

Commissioner for LGBTIQ+ Communities

**MAV Gender Equality, and Preventing Violence Against
Women and all forms of Gender-based Violence
Network Meeting**

17 March 2021



Rainbow possum skin cloak: Peter Waples-Crow



L

Lesbian : A woman who is primarily attracted, emotionally and sexually, to women. Lesbians may also refer to themselves as gay women.

G

Gay: A man who is primarily attracted, emotionally and sexually, to men.

B

Bisexual: A person who is romantically and sexually attracted, to more than one gender.

T

Trans and Gender Diverse: used as an umbrella term for anyone whose gender identity/expression differs from society's expectations. A person's gender identity doesn't match their assigned sex. Gender diverse includes **non-binary**.

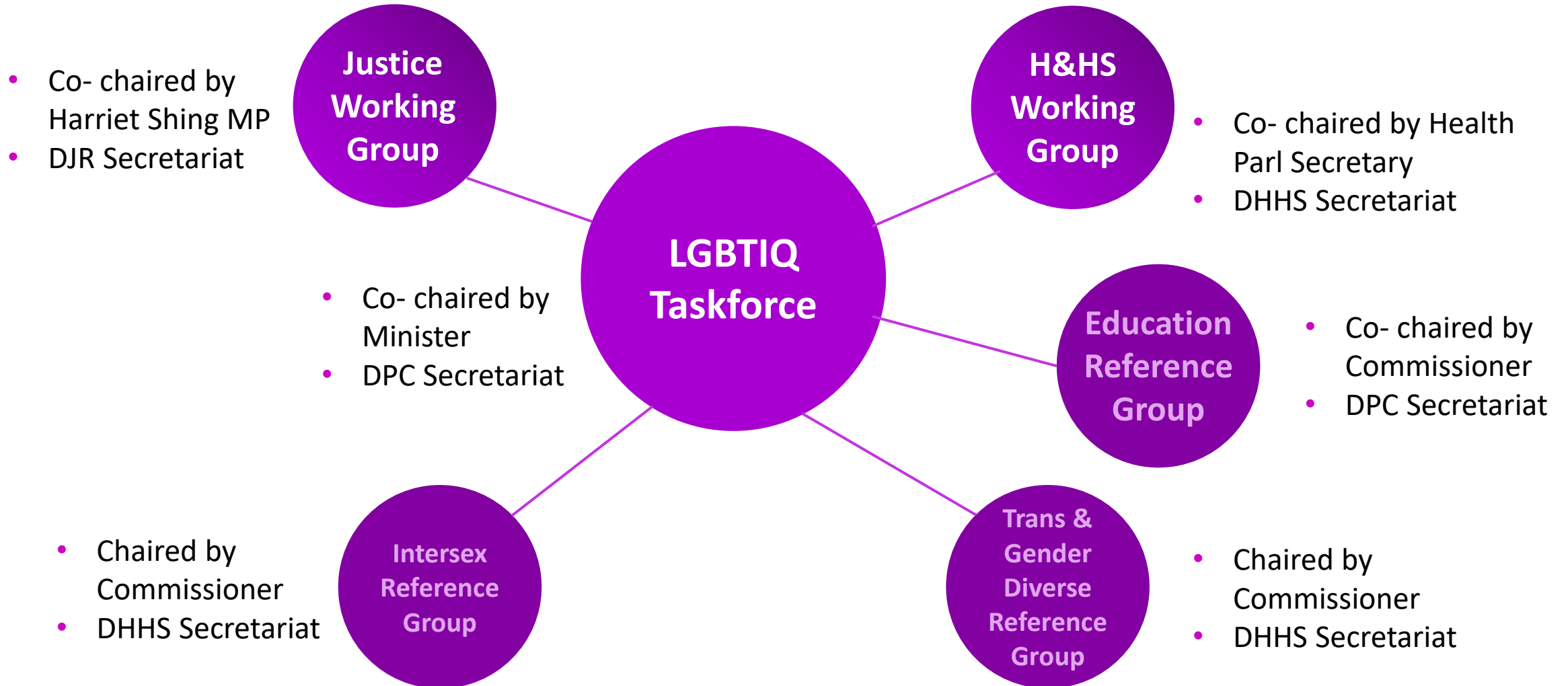
I

Intersex: People with an Intersex variation are born with physical, hormonal or genetic features that are neither wholly female nor wholly male; or a combination of female and male. They have a difference of body.

