



NATIONAL LGBTIQ+ COMMUNITY IMPACT PROJECT

Down the slippery slope
to full equality for all

Prepared by
COLLECTIVE IMPACT
and
THREE for All Foundation

INTRODUCTION

On 7 November 2016, the Australian Federal Government's bid to hold a plebiscite on the matter of same-sex marriage (the Plebiscite (Same-Sex Marriage) Bill 2016) was blocked in the Australian Senate. The Senate subsequently resolved to establish a Senate Inquiry into the Commonwealth Government's exposure draft of the Marriage Amendment (Same-Sex Marriage) Bill, with a timeline to report by 15 February 2017. Despite ongoing delaying tactics, marriage equality appeared imminent.

The National LGBTIQ+ Community Impact Project was birthed during this period with a view to clarifying 'where to from here' for LGBTIQ+ advocacy and social change – post marriage equality.

An increasingly conservative political environment has seen peak sector bodies providing advocacy and advice defunded, and community-based organisations funded by government choosing to self-limit their advocacy activities to avoid putting their funding at risk. Socially conservative advocacy groups have maintained significant political influence, despite their limited membership base. Advocacy efforts from LGBTIQ+ community-based organisations have gained traction unevenly across state and federal jurisdictions. In this context, we wanted to ask the question 'how can we leverage our collective effort on LGBTIQ+ rights for maximum impact across Australia?'

This project has particularly sought to listen to voices from the intersections of LGBTIQ+ communities, acknowledging that particular groups within the LGBTIQ+ communities continue to be targeted by socially conservative and/or religious groups, and others remain unrecognised and isolated as the rights and opportunities of the broader LGBTIQ+ community progress. The project has sought to:

- » Map and determine the capacity of existing initiatives and organisations that advocate for LGBTIQ+ issues
- » Identify gaps/issues requiring further advocacy
- » Clarify how the LGBTIQ+ communities can advocate effectively for maximum impact
- » Determine how best to ensure that advocacy structures effectively represent marginalised groups within the LGBTIQ+ communities.

From July to October 2017, we canvassed LGBTIQ+ community organisations, groups, programs and initiatives across Australia using an online survey as the primary tool, and followed up by face-to-face forums, meetings, and conversations. Like much of the work in our do-it-yourself village, the project has been a pro-bono collaboration between Collective Impact and THREE for All Foundation, solidly underpinned by the corporate expertise and hospitality of volunteers from GLEE@PWC (PWC's LGBTIQ employee network) across Australia.

From this work, five key themes have emerged:

- » Capacity issues for LGBTIQ+ advocacy
- » States and Territories have different histories and different needs
- » Intersections and engagement with broader human rights sector
- » Lessons and legacy of the marriage equality campaign
- » Advocacy and LGBTIQ+ communities.

It is our hope that insights from our exploration of the themes in this report will stimulate conversation, enhance understanding and build on the broad coalitions that have been established as part of the marriage equality campaign. Most importantly, we hope these insights will move us to lock arms and stand shoulder to shoulder with the many diverse intersections of the LGBTIQ+ community as we move beyond marriage equality towards full equality for all.

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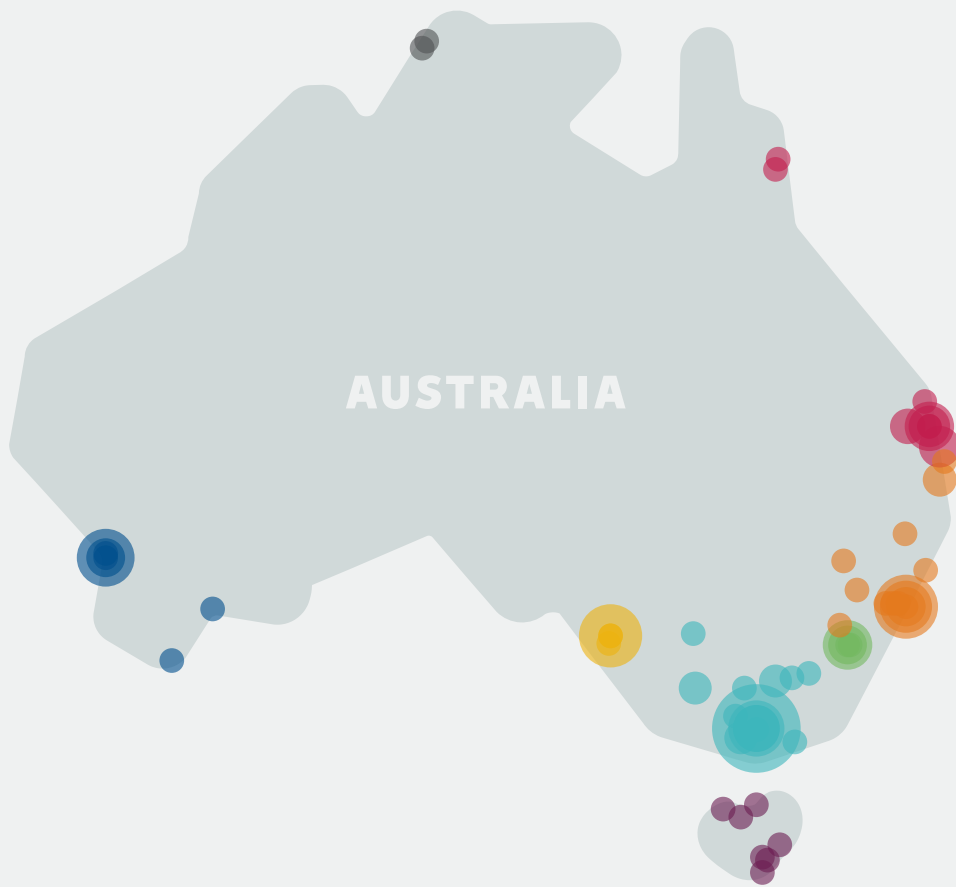
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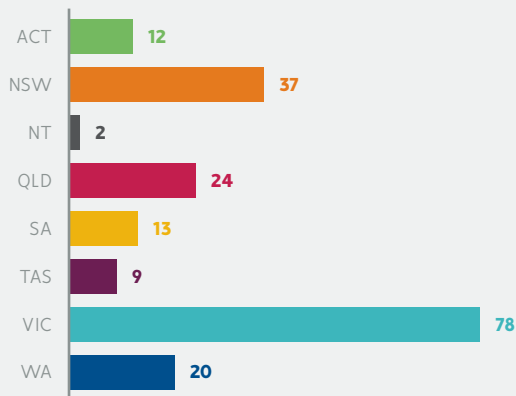
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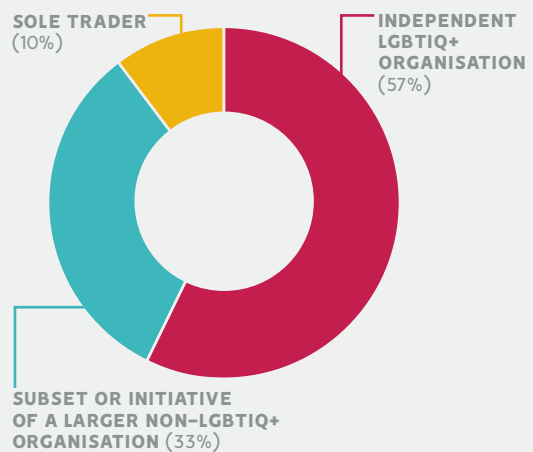
MAPPING AND CAPACITY OF THE NATIONAL LGBTIQ+ SECTOR



Geographical distribution of participants



How does your organisation operate?

