



Beyond the Binary

Jade Mirabito - Service Educator
0413 976 113
jade.o.mirabito@gmail.com

Lesbian, Gay, Bisexual, Trans, Intersex, Queer, Asexual, Pansexual+

Enhancing cultural competency through the provision of LGBTIQAP+ sensitivity and awareness training.



Acknowledgement of Country

We would like to acknowledge and pay respect to the traditional custodians of the land on which we meet.

We acknowledge the sovereignty over this land was never ceded by the First Nations of this country.

This continent always was and always will be Aboriginal land.

We wish to pay respect to their Elders - past, present and emerging.

LGBTIQAP+ Elders



Sylvia Rivera (holding the hammer) and Marsha P. Johnson (with co-leader) of the Street Transvestite Action Revolutionaries (S.T.A.R.) at the Christopher Street Liberation Day, Gay Pride Parade, NYC (24 June 1970). Photographer Leonard Fink. Reprinted, by permission, from National History Archives of the Lesbian, Gay, Bisexual & Transgender Community Center.

We also acknowledge our LGBTIQAP+ elders on whose shoulders we stand, and whose courage in the face of adversity has paved the way for our future.

Especially to acknowledge the work of trans women of colour whose leading input is so often forgotten in our history.

Introductions (3 mins!)

- Name
- Pronouns
- Share an identity that is important to you.





LGBTIQAP+

This acronym represents the diverse **Lesbian, Gay, Bisexual, Trans, Intersex, Queer, Asexual** and **Pansexual** cultures. The **plus** represents the changing nature and titles of the diverse cultures that sometimes include themselves. In order to allow for error in an attempt for inclusivity.

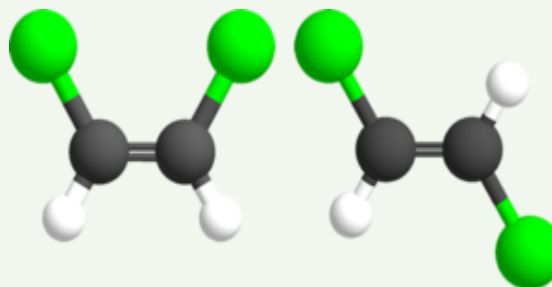
Check out your resources for some handy-dandy definitions.

Language today!

Cisgender and Transgender


“Isomers are molecules that have the same chemical formula but the individual atoms are arranged differently in space”

Cis Isomer
“On this side”



Trans Isomer
“Across”

Embrace the language!



The mental health of LGBTI people is among the poorest in Australia.

Good Practice Guidelines 2015

Many Shades of Blue

“Barriers to health service access include LGBTI people’s fear of discrimination or rejection, as well as fear of breach of confidentiality. Unless services are **explicitly inclusive**, many LGBTI people will often assume a lack of understanding and/or potential discrimination. Resulting in LGBTI people not accessing preventative or responsive mental health services at all, or delaying their access to services exacerbating the health issue”