Q

Queer: Queer is an umbrella term for diverse genders or sexualities. Some people use queer to describe their own gender and/or sexuality if other terms do not fit.

A Whole of Government Approach



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.



Victorian LGBTIQ+ Strategy

We have proposed a vision for equality in Victoria and reform directions to shape actions in the LGBTIQ+ Strategy. We want to hear if these capture your vision and ideas.



LGBTIQ+ Strategy

VISION

All Victorians feel safe, have equal rights and can live wholly and freely.
LGBTIQ+ Victorians experience the benefits of full participation in economic, educational, community and social areas at all stages of life.
Victoria leads the way in LGBTIQ+ equality, celebrating the community and taking sustained, enduring and measurable action.



DIRECTION 1
Equal rights
and freedoms



DIRECTION 2
Equitable and
accessible
service systems



DIRECTION 3
Visibility to
inform decision-
making



DIRECTION 4
Safe, strong
and sustainable
communities

In Directions Paper for feedback

VICTORIAN GOVERNMENT PRIORITY ACTIONS

**GOVERNANCE AND REPORTING MECHANISMS,
INCLUDING INDICATORS**

To be developed

LGBTIQ+ Strategy

LGBTIQ+ Strategy

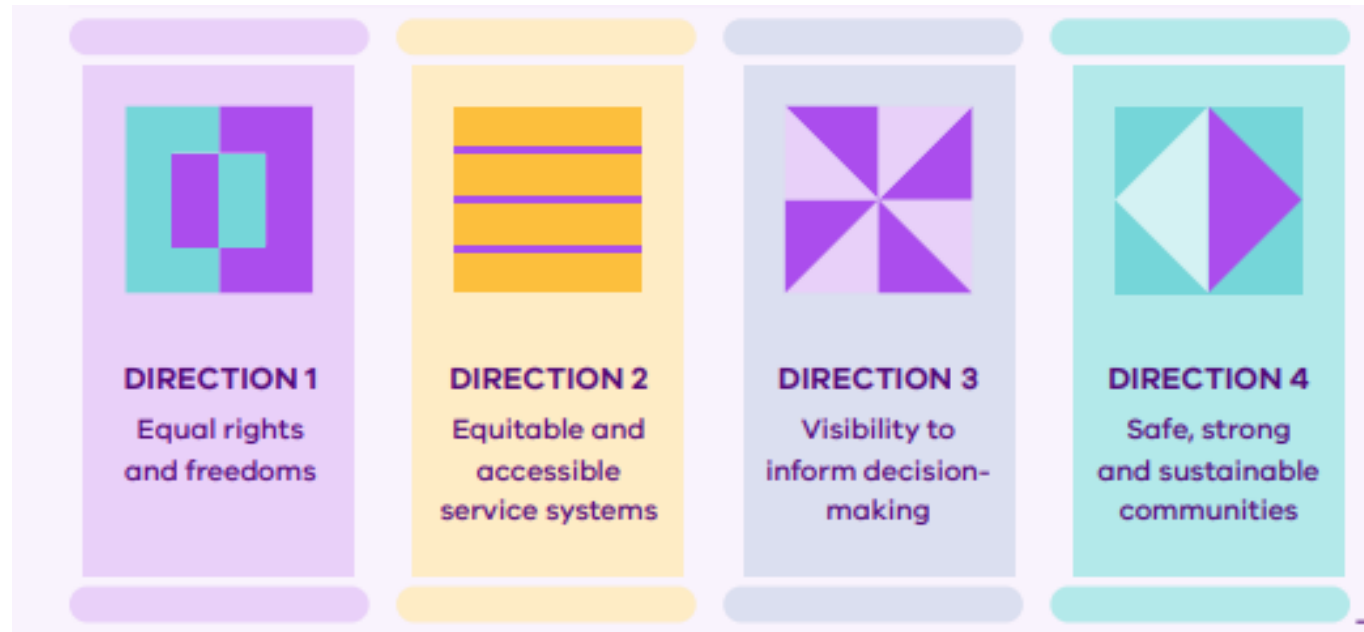
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LGBTIQ+ Strategy



