



*tasmania's gender, sexuality and intersex  
status support and education service*

Building individual resilience, community capacity  
and a more just society

## wordsOut summer 2014

Thank you for contributing to Working It Out *Futures*  
At the end of last year WIO funded an external consultant to run a survey and focus groups to get feedback from those who use our service. This report will go to the WIO Board in February. The information gained will help us to ensure ongoing quality improvement.

### **Are you a member of Working It Out?**

If you are yet to join what a great time to do it. As a membership based organisation we rely on your support and networks to promote our role and the work that we do.

Meet the team:

Susan Ditter is the Executive Officer and Chris Brophy, Don Pitcher, Liv Hogarth and Sue Newman provide direct support and education.

And we say goodbye to Sharon Jones and Carolyn Hay. Thank you for all your work with LGBTI Tasmanians. We wish you well as you take up new opportunities.

[workingitout.org.au](http://workingitout.org.au)

## Working with Tas Police

Working It Out has now completed the delivery of 16 sessions of the Champions for Change training package with Tasmania Police. This included five sessions in the Southern District, five in the Northern District and six in the Western District including one session in Queenstown.

The training program came about after Commissioner Darren Hine made a commitment to take action following the release of the findings of the Be Proud Tasmania research project. The training package involved the officers, who were a mixture of ranks and positions, participating in a range of activities designed to increase their awareness of the perceived and actual prejudice and discrimination that LGBTI Tasmanians may face in their daily lives. The officers explored various ways in which discrimination can manifest itself and developing strategies to address this. It was a valuable and rewarding experience for all concerned.

This training, along with the LGBTI Cultural Awareness Competency Training which all Police Recruits receive and the provision of eight LGBTI Liaison officers throughout the state, will certainly have a positive impact on the experience of LGBTI people during any interactions with Tasmania Police.

Police officers said the training may change their work by:

*Ensuring I maintain an open mind & be mindful of what I say before I say it  
I won't use the words "that's so gay" again*

*Not making assumptions*

*To consider transgender identity issues*

*Making me aware of how isolated an individual maybe feeling*

*It has reinforced how/why I treat all people with respect*

*Knowledge of other agencies to provide support if required*

*Understanding the fear LGBTI people feel when talking to people about  
issues, problems, incidents*

*In relation to dealing with transgender individuals  
I now know what “intersex” refers to & to be a bit more mindful of their  
needs  
I’ll be more aware of discrimination & difficulties LGBTI people face  
To make myself more approachable to LGBTI people*

**Presentation to Commanders Tasmania Police –  
Our Champions for Change**

On December 18<sup>th</sup> last year, WIO educators Sue Newman and Liv Hogarth were invited to attend the Police and Emergency Services meeting at the Rokeby Police Academy. The purpose was to brief the Commissioner, Deputy Commissioner, Commanders and other officers on the Champions for Change training package we had just delivered in 16 sessions to almost 400 members of the Police service in the Southern, Northern and Western Districts of Tasmania. The meeting itself was very encouraging with Commissioner Darren Hine reaffirming his commitment to working with organisations such as WIO, TasCAHRD and the Office of the Antidiscrimination Commissioner in the Tasmania Police LGBTI Strategic Working Group with the aim being to increase the ease of reporting incidents of discrimination and violence experienced by LGBTI people. One inspector present at the meeting, who had attended the training, spoke of the immense value of the session in informing the members present of the prejudice experienced by members of the LGBT and I communities in their day to day lives, and making them aware that often it is simply the fear of discrimination, not necessarily the direct experience of it, that will prevent LGBTI people from reporting to the Police and other agencies. Through this training, the Police are now more aware of the issues that LGBTI people may face, and just as importantly, we became aware that the Police are completely committed to providing the best service they can to the people of Tasmania, no matter who they are and what their point of difference might be.

*Sue Newman and Liv Hogarth*

A new cohort of Police Recruits began training in November and, as has been the case for many years, WIO delivered an LGBTI awareness session as part of their At Risk Populations module. And as with the majority of recruits, the group was very positive, open-minded and eager to learn about what it is that puts the LGBTI population 'at risk'. We came away from the session with optimism for the future careers of these recruits, and encourage you, as members of the LGBTI community, to feel confident that Tasmania Police will deal with your issues as they would anyone else's – with professionalism, respect and integrity.

### **News from the Northwest**

WIO's TasPride event in Burnie was held at the new Butter Factory and was attended by 20 people. It was exciting to see that both young and wish they were attended!

Our relationship with Headspace NW has strengthened considerably with weekly meetings resulting in an increased number of referrals from young people showing great results.

Thank you to Sue Newman who has visited the North and North West to provide direct support, maintain and develop links with schools and service providers and promote the organisation. We also welcome Julianne Campbell, a past employee of WIO who will be working from the Burnie office in February and March while our recruitment process is implemented for this position.

### **Transgender Day of Remembrance**

On Wednesday November 20<sup>th</sup> people gathered at WIO in Burnett Street for this international day of recognition to remember those who have lost their lives and experienced prejudice and discrimination. Readings were shared and words spoken in support of all transgender people past present and future. Thank you to all those who participated.

