

Respecting Lesbian, Gay, Bisexual, Transgender, Intersex, Queer/Questioning and Other Diverse People (LGBTIQ+)

Position Statement

Introduction

yourtown is committed to providing accessible, innovative, safe and inclusive high quality services.

yourtown aims to meet the needs of children, young people and families in all of their diversity, especially those who are marginalised and without voice.

LGBTIQ+ refers to people who identify as same gender/sex attracted and gender diverse (non-cis-gendered and/or non-binary) and those with diverse bodies.

The 'Q' stands for 'queer' and/or 'questioning'. Whilst the word 'queer' may be distressing for some people due to its historic association with discrimination and hate crimes, the LGBTIQ+ community have now reclaimed the term as a source of pride and empowerment.

yourtown's Position

yourtown recognises the minority stress faced by LGBTIQ+ people and communities, and the destructive impacts of prejudice, bias, discrimination and violence on LGBTIQ+ people, families and their allies.

yourtown accepts the evidence that LGBTIQ+ people are more likely to experience social exclusion and isolation, and that these experiences contribute to increased rates of trauma, depression, anxiety, self-harming behaviour, and suicide.

Accordingly we are committed to:

- Honouring the rights of all people to dignity, equity, respect, and the freedom to safely express who they are.
- Celebrating diversity, and valuing and affirming all people, regardless of sexual orientation, gender identity/expression and those with diverse bodies.
- Providing support to LGBTIQ+ people that is safe, client-centred, strengths based, empowering and affirming.
- Supporting a culture of inclusion through organisational leadership, training and development, ensuring that **yourtown** is free of discrimination, prejudice or judgement based on sexual orientation, gender identity/expression or intersex status.
- Reviewing our services, organisational policies, processes and procedures to ensure a safe and inclusive environment for LGBTIQ+ staff and all who use **yourtown** services and programs.
- Engaging LGBTIQ+ people in participatory processes when designing and reviewing services, and organisational policies and procedures.