

UWA Ally Training

**UWA Ally training
3 December 2019**

**Presenters: Rob Blandford and
Liberty Cramer**

Ally workshop objectives

Understand why inclusion is important:

- Explore key concepts of inclusion and diversity
- Explore language of diversity in gender & orientation
- Examine heterosexism, homophobia, biphobia & transphobia & consequences
- Know key actions for being an Ally



Everything that happens here is confidential; Never ‘out’ other people, ever.

- You’re under no obligation to disclose your status or identity
- Just say ‘pass’ if you’d like to skip a question or activity
- You’re free to leave without explanation – don’t stay if you feel threatened. Self care is important!

...although we’d be grateful if you let us know later if we said or did something that you didn’t like...

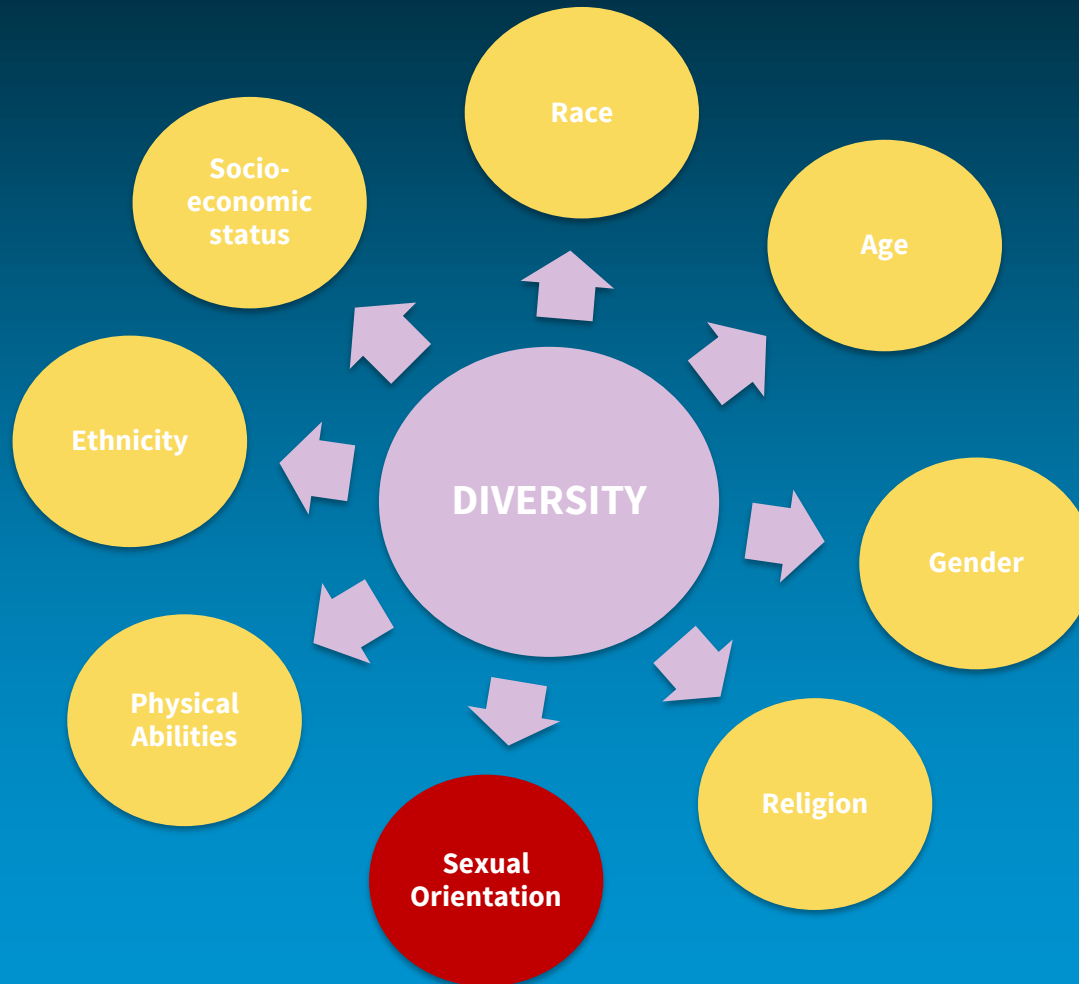
Inclusion & Diversity is about the commitment to treating individuals, regardless of gender, sexuality, disability, race, religion, ethnicity or other equitably and with respect.

Diversity is the who and the what: who's sitting around the table.



Inclusion is the how; the behaviors that welcome and embrace diversity.

Dimensions of Diversity



How does diversity help an organisation?

Organisational
Culture

Financial
Performance

Employee/team
Productivity

Diversity of
thought

Innovation

Activity: How much do you know?



LESBIAN

A woman whose primary sexual and affectional orientation is toward people of the same gender.

GAY

A sexual and affectional orientation toward people of the same gender; can be used as an umbrella term for men and women.

BISEXUAL

A person whose primary sexual and affectional orientation is toward people of the same and other genders, or towards people regardless of their gender

TRANSGENDER

An umbrella term for people whose gender identity differs from the sex they were assigned at birth. The term transgender is not indicative of gender expression, sexual orientation, hormonal makeup, physical anatomy, or how one is perceived in daily life.