**Your school could be a winner!** In 2014 the Dorothies Awards will recognise **inclusive school communities**.



**We are looking for applications from schools able to demonstrate their work as an LGBTI inclusive school. Application forms are available at our website or by ringing 6231 1200.**

#### **Our work - Out in Schools**

We have now worked with 4 schools in Tasmania providing professional learning to teachers in four schools: Ulverstone and Rose Bay High Schools and Hellyer and Hobart Colleges.

#### **Champions for Change at Hellyer and Hobart Colleges**

With The Dorothies this year recognising inclusive school communities, it's always pleasing when schools and colleges invite us to work with their staff to help them develop their inclusivity of LGBTI students, staff and families. November 2013 saw us taking the Champions for Change training package to Hobart College in Mount Nelson and Hellyer College in Burnie. The staff at each school were very positive and receptive to the training, and acutely aware of the negative impact that prejudice and discrimination can have on same sex attracted and gender diverse young people. At Hellyer College in particular, where the majority of staff participated in the training, teachers were very keen to explore ways in which they could be more inclusive, despite feeling that their school environment was already quite safe and welcoming. We encourage all schools to apply for The Dorothies award by checking the application brochure on our website, and getting nominations in by March 28, 2014.

As we reported in our last edition Ulverstone High School celebrated ***Wear It Purple day on August 30<sup>th</sup> and donated \$200 to Working It Out. Thank you Ulverstone High!***

### **Purple Day Celebrations**

Ulverstone High School Student Representative Council unanimously voted to include Purple Day as a worthwhile event to hold in 2013. We did this by creating posters and advertising on the student notes. Students were exposed to the meaning of purple day during homeroom. On Friday August 30 students wore purple casual clothes to show their support of purple day. We also held a BBQ to raise money. The students of Ulverstone High School thoroughly supported this event.

*Jessica Gaffney Co-Secretary of the Student Representative Council*



## **Rural Health Week Project**

Sam Peek our Social Work Student placement in 2013 applied for funding through UTAs for a project to draw attention to the wellbeing of LGBTI students in rural areas.

Sam's project involved setting up activities for students in three schools in the Huon Valley. Sam provided a plan to school support staff so they had a clear picture of the activities that would be used to engage the students. The funding application was successful and it was carried out over three days during Rural Health Week. We visited Dover District School, Huonville High School and St James College in Cygnet.

Dover was great. The support staff, principal, teachers and several parents engaged in the process. The outdoor space and the good weather made for a perfect setting. The students sat with us and each chose a piece of fabric in one of the rainbow colours and were asked to draw or write on it in a way which reflects the colours associated meaning, to create positive messages of acceptance and celebration. As each piece was completed, they were pegged and strung up in the order of the rainbow flag. While participating students engaged in some very interesting conversations about gender and sexuality. 60 flags were made with some students making more than one. As the school population is 100, this was huge. However students often made more than one flag. One of the students (she was about 10 years old) told us we had "done a good job to organise all this". Another asked if we could "Please come back again". The rain at Huonville High meant that the event had to be held in the library. This was not ideal however we did have the opportunity to sit down and have conversations with the students. The librarians were great. At St James it was like bees around a honey pot. 66 flags were made!

*Carolyn Hay and Sam Peek*

## **WIO at the Hobart Human Library Launch**

Hobart Human Library on Parliament lawns. The Human Library gives people the chance to “borrow” a real person or “book”. The “book” then tells a short story about their life and the “reader” is given the opportunity to ask questions. All books receive training with a great emphasis on keeping themselves safe. Two WIO books were in the library for the launch and both enjoyed the experience. My role was as librarian to look after my books. We had “books” representing Tasmanian CALD communities, many who had come here as refugees. There were representatives from Tasmanians with experiences, abilities and of course diverse gender and sexuality.

The day was a great success.

Many books were read and the feedback from readers was very positive.

## **Open Day at Pulse**

WIO was invited to speak to a group of 20 workers and community members at Pulse earlier this year. The session was well attended by a diverse group of people. Most of them were in the youth sector. I co-facilitated with the social work student who was on placement with us at the time. The session was very well received with some lively conversations.

The service was open to the community after the session (and lunch was provided). Many people approached us with questions and comments about how they enjoyed the session. Even the co-ordinator approached and said she had been told it was a great session by several people. It was a good opportunity to get the message out to the youth sector but also to network with other workers and young people in a more casual setting.

*Carolyn Hay*

## Great Networking

### LGBTI Suicide Project

WIO has attended the regional meetings of the LGBTI Suicide Prevention Working groups and given updates on services provided and training that has been delivered. These groups provide an opportunity to share information & resources.

### CALD services

The service has also attended the LGBTI CALD meetings held at the Phoenix Centre to map services that are providing support to LGBTI Tasmanians. WIO also hopes to expand the number of CALD services participating in LGBTI inclusive training.

### A Fairer World

WIO is a member the reference group for the new Let's get together a Diversity Education Program being developed by a Fairer World in partnerships with the Office of the Anti-Discrimination Commissioner our role being recruitment of Human Library books to visit schools.