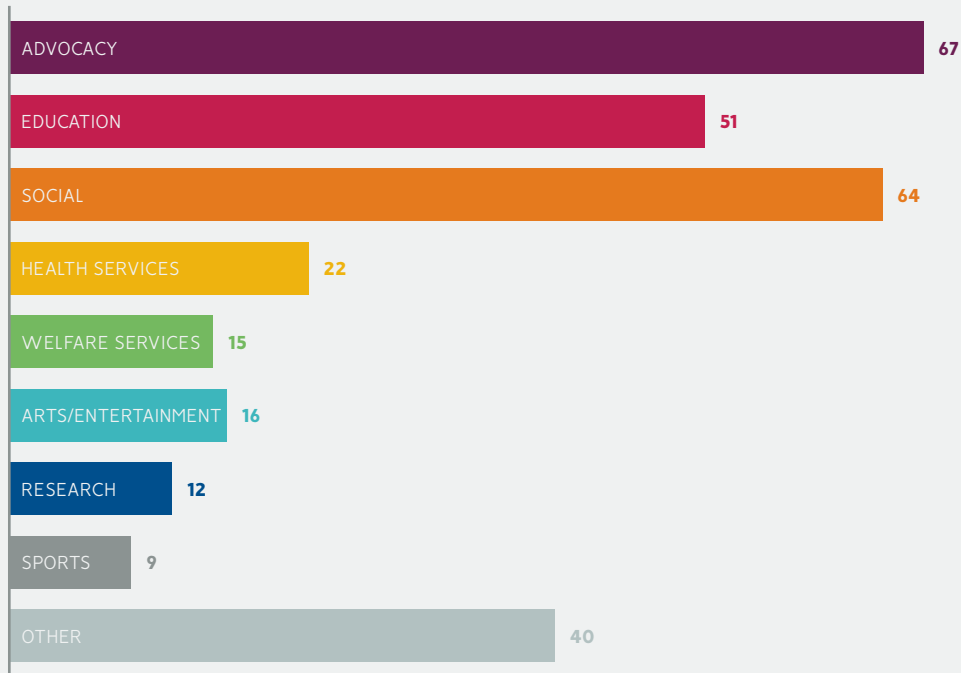


INDEPENDENT LGBTIQ+ COMMUNITY-BASED ORGANISATIONS, GROUPS, PROGRAMS & INITIATIVES

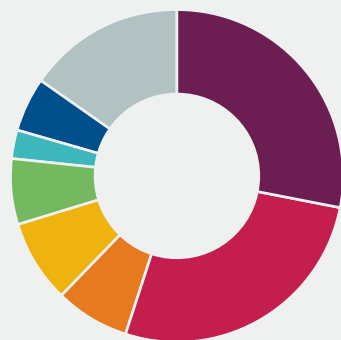
This category raised robust discussion about the definition of a 'real' LGBTIQ+ community-based organisation. Perhaps, following on from definitional language used by Aboriginal Community Controlled Organisations (ACCO's), there was some identification with the term 'Queer Controlled Community Organisation'. The Nous Project Report 'Exploring the value of the community-based organisations in Australia's HIV response' (HIV Australia Vol 14, No 2) noted that there is no standard definition for 'community control' in existing literature. However the Nous Project Report did suggest that community-based responses were typically 'initiated, designed and implemented by the community, responsive to the evolving needs of the community, often enacted through partnership with mainstream, and dependent on community for authority'.

Survey respondents self-identified into this category.

What is the key purpose/mission of your organisation?

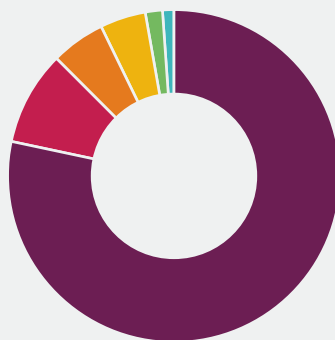


Describe your office space



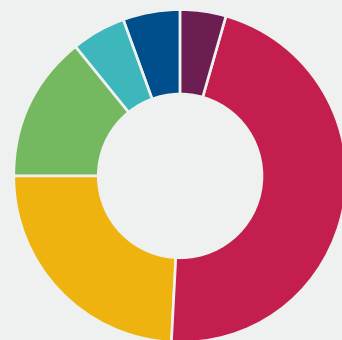
- HOME OFFICE (28%)
- KITCHEN TABLE (27%)
- CENTRAL CITY OFFICE ONLY (7%)
- CENTRAL OFFICE WITH REGIONAL OUTREACH (8%)
- CENTRAL OFFICE WITH REGIONAL OFFICE (7%)
- REGIONAL OFFICE ONLY (3%)
- HOT DESK WITHIN ANOTHER AGENCY (5%)
- OTHER (15%)

Number of FTE staff



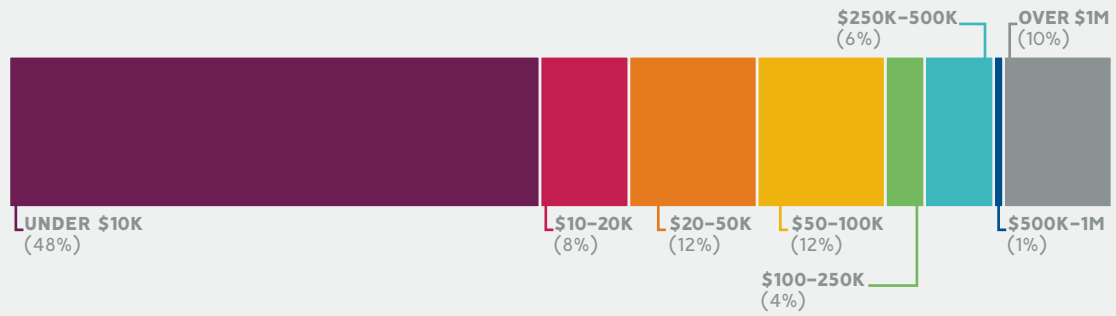
- 0-1 (79%)
- 2-5 (9%)
- 6-10 (5%)
- 11-20 (4%)
- 21-50 (2%)
- 50+ (1%)

Number of volunteers

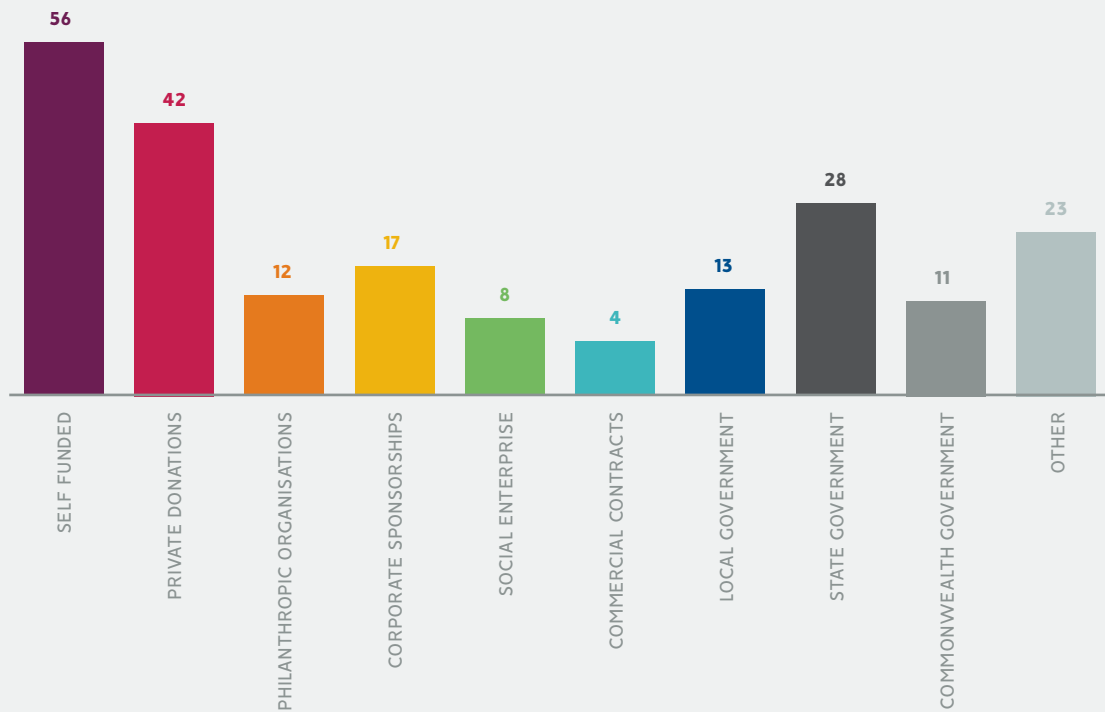


- 1 (4%)
- 2-10 (46%)
- 11-20 (24%)
- 21-50 (14%)
- 51-100 (5%)
- 100+ (5%)

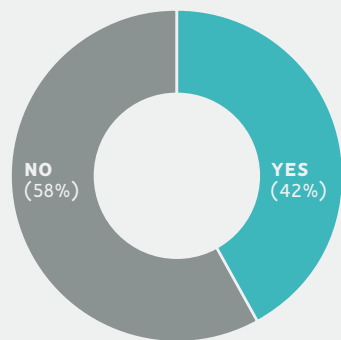
What is your annual budget?



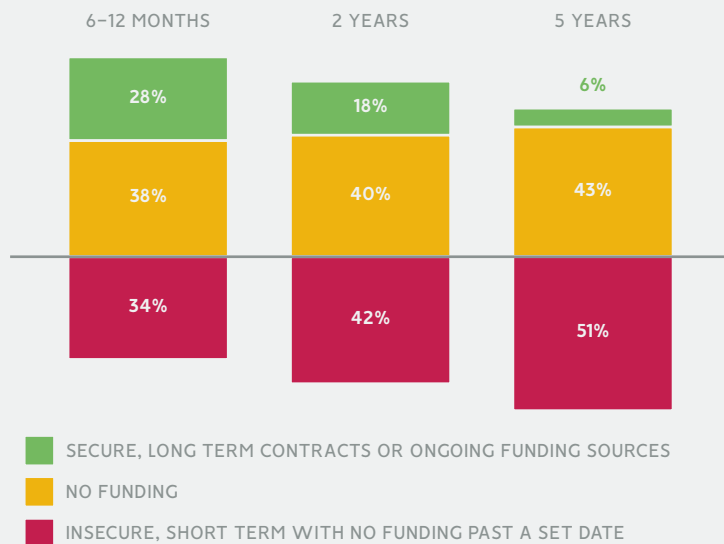
What are your primary sources of income, funding and/or support?



Is your organisation confident of growth over the coming 12 months?



How confident are you in securing funding in the future?