INTERSEX

Describing a person with a less common combination of hormones, chromosomes, and anatomy that are used to assign sex at birth

QUEER / QUESTIONING

‘Queer’ is an umbrella term that can mean any kind of diverse sexuality, gender or gender expression

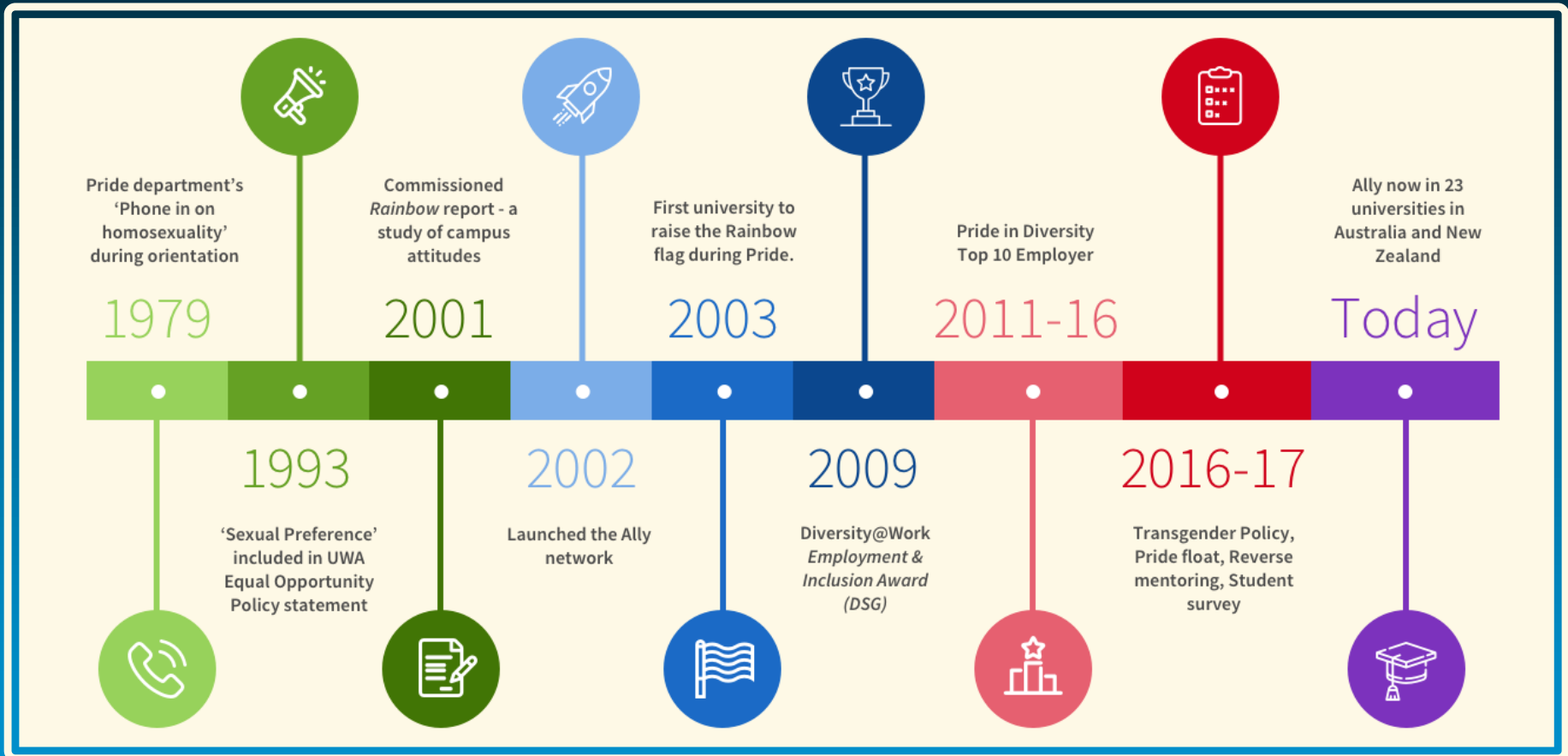
ASEXUAL

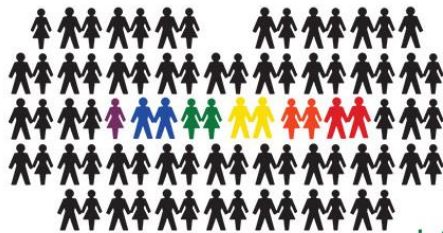
An asexual person does not experience sexual attraction – they are not drawn to people sexually and do not desire to act upon attraction to others in a sexual way.

+

other diverse sexual orientations and gender identities.

The UWA journey – the context





11 in 100
Australians are of diverse sexual orientation, sex or gender identity



1996

2011

THE REPORTED NUMBER OF SAME-SEX COUPLES HAS MORE THAN TRIPLED BETWEEN 1996 - 2011

In 2011, there were **6,300** children living in same-sex couple families. 9 in 10 are in female same-sex couple families



1.7% of children born in Australia are estimated to be intersex

PERCENTAGE OF LGBTI PEOPLE WHO HIDE THEIR SEXUALITY OR GENDER IDENTITY AT CERTAIN EVENTS



80% of homophobic bullying occurs at school



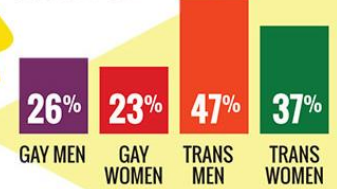
6 in 10 Experience verbal homophobic abuse