LGBTIQ+ Strategy

VICTORIAN GOVERNMENT PRIORITY ACTIONS

**GOVERNANCE AND REPORTING MECHANISMS,
INCLUDING INDICATORS**

Key themes that emerged



Protection of human rights and access to justice



High quality, inclusive and accessible services



Intersectionality



Mainstream community inclusion



Connection within and between LGBTIQ+ communities



Data, research and evidence



Targets, monitoring and reporting

LGBTIQ+ Family Violence

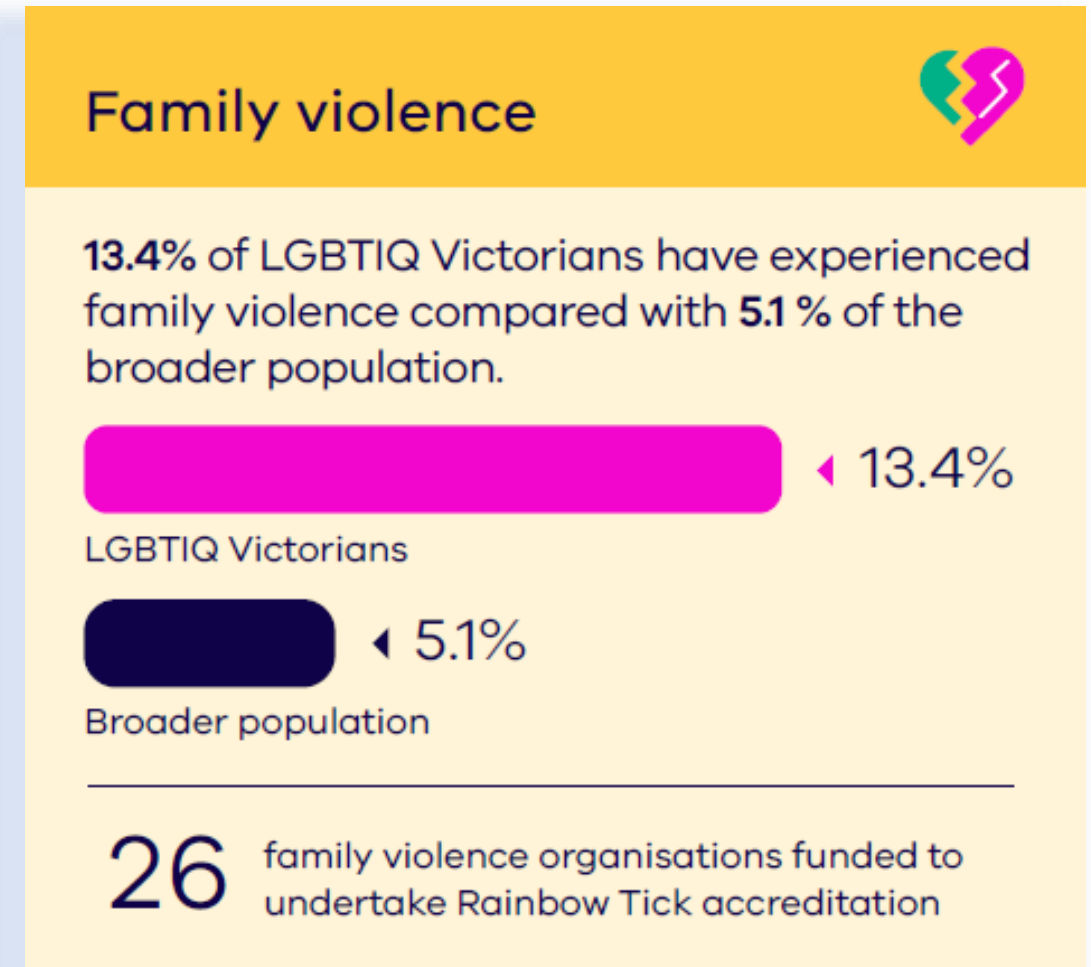
- Royal Commission into Family Violence
LGBTI-specific recommendations 166—169
- Implementation led by Diversity, Engagement and Strategy Branch,
Family Safety Victoria (FSV), now part of Department of Families, fairness
and Housing (DFFH)



