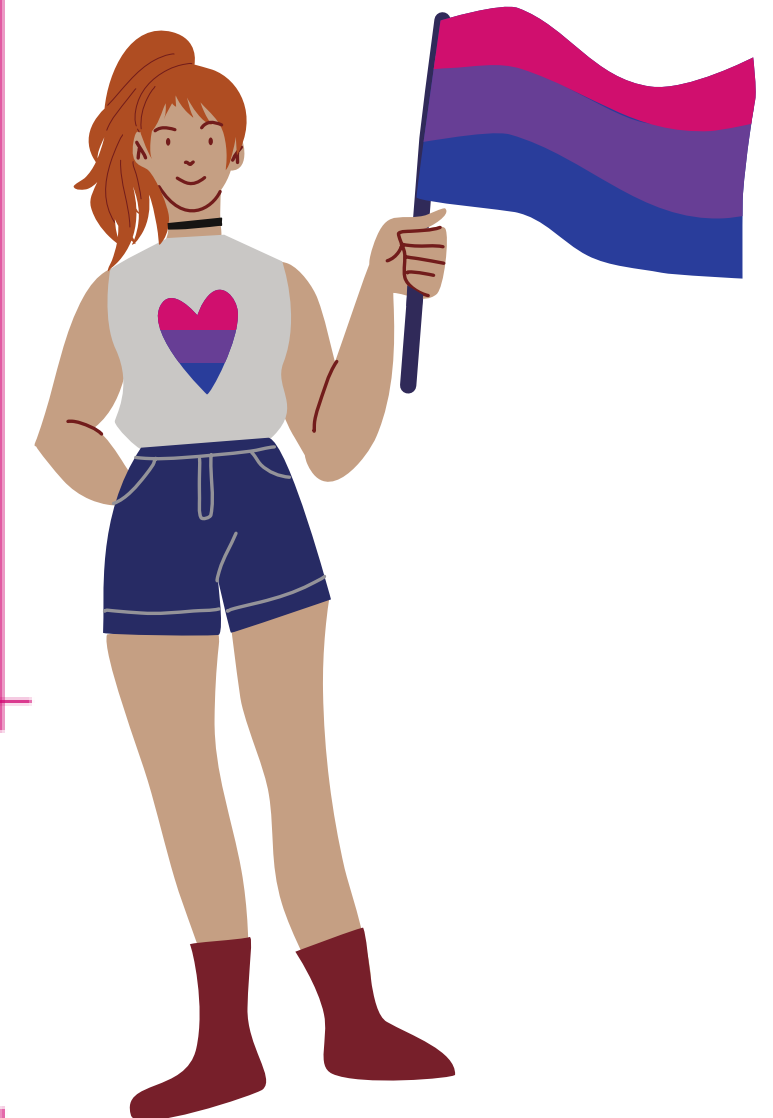


## omnisexual

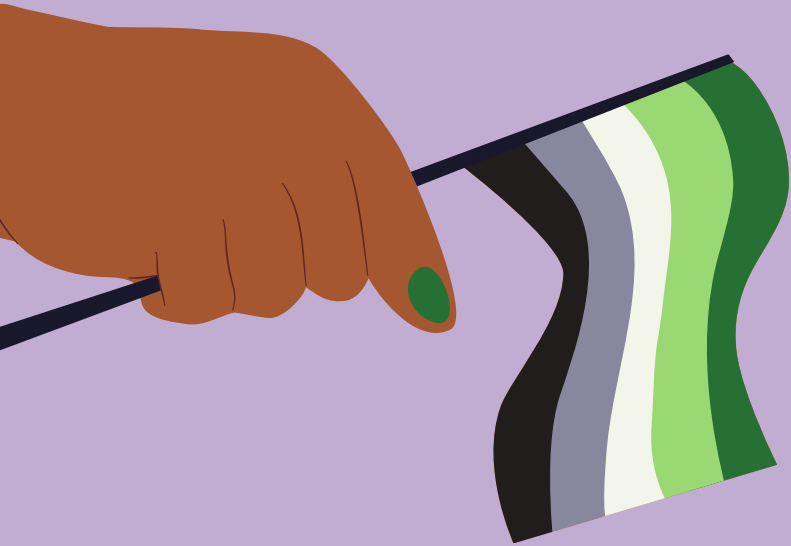
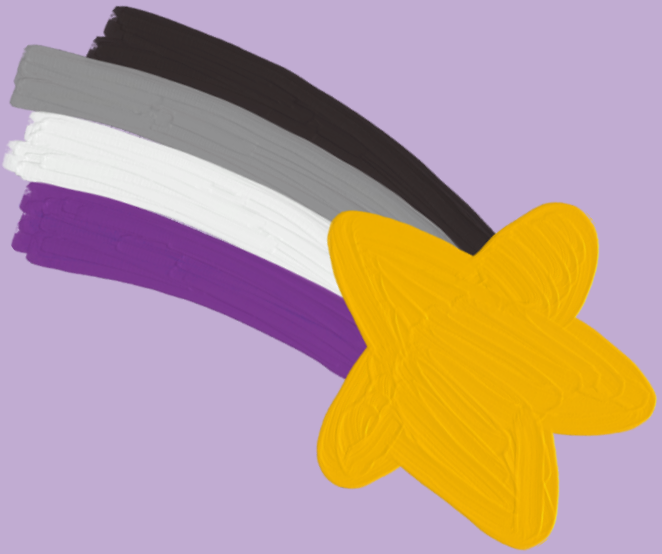
Omnisexual is considered to be similar to pansexual, since omni is Latin for “all” just as pan is Greek for “all”. Hence, an omnisexual person can feel a sexual attraction towards people of all genders or without a preference for a specific gender. Some definitions say that the distinction between pansexual and omnisexual could be that omnisexual people are not gender blind.