Survey of Mental Health and Wellbeing 2007

Suicide Prevention Australia

The steps to inclusion



Inclusive
language

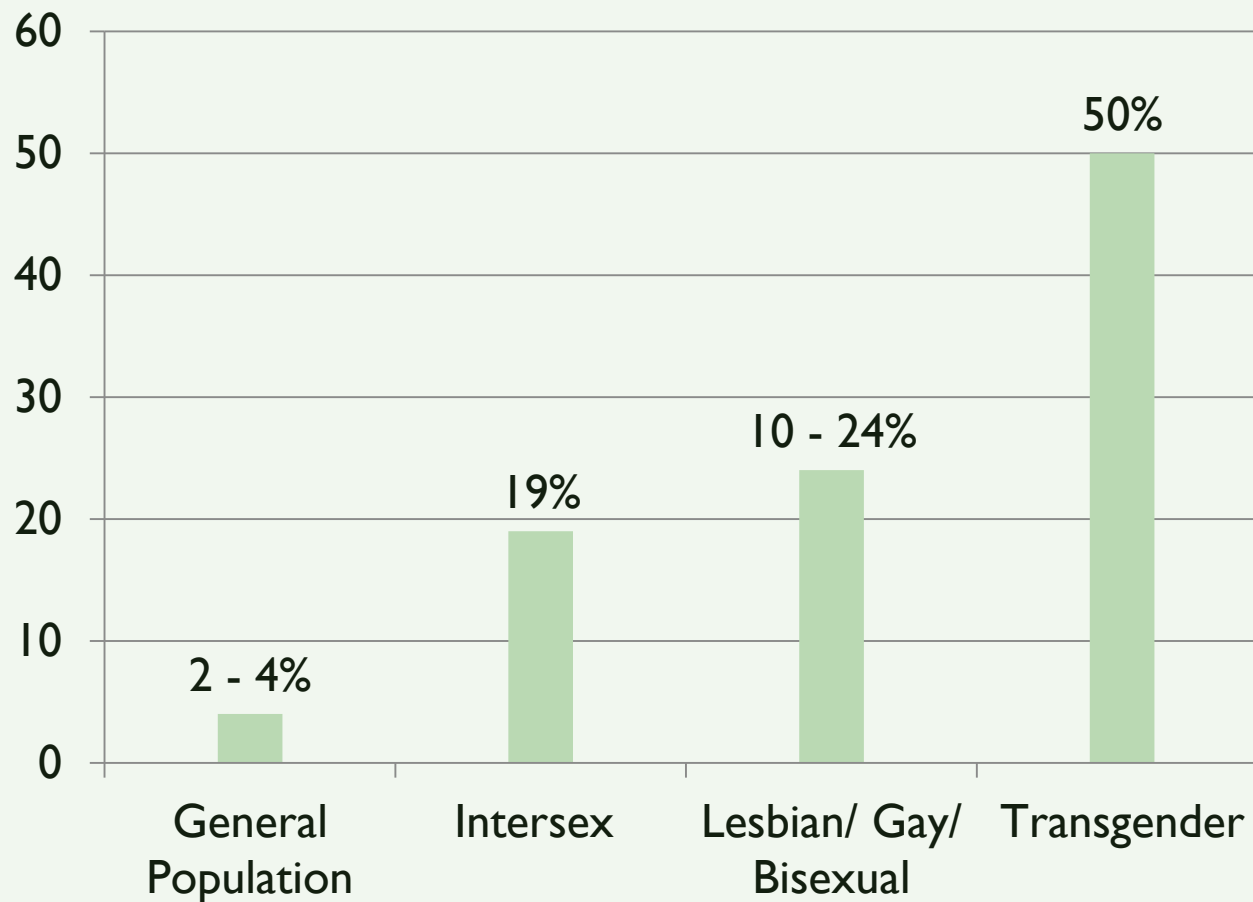
Visible
sign-
posting

First
Contact

Website

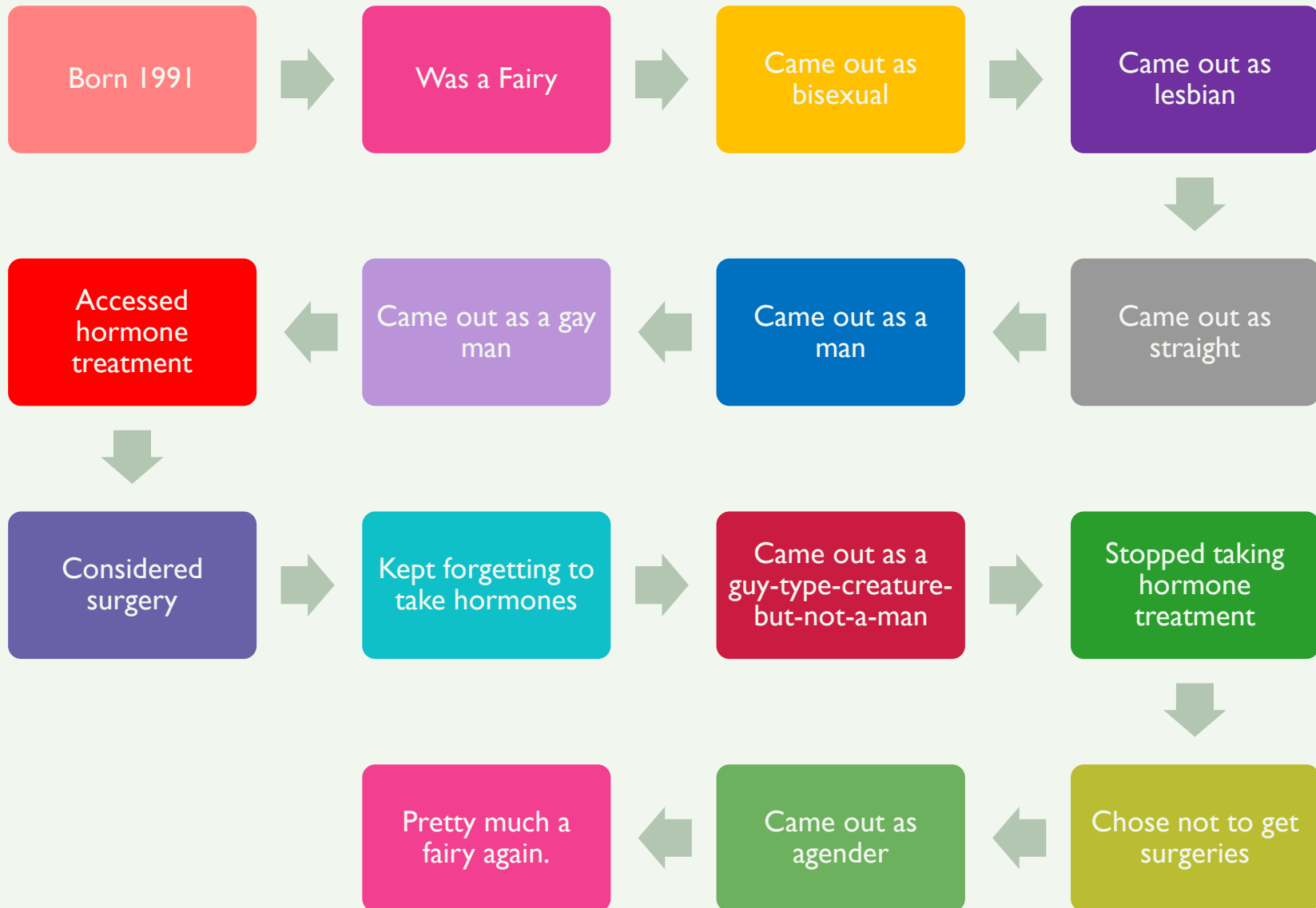


Suicidal Lifetime Attempts



Intersex stories and statistics (2015), LGBTI Mental