

LGBTIQA+ Strategy

‘Our bodies, our genders and our relationships’

Easy Read policy

How to use this strategy

The National Disability Insurance Agency (NDIA) wrote this strategy.

When you see the word ‘we’, it means the NDIA.

We have written this strategy in an easy to read way.

We have written some words in **bold**.

This means the letters are thicker and darker.

These words might be:

- new
- hard to understand.

We explain what these words mean. There is also a list of these words on page 13.

This Easy Read strategy is a summary of another document.

You can find the other document on our website at www.ndis.gov.au

You can ask for help to read this strategy. A friend, family member or support person may be able to help you.

We recognise Aboriginal and Torres Strait Islander people as the traditional owners of our land – Australia.

They were the first people to live on and use the:

- land
- rivers
- seas.

What's in this document?

Who are LGBTIQ+ people?	4
What is this strategy about?	6
What people told us	7
What we've done so far	9
What we want to do	9
How will we know if this strategy is working?	11
Thank you	11
Word list	13
Contact us	15

Who are LGBTIQA+ people?

We often say LGBTIQA+ when we talk about people who are:

- **lesbian**

If you are a lesbian, you are a woman who is attracted to other women.

- **gay**

If you are gay, you might be a man who is attracted to other men.

But it might mean you are attracted to people who are the same **gender identity** as you.

Your gender identity is what you feel and understand about who you are as a person.

It isn't about whether your body is male or female.

Your gender identity can be a man, a woman or something else.

- **bisexual**

If you are bisexual, you are attracted to both men and women.

- **transgender**

If you are transgender, your gender identity is different now to what you were given when you were born.

- **intersex**

If you are intersex, you might have both male and female parts in your body.

You might live as:

- a man
- a woman
- whatever you choose.
- **queer or questioning**

If you are queer you can be:

- gay
- lesbian
- bisexual
- transgender
- or something else.

If you are questioning, you might still be working out your:

- **sexuality**
- gender identity.

Your sexuality is who you are attracted to.

- **asexual.**

If you are asexual, you might not be sexually attracted to anyone. But you can still:

- care for other people
- have close relationships.

We often say LGBTIQ+ when we talk about any or all of these people.

What is this strategy about?

A **strategy** is a plan of what we will do to make things better.

We want to make sure all people with disability can access the NDIS.

We asked LGBTIQ+ people what is was like for them to:

- apply for the NDIS
- use the NDIS.

What people told us helped us to write this strategy.

This strategy will make sure the NDIS is run in a way that respects LGBTIQ+ people.

We will think about:

- all the things that LGBTIQ+ people with disability do well
- what LGBTIQ+ people with disability need.

We will also show respect for your:

- gender identity
- sexuality
- relationships
- **culture.**

Your culture is:

- your way of life
- the way you think or act because of the way you grew up.

We will make sure LGBTIQ+ people feel safe when they take part in the NDIS.

What people told us

We spoke to:

- people from LGBTIQ+ organisations
- LGBTIQ+ people with disability.

We also asked LGBTIQ+ people with disability what they thought in a survey.

You told us you want us to talk about your:

- bodies
- gender identities
- relationships.

What you told us about your bodies

You choose how your bodies are:

- treated
- talked about.

The NDIA will respect the words you use to talk about your:

- body
- sexuality
- gender identity.

What you told us about your gender identities

Not everyone who is queer is part of the LGBTIQ+ community.

Ask me what I want you to call me:

- her?
- him?
- they?
- something else?

The NDIA understands that there are different ways people connect with gender.

The NDIA understands that your body parts don't tell us what your gender identity is.

What you told us about your relationships

I don't want to be afraid to have a picture of my ex on my wall.

I don't want staff to judge me.

The NDIA will respect your relationships.

The NDIA will not judge you for who your relationship is with.

Other parts of who you are

The NDIA understands that some LGBTIQ+ people face other challenges too.

We know that LGBTIQ+ people with disability can also face challenges if they:

- are Aboriginal and Torres Strait Islander people
- speak a language other than English
- are from different cultures.