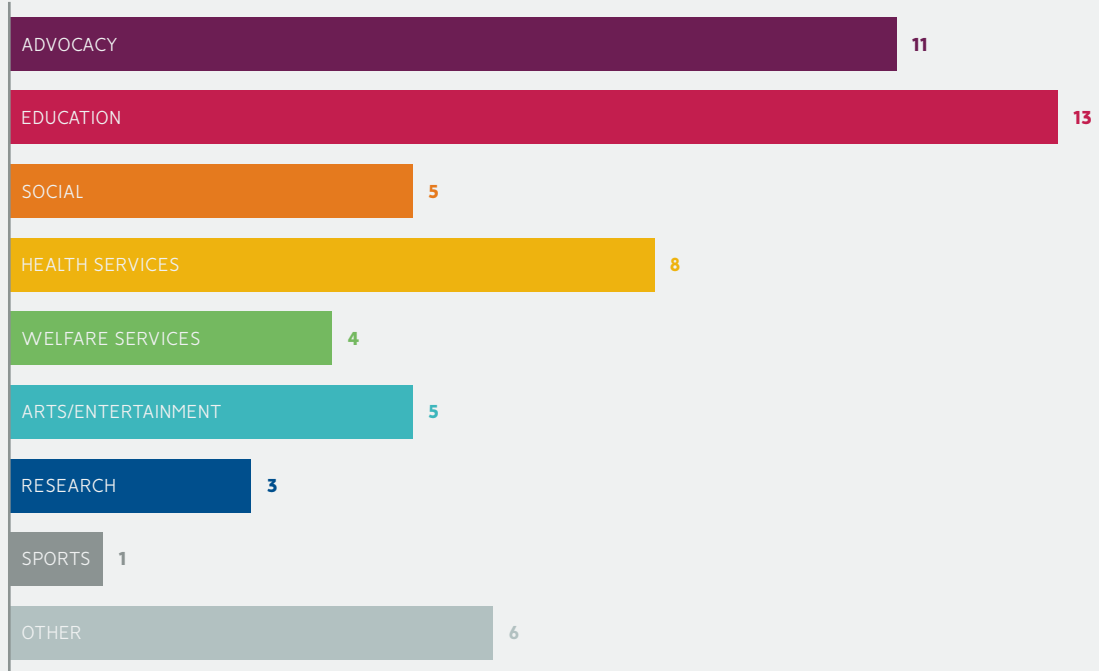


SOLE TRADER

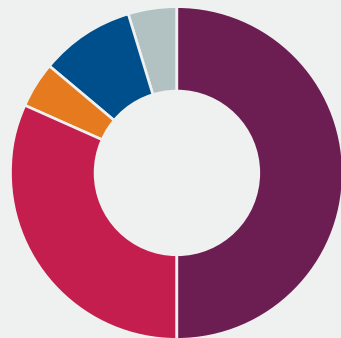
This category was intended to capture the advocacy work of key LGBTIQ+ individuals engaging in activities such as education, public speaking, writing, performing, and delivering workshops. These individuals are often working at the margins where community-based organisations are still evolving.

Survey respondents self-identified into this category.

What is the key purpose/mission of your organisation?

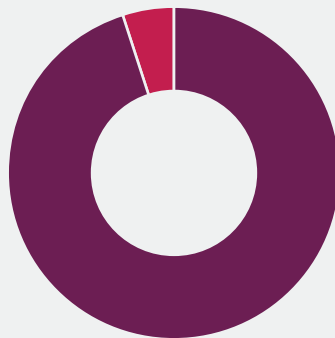


Describe your office space



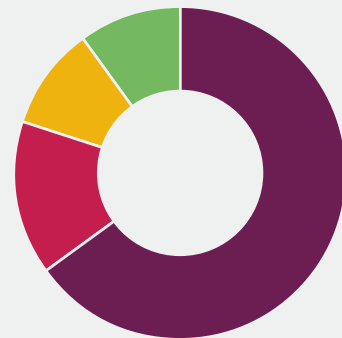
- HOME OFFICE (50%)
- KITCHEN TABLE (32%)
- CENTRAL CITY OFFICE ONLY (5%)
- CENTRAL OFFICE WITH REGIONAL OUTREACH (0)
- CENTRAL OFFICE WITH REGIONAL OFFICE (0)
- REGIONAL OFFICE ONLY (0)
- HOT DESK WITHIN ANOTHER AGENCY (9%)
- OTHER (5%)

Number of FTE staff



- 0-1 (95%)
- 2-5 (5%)
- 6-10 (0)
- 11-20 (0)
- 21-50 (0)
- 50+ (0)

Number of volunteers

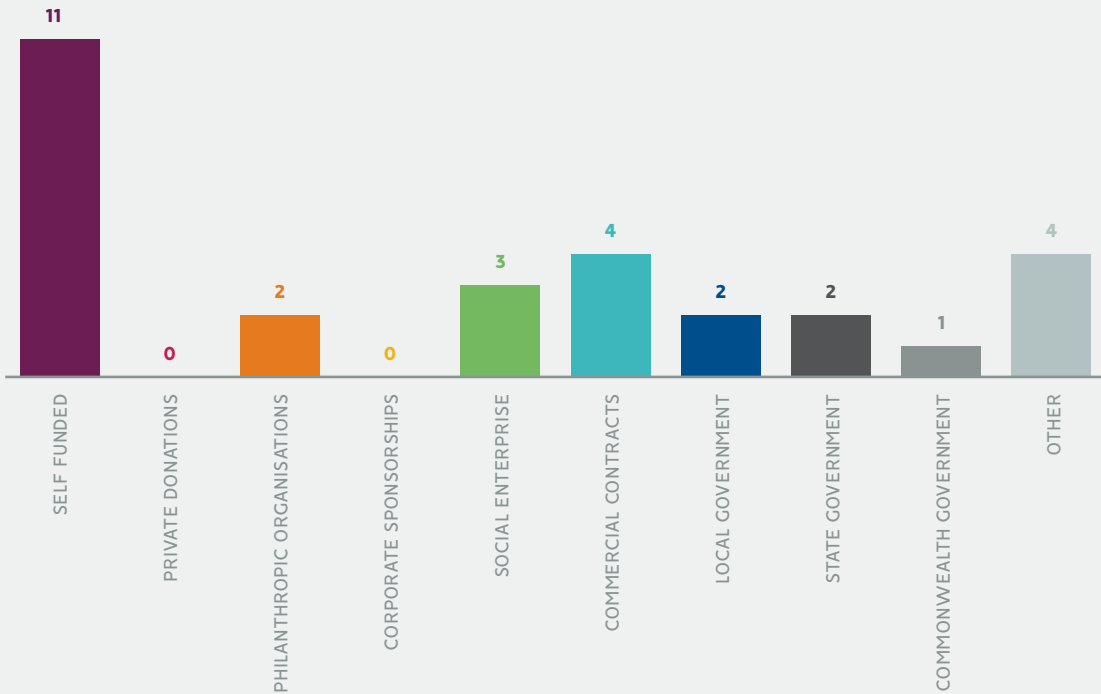


- 1 (65%)
- 2-10 (15%)
- 11-20 (10%)
- 21- 50 (10%)
- 51-100 (0)
- 100+ (0)

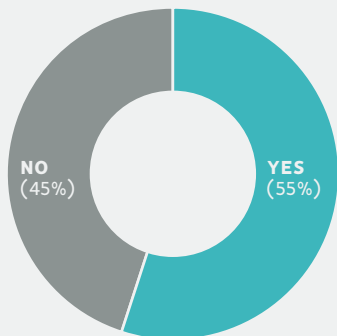
What is your annual budget?



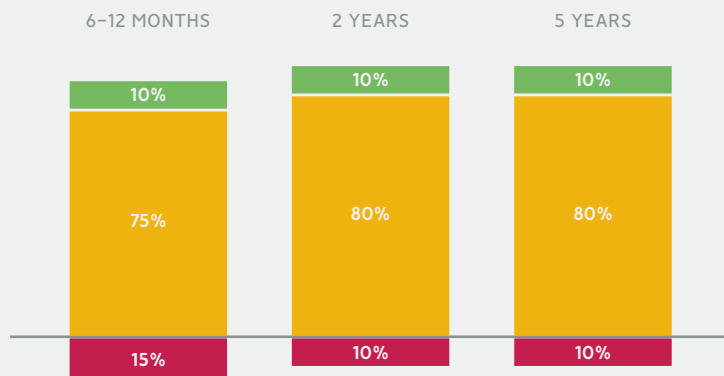
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Is your organisation confident of growth over the coming 12 months?



How confident are you in securing funding in the future?