2 in 10 Experience physical homophobic abuse

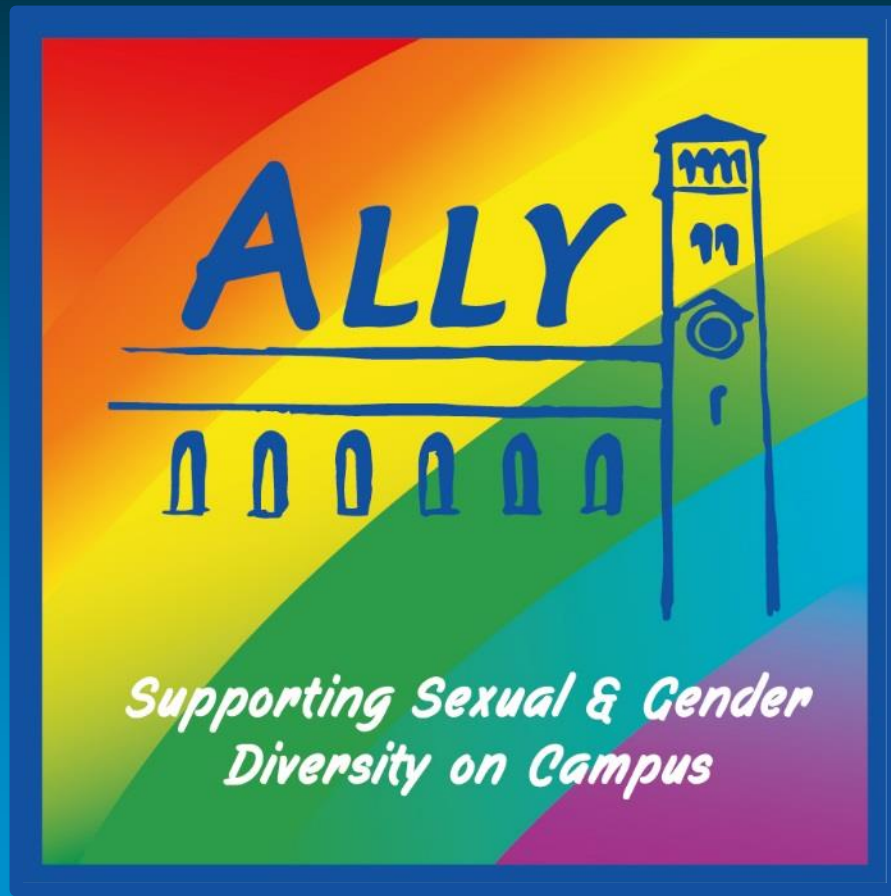
1 in 10 Experience other types of homophobia

TRANSGENDER MEN AND WOMEN EXPERIENCE SIGNIFICANTLY HIGHER RATES OF NON-PHYSICAL AND PHYSICAL ABUSE COMPARED WITH GAY MEN AND WOMEN

Percentage of gay and transgender people who experienced verbal abuse in 2012



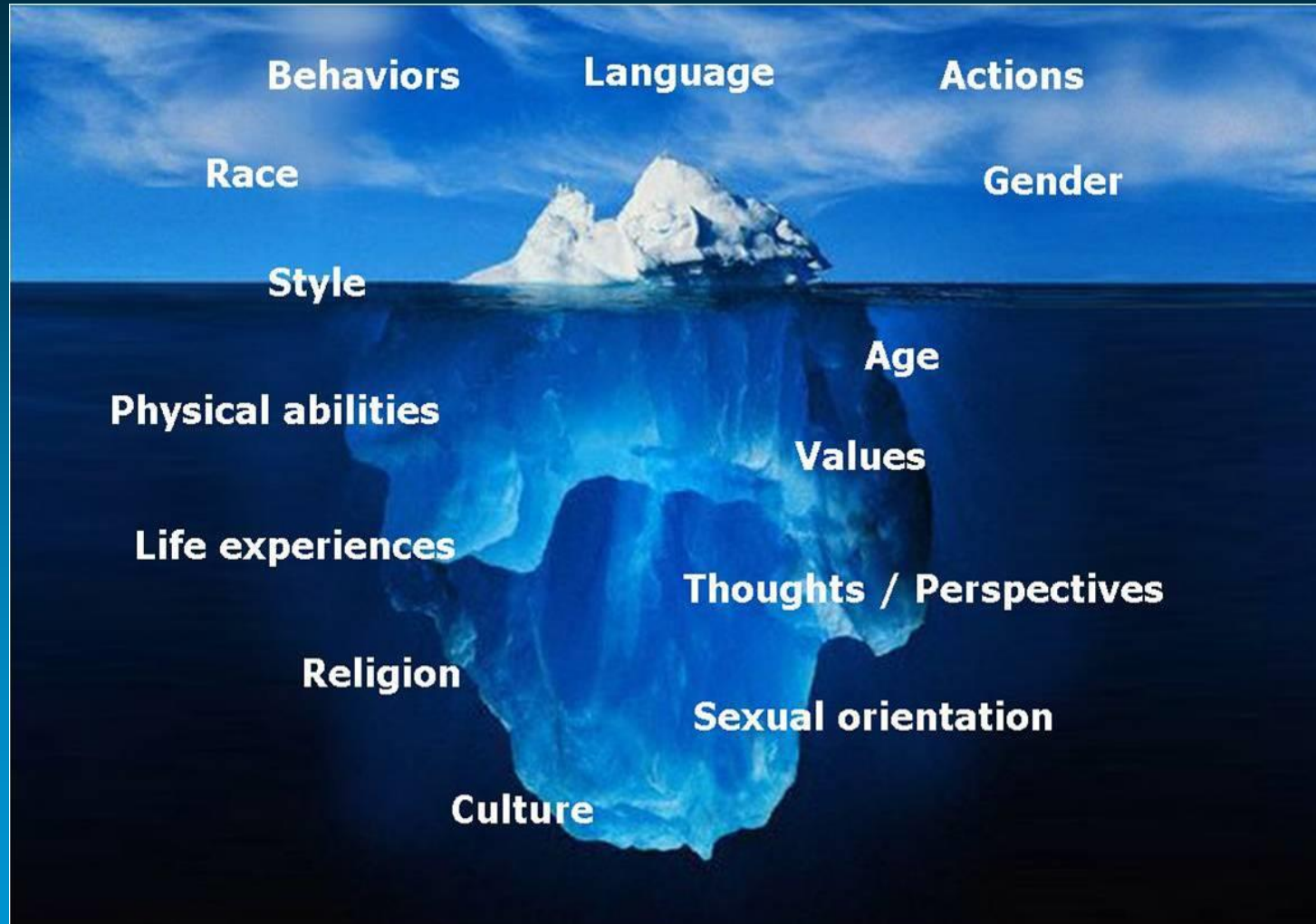
What is an Ally?