Health and Suicide (2013), Predictors of suicide in GLBTI communities based on Australian literature (2012)

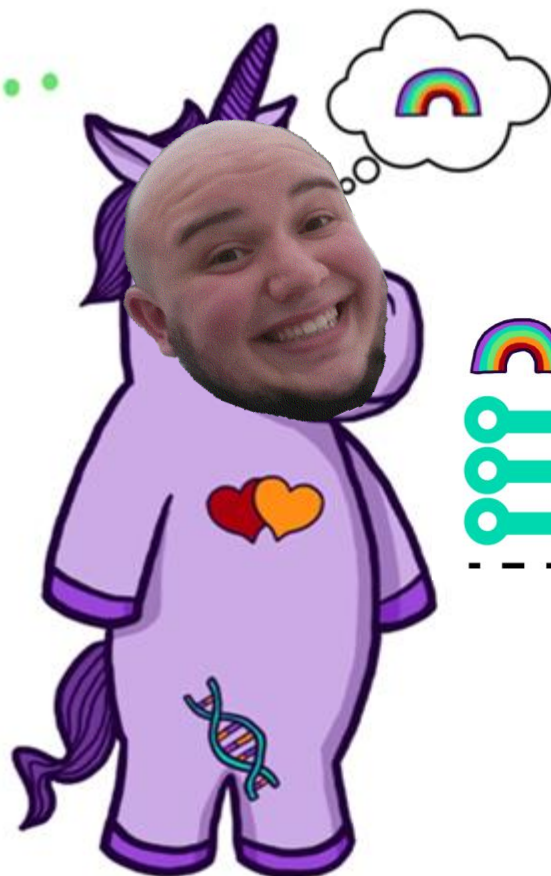
An atypical trans narrative



The Gender Unicorn

Jade

Graphic by:
TSER
Trans Student Educational Resources



Gender Identity



Female / Woman / Girl

Male / Man / Boy

Other Gender(s)

