



position statement

respecting LGBTIQ+ and diversity

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Document owner	Head of People and Culture		
Applies to	All yourtown		

introduction

yourtown is dedicated to offering innovative and high-quality programs and services that support young people and their families, particularly those who are marginalized and without a voice. The acronym LGBTIQ+ stands for **Lesbian, Gay, Bisexual, Transgender, Intersex, Queer/Questioning** and encompasses individuals who identify as same gender/sex attracted, gender diverse (non-cisgendered and/or non-binary), and those with diverse bodies. The 'Q' stands for 'queer' and/or 'questioning'. Although the term 'queer' has historically been associated with discrimination and hate crimes, the LGBTIQ+ community has reclaimed it as a symbol of pride and empowerment.

yourtown's position

- **yourtown** acknowledges the unique challenges faced by LGBTIQ+ individuals and communities, and the profound impact of prejudice, bias and discrimination on LGBTIQ+ people, their families, and allies.
- **yourtown** recognises that LGBTIQ+ individuals are more likely to experience social exclusion and isolation, which can lead to increased rates of trauma, depression, anxiety, self-harm, and suicide. We are committed to addressing these issues with compassion and support.
- **yourtown** fosters a safe and inclusive environment for our LGBTIQ+ team members by actively supporting alongside with the yourRainbow community and allies.

yourtown's commitment

- **Honouring Rights:** Honouring the rights of all individuals to dignity, equity, respect, and the freedom to safely express their true selves.
- **Celebrating Diversity:** Celebrating diversity and valuing all people, regardless of sexual orientation, gender identity/expression, and those with diverse bodies.
- **Providing Support:** Providing support to LGBTIQ+ individuals that is safe, client-centred, strengths-based, empowering, and affirming. Creating spaces and opportunities for LGBTIQ+ people to share experiences and find connections (e.g. yourRainbow community)
- **Promoting Inclusion:** Promoting a culture of inclusion through organisational leadership, training, and development, ensuring that **yourtown** is free from discrimination, prejudice, or judgment based on sexual orientation, gender identity/expression, or intersex status.
- **Continuous Review:** Continuously reviewing our services, organisational policies, processes, and procedures to ensure a safe and inclusive environment for LGBTIQ+ team members and all who use **yourtown** services and programs.
- **Engaging Participation:** Engaging LGBTIQ+ individuals in participatory processes when designing and reviewing services, and organisational policies and procedures.

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