



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

*Building individual resilience, community capacity
and a more just society*

wordsOut spring 2013

We want to hear from you!
Working It Out *Futures*

In 2009 Working It Out conducted a needs analysis across Tasmania. We held focus groups, had an online survey and the independent consultant Suzi Quixley was happy to meet with people to hear their ideas. If you would like to see the previous needs analysis it is on our website. One finding of the 2009 survey was that most people wanted WIO to do more than was possible. A clear target group for our work was identified as those people negotiating their gender, sexuality and or intersex status.

During October and November Suzi will again conduct consultations across Tasmania and an online survey will be available and linked to our website. This review will focus on the activities and services of WIO - what makes us unique, what we are doing well and what we could do better. Bearing in mind the size of our organisation with the equivalent of 3.2 full time staff to cover the state we also want to know if there are other things we should be doing or assisting others to do.

Find the online survey at workingitout.org.au/futures from Oct 28th.
Find us during TasPride Parade in Burnie on Nov. 1st and in Hobart on
Nov. 2nd

And for more information check the website or call 6231 1200

OUTspace at Artfully Queer

It was a quintessential Tasmanian afternoon, with a blue sky that rapidly turned overcast and rainy. However, this could not stop the OUTspace youth group from braving the elements armed with cameras, phones and creativity to capture images of 'Change' for the 2013 TasPride Artfully Queer exhibition. Hobart city was revealed through a rainbow lens, with shopfronts, walls and alleyways appearing as new in red, orange, yellow, green, blue and purple. The venture was a success, with images appearing in the exhibition, which reflected pride and identity.



Working It Out 2013 Unifying Voice Award

Voula Pleonie is this year's winner of the WIO unifying Voice Award for her work *WoMan in the Mirror*. The award was established to recognise the artwork which best reflects the diversity of our communities. Voula received the award at the opening of Artfully Queer – TasPride's wonderful annual exhibition on September 13th.

WoMan in the Mirror

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The concept of this photograph was based on the Michael Jackson song 'Man in the Mirror'. Coincidentally, and only realizing while editing that Michael's album cover is right in the middle of the image.

An independent local artist, photographer and designer, I like to challenge my creative side and creating this photograph in its entirety did just that, challenge my patience! For more information go to www.planetpinkdesign.com

"No message could have been any clearer. If you want to make the world a better place take a look at yourself and make that change". Michael Jackson.

I was thrilled to win the Working it Out, Unifying Voice Award at the TasPride Art Exhibition.



This was the first year I put in a photograph and can only be encouraged in that my first effort in this field has caught, and held the eye of the judges. That is thrilling for any artist. For a long time I have wanted to move into a more creative art space through photography and the resulting image was a challenge but a worthy one and I am so pleased people love the image. It is a real honour that Working It Out awarded me this prize and it is proof that you don't have to be an expert in any field, you just have to have time to learn, have faith in yourself and your idea and see it through to the end. Thank you for the wonderful trophy that I was so tickled to receive and the cash prize that will go towards camera equipment.

Voula Pleonie

Suicide Prevention

There are two events organised by the LGBTI Suicide Prevention Project, both on the 18th October

The first at the Devonport Community Health Services Centre at 11am to 1pm
and the second at Cradle Coast Authority 30 Marine Terrace, Burnie at 5:30pm to 8:00pm.

Contact Virginia Bashford, LGBTI Project Officer (Suicide Prevention) if you would like more information or to RSVP as places are limited.

Virginia Bashford mobile -0409 049 468 phone - 6279 5066
(Tues, Wed, Thurs)

The next Suicide prevention working groups will be in November in Launceston, Burnie and Hobart. Ring Virginia for details or check the WIO website in early November.

A key finding of the recent consultation was the need for mainstream organisations to provide inclusive services. WIO has provided training to community and public sector agencies on inclusive practice and welcomes enquiries.