An Ally is someone who is:
informed about and
understanding of LGBTIQA+
people and issues and affirms the
experience and rights of
LGBTIQA+ people.

LGBTIQA+ means:
Lesbian, Gay, Bisexual, Transgender,
Intersex, Queer/Questioning, Asexual,
and other sexual & gender identities

The Diversity Iceberg

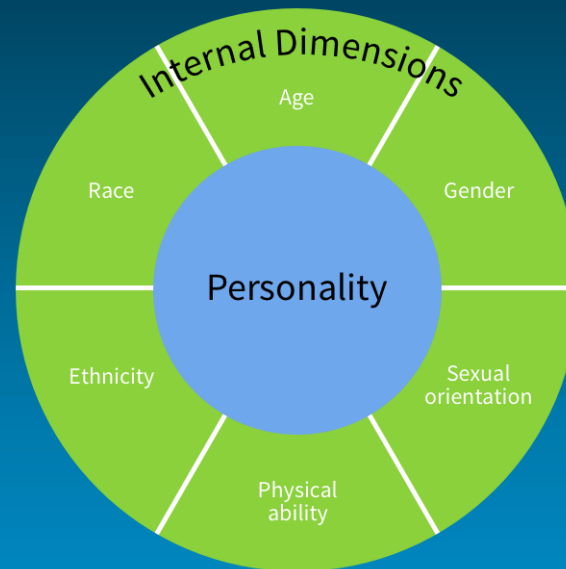


What makes you who you are?

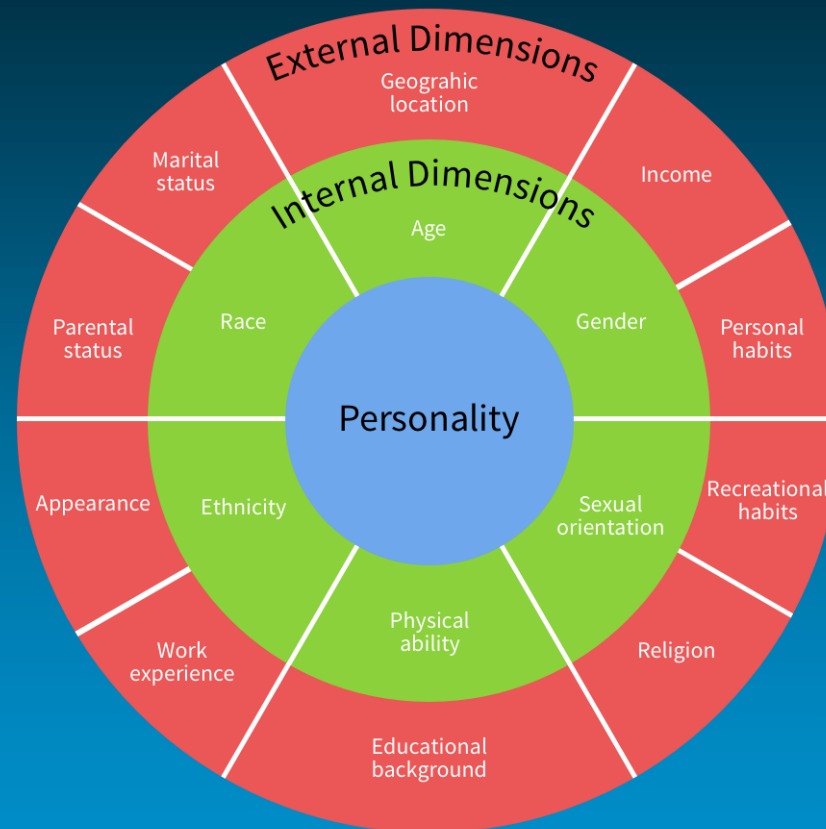


Personality

What makes you who you are?



What makes you who you are?



What makes you who you are?



Activity: The Pronoun Game

- Team up with someone**
- Have a conversation with them about your partner or best friend**

Will you bring them to the office xmas party?

What does your partner or best friend do for work or fun?

How was your weekend?
What did you do together?

Where will you go on your next holiday?

Etc etc...

- Try asking...(without ever giving away whether your partner/friend is male or female)...**

Why is LGBTIQ+ inclusion important?

- Sexual orientation and gender identity**
- Impacts on the individual**
- Impacts for the organisation**

What inclusion is and is not

IS

- About behaviour
- Providing awareness
- Being inclusive
- Demonstrating organisational values of inclusion across all diverse groups
- Creating a safe and productive environment
- Creating an inclusive culture for all LGBTIQ+ employees regardless of whether or not they are “out” in the workplace

NOT

- Beliefs
- Changing personal values
- Being exclusive
- Valuing one diverse group over another
- Tolerating workplace behaviours that are damaging to individuals
- Forcing people to come out

Homophobia

Homophobia is something of an umbrella term for general fear or hatred of homosexuality, LGBTI people, values or beliefs.