**Our new eNetwork for teachers** who participated in Champions for Change training to share ideas, new resources and success stories.

WIO hosted a National Contributing Life Project – a targeted, group discussion and yarns facilitated by Dr Leanne Craze. This is a project of the National Mental Health Commission. The meeting was attended by 11 people who found it very worth while.

Attended the NW Action for Youth meeting in Devonport, The YNOT AGM in Launceston.

Staffed a WIO table at the Queenstown Health Expo on Nov 12th

## **National LGBTI Aged Care Awareness Training Project**

A partnership application between Working It Out (WIO) and the Tasmanian Council on AIDS, Hepatitis and Related Diseases (TasCAHRD) has been successful. WIO and TasCAHRD will deliver LGBTI Aged Care Awareness Training across Tasmania over the next three years.

In December 2012 the Australian Government released the first National LGBTI Ageing and Aged Care Strategy. [www.lgbtihealth.org.au/ageing](http://www.lgbtihealth.org.au/ageing) This Strategy, the first of its kind in the world, considers a number of goals including the need for training for Australia's aged care workforce.

The Australian Department of Health and Ageing have provided funding to the National LGBTI Health Alliance to co-ordinate a national training project in LGBTI awareness for the aged care sector. The aim of the Project is to deliver a national rollout of the lesbian, gay, bisexual, transgender and intersex (LGBTI) aged care awareness training to a broad range of residential and other aged care providers and/or associated aged care staff.

There are three components to the Project:

1. National management. The Project is being managed by the Alliance under contract with DoHA.
2. Train-the-trainer. ACON will conduct the first train-the-trainer program. The Alliance recognises the training rollout will be different in each State/Territory.
3. The delivery of state based training.

In December last year Sue Newman and Olivia Hogarth attended the Train the Trainer workshop, the second component of the project. ACON delivered the workshop in Sydney over two days, during which time we were able to network with and learn from fellow educators from ACON in NSW, A Gender Agenda in ACT, and the AIDS Action Council of the ACT.

As WIO has delivered a substantial training package to Glenview Community Services in Glenorchy during the last few months of 2013, we were able to share our experiences and have some input into the training package, which was great in terms of realising that the work we are doing here in Tasmania with WIO is leading the way in some regard.

With some final adjustments being made to the package as we speak, we should be ready to start actively promoting the training to aged care providers by the end of February, with training sessions expected to start around April. It's a very exciting time for the older members of our LGBTI community who perhaps may have been fearful of the prospect of one day needing care, whether in their own homes or in a residence. This national strategy along with the training and some significant legislative changes, can put our minds at rest knowing that our LGBTI elders will receive the respectful and sensitive care that anyone should receive throughout their life.

The training will cover the diversity of LGBTI Tasmanians and reflect the broad diversity of the aged care sector and will be adapted to the local context and need. The values of TasCAHRD and Working It Out closely align, focusing on supporting LGBT and I people and communities to have control over their health and well being. A partnership between two organisations with such closely aligned purposes greatly increases the capacity to deliver this project.

The training will be delivered in four regions of Tasmania over the three year project with 2 visits to each region within a 12 month period. This will enable some face to face support and networking with agencies during the second visit and ensure sustainability of the outcomes across the sector.

**Dates for WIO Support Groups:**

Gender Identity in Hobart on Tuesday February 4th at 5 pm at WIO.  
Outspace in Hobart Tues 4<sup>th</sup> Feb at 4pm at Headspace  
Please contact Sue Newman for details of coming groups in the North and Northwest on 0438346122

**New services**

Signpost: A website resource providing up to date information on LGBTI services particularly in the North West. Find it at [signpost.org.au](http://signpost.org.au)  
QLife was launched last year. This is a national phone counselling service for LGBTI people using a 1800 number and available from 5:30 pm to 10:30pm 7 days a week. (1800 184 527). What a great service!  
Mind Out Suicide Prevention workshops EQUAL NOT SAME: towards inclusive practice in Launceston Feb 25 and Hobart Feb 26 : 02 8568 1124

**Events:**

WIO's Burnie Beach Barbie Wednesday, 29 Jan 2014 at 12 noon at the barbecue shelter near the start of the boardwalk at Burnie beach. Food and drink provided, just bring your lovely selves! Ring 0438 346 122

Music on the Green Connect 4 Life at Mole Ck on 1<sup>st</sup> Feb. 0409 535 166

TasPride Picnic on Sunday, February 2 from 12 noon at the Parliament St Reserve on Parliament St in Sandy Bay.

Ten Days and the Spiegeltent are proud to announce a perfect pact with our community partner TasPride with specially programmed performances by The Vaudevillians, Mojo Juju and Miz Ima Starr, and a free family day packed with fun activities in the Outdoor Lounge. March 14-16, 2014. To purchase tickets, visit [www.tendays.org.au](http://www.tendays.org.au)

**WIO Summer Picnic – South**

Sunday, 23 March at 12 noon at Site 2, Waterworks Reserve, Dynnyrne.  
Join us as we thank you, our supporters, for being so fabulous. We provide meat for the BBQ, and games including croquet and boules. Join the fun!  
Ring 0438 346 122