The National Mind Out Mental Health

<http://www.lgbthealth.org.au/mindoutprojectsproject> find out more at:

<http://www.lgbthealth.org.au/mindoutprojects>

Your school could be a winner!

In 2014 the Dorothies Awards will recognise **inclusive school communities**.



Our work - Out in Schools

What we are doing and what the teachers think.

Champions for Change (C4C) our new advanced training program for teachers is proving popular with all staff. And it gives great tips for making your school a more inclusive environment for LGBTI families.

This year WIO has delivered the C4C to two Tasmanian schools: Ulverstone High School in March with Facilitators Carolyn Hay and Jen Van-Achteren (thank you Jen and Hobart Women's Health Centre), and a panel of Rowen Carmichael Andrew Badcock and Jaimee House and in late September at Rose Bay High with Carolyn again and Olivia Hogarth with community panel member Rowen Carmichael.

84% of participants (made up of mostly teaching staff, with 3 teachers' aids, one student counsellor and one admin staff person) indicated they hoped to develop skills to recognise and challenge prejudice and discrimination based on sexuality and gender identity and 89% indicated they hoped to develop strategies to address prejudice and discrimination based on sexuality and gender identity.

They also indicated they would recommend this training to other workers in this area, with 89% of respondents indicating the training met their expectations.

All participants agreed that the training was clear and easy to follow, was useful and relevant to their job, and that the trainers knew their job.

In response to "What was most useful?" common feedback included: definitions/terminology, discussions, the personal experiences from the panel, the practical activities, and the raising of awareness of issues that students potentially face.

There was a clear interest in developing strategies to deal with prejudice and discrimination in the school, and how to include LGBTI perspectives in the curriculum.

Wear It Purple Day is about showing rainbow (sexuality and gender diversity – SGD) young people they are supported, celebrated and respected exactly as they are. It's about raising awareness in your school, workplace, uni, or general community that rainbow young people face challenges that they shouldn't and it won't be tolerated.

Ulverstone High School celebrated Wear It Purple day on August 30th and donated \$200 to Working It Out. Thank you Ulverstone High!

There were over 20 participants at Rose Bay High School who were lively, engaged and very thoughtful. The school has a very inclusive learning environment for its students.

Teachers were comfortable to reflect on current practice and were able to identify changes to become more inclusive.

Teacher responses:

The most useful part of the training for me was:

- *Just to know how to deal with teenagers when random situations arise related to gender/sexuality*
- *Deepening understanding and opportunities to consider individual student's needs.*
- *I am extremely confident contacting Working It Out if need be in the future.*

We had a big uptake from people registering for Champions for Change Teacher Support Network. Two days after the training was conducted I was in a meeting with the EO of the Tasmanian Centre for Global learning who had received excellent feedback from Rose Bay. The principal of another High School had also heard great things from Rose Bay. This helps us get the word out to schools to come on board!

Facilitator Carolyn Hay

Hobart, Launceston and now Burnie!

Facilitators Sue Newman and Liv Hogarth are now delivering training to police officers in Burnie. The training sessions are each Wednesday until early November. Feedback has been very positive from both the police and the facilitators. We will provide more information in our next newsletter. We have made the most of these visits to Burnie to provide support and information while Educator Counsellor Sharon Jones is on leave. Sue and Liv have visited organisations in Devonport Burnie and Launceston.

About our Board.

The members elect the Board of WIO. Board positions are for 2 years with half the positions becoming vacant each year. The AGM this year was held in Ross on a very sunny day. The new Board for 2013 are **Cam Parsons, Kevin Marriott, Ros Albiston, Dean Duggan, Elida Meadows, Shaun Staunton, Michael Plaister**, and since the AGM Aimee Bound has joined the Board.

WIO seeks ways to thank and acknowledge people who support our work. We have introduced the Unifying Voice Award as part of the TasPride Artfully Queer annual exhibition, Dorothies Awards, and the WIO Life Award in the last 4 years.

At the AGM the members approved a Honorary Life Membership category to be awarded in recognition of a person's contribution to this organisation.