## polysexual

Polysexual means that a person is sexually and/or romantically attracted to people of more, but not all genders. Which genders, the people define themselves.







### What does the flag represent?

The asexual flag comprises of four stripes: black for asexuality, grey for greysexuals and demisexuals, white for sexuality and purple for community. It is used to represent the entire spectrum of ace identities.

### What is the asexual spectrum?

The asexual spectrum is a broad range of specific identities (each with their own flags) used within the asexual classification. Below are the most notable three:

## ASEXUAL SPECTRUM

**Asexual**  
No sexual attraction is experienced at all. Used as an umbrella term and as a separate identity



**Demisexual**  
May experience sexual attraction, but only once a deep, emotional bond occurs



**Greysexual**  
Experiences sexual attraction rarely, and/or so weakly there's no desire to act upon it



# TRANS AND GENDER DIVERSE

Transman - A person assigned as female at birth who identifies as a man.

Transwoman - a person assigned as male at birth who identifies as a woman

Transitioning - is the process of taking steps to live as one's true gender identity. Transitioning is different for each individual and may or may not involve medical interventions like taking hormones or having gender affirming surgery. Socially transitioning could include going by certain pronouns or names, changing physical appearance such as hair or clothing. Some people may not choose to transition in certain ways for a variety of reasons.



MY PRONOUNS ARE



# Personal Pronouns

Pronouns are words used to refer to a person other than their name. Everyone has pronouns regardless of your gender identity or sexuality.

When a trans or gender diverse person comes out they may have new pronouns they want to use. They, She and He are all examples of common pronouns. Some people also prefer less common pronouns such as Ze, Xe, Fae and Ey. They're basically pronouns that don't imply 'male' or 'female'.

Using someone's correct personal pronouns is a way to respect them and create an inclusive environment, just as using a person's name can be a way to respect them.



# Using Pronouns

[pronouns.minus18.org.au/](https://pronouns.minus18.org.au/)

Asking what someone's pronouns are might feel weird at first, but it quickly becomes something you do automatically. A good way to start is to offer your own. We use pronouns so we don't have to repeat a person's name over and over again in a sentence (unless they would prefer to be called by their name).

Other great ways to offer your pronouns are to include them in your email signature, social media profile, or on your business card. Not only does this mean people will always know to use the correct pronouns for you, but it helps to normalise talking and asking about them.

When you are meeting someone new, you can ask someone "how would you like me to address you? or what are your pronouns?"