LGBTIQ+ Family Violence (cont'd)

Current research has found:

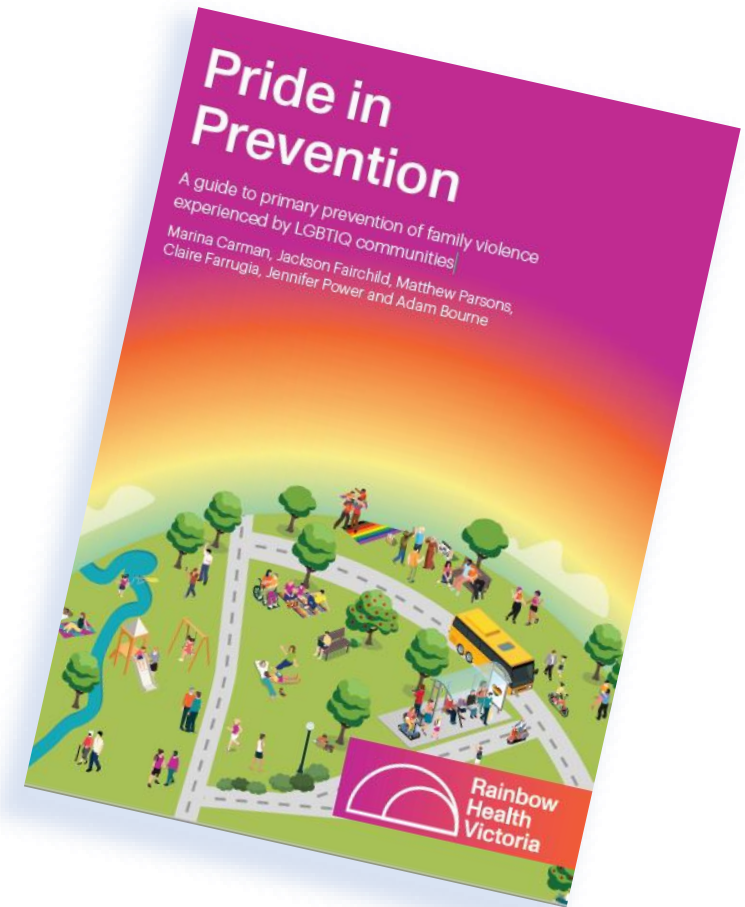
- **32.7%** of LGBTIQ+ Australians reporting having been in a relationship where a partner was abusive (same sex or opposite sex partner).
- **One third** of this group sustained physical injuries
- Only **20%** reported to police



LGBTIQ+ Family Violence (cont'd)

Cross-government LGBTIQ+ initiatives and reform governance structures:

- Prevention: Office of Prevention and Women's Equality
- Justice: Building more inclusive court responses
- LGBTI Family Violence Working Group (six weekly)
- Diverse Communities and Intersectionality Working Group (bi-monthly)
- The Family Violence Steering Committee and Victim Survivor Advisory Committee
- Pride in Prevention, A guide to primary prevention of family violence experienced by LGBTIQ communities by Rainbow Health



Data and Service Improvement



HOW CAN I COLLECT DATA ON LGBTIQ PEOPLE?

Firstly – consider do you really need the information? Sometimes, for example, information on gender is collected but is not really required. In some contexts, like in health services, you may need to know more personal information. If it's critical for you to collect **gender** information from staff, you should follow the VPS's standard model:

What is your gender?

- ☐ Woman
- ☐ Man
- ☐ Prefer not to say
- ☐ Self-described (please specify):

LGBTIQ+ data labelling

- It is important that trans and gender diverse people are recognised and acknowledged equally
- Some people do not use a binary male or female pronoun or title to describe themselves
- If a person's gender or pronouns are unclear, you can ask the individual what pronouns they use (not prefer)

Charter of Human Rights Bench Book

<http://www.judicialcollege.vic.edu.au/eManuals/CHRBb/index.htm#57262.htm>



Why collect data?