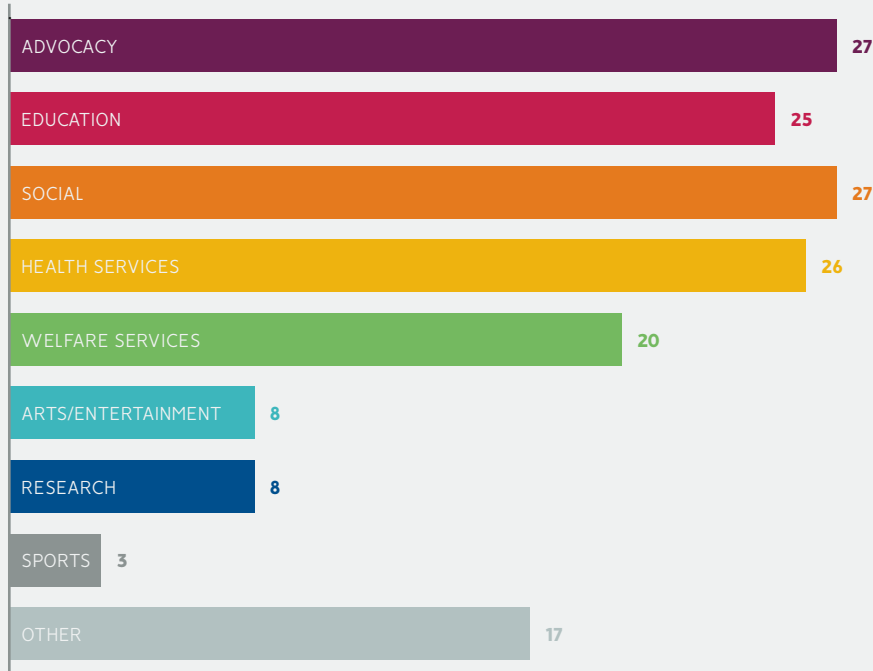
- SECURE, LONG TERM CONTRACTS OR ONGOING FUNDING SOURCES
- NO FUNDING
- INSECURE, SHORT TERM WITH NO FUNDING PAST A SET DATE

SUBSET OR INITIATIVE OF LARGER ORGANISATION (NON LGBTIQ+ ORGANISATION)

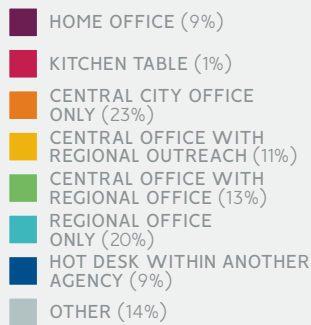
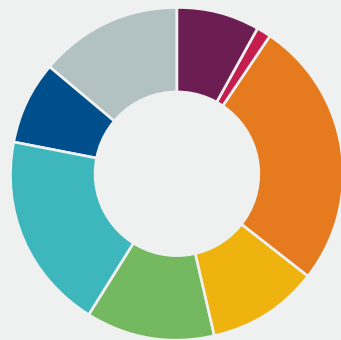
This category was intended to capture the work of funded LGBTIQ+ streams within larger mainstream organisations. Typically it included respondents from the health, housing, legal, education, welfare philanthropic, aging and youth sectors.

Survey respondents self-identified into this category.

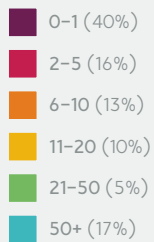
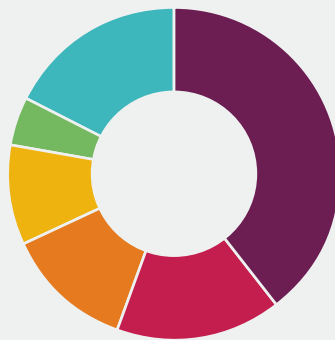
What is the key purpose/mission of your organisation?



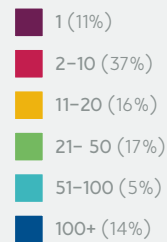
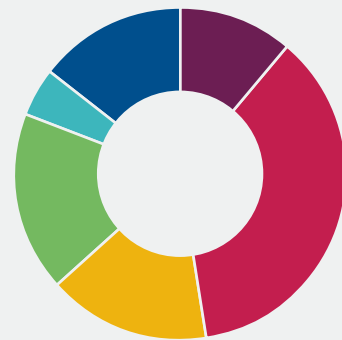
Describe your office space



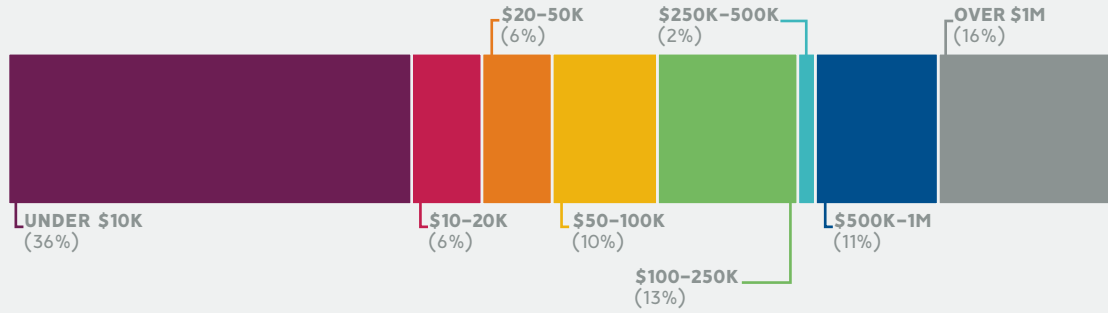
Number of FTE staff



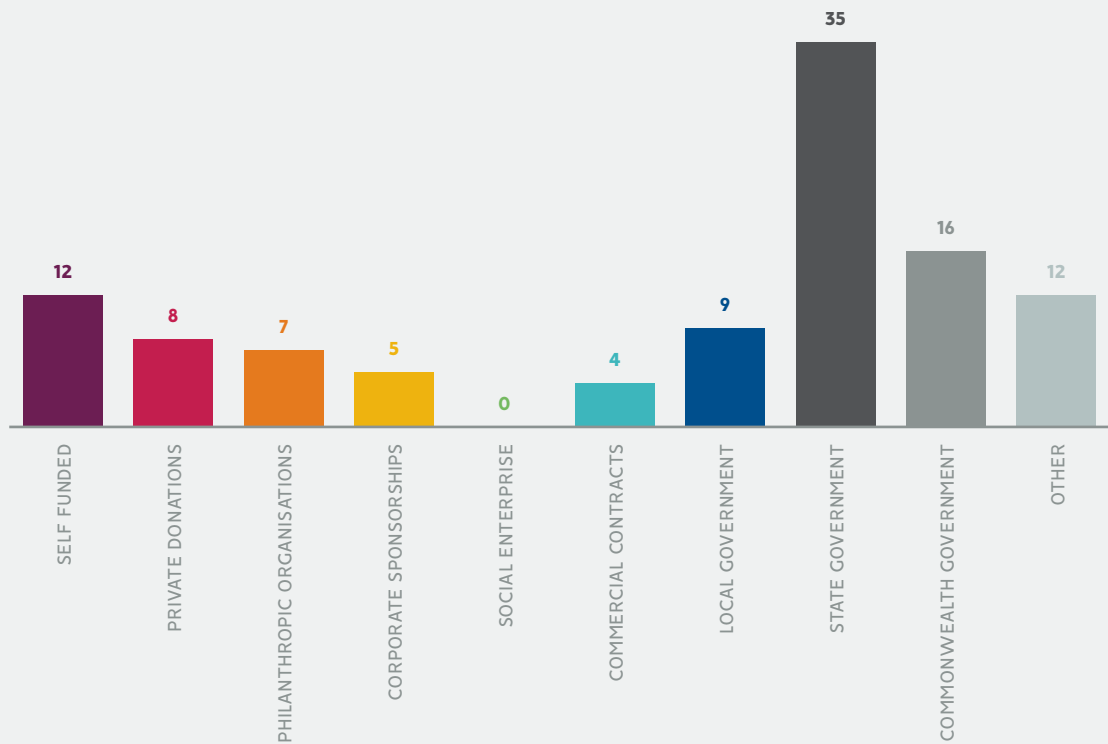
Number of volunteers



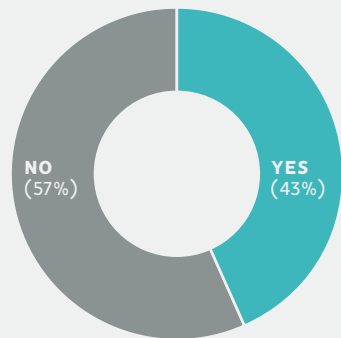
What is your annual budget?



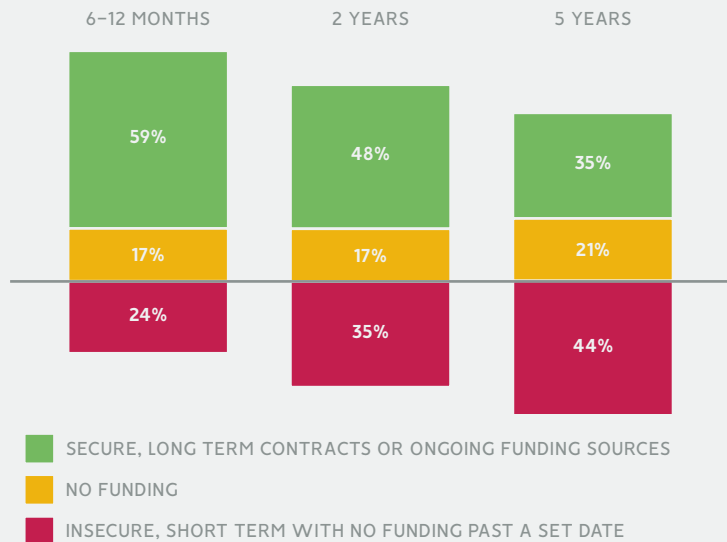
What are your primary sources of income, funding and/or support?