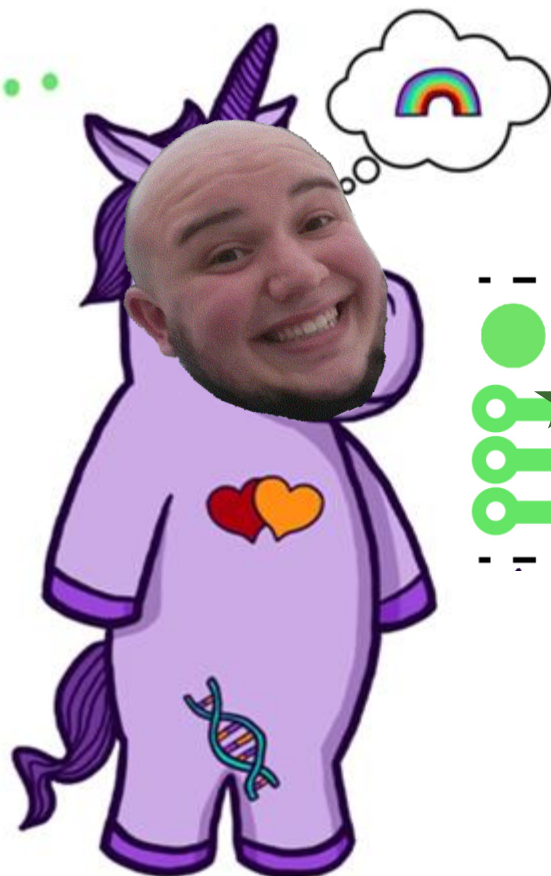
To learn more go to:
www.transstudent.org/gender

Design by Landyn Pan

The Gender Unicorn

Jade

Graphic by:
TSER
Trans Student Educational Resources



To learn more go to:
www.transstudent.org/gender

Design by Landyn Pan

The Gender Unicorn

Jade

Graphic by:
TSER
Trans Student Educational Resources



Sex Assigned at Birth

Female



Male



Other/Intersex



To learn more go to:
www.transstudent.org/gender

Design by Landyn Pan

The Gender Unicorn

Jade

Graphic by:
TSER
Trans Student Educational Resources



To learn more go to:
www.transstudent.org/gender

Design by Landyn Pan

The Gender Unicorn

Jade

Graphic by:
TSER
Trans Student Educational Resources



Emotionally Attracted to



Women



Men



Other Gender(s)

To learn more go to:
www.transstudent.org/gender

Design by Landyn Pan



How can I create a positive environment?

- Respect and acknowledge individual identities
- Avoid assumptions around gender, sexuality or intersex status
 - Avoid curiosity questioning
- Ensure there are anti-discrimination policies that are accessible to the public
- Ensure support of LGBTIQAP+ people is visible within the service
 - Don't make/support jokes about peoples identities.
 - If you say the wrong thing, apologise in an appropriate manner and **keep trying**.
- Ask for peoples pronouns when introducing yourself, and educate on pronoun use if people don't understand.

But what if I say the wrong thing?



Role Play Activity!

I will need a volunteer

The **Case** of the **Constant Cupcake**





How can my service better support LGBTIQAP+ people?

- Ensure all staff are aware of your inclusivity and anti discrimination policies
- Support professional development opportunities around awareness of LGBTIQAP+ people
- Ensure staff directly interacting with clients are up to date (reception, phone calls)
- Examine policies, documents and accessibility for inadvertent exclusivity of LGBTIQAP+ identities



Thank you!

Jade Mirabito - Service Educator

0413 976 113

jade.o.mirabito@gmail.com