- LGBTIQ+ Victorians 5.7%

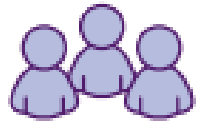


Demographic and Socio-economic data

Compared with the proportion in heterosexual, non-LGBTIQ+ adults, a significantly **higher** proportion of LGBTIQ+ adults:



were born in Australia



are Aboriginal or Torres Strait Islander people



had never married



had a total annual household income of less than \$40,000



were not able to raise \$2,000 within two days in an emergency



experienced food insecurity in the previous year.

Compared with the proportion in heterosexual, non-LGBTIQ+ adults, a significantly **lower** proportion of LGBTIQ+ adults:



were currently covered by private health insurance



were married or living with a partner



had a total annual household income of \$100,000, or more.

Social capital data

Compared with the proportion in heterosexual, non-LGBTIQ+ adults, a significantly **higher** proportion of LGBTIQ+ adults:



never, or not often, felt valued by society



were in contact with 1-4 people on the previous day



were members of other community groups



rented their home.



felt multiculturalism made life in their area better

Compared with the proportion in heterosexual, non-LGBTIQ+ adults, a significantly **lower** proportion of LGBTIQ+ adults:



were able to get help from family or neighbours when needed



could get a relative or friend to care for them or their children in an emergency



were members of a sports group



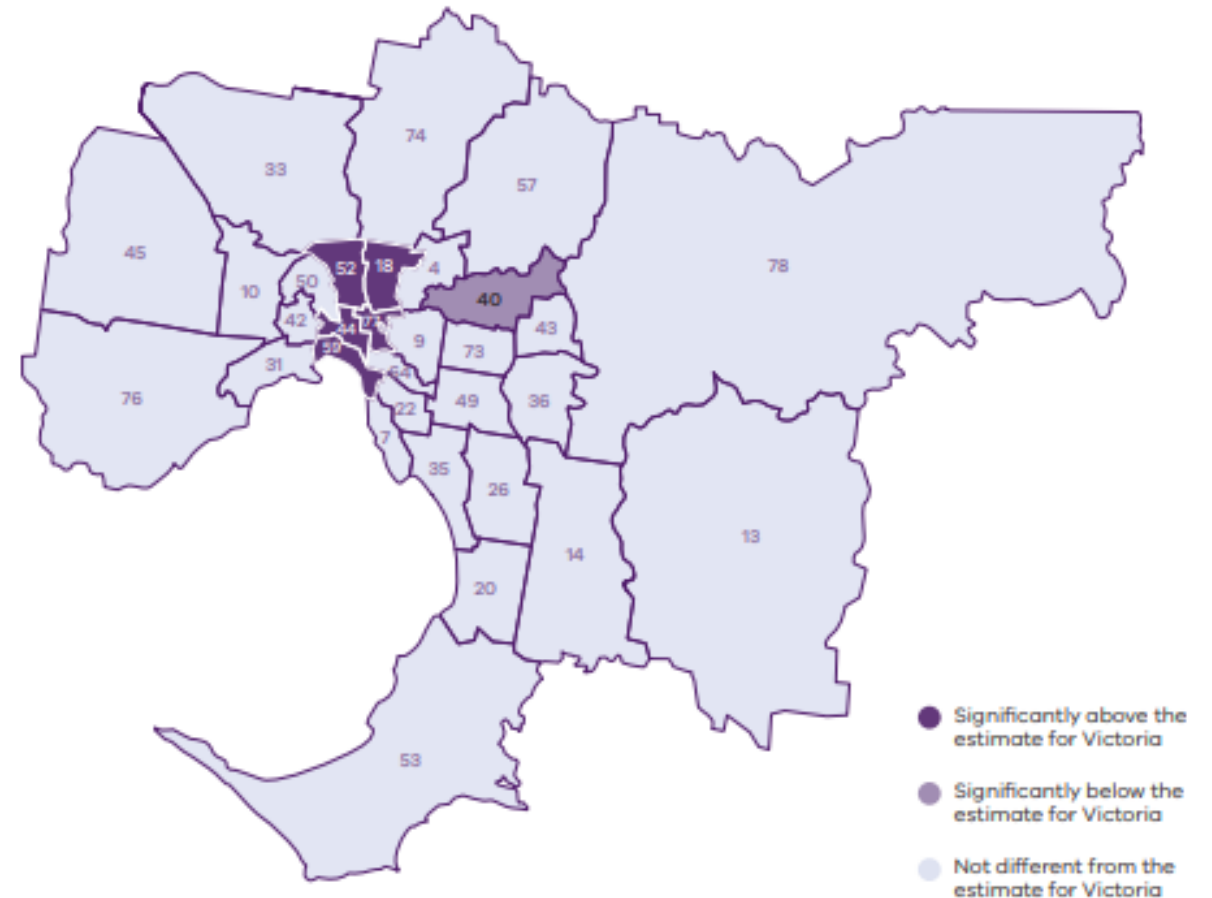
lived for 10 years, or more, in their current neighbourhood.

