

LGBTIQ+ Community Engagement Summary



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Interpreter



The Queensland Government is committed to providing accessible services to Queenslanders from all culturally and linguistically diverse backgrounds. If you have difficulty in understanding this document, you can contact us on 13 QGOV (13 74 68) and we will arrange an interpreter to communicate the report to you. www.qld.gov.au/languages

Acknowledgement

We respectfully acknowledge the Aboriginal and Torres Strait Islander Traditional Owners and Elders of the lands and seas on which we meet, live, learn and work.

We acknowledge those of the past, the ancestors whose strength has nurtured this land and its people, and who have passed on their wisdom. We acknowledge those of the present for their leadership and ongoing efforts to protect and promote Aboriginal and Torres Strait Islander peoples and cultures. We acknowledge those of the future, the Elders not yet born, who will inherit the legacy of our efforts. We recognise it is our collective efforts, and responsibility as individuals, communities and governments, to ensure equality, recognition and advancement of Aboriginal and Torres Strait Islander Queenslanders across all aspects of society and everyday life.

Thank you

We extend our gratitude and recognition to the LGBTIQ+ Queenslanders and their allies who actively participated in the community engagement process and trusted us to share your stories. We also acknowledge the LGBTIQ+ elders who have fought hard to advance the rights of LGBTIQ+ Queenslanders.

Language note

The use of the term First Nations within this report refers to Aboriginal and Torres Strait Islander peoples.

Brotherboy and Sistergirl are terms used within some Aboriginal and Torres Strait Islander communities to describe transgender and gender-diverse people. The use of LGBTIQ+ Communities throughout this report includes First Nations LGBTIQ+ people, Sistergirls and Brotherboys.

During engagement discussions, individuals have advocated for the inclusion of the Asexual community. DTATSIPCA acknowledges that the 'A' or Asexual community is considered part of the diverse sex, sexuality and gender spectrum. For the purposes of this report and for consistency, the acronym LGBTIQ+ is adopted.

DTATSIPCA has made every effort to use inclusive language and to represent identities accurately for the purposes of and at the time of writing this engagement report. DTATSIPCA acknowledges that there are many distinct identities within LGBTIQ+ communities and that language may evolve and be adapted over time as we learn more about the make-up of these communities.



Introduction

The Queensland Government is committed to vibrant, inclusive and cohesive communities as described in [Communities 2032](#). This includes hearing and elevating the voices of LGBTIQ+ Queenslanders.

The Queensland Government has committed to develop a whole-of-government Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, plus (LGBTIQ+) Strategy for Queensland.

The development of a dedicated Queensland LGBTIQ+ Strategy (the Strategy) is intended to articulate the position of the Queensland government and direct the government's efforts towards strengthening outcomes for LGBTIQ+ Queenslanders.

When launched, the Strategy will be the first of its kind in Queensland.

About the community engagement

The Queensland Government delivered comprehensive state-wide community engagement from June until October 2023 to inform development of the Strategy.

LGBTIQ+ Queenslanders were asked to have their say on the change they want to see to live a safe, supported and equal life.

Voices of lesbian, gay, bisexual, intersex, trans and gender diverse people, including those who are Aboriginal and/or Torres Strait Islander, living with a disability, seniors, young people, culturally and linguistically diverse, living in regional and remote communities and people from rainbow families were heard throughout the engagement activities. Strategy engagement meetings were also held with LGBTIQ+ stakeholders representing the views of the LGBTIQ+ communities and special interest cohorts and Pride networks.

We extend a warm thank you to the people from LGBTIQ+ communities and their allies who participated in the engagement activities and trusted us to share their stories.



Who we heard from

In total, 749 LGBTIQ+ people and their allies had their say and shared their ideas for strengthened outcomes for LGBTIQ+ communities in Queensland.