Is your organisation confident of growth over the coming 12 months?



How confident are you in securing funding in the future?





“A key challenge for many mainstream organisations is how to ensure sustainability and longevity of LGBTIQ+ initiatives. It still relies too much on individuals being in the right place or positions – especially leadership positions.”

survey respondent

KEY INSIGHTS

Our sector is characterised by a high percentage of very small, “kitchen table” organisations with significant capacity challenges and little or no external funding. Many of these are effective advocates conducting influential campaigns and providing much-needed services and supports, and some have existed for many years, but they may struggle with governance, sustained effort or ongoing support. Even our large community organisations are vulnerable to changing levels of government commitment and support and the challenge of maintaining volunteers and broad community endorsement. Mainstream organisations that undertake LGBTIQ+ initiatives often do so due to LGBTIQ+ advocacy and leadership within those organisations, and support of initiatives may not be sustained when leaders or key staff move on.

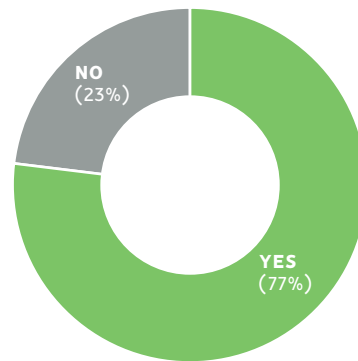
CAPACITY ISSUES FOR LGBTIQ+ ADVOCACY

A number of large organisations (and some small ones) have considerable experience in effective advocacy and social change in specific areas of LGBTIQ+ advancement, health and rights but may not have the constituency, networks, influence and/or interest to represent the community on other issues and priorities. No organisation is currently placed to work across the breadth of identified community priorities, or has the capacity and mandate to do so, at the national level. Effective campaigning across states and territories has come from collaboration between organisations, and strong community participation.

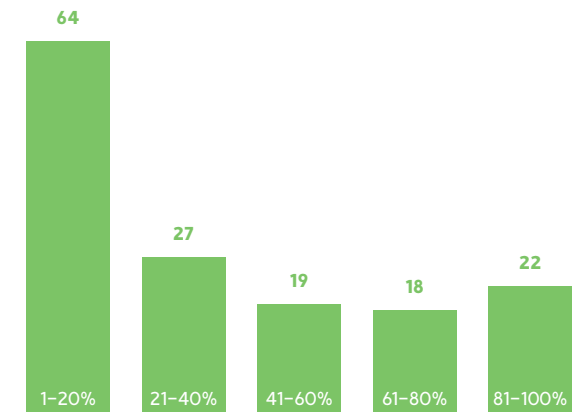
The NSW Rights Lobby 'Into the Future' Strategic Review 2016 surveyed 71 individuals and 58 stakeholder organisations based primarily in the Sydney CBD. In response to the question 'should there be a national LGBTIQ rights organisation in Australia' there was strong support amongst individuals, with agreement from 83% of respondents. However respondents from stakeholder organisations differed. Fewer than [10%] of stakeholder organisations supported the creation of a national LGBTIQ+ rights body – 'possibly because it is these organisations who are most aware of the logistical, political and [funding] challenges in establishing such an organisation. Support was voiced for existing collaborative partnership approaches and the idea of a national council or roundtable – which could bring together the diverse organisations working within the LGBTIQ+ advocacy space, across geographies and identities.'

Competitive tendering for a limited resource pool ensures community-based organisations often prioritise the positioning of their own organisation.

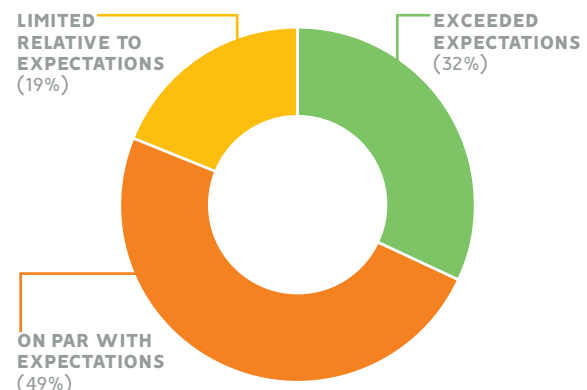
Does your organisation actively seek change of legislation, policy, community attitudes and/or practice on behalf of LGBTIQ+ communities?



What percentage of time is spent on these activities?



How effective has your organisation been in achieving your goals?



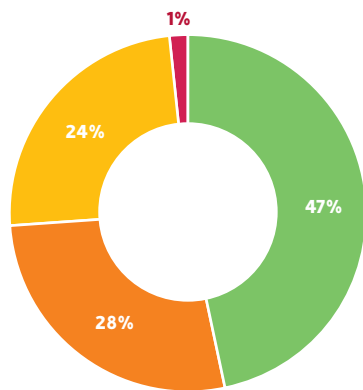
A number of institutions give us rigorous academic research as evidence for our advocacy, but it's difficult to source and resource robust but quick, targeted research. Every state and territory recognised the need for research evidence to support advocacy, but many groups struggled to source or support such research.

Finding partners and collaborators can be difficult.
A significant number of organisations in each state and territory struggle to identify or build relationships with potential partners in advocacy. In most states there is on-line evidence of once funded community directories and collaboration efforts which have fallen into disrepair after funding ceased. Closed facebook pages and personal invitation only groups, while necessary for reason of personal safety, disguise significant LGBTIQ+ initiatives.

“There are significant gaps which prevent effective coordination of LGBTIQ+ advocacy campaigns. We provide specialist legal expertise and advocacy on LGBTIQ+ issues but spend a large proportion of our time locating local LGBTIQ+ advocates and organisations and engaging in community organising. There is also a lack of communication/ coordination about existing work/ resources/groups.”

Survey respondent

Please outline your organisation's current approach and willingness to collaborate with organisations



- NO, WE WORK ALONE AND DON'T SEE THE NEED
- SOMEWHAT, WE OCCASIONALLY WORK WITH OTHER ORGANISATIONS WHEN THE NEED ARISES
- WE WOULD LIKE TO WORK WITH OTHER ORGANISATIONS MORE OFTEN BUT FIND IT HARD TO FIND THEM
- WE ALWAYS WORK WITH OTHER ORGANISATIONS FOR COLLECTIVE IMPACT

“All the suggestions come back to funding – we know how to network and collaborate and would love to do more but we don't have the resources.”

Survey respondent

Lack of funding is a constant challenge. While some organisations had considerable success in attracting project funding, particularly from government grants, ongoing or core funding was difficult for large organisations to attract and sustain, and impossible for most smaller organisations.

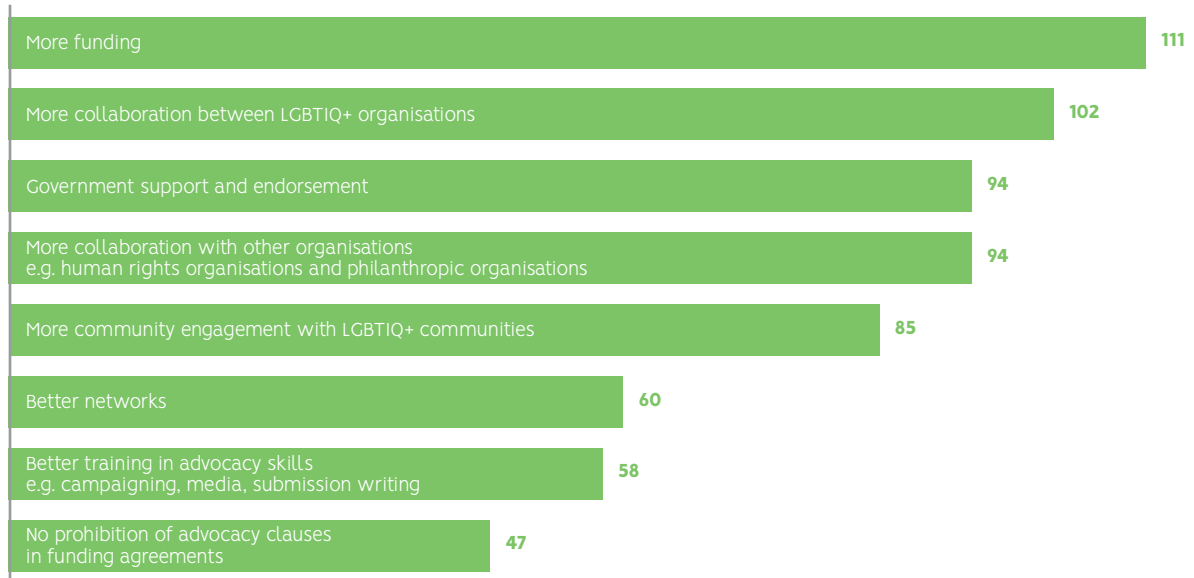
The Preamble (Section E) of the Darlington Statement (a joint consensus statement from the intersex community retreat in Darlington, March 2017) notes the largely unfunded and precarious nature of intersex-led organisations in Australia. Further, the international State of Intersex Organising and the State of Trans Organising Reports (2017) outline the high level of risk of trauma and burnout in these community-based organisations.