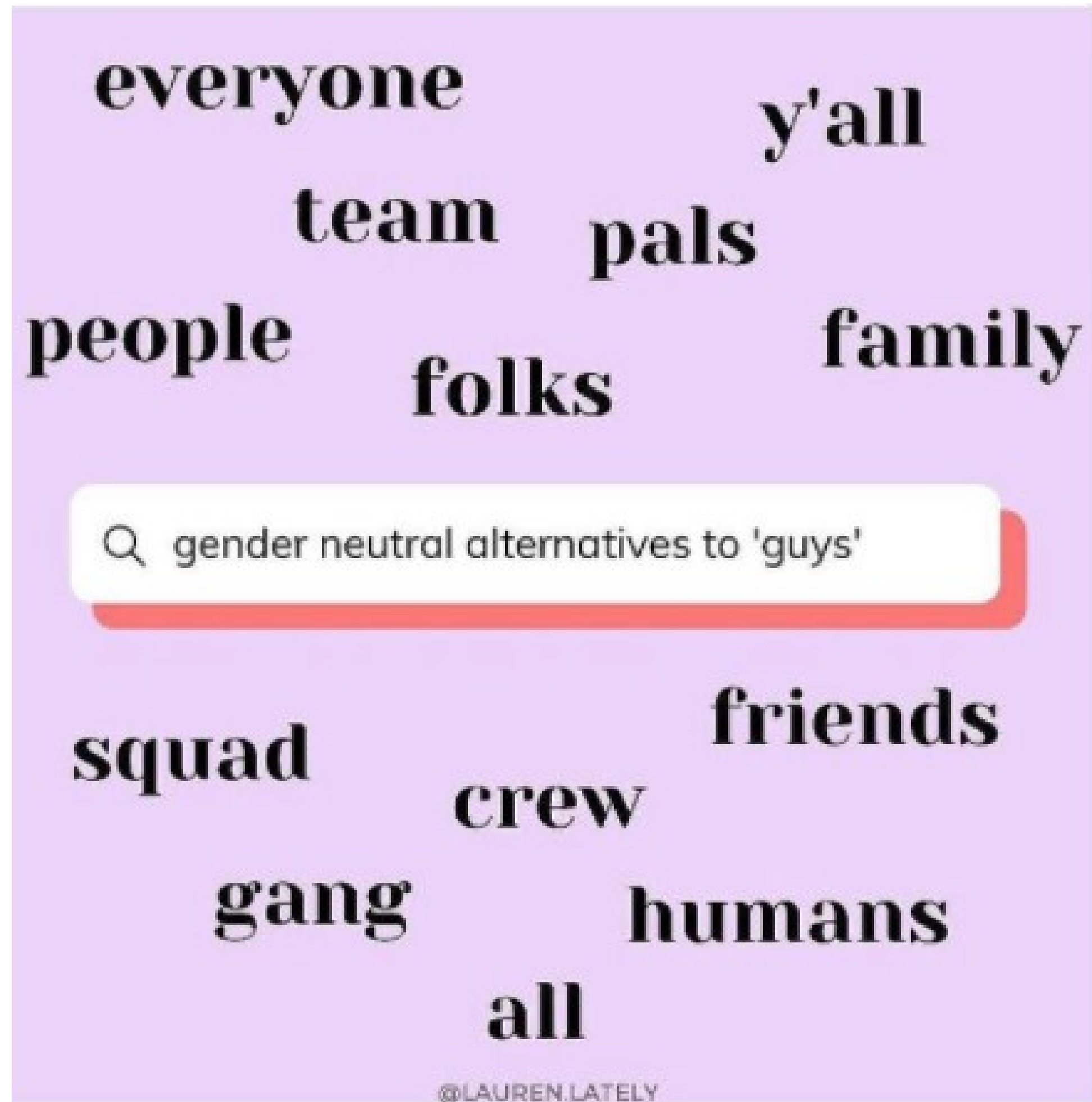
THEY / ✨ SHE / ✨ SHE / ✨ HE / ✨ HE / ✨  
THEM ✨ HER ✨ THEY ✨ HIM ✨ THEY

# WHAT DO I DO IF I GET IT WRONG?

Mistakes happen, especially if you knew someone before their transition or before they changed their pronouns. If you misgender or use the wrong pronouns, apologise and say, "oh sorry I meant... "

Don't make the mistake a big deal and make it about you and force the person to comfort you in your mistake.

If you realise you make a mistake after the moment, we can always reach out to them and say, "I know you go by (they/them) pronouns, I'm sorry I referred to you the wrong way earlier, I will make sure I get it right next time".