Ian Moore joined WIO in 2007 and was elected to the Board of Working It Out at the 2007 AGM on September 30th and served as a Co-convenor until the end of 2009. He continued as a Board member until February 2012 and in September 2012 he again took the role of Convenor until early this year.

Ian has a tireless sense of duty and a passionate interest in the organisations he supports to ensure due process and accountability. His loyalty to both staff and Board members is known to many of you here today.

Small organisations such as this one rely on the expertise, knowledge and commitment of people like Ian to quietly fulfil their role and more (no pun). The work of a board member is that which often goes unnoticed when done well – no hiccups, no chaos, no surprises and an expectation that we are in this together. Ian is such a person.

In 1993 depressed by strident homophobia by public figures, an out young gay Westbury man took his life. People who would later initiate Working It Out expressed concern. In 1994 these same people organised a gay law reform meeting in Devonport addressed by Justice Michael Kirby. Like many, the levels of anger and fear at the meeting shocked them.

On May 1st 1997 gay law reform was achieved. A working group was established, based in Devonport and with representatives of Devonport-based services including emergency accommodation and the Tasmanian Gay and Lesbian Rights Group and the Tasmanian AIDS Council (later TasCAHRD) to work out what actions should be taken to prevent young same sex attracted people taking their lives.

The group applied for and received Australian Youth Foundation funding for a North West Coast LGBT youth needs analysis, which enabled the establishment of WIO in 1998. Rodney Croome was a member of that group, the founding president of WIO and a long-term board member.





Our AGM in sunny Ross

From those early days Rodney has supported many people and organisations in relation to LGBTI rights and he continues to support the work of WIO. Rodney brings to the table the history, the pride, the strategizing skills and the optimism and he shares this. His energy and commitment are known to many!

Both these people have helped to build individual resilience and a more just society and that is what we are about!

The members endorsed both Ian and Rodney as WIO's first honorary life members.

Another great Social Work Student Placement in 2013

My name's Sam, and I am a final year social work student here at Working It Out. This placement has been an interesting, engaging, and inspiring learning experience for me. It has deepened my understanding of human rights and social justice, as well as provided me with valuable learning experiences. I've co-facilitated our OutSpace youth group in collaboration with Headspace; co-facilitated training sessions for students and service providers in areas such as aged care, police, and social work; and will implement a project in three southern schools for Rural Health Week.

I have gained insight into the incredible resilience and innovation of people who are L, G, B, T, I and Q and through this have expanded my understanding of how communities can take form to support and celebrate their members. I feel that there is an important role for social workers to play as allies of people who are L, G, B, T, I, and Q and will be conscious of bringing this in my future practice.

It has been an absolute pleasure being a part of the Working It Out team. There's always something to learn and I feel like I have been welcomed and accepted as a part of the WIO family from the get go thank you Sue, Carolyn, Don, Olivia and Susan (Sharon, perhaps we'll meet some day!).

Sam



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.

Southern Office

39 Burnett St North Hobart 03 6231 1200

Susan Ditter Executive Officer

Carolyn Hay Educator/Counsellor

Don Pitcher Educator/Counsellor

Sue Newman Educator and Office Manager

North West Office

Burnie Community Health Centre 11 Jones St Burnie 03 6432 3643

Sharon Jones Educator/Counsellor

Northern Office

45 Canning St Launceston 03 6334 4013

Sharon Jones Educator/Counsellor

Dates for Support Groups coming up:

Rainbow Group in Burnie on Wednesday 16th October at Mecca.

Gender Identity in Burnie on Wednesday 23rd October at 5pm at Mecca.

Gender Identity in Hobart on Tuesday November 5th at 5 pm at WIO.

Young people in Burnie on October 30th at 5pm at Mecca.

Coming Up:

The TasPride Festival from 1st to 9th November. And the Working It Out event is in Burnie at the fabulous Butter Factory on the first night!