**It can be internalized, between people, institutional and/or cultural.
It can also be against one particular group.**

A common response to bisexuality is denial; that bisexuals don't really exist or that bisexuality is just a phase

- ❑ A cause of biphobia is that we have accepted an either/or view of the world (e.g. gay/straight) into which bisexuals don't fit and whose identity is subject to misunderstanding or questioning
- ❑ Gays, lesbians and heterosexuals may be biphobic in attitude or action - one can be biphobic without being homophobic
- ❑ Damaging stereotypes include e.g. that bisexuals are greedy, indecisive, confused, promiscuous, or duplicitous



What is transphobia?

Fear, loathing & discriminatory treatment of people whose gender identity or gender presentation (or perceived gender or gender identity) does not match, in the socially accepted way, the sex they were assigned at birth.

Transphobic behaviour includes denying a trans person the right to use the toilet of their affirmed gender or outing them without their permission.



The assumption that heterosexuality is the normal sexual orientation

This can cause:

Internalised (self-hatred):

- Between people/groups (e.g. rejection by family friends or work colleagues. Homophobic, biphobic, or transphobic verbal or physical abuse)

Systemic or institutional discrimination and harassment, such as:

- Reduced work opportunities
- Refusal of treatment from medical/health professionals

Cultural:

- Social stigma
- Isolation

Additional social factors that can contribute to experiences of discrimination or abuse:

- Sex/gender
- Age (vulnerabilities of youth & old age)
- Disability (intellectual, physical, sensory, etc.)
- Ethnic & religious affiliation
- Racial background
- Geographic location
- Socioeconomic status
- HIV status

Consequences of prejudice

**Discrimination
& harassment**

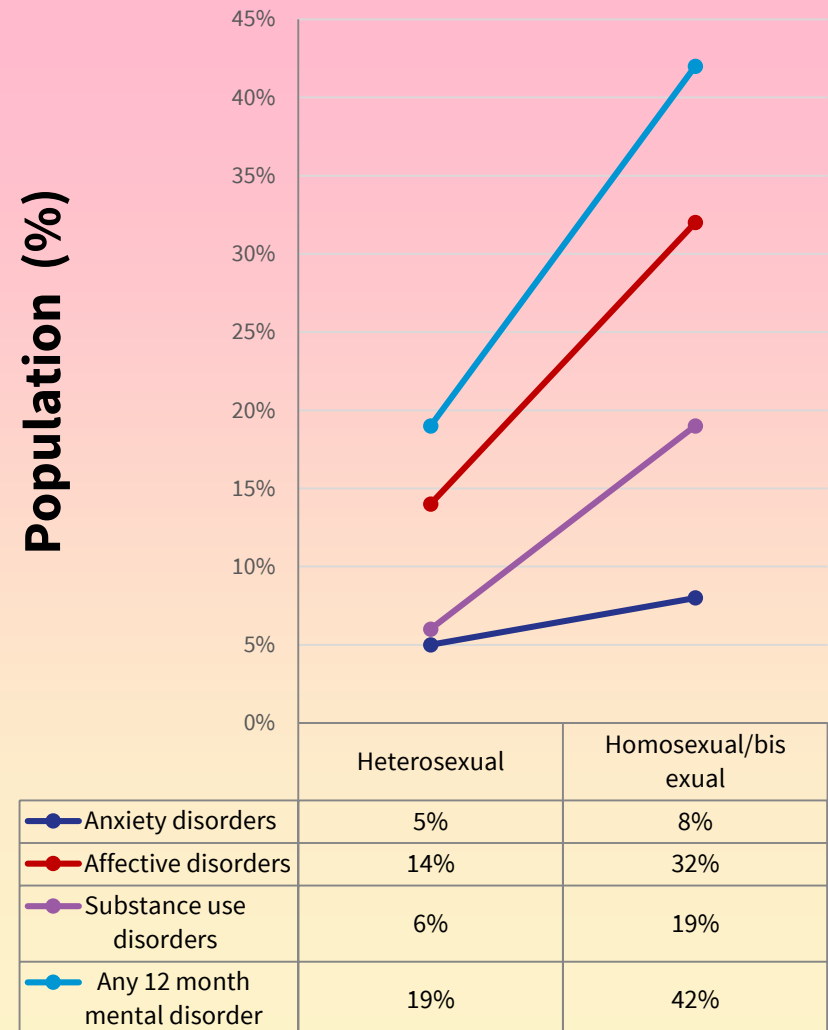
**Self-hatred which
may lead to mental
illness or suicide**

**Loss of family,
friends or
meaningful work**

Social ostracism

**Extreme physical
violence**

Impact of discrimination



Imagine if...