# GENDER INCLUSIVE LANGUAGE

## Instead of...

man the stall

Welcome Ladies and Gentlemen

Hey guys

Husband/Wife, Girlfriend/Boyfriend

sportsmanship

mankind

waitress

spokesman



## Try this...

Staff, operate, Volunteer on the stall

Welcome everyone, Distinguished guests  
crew, team, friends, everyone, mate, y'all

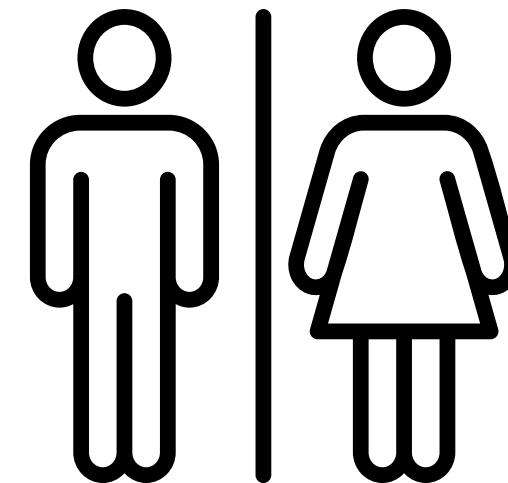
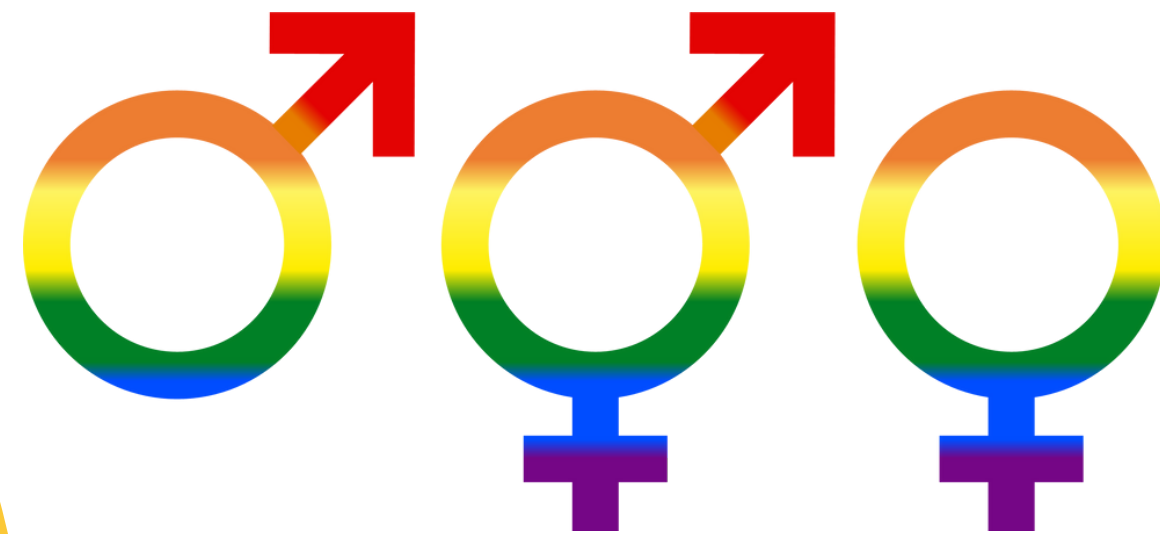
Spouse, partner, significant other

sportspersonship

humankind

server

spokesperson





**GAY RIGHTS ARE  
HUMAN RIGHTS**

# Issues in society

**TRANS RIGHTS ARE  
HUMAN RIGHTS** ♥

15% of LGBTIQ+ employees have called in sick to work due to feeling unsafe, compared to 7% of non-LGBTIQ+ employees (SEEK P.R.I.D.E Report- August 2021)



41.7% of LGBTIQ people aged 18 and over reported having ever been in an intimate relationship where they felt they were abused in some way by their partner/s (Health Australia - April 2021)



**Gay AF**

LGBTIQ people are two and a half times more likely to have been diagnosed or treated for a mental health condition in the past 12 months

Higher proportions of gender diverse young people reported being unfairly treated (69.9% compared with 38.3% of females and 25.3% of males). (Mission Australia Report 2021)