This was made up of:

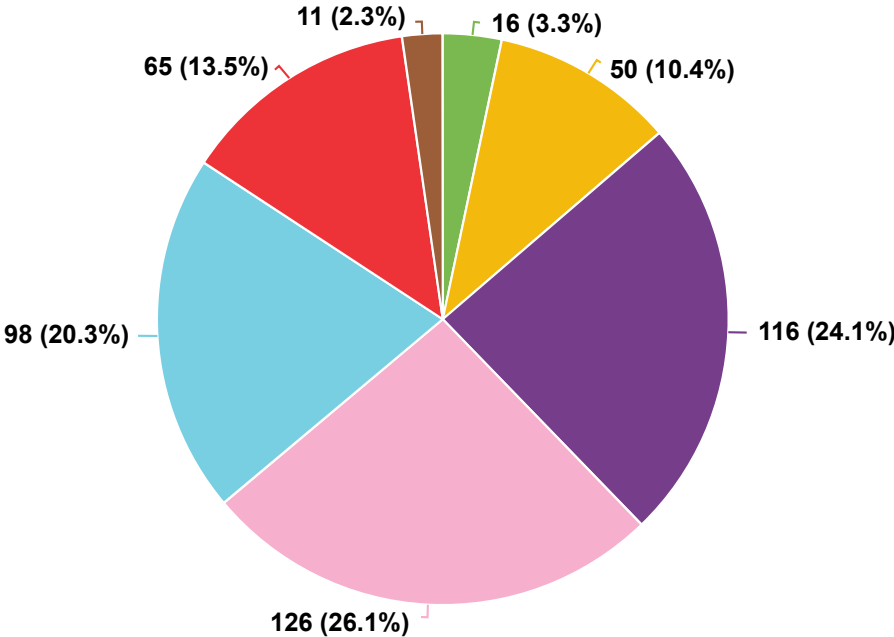
- 482 online survey submissions and
- 267 participants across 17 community workshops held across Queensland.

Online survey

The Queensland Government released an anonymous online survey which was open for three months from 14 June until 15 September 2023. The survey was designed to explore the priorities important to LGBTIQ+ people.

482 submissions to the survey were received from people of diverse identities.

Age group

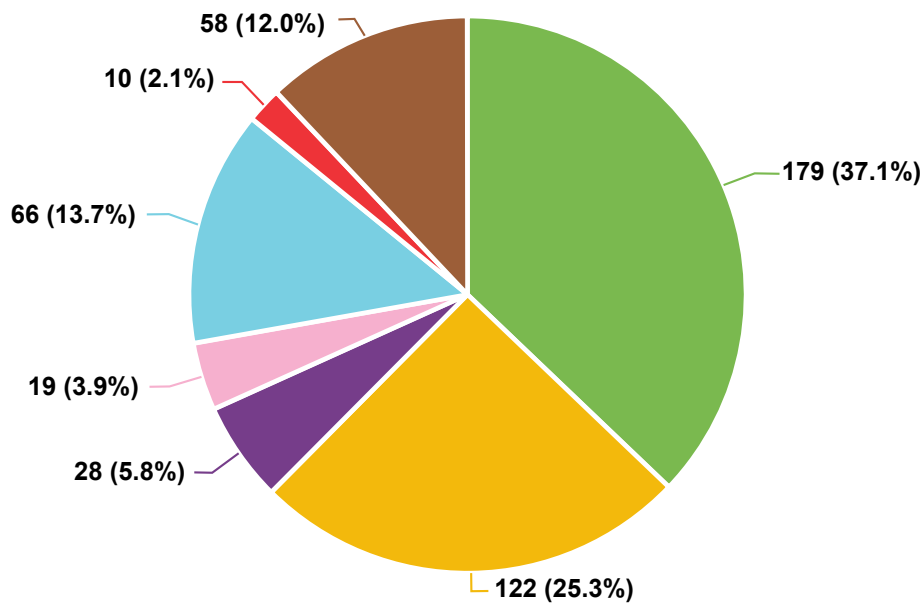


Question options

- 14-17
- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+

Note: survey respondents were not asked about their sex or intersex status. People with variations of sex characteristics and intersex organisations have shared their views and perspectives throughout the engagement process.

