

Teacher Resource: LGBTIQA+ Inclusion and Support

This resource was developed following the 2025 **Banyule Youth Summit**, where young people shared their experiences and ideas for making schools more inclusive, safe, and respectful for everyone—regardless of gender identity, sexuality, or expression.



Diversity and inclusion are essential in every learning environment. Teachers play a critical role in fostering safety and belonging.

The Reality for LGBTIQA+ Students

Research from Minus18's *Queer Youth Now* survey (2025):

89%

of LGBTIQA+ young people
have experienced bullying
or harassment.

55%

have faced exclusion or
discrimination.

Less than

50%

of schools have an
LGBTIQA+ student group.

70%

say visible displays of support
(posters, flags, lanyards)
make them feel accepted.

71%

of LGBTIQA+ young people
attended an LGBTIQA+
student group when one was
available at their school.

86%

of LGBTIQA+ young people said
seeing someone wearing
rainbow or ally accessories made
them feel safer and more like
they belonged.

Quick Checklist for Teachers

- ✓ Use gender-neutral language (e.g., “everyone” instead of “boys and girls”).
- ✓ Display visible signs of support (rainbow lanyard, stickers, posters).
- ✓ Ask and respect pronouns for all students.
- ✓ Call out harmful language and explain why it’s not okay.
- ✓ Include LGBTIQ+ representation in classroom materials.
- ✓ Advocate for staff training and inclusive policies.

Practical Actions

1. Create Safe Spaces

- Wear pronoun pins or rainbow accessories to visibly signal respect for diverse identities and foster inclusive culture.
- Have LGBTIQ+ resources in wellbeing areas and libraries.

2. Language Matters

- Avoid gendered grouping.
- Use inclusive terms like “folks” or “everyone.”

3. Responding to Harmful Behaviour

- Call out disrespectful language immediately.
- Follow up privately to educate students on why language matters.

4. Support Student Identity

- If a student comes out to you: thank them, affirm them, and avoid assumptions.

5. Representation & Visibility

- Include LGBTIQ+ diverse media in lessons.
- Acknowledge & incorporate key dates:
 - **Wear It Purple Day** – Last Friday in August - wearitpurple.org
 - **IDAHOBIT** – May 17 - idahobit.org.au

Why it works:

A whole-school approach to inclusion improves wellbeing, reduces bullying, and strengthens academic outcomes.

Resources & Training:

<https://schools.au.reachout.com/student-wellbeing/gender-sex-and-sexuality-and-young-people>

<https://www.minus18.org.au>

<https://banyuleyouth.com/lgbtiq-services-2/>

LGBTIQA+ is an umbrella term for people with diverse gender identities, sexualities, and variations of sex characteristics. It recognises shared experiences while celebrating diversity. The acronym evolves over time, reflecting how people choose to describe themselves.

Definitions



Lesbian

A lesbian is a woman who is attracted to another woman. Lesbians can be cisgender or transgender – there are many ways to identify as a lesbian.



Gay

Often used to describe someone who is attracted to someone of the same identified gender. Can also be used as an umbrella term, or to describe men who are attracted to men.



Bisexual

Someone who is attracted to people of the same gender and other genders. Everyone's experience is a little different, and bi doesn't always mean being attracted to only two genders.



Transgender

Transgender and gender diverse refer to people whose gender differs from what was presumed for them at birth, sometimes referred to as "assigned at birth".



Intersex

People who are born with natural variations in their body that don't fit medical and social norms for female or male bodies. This can include (but is not limited to) variations in hormones, chromosomes, and sexual organs. Many people who are intersex may not know that they are. Social expectations of sex and gender can create risks or experiences of stigma, discrimination and harm towards intersex people.



Asexual/Ace

People who do not, or feel very little, sexual attraction towards others.



Aromantic/Aro

People who do not, or feel very little, romantic attraction towards others.



Pansexual

People who are attracted to others regardless of their sex or gender.



Non-Binary

An umbrella term people use to describe gender that doesn't fit into male or female. This can be a mix of both, fluid, or something else entirely.

+ Plus

The plus sign at the end of the LGBTIQA+ acronym represents anyone who is not listed in the acronym but still identifies as part of the community. These can include two-spirit, non-binary, pansexual, demisexual, genderfluid, and other people with diverse experiences and identities.

Cisgender

Someone who is not transgender or gender diverse, and who identifies with the sex they were assigned by doctors at birth. Sometimes written as 'cis' for short.

Gender Queer

Gender queer, also known as gender diverse or gender variant, is an umbrella term used to refer to people whose gender experience, identity or presentation do not fit the societal norm. It can be used to describe binary cisgender and transgender people who feel that they have a queer or non-normative understanding of their gender.

Queer

An umbrella term for those who identify as LGBTIQA+. This term has a complex history as it was previously used as a slur for members of the LGBTIQA+ community. It has been reclaimed by younger generations, but not all members of the LGBTIQA+ community will be comfortable with this term.

Brotherboy and Sistergirl

Used by some Aboriginal and Torres Strait Islander communities to describe trans people. Brotherboy typically refers to masculine spirit people who may be assigned female at birth. Sistergirl typically refers to feminine spirit people who may be assigned male at birth.



The Intersex-Inclusive Progress Pride Flag

The Progress Pride Flag builds on the original rainbow to include a left-hand triangle representing BIPOC communities, trans and non-binary people, and intersex inclusion, acknowledging groups who continue to face specific discrimination. It continues to evolve, reflecting past struggles and hope for the future.