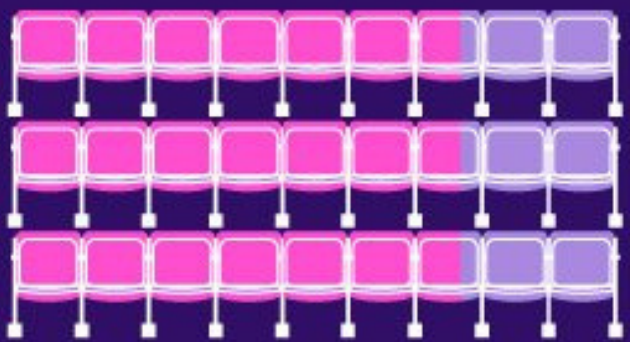


1 in 6 Australians feel it's not their business if their LGBTIQ+ colleagues are discriminated against in the workplace. (SEEK P.R.I.D.E Report - August 2021)





THE MOST LIKELY LOCATION OF HOMOPHOBIA IS SPECTATOR STANDS FOLLOWED BY SCHOOL PE CLASS



BELIEVE GAY PEOPLE ARE "NOT AT ALL ACCEPTED" OR "ACCEPTED A LITTLE" OR ONLY "MODERATELY ACCEPTED" IN SPORTING CULTURE

80%

YOUTH SPORT (UNDER 22): MOST GAY PEOPLE PLAY TEAM SPORTS BUT...

 73%

BELIEVE YOUTH TEAM SPORT IS NOT SAFE FOR GAY PEOPLE

81% OF GAY MEN AND 74% OF LESBIANS



are completely or partially in the closet while playing youth sport. Many fear discrimination from players and officials

THE LARGEST AND FIRST INTERNATIONAL STUDY OF NEARLY 9500 GAY & STRAIGHT PEOPLE REVIEWED BY 7 INTERNATIONAL ACADEMICS

# HOMOPHOBIA IN INTERNATIONAL SPORT

[www.outonthefields.com](http://www.outonthefields.com)



80%  OF PARTICIPANTS HAVE WITNESSED OR EXPERIENCED HOMOPHOBIA IN SPORT WITH HOMOPHOBIC LANGUAGE THE MOST COMMON

78%  BELIEVE AN OPENLY GAY PERSON WOULD NOT BE VERY SAFE AS A SPECTATOR AT A SPORTING EVENT

## THINGS WE CAN ALL DO

- The #1 way to help gay teammates is by offering to be an ally
- Coaches need to make it clear that LGBTQ athletes are welcome
- Homophobic humour and slurs need to end

SHARE THIS AND RAISE AWARENESS OF THE PROBLEM AND SOLUTIONS



SEE THE FULL STUDY @ [WWW.OUTONTHEFIELDS.COM](http://WWW.OUTONTHEFIELDS.COM)

50% OF GAYS & LESBIANS

28% OF STRAIGHT MEN



HAVE BEEN PERSONALLY TARGETED

OF THOSE WHO HAVE BEEN TARGETED :

84% OF GAY MEN  82% OF LESBIANS HAVE HEARD VERBAL SLURS SUCH AS "FAGGOT" OR "DYKE"