Metropolitan LGAs / LGBTIQ+ populations

Proportion of LGBTIQ+ adults was significantly higher in 18–34 years of age and living in the metropolitan LGAs of

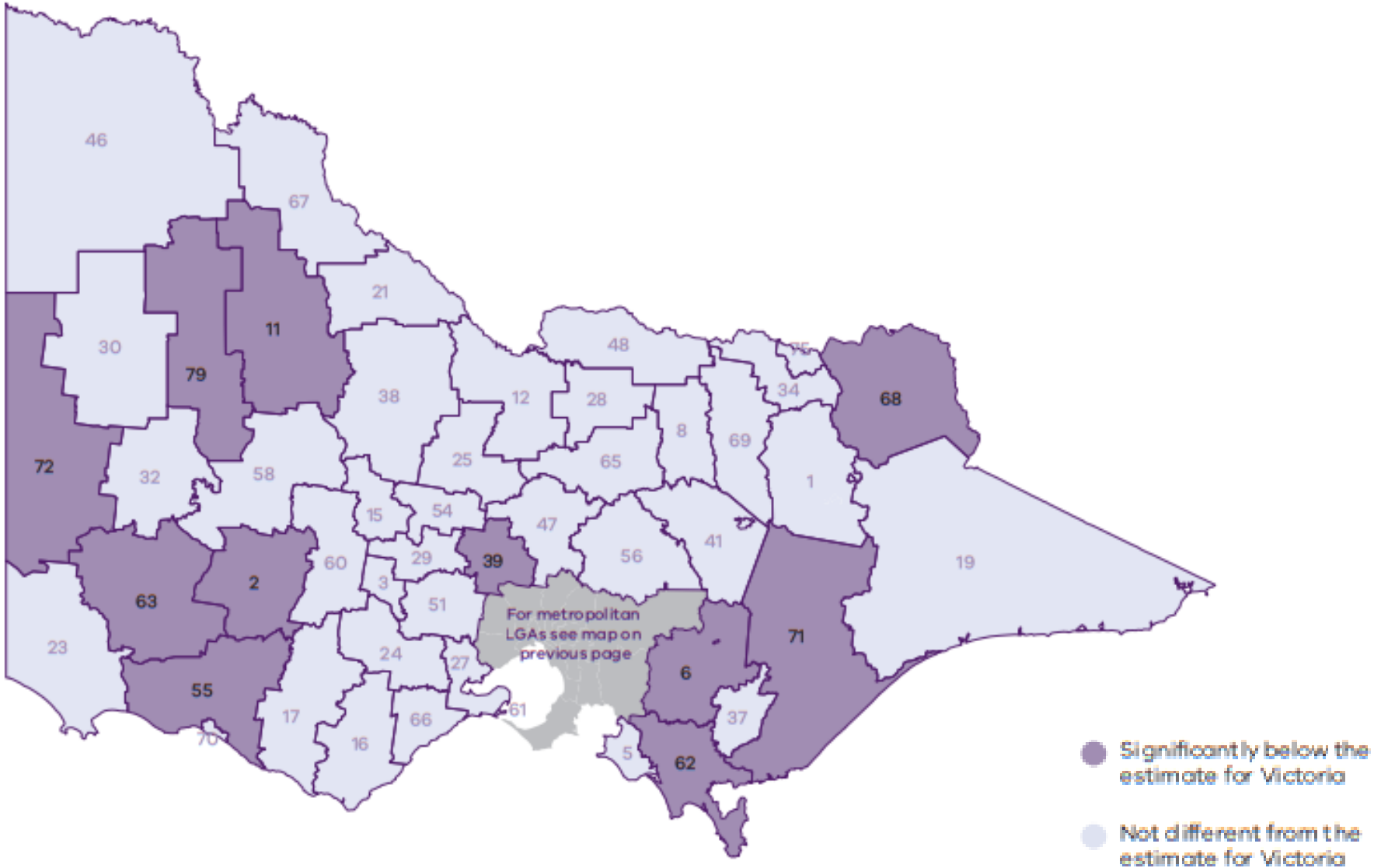
- Darebin (C),
- Melbourne (C),
- Moreland (C),
- Port Phillip (C) and
- Yarra (C)