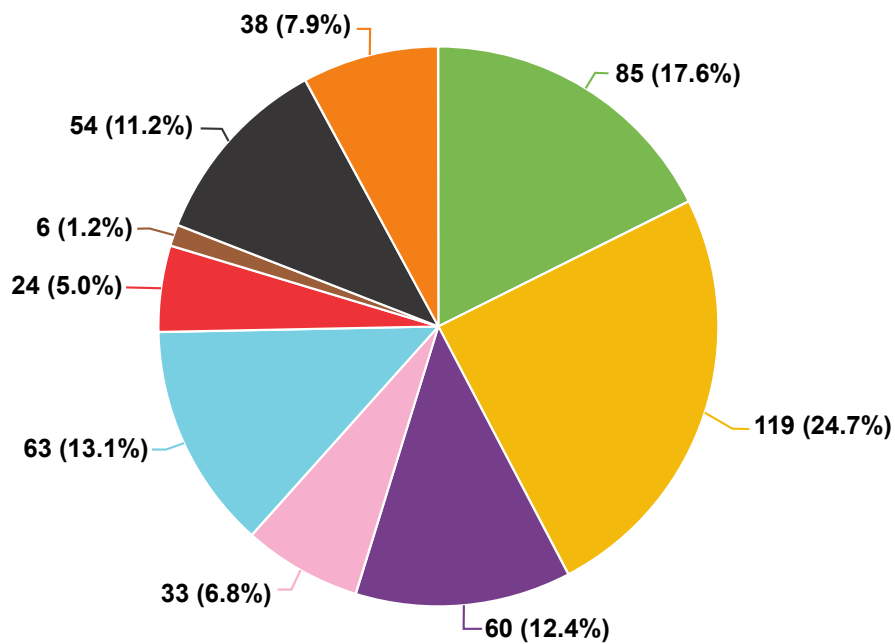
Gender identity



Question options

- Cisgender woman
- Cisgender man
- Trans woman
- Trans man
- Non-binary
- Unsure
- Prefer not to say

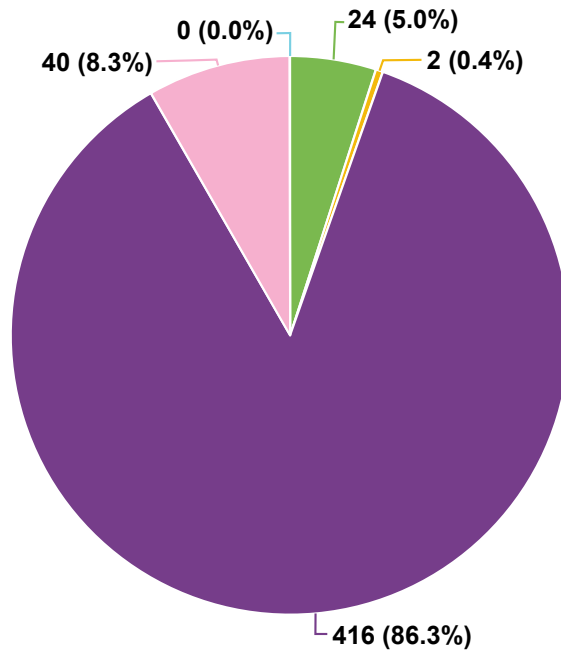
Sexual orientation



Question options

- Lesbian
- Gay
- Bisexual
- Pansexual
- Queer
- Asexual
- Unsure
- Something else
- Prefer not to say

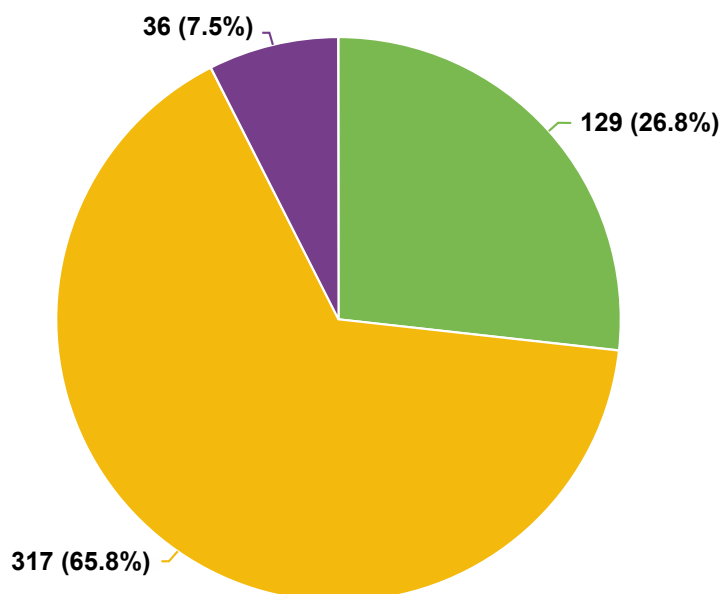
Indigenous identity



Question options

- Aboriginal
- Both Aboriginal and Torres Strait Islander
- Neither Aboriginal nor Torres Strait Islander
- Prefer not to say
- Torres Strait Islander