What we've done so far

We have already started to make the NDIS better for LGBTIQ+ people.

We have been training our staff about how to help LGBTIQ+ people feel included.

We are talking to LGBTIQ+ communities.

We want people to:

- know about the NDIS
- feel safe when they take part in the NDIS.

We have given funding to help 10 organisations run programs for LGBTIQ+ people with disability.

We have taken part in important LGBTIQ+ events.

What we want to do

We have 4 goals for this strategy.

1. We want everyone who works with us to show respect for LGBTIQ+ people.

To do this we will:

- ask a group of LGBTIQ+ people with disability what they think
- make sure our staff know how to show respect when they talk to LGBTIQ+ people.

2. We want to connect more with LGBTIQ+ NDIS participants and the LGBTIQ+ community.

To do this we will:

- plan how we will connect with the LGBTIQ+ community
- do an online survey with LGBTIQ+ **NDIS participants**.

NDIS participants are people with disability who take part in the NDIS. The survey will ask what using the NDIS is like for LGBTIQ+ NDIS participants.

We will keep answers to the survey private.

3. We want more LGBTIQ+ people to take part in the NDIS.

To do this we will:

- give LGBTIQ+ people information that meets their needs and shows them respect
- look for a way that LGBTIQ+ people can search for services that are LGBTIQ+ friendly.
- make sure LGBTIQ+ people feel safe when they make **complaints**

When you make a complaint, you tell someone that something:

- has gone wrong
- isn't working well.

4. We want to:

- be better at collecting information
- understand NDIS participants better.

To do this we will:

- look at the information we already have
- ask the LGBTIQ+ community for information.

How will we know if this strategy is working?

We will know if this strategy is working if:

- LGBTIQ+ NDIS participants are as happy with the NDIS as other participants
- 30 per cent or more of LGBTIQ+ NDIS participants have jobs
- 50 per cent or more of LGBTIQ+ NDIS participants are taking part in community activities.

Thank you

We want to thank some organisations for helping us with this strategy.

Thank you to:

- Bisexual Alliance Victoria
- Black Rainbow
- Family Planning NSW
- First Peoples Disability Network
- Gay and Lesbian Health Victoria (GLHV) at the Australian Research Centre in Sex, Health & Society (ARCSHS) at La Trobe University
- National Association of People Living with HIV/AIDS Australia (NAPWA)
- National Ethnic Disability Alliance (NEDA)
- National LGBTI Health Alliance
- Intersex Human Rights Australia
- People with Disability Australia
- Positive Life NSW

- Pride Foundation Australia (formerly GALFA)
- Pride Disability Services Pty Ltd
- Sydney & South Western Sydney Local Health Districts.
- Transgender Victoria
- Victorian Commissioner for Gender and Sexuality
- Victorian Department of Health and Human Services Diversity Unit
- Women with Disabilities Australia
- WWILD Sexual Violence Prevention Association.

We also want to thank the LGBTIQ+ people with disability who told us their stories.

Word list

Asexual

If you are asexual, you aren't sexually attracted to anyone. But you can still:

- care for other people
- have close relationships.

Bisexual

If you are bisexual, you are attracted to both men and women.

Complaint

When you make a complaint, you tell someone that something:

- has gone wrong
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Culture

Your culture is:

- your way of life
- the way you think or act because of the way you grew up.

Gay

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But it might mean you are attracted to people who are the same **gender identity** as you.

Gender identity

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Intersex

If you are intersex, you might have both male and female parts in your body.

You might live as:

- a man
- a woman
- whatever you choose.

Lesbian

If you are a lesbian, you are a woman who is attracted to other women.

NDIS participants

NDIS participants are people with disability who take part in the NDIS.

Queer or questioning

If you are queer you can be:

- gay
- lesbian
- bisexual
- transgender
- or something else.

If you are questioning, you might still be working out your:

- sexuality
- gender identity.

Sexuality

Your sexuality is who you are attracted to.

Strategy

A strategy is a plan of what we will do to make things better.

Transgender

If you are transgender, your gender identity is different now to what you were given when you were born.

Contact us

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