



PRIDE INCLUSION PROGRAMS

OVERVIEW OF BUSINESS CASE FOR LGBT WORKPLACE INCLUSION

Australian LGBT communities and individuals are extremely diverse, facing a number of shared and distinct health and social inclusion issues. We also know that when LGBT individuals require access to health and wellbeing services, they often hit more roadblocks, refrain from accessing critical services, and as a result, experience poorer health and wellbeing outcomes compared to their non-LGBT peers.

Pride in Health + Wellbeing is a not-for-profit LGBT inclusive service delivery support program specifically designed to assist Australian organisations in all aspects of lesbian, gay, bisexual, gay and transgender (LGBT) inclusive service inclusion.

Organisations belonging to the Pride in Health + Wellbeing program will be able to contribute to the overall wellbeing of LGBT people through the ongoing provision of safe and inclusive services by:

- Gaining a greater understanding of the challenges faced by LGBT individuals in accessing health and human services
- An awareness of and guidance by best practice(s), as well as annual shifts/changes in benchmarked standards for LGBT inclusive service delivery
- Enhancing service user satisfaction within the LGBT community and beyond
- Enjoying recognition for commitment to equity in health, inclusion and diversity while benefitting from the widely respected Pride In* brand

Membership provides organisations with extensive sector specific support, resources, networking opportunities, training, and consulting (including support to achieve some of the requirements for Rainbow Tick accreditation). Further, advice is provided via a dedicated Relationship Manager and frequent interaction with other health and wellbeing organisations active in this area.

The program works with service providers across the life-time of their LGBT inclusion journey, from getting started (very little or no knowledge of this area) through to achieving excellence and recognition as a leader in this highly rewarding area of diversity and inclusion.

Membership is encouraged for private sector, public sector and NGOs regardless of size or reach. This may include government departments, small NGOs, hospitals, GPs, aged care, housing, mental health, drug and alcohol, family and domestic violence, disability services; in fact any organisation providing health and wellbeing care or human services throughout life.

We also have special discounted individual membership rates for GPs, allied health professionals and others who work independently outside an organisational structure.

Why is LGBT inclusive person-centred service delivery needed?

Current Australian Statistics:

1. Approximately **11%** of the population identifies as LGBTI
2. **44%** - hide their gender/sexuality 'usually or occasionally' in public
3. **34%** - hide their sexuality/gender when accessing services
4. **71%** - choose not to reach out to a crisis support service in a crisis
5. LGBT young people aged 16 to 27 are **5x** more likely to attempt suicide
6. Transgender people aged 18 and over are nearly **11x** more likely
7. **33%** - had self-harmed (LGBT youth)
8. **57%** - diagnosed with depression
9. **66%** - LBQT women 40 years and older had never had a mammogram
10. **INCREASED** rates - anal cancers in Gay & Bisexual men, and Trans women (higher again in HIV positive men)



Reference:

1. Australian Human Rights Commission, (2014) Face the Facts
2. Leonard et al. (2012) Private Lives 2
3. Leonard et al. (2012) Private Lives 2
4. Waling et al (2019) Understanding LGBTIQ Lives in Crisis
5. lgbtihealth.org.au/statistics/
6. lgbtihealth.org.au/statistics/
7. lgbtihealth.org.au/statistics/
8. lgbtihealth.org.au/statistics/
9. Mooney-Somers, et al (2018) Report of the SWASH Lesbian, Bisexual and Queer Women's Health Survey 2014, 2016, 2018
10. Machalek, et al (2013) SPANC report

WHAT DOES PRIDE IN HEALTH + WELLBEING MEMBERSHIP PROVIDE?

Membership to the Pride in Health + Wellbeing Program provides you with:

- A partner to work with throughout the year, focusing on increasing the LGBT inclusivity of your practice and service provision while providing you with the ability to attend networking and educational events nationally
- Access to LGBT Health data and expertise via the Pride in Health + Wellbeing Team, other program members and the broader teams within ACON Health
- The ability to call on subject matter experts for advice
- The ability to enrol staff in free training every three months via WebEx accessed via desktops/smartphones/tablets
- Access to the Pride in Health + Wellbeing video library for your internal use and 24/7 viewing
- Access to publications, resources, best practice roundtables and networking events – all designed to increase your understanding and to build your network of LGBT inclusive service providers
- Significant discounts to our LGBTI Inclusion Awards luncheon and Pride in Practice conference, community events, and additional training and consulting beyond membership allocation
- Ability to participate in the ongoing development of a membership referral program

The program focuses on LGBT inclusion across the 8 pillars of person-centred service delivery:

- Marketing and Communications
- Intake and Assessment
- Confidentiality and Data Management
- LGBT Consultation and Engagement
- Staff Development
- Referrals and Stakeholder Engagement
- Risk Mitigation and Management
- Continuous Improvement

Annual Benchmarking

Published by Pride in Health + Wellbeing, the Health + Wellbeing Equality Index (HWEI) acknowledges the top service providers for LGBT communities by measuring Australian LGBT inclusion practice. It provides benchmarking for your organisation, showing year-on-year improvements and comparisons across the Australian health and wellbeing sector. The HWEI also allows our members to see real examples of best practice within their industry. Both members and non-members can participate in this FREE submission.

For further information, please contact the Pride in Health + Wellbeing team on (02) 9206 2138 or visit us at www.prideinclusionprograms.com.au/health.