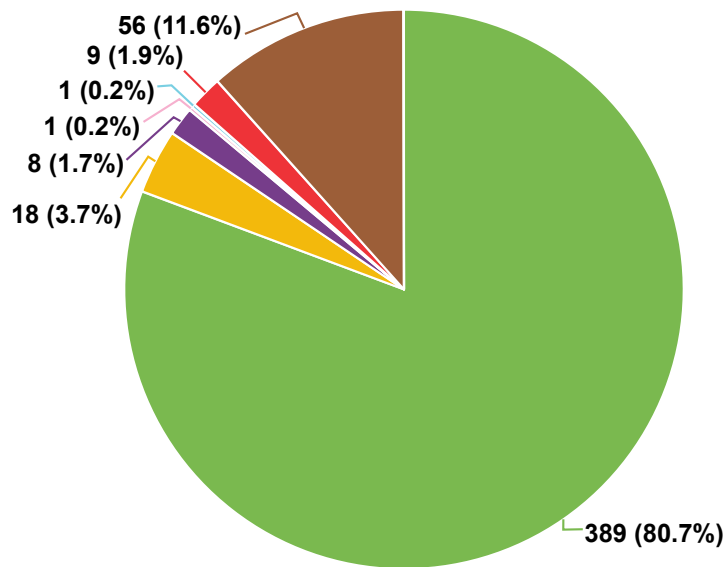
Disability



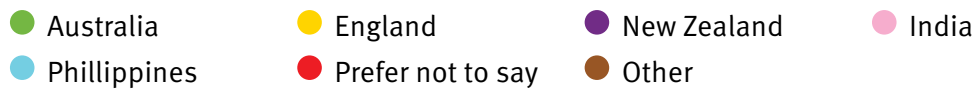
Question options

- Yes
- No
- Prefer not to say

Country of birth



Question options



Community workshops

267 LGBTIQ+ Queenslanders and their allies participated in 17 virtual and in-person workshops over a 9-week period from mid-August 2023 to mid-October 2023 to further explore the priorities of LGBTIQ+ Queenslanders.

Local workshops were held at:

- Rockhampton
- Gladstone
- Sunshine Coast
- Townsville
- Cairns
- Brisbane
- Gold Coast
- Mount Isa (online).

Online workshops, both targeted and open to the public, were also held.

What you told us

During the community engagement activities, LGBTIQ+ people and their allies voiced a range of perspectives and concerns, reflecting the rich tapestry of Queensland's LGBTIQ+ communities.

The following themes serve as a general overview of community feedback and reflect the views, experiences and desires of the members of LGBTIQ+ communities engaged.

Human Rights

You told us that it is essential to ensure inclusion and acceptance and access to LGBTIQ+ healthcare as fundamental human rights issues.

Trauma-informed approach

You desired for a trauma-informed approach to be reflected in the Strategy, acknowledging the unique challenges and trauma experienced by LGBTIQ+ people.

Embedding intersectionality

You told us that you experience various forms of disadvantage in your daily lives based on your sexuality, gender identity or diversity of sex characteristics, in ways that can either be obvious, such as violence resulting from transphobia and homophobia, or more subtle, such as stereotyping, assumptions and jokes. These have a flow-on impact on LGBTIQ+ people's lives.

This can be compounded for LGBTIQ+ people with overlapping identities, such as First Nations people, people living with disability and culturally and linguistically diverse people.

Accessing services

You told us that you encounter barriers when seeking services; facing lack of understanding from frontline workers, fear of potential discrimination or inadequate resources.

Engagement meetings noted that most government services historically have been set up for the majority and with a heteronormative, endosex and cisgender lens*. Assumptions about a person's body gender or that the 'default' sexuality is heterosexual does not take into consideration the unique needs and perspectives of people of diverse sex characteristics, gender and sexuality. We heard stories about LGBTIQ+ people opting out or being hesitant to access services if they have had negative experiences, and their needs going unaddressed.

We heard that this has a flow-on effect on your lives and reduces your participation in Queensland.



First Nations LGBTIQ+ People

You reinforced that First Nations LGBTIQ+ people, Brotherboys and Sistergirls should be central in the Strategy. Discussions highlighted the need to consider culturally appropriate services and recognition of LGBTIQ+ First Nations people.

LGBTIQ+ inclusive education

You advocated for LGBTIQ+ inclusive education and creating safe spaces in schools.

Equity

You expressed a desire for reforms across various Queensland policy to combat discrimination against LGBTIQ+ communities and ensure that LGBTIQ+ Queenslanders are equitably treated through access to services and participation in Queensland.

