



# Supporting LGBTIQ+ people with disability at Yooralla

## A factsheet for Yooralla managers and staff to better support LGBTIQ+ people with disability

- This factsheet is part of a series to help improve staff knowledge on LGBTIQ+ issues related to supporting people with disability.
- They have tips and tricks to improve practice.
- They list the main laws, rules, and standards that apply to the support of LGBTIQ+ people with disability.

**Improving Practice** - Laying the groundwork for supporting the development of LGBTIQ+ inclusive practice doesn't have to be complex!

**Clearly communicate to employees, customers and external stakeholders, that we support the full inclusion of LGBTIQ+ people with disability**

**That not supporting the rights and expression of LGBTIQ+ customers with disability will not be tolerated under policies and procedures relating to customer engagement and participation, diversity and rights and responsibilities.**

### Documentation

The relevant standards, frameworks, laws and organisation-specific policy statements should be referenced in formal documents, such as policies and procedures, quality manuals, codes of conduct, and service agreements and in intake forms and planning.

### Getting networked

Where needed, seek out and develop LGBTIQ+ contacts and establish relationships with:

- Internal support services/groups e.g. Customer Rights and Empowerment (CRE) team
- LGBTIQ+ self-advocacy groups
- Disability advocacy organisations with LGBTIQ+ expertise
- LGBTIQ+ peak bodies and public health organisations
- Disability and sexuality researchers

### Staff training

Staff should be confident in respectfully building professional and supportive relationships with LGBTIQ+ people with disability and in implementing evidence-based practices when supporting them. Relevant practices include, but are not limited to:

- Supported Decision Making
- Risk Enablement
- Positive Behaviour Support
- Circles of Support
- Person-Centred Active Support

**LGBTIQ+** = Lesbian, Gay, Bisexual, Transgender, Intersex, Queer and Asexual.

**Allies** = People who support and/or advocate for LGBTIQ+ people.

# 5 myths about disability & sexuality and gender

## ✘ MYTHS

- ✘ 1. People with disability do not have a sexuality (or are asexual).
- ✘ 2. People with disability cannot be LGBTIQ+.
- ✘ 3. LGBTIQ+ expression in people with disability is an expression of their disability and should be viewed as a problem to be managed.
- ✘ 4. People with disability are less likely to be LGBTIQ+ than the rest of the population.
- ✘ 5. Staff and other supporters who do not feel comfortable with LGBTIQ+ people do not need to support them.

## ✔ FACTS

- ✔ 1. There is no evidence that supports the idea that people with disability do not have a sexuality or cannot be trans. Many people with disability have not had support to understand or explore their sexuality. This lack of support can lead to poor mental health and increased risk of abuse.
- ✔ 2. There is no evidence to support this. However it sometimes may appear this way as many people who have lived in supported accommodation for long periods of time may not have support to understand their identity or attractions preference.
- ✔ 3. Viewing LGBTIQ+ identity as a problem or illness is a breach of human rights and against the law – there is no evidence to support this claim.
- ✔ 4. Research and advocacy projects have found strong LGBTQIA+ identification amongst people with disability.
- ✔ 5. The NDIS Practice Standards, which all staff and organisations must abide by, require you to affirm queer people with disability in terms of people's rights, choices and support planning and to match a queer person with an appropriate staff member. Guardians and NDIS Plan Nominees do not have the right to prevent a person expressing their LGBTIQ+ identity.

## Overcoming Barriers to Inclusion

There are three key principles that organisations need to adopt in order to lay the groundwork for LGBTIQ+ inclusive practice.

### 1. Rights in Policy and Practice

Uphold the rights of people with disability in all areas of their lives as it is enshrined in virtually all major disability legislative and regulatory frameworks governing delivery of services.

### 2. Supporting networks

Support people of diverse sexuality, gender identity, and sex characteristics, including conflict resolution and ethical standards, and advocate for inclusion within support organisations, health organisations, advocacy groups, families and wider members of a person's network.

### 3. Building connections and evidence-based practice

Be confident in respectfully building professional support relationships with LGBTIQ+ people with disability and in implementing evidence-based practices when supporting them.



For information, advice and referrals regarding supporting LGBTIQ+ Yooralla customers, please contact the **Yooralla Customer Rights and Empowerment (CRE)** team **03 9666 4500** or **CRE@yooralla.com.au**

**Tip – A great resource for people with disability and staff is *Our Rainbow Lives* by Inclusion DesignLab and Rainbow Health Victoria**



Designed by LGBTIQ+ staff, customers and allies at

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