Similarly, the survey data and forum discussions point to an urgent need to explore funding support mechanisms to these communities.

Some states have governments that are currently supportive of funding LGBTIQ+ organisations, others do not. The Tasmanian Government LGBTI Grants Program, which commenced in 2010, distributes up to \$50,000 per year. The Victorian Government LGBTI Community Grants Program, now in the second year, targets organisational development and individual leadership, and distributed approximately \$900,000 to 38 LGBTIQ+ community-based organisations, with additional support to multicultural LGBTIQ+ community-based organisations through the Victorian Government LGBTI Multicultural Grants Program.

There is potential for increased engagement with philanthropic funders and for advocacy in to the philanthropic sector. There are LGBTIQ+ grant-makers in most states (philanthropic funders, business groups, festivals and individual foundations), however most are able to offer only small annual project based grants. The broader philanthropic sector is spread unevenly across the country, with Victoria having significantly more philanthropic institutions than other states. Many of these are able to fund only within their own state, and often require applicants to hold DGR (deductible gift recipient) charitable status.

What would enable you to advocate more effectively for LGBTIQ+ communities needs?



Every state and territory has experienced advocates and networks, and as a community we have a high level of understanding and practice wisdom regarding effective advocacy. However, this practice wisdom and experience is not spread evenly across our community organisations, and is not effectively shared.

We need to learn the lessons of previous campaigns and to have mechanisms for sharing wisdom and resources. A centralised portal for sharing information and promoting effective practice in advocacy and/or a platform or organisation that helps others to undertake advocacy and social change campaigns could assist the breadth of our community organisations to support their constituents and to address key issues and priorities.

Different issues have different advocacy requirements. While marriage equality has won popular support, some issues that are central to our community will not easily win support from government, corporates or the broader Australian community. We must retain the capacity and orientation towards disruptive and creative advocacy when it is required.

KEY INSIGHTS

As a community and as an emerging sector, we have considerable experience in undertaking comprehensive and successful advocacy. Our greatest successes are underpinned by strong collaboration, effective mobilisation of the community, engagement of allies and maintenance of networks. Our advocacy needs are complex and diverse, and while some issues can and will gain broad traction and support, others will not. There are mixed views on the virtue of establishing a national LGBTIQ+ rights organisation to lead this work. Funding is the constant limitation on our capacity, but other needs, such as sourcing practice wisdom in social change advocacy, engaging stakeholders and building coalitions, providing media management and undertaking research can be met via a range of other collaborative models and structures.



STATES AND TERRITORIES HAVE DIFFERENT HISTORIES AND DIFFERENT NEEDS

The progress on LGBTIQ+ rights has been uneven between Australian states and territories, and they each have unique needs and challenges. Progress and momentum can be far more easily identified in some states and territories than others. Some feel that they are coming from further behind, with a legacy of trauma and mistrust in government. This leads to a more challenging relationship with government generally, especially where there are governments that are seen to still be actively perpetuating discrimination. The issues that are priorities vary from state to state. Although there are signs of progress everywhere, some governments have little or no formal policy or strategy on LGBTIQ+ advancement. Several groups from non-Victorian states identified the Victorian creation of a Commissioner for Gender and Sexuality role as a key step forward, alongside the creation of Ministerial or whole-of-government Advisory Committees.

"...We need one of those in every state."

Survey respondent

This need for a more 'direct conduit' to government is echoed in the National LGBTI Health Alliance Strategic Plan (2016–2020) "... without any Commonwealth Minister or government agency taking primary responsibility for the oversight of the work that needs to be done, the improvement of the health disparities for LGBTIQ+ people in Australia will continue to be significant."

The capacity of the LGBTIQ+ sector also varies significantly from each state and territory, especially with regard to relationships with government and the availability of funding opportunities, but also internally, with some states reporting higher levels of integration and collaboration than others. Some states have little connection to, or leverage with their government, or connections are held only by one or a small number of LGBTIQ+ organisations.

State and territory LGBTIQ+ advisory mechanisms vary significantly. The Tasmanian Government established an LGBTI Reference Group within the Department of Health & Human Services in 1991, and has since maintained an LGBTI Whole of Government Reference Group in various forms, which supports delivery of the Whole of Government LGBTI Framework & Action Plan. The ACT Government established the Office for LGBTIQ Affairs in late 2017, to work alongside the existing



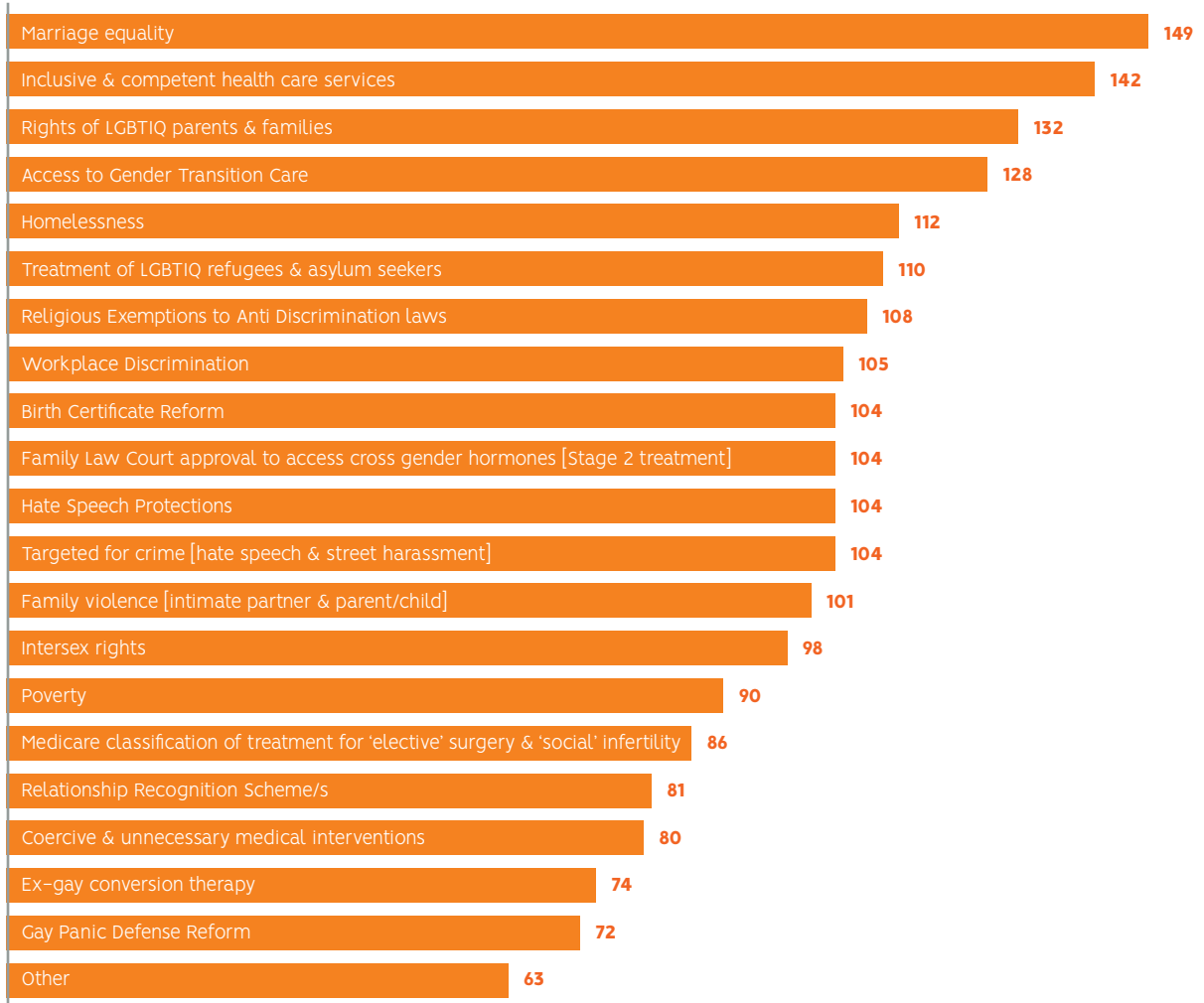
Community forum

LGBTIQ Ministerial Advisory Council of the ACT. The Victorian Government first established a Ministerial Advisory Committee (on Gay and Lesbian Health) in 2000, with LGBTI Ministerial Advisory Councils and Taskforces in various forms since then. In 2015, the Victorian Government appointed a Commissioner for Gender and Sexuality, and an Equality Branch within Department of Premier & Cabinet.

The Queensland Government LGBTI Roundtable re-convened in 2016 after a five-year hiatus. A re-invigorated LGBTI Roundtable is expected to continue with the new government. The South Australian Government previously has maintained a LGBTI Ministerial Advisory Committee, which was abolished in 2008, however The Government of South Australia (Department for Communities & Social Inclusion), with the support of local LGBTIQ community-based organisations, developed the South Australian Rainbow Survey, 2012/3, and 2015–2016. In late 2017, the West Australian Government (Department of Health) commenced consultations for an LGBTI Health Strategy, and established an LGBTI Health Strategy Reference Group.