Health, disability, and aged care

You called for reforms to increase access to LGBTIQ+ healthcare, disability services and aged care. Discussions also revolved around inclusion and diversity training for professionals in these fields.

Police, safety, and correctional facilities

You advocated for training for police in LGBTIQ+ inclusion and diversity, further cultural change within the police service to promote safe interactions with LGBTIQ+ communities, and the recognition of LGBTIQ+ identities. Stories were also shared highlighting safety concerns for LGBTIQ+ people, particularly for trans and gender diverse people, and LGBTIQ+ people living in more regional and remote communities, who face high rates of harassment and violence within the broader Queensland community.

Community building and support

Conversations centred around uplifting LGBTIQ+ visibility, cultural activities and presence.

LGBTIQ+ Queenslanders in regional, remote and rural areas told us they face barriers to community participation. They often experience more discrimination and harassment related to their LGBTIQ+ identities, psychological distress and are lacking connection with other LGBTIQ+ people. This highlighted the need for place-based solutions that reflect the local community needs.

You also generously shared with us stories of your strength and resilience. We learned more about diverse LGBTIQ+ people coming together as one strong community for several decades in Queensland and the need to preserve this history for future generations.



We also learned about the value of Pride organisations, the trust placed in existing community organisations and networks and the opportunities for government to work alongside this legacy.

Public sector inclusivity

You highlighted the importance of LGBTIQ+ training and increasing the visibility of LGBTIQ+ people within the public sector.

Business

You shared concerns about workplace discrimination against LGBTIQ+ individuals and suggested LGBTIQ+-friendly accreditation initiatives for businesses.

Housing

Stories were shared about the challenges faced by LGBTIQ+ communities to access safe accommodation, particularly in emergencies, and safe living arrangements.

Healthy relationships

You shared stories about painful confrontations within families around LGBTIQ+ identities for many reasons, including cultural conflicts and lack of understanding and awareness. These concerns were especially shared by LGBTIQ+ young people, people living in regional and remote communities, Aboriginal and Torres Strait Islander people, people with disabilities, and people who are culturally and linguistically diverse.

You emphasised the need for initiatives to support healthy relationships. This includes recognition and support in cases of domestic, sexual, and family violence within LGBTIQ+ communities and resources to support potential conflict in families.

Child protection

You reinforced that LGBTIQ+ children should be supported within child protection settings to safely identify as LGBTIQ+ and be understood, and to have their specific needs met.

Government media and information

You called for positive media depictions and coverage of LGBTIQ+ communities and inclusive language and recognition of LGBTIQ+ identities in government documents and communications.

Some LGBTIQ+ people also cited historical challenges and advocated for subsequent changes in government policy, legislation or service delivery that already exist in Queensland or where work is currently underway. This taught us that we need to better communicate the changes we make for LGBTIQ+ people so you, and all Queenslanders, can be aware of LGBTIQ+ rights, and better navigate our services.

Data collection

You told us that you needed more data collection on the LGBTIQ+ population to better understand and serve LGBTIQ+ communities in Queensland. Engagement meetings acknowledged there is little data available about LGBTIQ+ communities in Queensland and that improving data collection for LGBTIQ+ communities is complex and must be done by taking into consideration privacy concerns and other sensitivities related to LGBTIQ+ identities and circumstances.

Sustainability

You highlighted the importance of sustainability of initiatives to better serve LGBTIQ+ communities in Queensland.

Next steps

Through the community engagement, we were honoured to be privy to the insights, truths and lived experience of LGBTIQ+ Queenslanders and learned about their needs, aspirations and the strengths of their communities.

This helps us to understand how government can be a better partner and deliver strengthened outcomes that work for LGBTIQ+ people.

The thoughts and priorities shared during community engagement will help shape Queensland's first LGBTIQ+ Strategy.

Queensland government agencies will also work together to analyse the detailed results and consider the feedback received during the community engagement phase. This analysis will also help us to develop the Queensland LGBTIQ+ Strategy.

* Heteronormative: Heteronormativity is the assumption that the “default” sexual orientation is heterosexual.

Endosex refers to people whose sex characteristics meet medical and social norms for typically ‘male’ or ‘female’ bodies.

Cisgender: Cisgender is used to describe people whose gender identity aligns with their assigned sex.

All three of these assumptions have a negative impact on LGBTIQ+ people by creating stigma around homosexuality, bisexuality, and other forms of sexual expression, around bodies with diverse sex characteristics and people with gender expression outside the gender binary.