Society & privilege in Australia



Masculine



Anglo



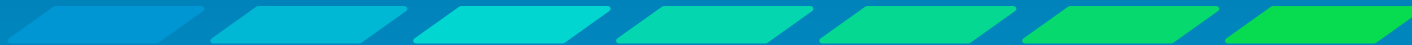
Heterosexual



**Ability-
oriented**



The Assumption of Rightness



The Luxury of Ignorance



The Legacy of Privilege



“Normal” (or “us”)

- White
- Male
- Cis
- “Australian”
- Heterosexual
- Monogamous
- Adult
- Able
- “White” collar
- Wealthy
- Employed
- Educated

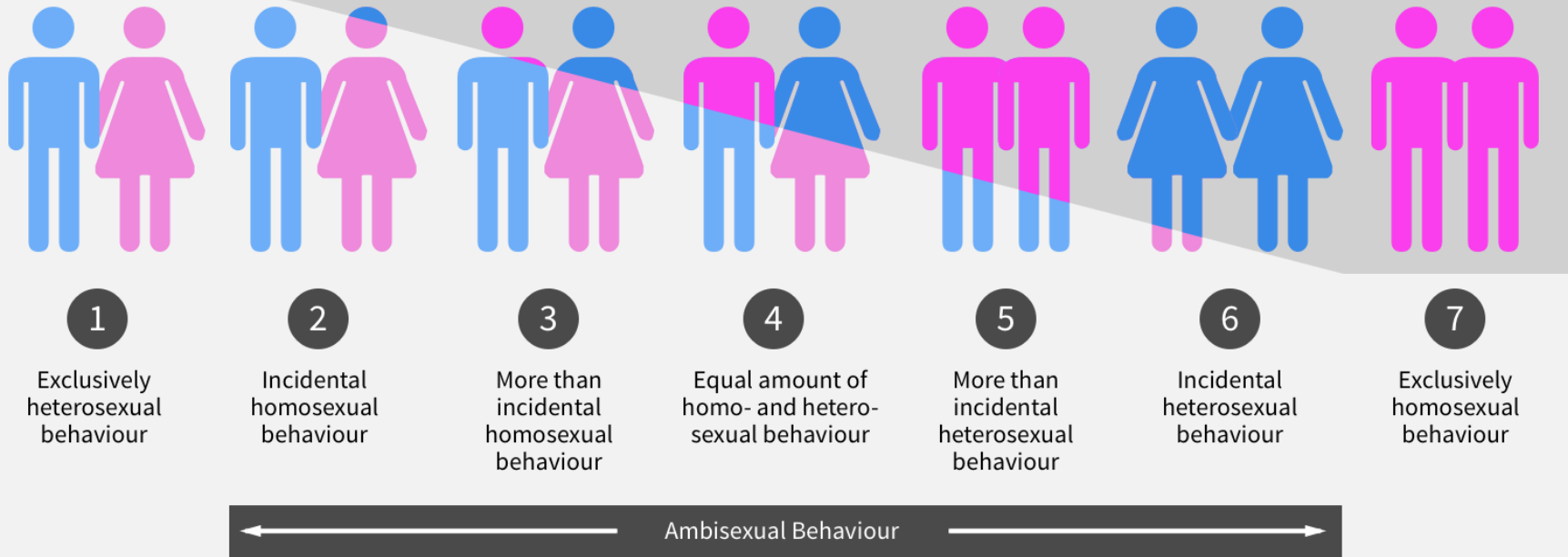
“Other” (or “them”)

- People of colour
- Female/intersex
- Trans
- “Immigrants”/Indigenous peoples/tourists
- Gay/lesbian/bi/asexual
- Single/polyamorous
- Child/elderly
- Disabled/differently abled
- “Blue” collar
- Poor/non-capitalist
- Unemployed/unpaid worker
- Uneducated/unrecognised expertise

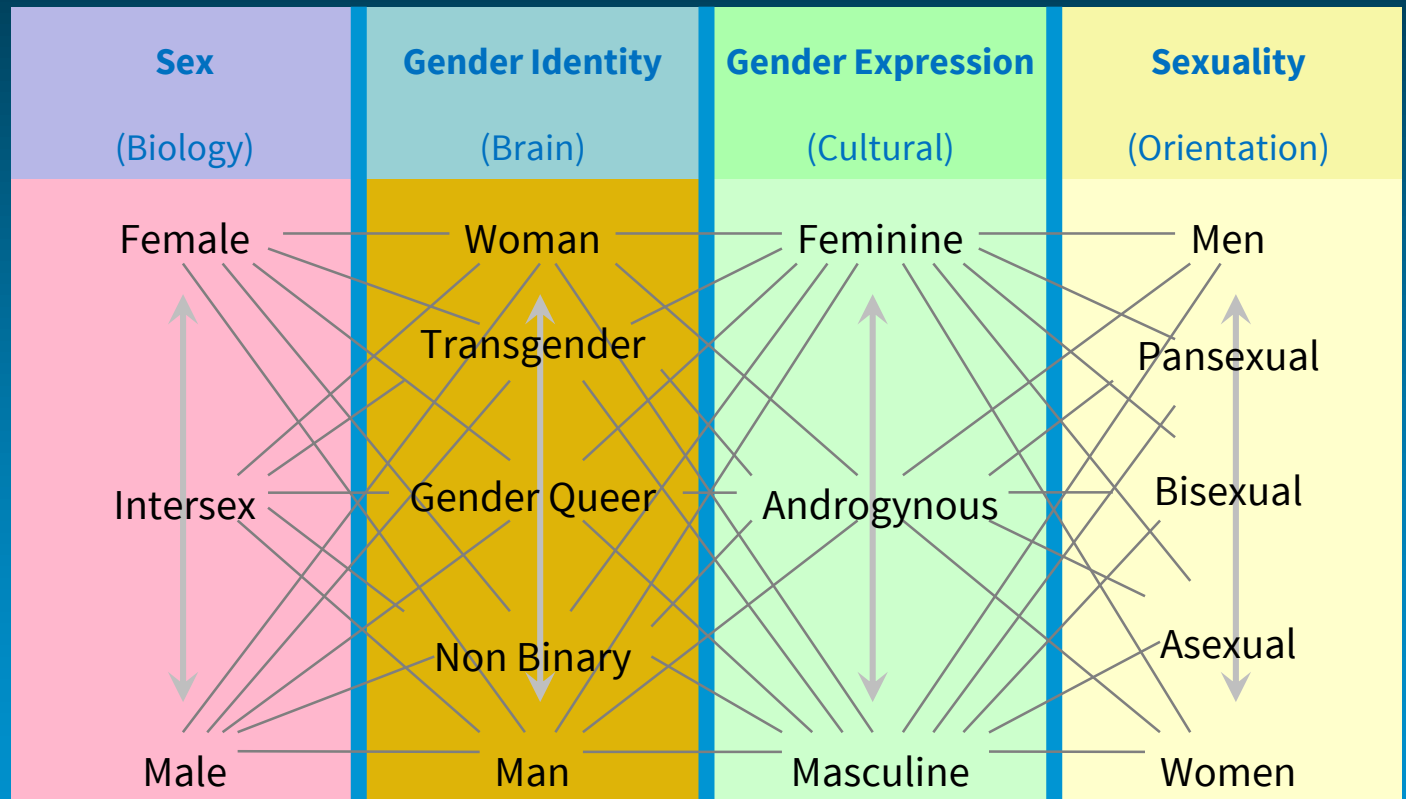
**“When did you choose
to be straight?”**