Opportunities for states and territories to learn from each other. Uneven progress has meant that issues outstanding in some jurisdictions have been fully addressed in others. Each state and territory has things to teach, and to learn, from the others. There was interest from groups in a number of states to see a national clearinghouse or other structure to ensure that our progress across all states is recorded and shared.

Where are the specific issues facing LGBTIQ+ people that need to be addressed in legislation, policy and practice?



The survey question 'what are the specific gaps facing LGBTIQ+ people ...' provided a springboard for community consultations to educate each other, and identify a range of other issues that are important priorities in respective states. This data is available on a state-by-state basis on request from authors.

Marriage Equality was of most concern in New South Wales and Victoria. Of higher concern in other states were the issues of homelessness, access to gender transition care, inclusive and competent health care, and the rights of LGBTIQ+ parents and families. LGBTIQ+ people from faith-based backgrounds carry 'a double whammy', as their faith communities and leaders may be unsupportive or hostile, and there is a constant thread of anti-faith sentiment in the LGBTIQ+ communities. Anecdotal evidence indicates that the practice of 'conversion therapy' (attempt to cure a person's same sex attraction) continues in some states.

KEY INSIGHTS

States and territories have progressed unevenly and have different needs and capacities, particularly in their relationships with and the level of support provided by their respective governments. In our community consultations nationally most of the identified issues for LGBTIQ+ advocacy were those that operate at the state level politically and legislatively, rather than federal issues, for which organisations tended to have less experience and fewer networks. Each state and territory has things to teach and learn from the others.

INTERSECTIONS AND ENGAGEMENT WITH BROADER HUMAN RIGHTS SECTOR

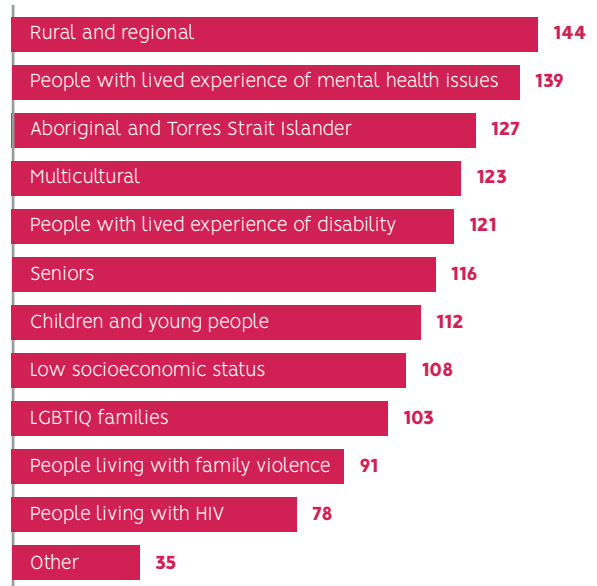
There is a clear and strong recognition that more work is needed at the intersections and amongst the populations that have been most marginalised to date, especially trans, gender-diverse and intersex groups. Structures, networks, resources and supports are needed to help effect change on issues at the margins and intersections and those issues that impact disproportionately on minorities within minorities (e.g. LGBTIQ+ people with disabilities, or from refugee backgrounds). A whole-of-life perspective is required, identifying the challenges and gaps for LGBTIQ+ people from pregnancy and birthing, childhood and youth (including the experiences of being a student), transitions, working life, families and relationships, to aged care and positive ageing. Rural and regional supports and infrastructure are required. Regional networks in some states are demonstrating increased vibrancy and capacity.

LGBTIQ+ advocacy is increasingly practised within the context and instruments of broader human rights frameworks and structures. We build the profile, relevance and reach of our advocacy, training and other programs when we engage with these broader frameworks and when we work to develop intersectional practice (e.g. LGBTIQ+ programs and training in the disability sector). To progress intersectional concerns, there is a need to build relationships between LGBTIQ+ as a sector, and other organisations such as Ethnic Community Councils, disability services and mental health services. We need to educate both 'sides' in these relationships and embrace the different cultural approaches to advocacy and service provision.

“...The biggest gap in this space at the moment is in advocacy for, with and by trans and gender diverse people. There are very few people and organisations working in this area.”

Survey respondent

What are the LGBTIQ+ sub-groups needing more policy attention and advocacy?





Community forum

There is strong support for prioritising LGBTIQ+ work with Indigenous Australians, refugee and asylum seeker groups and other newly arrived populations, international students, and the breadth of our multicultural communities, alongside recognition that LGBTIQ+ community carries its own prejudices, such as racism, ‘body beautiful’ prejudice and transphobia. Indigenous LGBTIQ+ Australians and those from non-Anglo backgrounds have strengths and experiences the broader community can learn from, and challenges and needs that may be different from those that Anglo-Australian LGBTIQ+ may experience. Racism and other prejudice within LGBTIQ+ communities has significant negative social impact, undermines community cohesion and risks marginalising LGBTIQ+ needs for social change from the broader progress of human rights. It isolates some populations with LGBTIQ+ communities and leaves people behind as we progress on LGBTIQ+ issues.

“... We desperately need good allies in the LGBTIQ+ communities. Gay and Lesbian groups have been great in actively supporting trans rights issues, but that hasn’t been the case for intersex human rights issues. It seems they either assume intersex issues are somehow a part of trans issues, or they find intersex issues too complex and unrelated.”

Survey respondent

Our programs, our advocacy campaigns and all our community activities should be accessible to everyone in our community. This includes accessibility in the physical sense for people with lived experience of disability, accessibility of language for people who are hearing or sight-impaired and for people who speak languages other than English, and financial accessibility for those on fixed and low incomes.

“... the challenges of racism and xenophobia have not been included. LGBTIQ+ people of colour and Asian Australians are often treated as ‘clients’, with gesture politics and tokenism dominating the larger community, including the LGBTIQ+ sphere. There needs to be meaningful inclusion of diverse LGBTIQ+ Asian Australian voices onto the decision making table.”

Survey respondent

KEY INSIGHTS

Disadvantage, discrimination, social isolation, and health risk impact unevenly across our LGBTIQ+ communities. Trans, gender diverse and intersex people and communities have particular challenges and face particular prejudices that impact far less or not at all on lesbian, gay and bisexual people. People at the intersections of LGBTIQ+ identities with other minority or marginalised identities and attributes experience prejudice within our communities and discrimination and disadvantage outside. Our collective effort for social progress as a community must recognise this and work towards genuine progress for all, including a focus on issues that may only impact on minorities within our communities.

LESSONS AND LEGACY OF THE MARRIAGE EQUALITY CAMPAIGN

The community consultations, stakeholder interviews and the organisational survey for this project have all taken place during the period in which the postal survey of the marriage equality debate has monopolised the time, energy and resources of many LGBTIQ+ advocates and organisations, and our allies. This reality energised many of our focus group discussions, while at the same time frustrating many of the participants.

There is optimism that marriage equality might be “the tide that lifts all boats”, tempered by concern and frustration that many of our issues, and some of our communities, felt “thrown under a bus”, silenced or marginalised through this period. We have a collective need to learn from this period and work to minimise the hurt, and heal together. The marriage equality debate inevitably promoted the narrative of ‘normal relationships’, monogamy and ‘covering’ (‘See, we’re just like everybody else!’), erasing visibility or demonising any relationships that do not meet the assumed ‘ideal’. This normalising and ‘covering’ pressure also impacted considerably on LGBTIQ+ families, both families with children and families of choice, and the attacks on LGBTIQ+ parenting were pointed, extreme and relentless. There is a feeling that the Safe Schools program was not as hard fought for through the period of marriage equality advocacy because opponents of marriage equality were able to use Safe Schools to stir misplaced concern and controversy in the broader community. LGBTIQ+ people of faith have felt their identities to be under attack from both ‘sides’.

The silver lining is that this has brought us together in strength

How do we deal with the loss of people and others who have been harmed? Can't just move on without dealing with this

Community forum

Marriage Equality campaigning drew funds and support from other LGBTIQ+ campaigns. There was frustration, but little resentment, about this. Many individuals and groups actively worked towards marriage equality, even though they had little or no interest in marriage, including suspending advocacy for their own needs and/or ‘hiding’ their attributes and relationships that did not fit the marriage equality narrative. This has led to significant pain for some individuals and groups.

The marriage equality campaign has given us new connections, opportunities and resources we previously struggled to access, particularly in our relationships with corporates, sporting codes, progressive religious groups, mainstream community sector organisations, local and state government. We need strategies for maintaining and leveraging from these in to the future and on other LGBTIQ+ issues.

Tackling local issues in electorates that voted No may now be more difficult. This is an issue everywhere, but particularly in electorates with large multicultural communities, and in rural and regional areas where local government policy has a much greater impact on LGBTIQ+ communities.

