

Best practice for working with Same Sex Attracted, Intersex and Gender Diverse Young People

Lachlan Slade – WayOut Project Worker

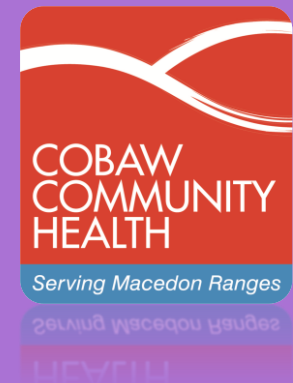
Erin Valkenberg - OUTthere member

Shane Hernan – OUTthere member

WayOut – What is it?



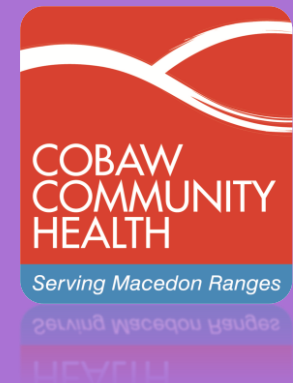
- Suicide prevention & early intervention program
- Funded by Victorian State Government, Department of Health
 - Focus on the health and wellbeing of SSAIGD rural young people
- HEY Project member in partnership with GLHV, Safe Schools Coalition, Rainbow Network, Minus 18, Zoe Belle Gender Centre, YACVic, Uniting Care Cutting Edge, City of Greater Geelong, Cobaw Community Health



Language

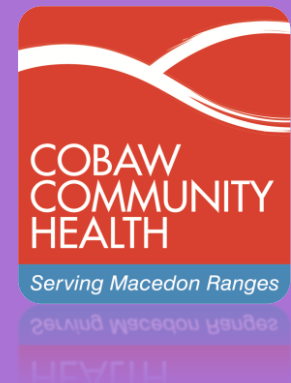


- Terminology: Same Sex Attracted, Intersex & Gender Diverse (SSAIGD)
- Phobia: (homophobia, biphobia and transphobia) learned language, attitudes and behaviours that that actively discriminate against SSAIGD people
- Heteronormativity: the underlying assumption that all relationships are heterosexual ones. This can often be expressed without thinking about it.



Why inclusive practice?

- Research shows that the SSAIGD population is not a small minority but $\approx 10\%$ of the population
- Research also demonstrates that the SSAIGD people are more exposed to discrimination as a result of phobia



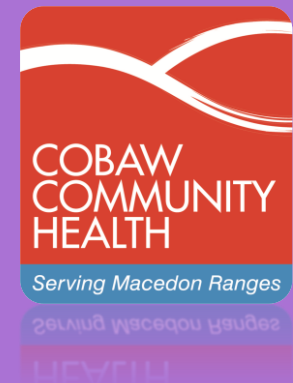
Inclusivity: OUTintheOPEN



Heteronormativity and its effects

Your organisation's environment is critical:

- O**ffice: make sure you have inclusive paraphernalia
- I**ntake: Use gender/sex neutral language in your intake forms. Be aware of pronouns & the gender binary
- T**raining: Ensure all staff at the organisation have done inclusivity training.
- O**rganisational Policy: Make sure your policies reflect inclusive practice.



Case Studies



James

Mariana

Regina

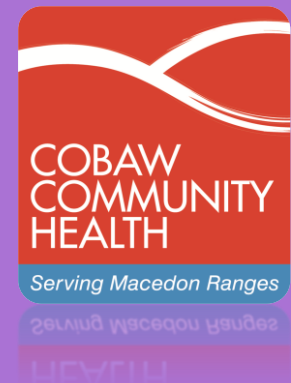
Jesse

Lisa

Cain

Indi

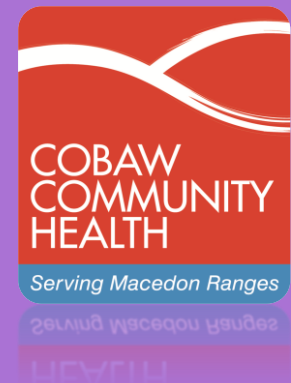
Harry



Case Studies



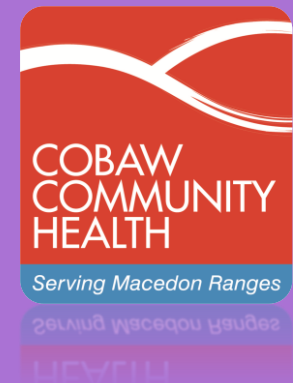
- What would you do to ensure your **Office** was welcoming of the person in your scenario?
- Are the **Intake** forms for your organisation inclusive of the person in your scenario?
- Are you and other staff in your organisation sufficiently **Trained** to work effectively with the person in your scenario?
 - Are the **Organisational Policies** supportive and inclusive of the person in your scenario?



Where to from here?



- Rainbow sticker
 - Action plan
- Conversations



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