Map 1a. Metropolitan local government areas with LGBTIQ+ populations significantly different from the estimate for Victoria (5.7%), Victoria, 2017



Metropolitan: LGBTIQ+ population significantly above the state estimate of Victoria, by LGA

Map 1b. Rural local government areas with LGBTIQ+ populations significantly different from the estimate for Victoria (5.7%), Victoria, 2017



Some other data

Compared with non-LGBTIQ+ adults, a significantly **lower** proportion of LGBTIQ+ people:

- experienced discrimination at home, in hospitals or a doctor's surgery, in public places
- reported high/very high levels of psychological distress
- had ever been diagnosed with depression or anxiety
- had experienced family violence in the past 2 years
- were diagnosed with two or more chronic diseases
- were daily smokers



Standard for Sex, Gender, Variations of Sex Characteristics and Sexual Orientation Variables

On this page

[Introduction](#)

[Sex](#)

[Gender](#)

[Variations of Sex
Characteristics](#)

[Sexual Orientation](#)

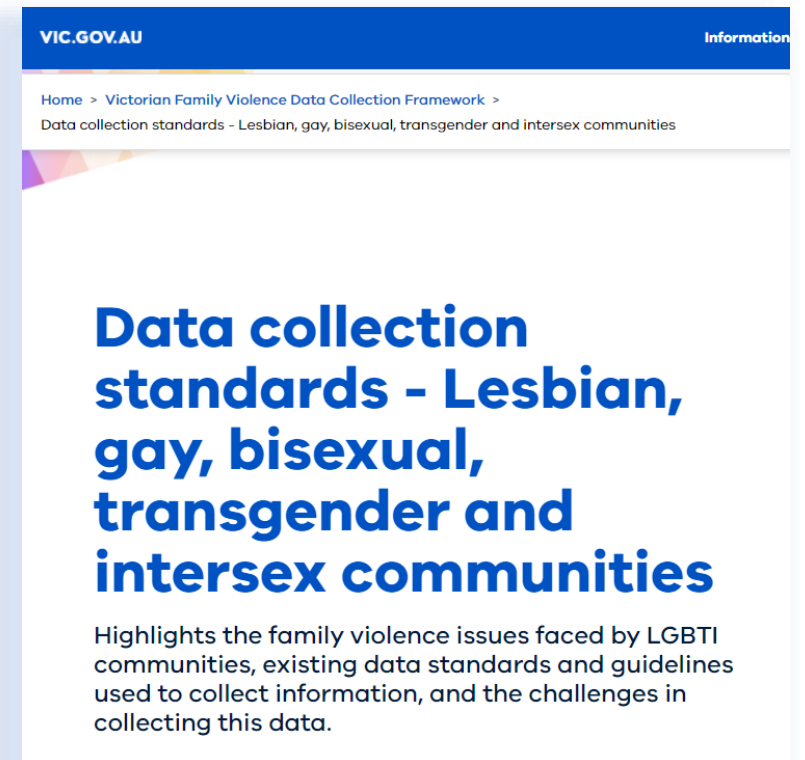
[Cisgender and Trans and
Gender Diverse
Classification](#)

[Glossary](#)

[References and
Resources](#)

<https://www.abs.gov.au/statistics/standards/standard-sex-gender-variations-sex-characteristics-and-sexual-orientation-variables/latest-release>

<https://www.vic.gov.au/victorian-family-violence-data-collection-framework/data-collection-standards-lesbian-gay-bisexual>



Questions?



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