Kinsey Scale

Kinsey Scale of Sexual Behaviour



Diversity of Sex, Gender Identity, Expression & Orientation



Sexual & Gender Diversity

Biological Sex

anatomy,
chromosomes,
hormones

Male
Female
Intersex

Sexual Orientation

romantic / sexual
response

Lesbian, Gay
Straight
Bisexual
Pansexual
Queer
Asexual

Gender Identity

sense of self

Genderqueer
Woman, Man
Both / Neither
Trans man
Trans woman
Cissexual
Cisgender
Brotherboy
Sistergirl

Gender Expression

communication of
gender

Feminine
Masculine
Butch
Androgynous
Camp
Femme
Effeminate

How many of us are lesbian, gay or bisexual?

About 3.2% of the Australian population identify as lesbian, gay or bisexual (Charles Darwin University 2018)*

- 1.2% of women & 1.9% of men in Australia identify as lesbian or gay
- 2.2% of women & 1.3% of men identify as bisexual

Up to twice as many young people (16 to 24yo) identify as lesbian, gay or bisexual^

19% women & 9% men have experienced same-sex attraction or had sexual contact with someone of the same sex*

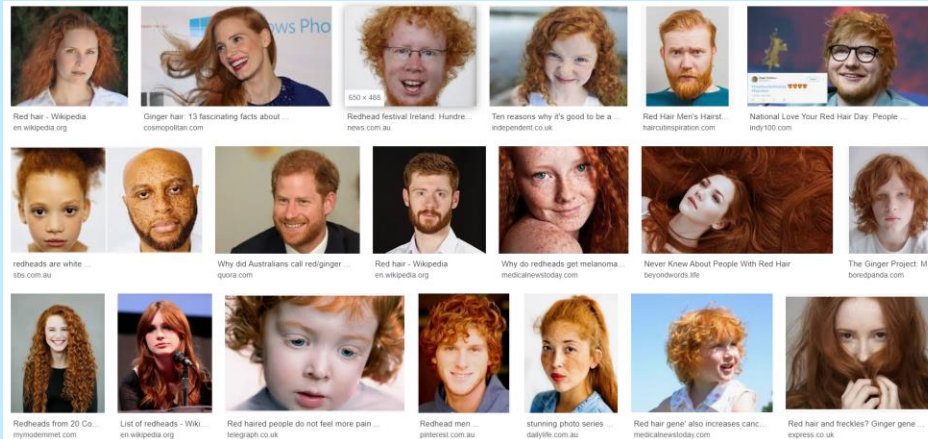
How many of us are intersex?

“Intersex people are born with physical sex characteristics that don’t fit medical & social norms for female or male bodies”*

Health centre estimates based on the number of newborns diagnosed as intersex: 1 in 1500 to 1 in 2000**

Broader, non-medical estimates of intersex variations which include variations that may not be apparent at birth – 1.7 % of human births are intersex.

OR...



How many of us are asexual?

“An asexual person is a person who does not experience sexual attraction”*

Unlike celibacy (a choice), asexuality is a sexual orientation – an intrinsic part of a person

Large-scale studies of British residents estimate that approximately 0.4% to 1% are asexual**

Asexuality can be an umbrella term for a range of various asexual sub-identities

Asexuals can have romantic or other attractions to people of different genders and/or of the same gender; or they may feel no romantic attraction at all (aromantic).

How many of us are trans?

Trans, transgender, gender diverse are umbrella terms used to describe people whose gender identity does not reflect or match the sex they were born/assigned at birth.

The size of the trans population is unknown, but estimates suggest that it could be around 0.3% of the general population*.

A significantly higher number of people would describe themselves as gender diverse or a similar term (fitting neither the male or female binary).

Pronouns

Subject	Object	Possessive
she	her	hers
he	him	his

Can be replaced by:

Subject	Object	Possessive	Pronunciation (as it looks)
they	them	their/themselves	(as it looks)
ze	zir	zirs	zhee, zhere,
zheres			
xe	xem	xyr	zhee, zhem, zhere

A general rule of pronouns – if in doubt, politely ask, if you feel you can do so without causing offence and remember: “they” works for everyone all the time!