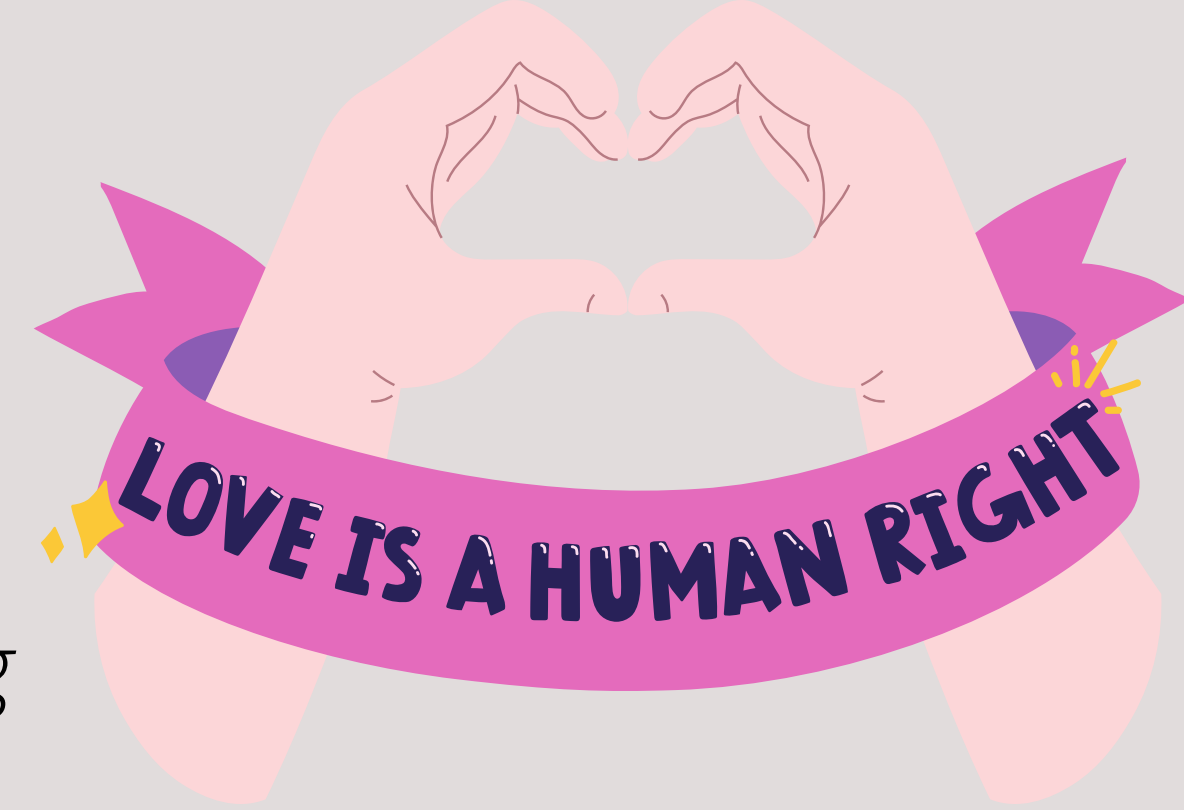
 38% OF GAY MEN 18% OF LESBIANS HAVE BEEN BULLIED

27% OF GAY MEN  16% OF LESBIANS HAVE RECEIVED VERBAL THREATS

19% OF GAY MEN  9% OF LESBIANS HAVE BEEN PHYSICALLY ASSAULTED



# pride in our future: victoria's lgbtiq+ strategy 2022-32



*Just over one in 20 (5.7%) adult Victorians openly identify as being  
LGBTIQ+*

**Priority area 1: Equal rights and freedoms.** Strengthening existing legal protections for LGBTIQ+ Victorians and ensuring we create laws with an equity lens will benefit all community members.

**Priority area 2: Equitable, inclusive and accessible services.** Services should be approachable, welcoming, safe and inclusive for all Victorians throughout their journey and when moving between services.

**Priority area 3: Visibility to inform decision making.** Improving LGBTIQ+ data collection to build evidence will enable us to get a better picture of how LGBTIQ+ Victorians experience all parts of their lives.

**Priority area 4: Safe, strong and sustainable communities.** LGBTIQ+ people are a proud part of the Victorian community. By creating inclusive communities, we are making sure there is a place for all Victorians to be proud and live their life to the fullest



# Suggested actions for LGBTQIA+ inclusion



1

Include the practice of using and asking for pronouns in everyday interactions

Research and read up on the issues affecting LGBTQIA+ including upcoming legislation changes, and statistics of health and employment outcomes. Listen to the experiences of LGBTQIA+ peoples.

2

3

Focus on using gender neutral language in your interactions and communication to teammates, spectators and the community.

Celebrate and acknowledge days of significance for the LGBTQIA+ community.

4

5

Call out homophobia and transphobia language, jokes and behaviour. Don't be a bystander or witness.



# Visible signs of allyship at KCR



Pride Merch - in Boxy and Curvy sizes

Being an Open Gender league

KCR values - Community, Respect, Progressive, Family

Working on our Pride in Sports Index





# RESOURCES

- Minus18
- [trans101.org.au](https://trans101.org.au)
- ACON Health
- Equality Australia
- Black Rainbow <https://blackrainbow.org.au/>
- SwitchBoard - QLife, Rainbow Door
- [lgbtighealth.org.au](https://lgbtighealth.org.au)
- Australian GLBTIQ Multicultural Council <https://www.agmc.org.au/>
- Out in Australia
- <https://www.queerspace.org.au/>
- Victorian Pride Centre - St Kilda
- Proud 2 Play - <https://www.proud2play.org.au/>
- Out in the Fields - <https://outonthefields.com/>





YOU  
ARE  
LOVED