KEY INSIGHTS

The hard work of the Marriage Equality campaign has built resources, networks and platforms and engaged many allies that we didn’t have previously. At the same time, it has brought profound hurt and trauma to many in our communities, forced many of us to hide or play down our diverse identities and attributes, given a platform to hatred and bigotry and come at significant cost in terms of energy, time and funding to other LGBTIQ+ campaigns and organisations. There is a well-grounded fear amongst many in our communities that after success on the marriage equality issue, many of our advocates, allies and donors will ‘retire’ or consider that LGBTIQ+ rights are ‘done’. Allowing this to happen would be a great loss of resources and passion for further essential social change and a poor way to thank all those who do not expect to benefit from marriage equality but have given much to the campaign nevertheless.

ADVOCACY AND LGBTIQ+ COMMUNITIES

'Nothing for us without us' Both for the LGBTIQ+ community as a whole and for sub-populations within, it is crucial to ensure that advocacy on particular issues is led and driven by those most affected, with allies acting as support. This is also true of work at the intersections with other populations, such as advocacy for LGBTIQ+ refugees and asylum seekers. The emergence of an LGBTIQ+ sector of paid professionals is exciting and positive, but must remain balanced with genuine community ownership and control.

Storytelling and lived experience is essential to effective advocacy. Social change involves hearts as well as minds, and documenting and promoting our personal stories is a crucial plank in effecting change.

There's a need for safe and inclusive spaces, including in rural areas. Some states identified that there has been a loss of safe community space in recent years and that social media, while having clear and identifiable benefits for communication, is no substitute for safe, physical meeting spaces. Several states identified that the development of Pride Centres as a central organising space for communities would create many opportunities for collaboration and program development that do not currently exist.

Volunteer effort is and always has been central to our progress. There can be challenges in maintaining momentum in volunteer-led actions. Successful and sustainable programs require a strong focus on recruiting, supporting and maintaining volunteers, as well as offering pathways for volunteers to grow and to move in to paid roles. Mentoring is needed for young and new LGBTIQ+ people wanting to engage in advocacy or other forms of community work.

Lateral violence impacts across our communities. In this context, we understand lateral violence as the gossiping, bullying, finger-pointing, backstabbing, shunning and general bitchiness that occurs when members of the LGBTIQ+ communities lash out at each other as a result of being oppressed. Individual and collective experience of abuse and trauma play out in social, professional and organisational relationships. In some states, there is profound mistrust and hurt between LGBTIQ+ organisations that precludes collaboration. These will not heal without genuine commitment to restorative work.



Community forum

We must invest in rural and regional LGBTIQ+ programs. Many issues impacting on our community impact most strongly in the country, and there are other issues which are unique to rural areas. We must strengthen networks and build capacity of LGBTIQ+ organisations and the LGBTIQ+ literacy of mainstream organisations in rural and regional Australia. City-based organisations with state-wide or national reach need to have an active and visible presence in regional centres.

Engaging and connecting with allies is key to success. The marriage equality campaign has highlighted the utility in engaging and working with allies. Corporates, mainstream community sector organisations, progressive religious groups and human rights organisations can all be allies in addressing many of our concerns. Some of our organisations and groups have large and influential networks of allies, others do not, and some issues will always be more attractive to allies than others.

KEY INSIGHTS

Genuine community ownership and control, both by the most affected populations and communities-within-communities that make up our broader LGBTIQ+ community, and by communities rather than professional advocates, is essential. Lateral violence and the lack of safe and inclusive spaces weaken us. Our strengths lie in our lived experience, our passion, our commitment to working together, our broad and inclusive networks and the lessons we learn from our history and from each other.

APPROACH

There were three elements to the consultation phase:

- » A national online survey
- » Open community forums in SA, WA, ACT, QLD, NSW and VIC
- » Phone interviews with key informants

NATIONAL ONLINE SURVEY

Key questions and structure of the online survey were designed and tested by LGBTIQ+ community members with professional expertise in law, education, multi-faith, multi-cultural, disability, health, social services, and academic fields. As a result of further consultation, the gaps in advocacy options were expanded, and marriage equality was included as a core issue in the survey.

The survey was targeted towards LGBTIQ+ community-based organisations, programs, groups and initiatives, funded LGBTIQ+ program streams within a mainstream community based organisation, and LGBTIQ+ individuals registered as sole traders (and engaged in activities such as public speaking, education, delivering workshops, writing or performing and potentially deriving an income from these activities).

The survey was distributed with the assistance of LGBTIQ+ community-based organisations including ACON, Australians for Equality, National LGBTI Health Alliance, AIDS Action Council of the ACT, Pride WA, Making Change Happen SA, Queensland AIDS Council (QuAC), NT AIDS & Hepatitis Council (NTAHC), and Rainbow Tasmania. The survey was further promoted with the assistance of the Human Rights Law Centre (HRLC), Victorian Council of Social Service (VCOSS), Youth Affairs Council Victoria (YACVIC), Department for Communities & Social Inclusion (SA Government) and Office for LGBTIQ Affairs (ACT Government). Respondents were encouraged to share the survey link with their own contacts.

In line with our objective to listen to the voices from the diverse intersections within the LGBTIQ+ communities, significant effort was made to reach out to those at the intersections of Indigenous, disability, multicultural, multi-faith, rural, regional and transgender/gender diverse and intersex groups.

A total of 495 respondents accessed the survey between 7 July 2017 and 15 November 2017. Of those that accessed the survey, 219 fully completed and submitted the survey to make up our data set. A further 24 responses were removed from this data set as they were from the same organisation or outside of the target group for the study. This report is based on the remaining 195 organisations and groups that responded.

COMMUNITY FORUMS

Open Community Forums were held in six states and territories, by invitation to survey respondents and other LGBTIQ+ community-based organisations. Community Forums were not held in Tasmania and the Northern Territory due to the low number of survey respondents there, however the survey was extended for a further push, which yielded a more representative level of participation from those states and territories.

STATE	LOCAL PARTNER	NO OF PARTICIPANTS
ACT	Aids Action Council of ACT	11
NSW		12
QLD		10
SA	Making Change Happen SA	28
VIC		30
WA	Pride WA	40

One question that arose regularly in each state forum was 'are LGBTIQ+ employee networks eligible to participate - after all we are members of the LGBTIQ+ community too.' Across Australia, there is a large cohort of LGBTIQ+ community members engaged with LGBTIQ+ employee networks.

ACON's national not-for-profit program for LGBTIQ+ workplace inclusion, Pride in Diversity, lists over 200 member networks in all states and territories, across private and public sectors. Many of those individual members are actively contributing to community-based organisations with the support of their employee network. It is those community-based organisations, groups, programs and initiatives that are the key focus of this project.

KEY INFORMANT INTERVIEWS

Many respondents expressed interest in providing more input through one-on-one interviews, and each state forum identified numerous key informants. More than 60 key informants were identified.

We acknowledge the richness that these interviews would have added, however because of time and resourcing restraints on this pro-bono project we chose to focus on a few key informant interviews in the trans, gender diverse and intersex communities.

ACKNOWLEDGEMENTS

We would like to thank GLEE@PWC (PWC's LGBTIQ+ employee network – which stands for Gays, Lesbians and Everybody Else) for volunteering their time to support this project. In particular we'd like to acknowledge Tanya Matthewson, David Williams, John Lim and Ash McCallum for helping to develop the survey, coordinating the state based consultation sessions and supporting the production of the final report and presentation.

We'd also like to acknowledge the local state based GLEE@PWC team members in WA, SA, QLD, ACT, VIC and NSW for hosting the community consultations sessions at PWC offices.

We are grateful to the many LGBTIQ+ community leaders, community-based organisations, groups, programs and initiatives that took time out from their important day-to-day activities to support and inform this project. Your interest and commitment to engage during the difficult period of the Australian Marriage Law Postal Survey is deeply appreciated.

Thankyou.

Alastair Lawrie
 Alex Greenwich MP
 Andrew Barker – Pride WA
 Anna Brown – Human Rights Law Centre
 Anne-Marie Delahunt – LGBTIQ Ministerial Advisory Council of the ACT
 Barbara Huggins
 Brooke Horne – Australians for Equality
 Christine Forster
 Colleen Ross – Department for Communities & Social Inclusion, SA Government
 Corey Irlam
 Daniel Witthaus – National Institute Combating Homophobia
 David Momcilovic – Office for LGBTIQ Affairs, ACT Government
 Dean Dadson – Self Advocacy Resource Unit
 Dr Justin Koonin – ACON
 Dr Mandy Leveratt
 Dr Maria Pallotta-Chiarolli – Deakin University
 Dr Ruth McNair – Melbourne University
 Dr Simon Crouch – Melbourne University
 Frances Burgess – Pride WA
 Janet Jukes
 Jason Tuazon McCheyne – The Equality Project
 Jax Jacki Brown
 Joe Debattista
 Lauren Foy – NSW Gay & Lesbian Right Lobby
 Lee Carnie – Human Rights Law Centre
 Mark Latchford – Pride in Diversity
 Misty Farquhar
 Nathan Despott
 Nicolas Parkhill – ACON
 Parker Forbes – QUAC
 Phillipa Moss – Aids Action Council of the ACT
 Prof. Kerry Phelps
 Ro Allen – Victorian Commissioner Gender & Sexuality
 Rodney Croome – Just Equal
 Tiara Shafiq – Lesbians Incorporated (Linc)
 Tina Healy
 Tom Snow – Australians for Equality