Trans & gender diversity



Sam Smith



Caitlyn Jenner



Cate McGregor

Jonathan van Ness



What's the same & what's better for LGBTI people in the past 20 years

Better

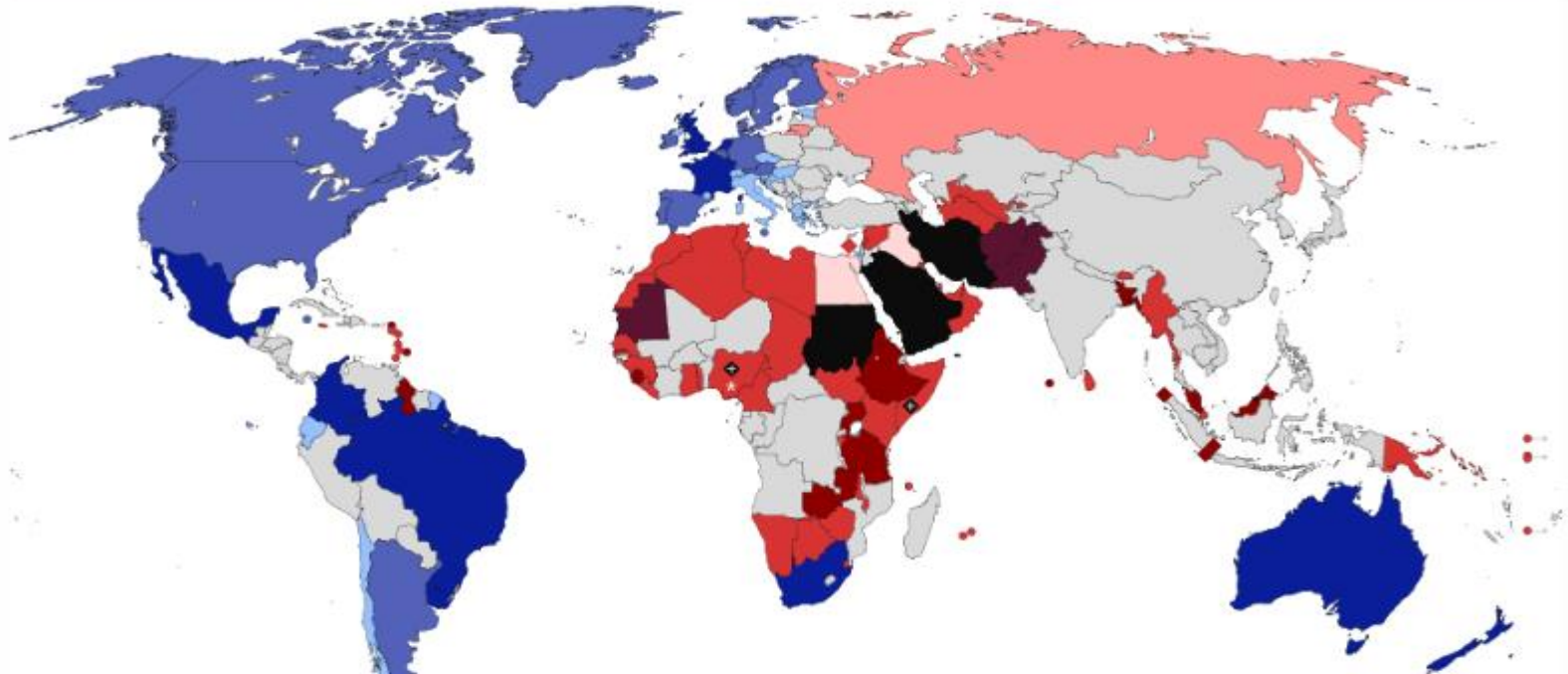
- Marriage Equality
- Greater visibility & acceptance generally
- Greater legitimacy through legal reforms
- More positive images of lesbians, gay men & trans people in the media
- More support services & other resources

Same

- Levels of violence against LGBTI people in Australia have remained unchanged since first study done in 1998
- Rates of physical & verbal violence against same sex attracted young people have actually increased since 1998

A worldwide picture

The legal status for same-sex sexual activity around the world



Criminalization

- Carries death sentence
- Death sentence but not applied
- 14 years to life sentence
- Up to 14 years
- Laws prohibit promoting homosexuality
- De facto criminalization

Decriminalized or never penalized

- No penalizing law

Recognition

- Recognizes same-sex marriage and civil union
- Recognizes same-sex marriage
- Recognizes civil union

◇ Region or territory with laws that differ from national laws

* Nigeria also has laws prohibiting the "promotion" of homosexuality

+ The death penalty is codified under Sharia law and implemented provincially in 12 Nigerian regions and in southern parts of Somalia

Coming out & disclosure

- Coming out is never a once only event**
- LGBTI people have to decide whether or not to come out in every new personal, social or work-related situation**
- Coming out can trigger a range of mental health problems**
- LGBTI young people, rejection following disclosure is associated with higher rates of suicide attempts & self harm**
- Conversely, supportive response from family members at disclosure reduces risk of poor mental health outcomes**
- Young people who reported supportive school environments were less likely to harm themselves or attempt suicide, regardless of whether they had experienced abuse**

Reflections

- Reflect on what it's like to feel different & how being different is experienced & lived by LGBTI people**
- Consider the impact of broader social forces on the health & wellbeing of LGBTI Australians**
- Be aware of what's happening in the world; bad news will affect LGBTI people here**
- Consider ways of developing LGBTI inclusive practice & improving the quality of services provided to clients & colleagues**
- Confront discrimination & advocate for LGBTI rights (where you safely can)**
- For further support you may choose to contact UWA's EAP**

