

# LGBTIQ+ Inclusion Plan

2021 to 2023



Easy English

## Hard words



This book has some hard words.

The first time we write a hard word

- the word is in **blue**
  
- we write what the hard word means.

## You can get help with this book



You can get someone to help you

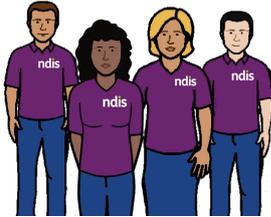
- read this book
  
- know what this book is about
  
- find more information.



## Who wrote this book?



The **National Disability Insurance Agency** or NDIA wrote this book.



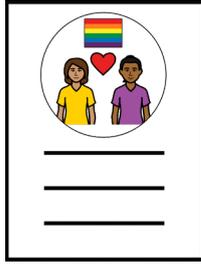
The NDIA manages the **National Disability Insurance Scheme** or NDIS.



The NDIS gives services and support to people with disability under 65 years of age.

We respect Aboriginal and Torres Strait Islander people who were the first people to live in Australia.

## What is this book about?



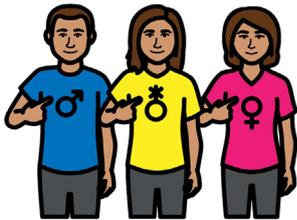
This book is our **LGBTIQA+** Inclusion Plan.

LGBTIQA+ is about your **sexuality**.



Sexuality is who you are attracted to.

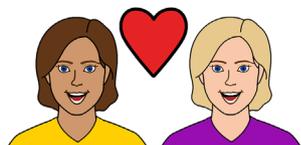
LGBTIQA+ is also about your **gender**.



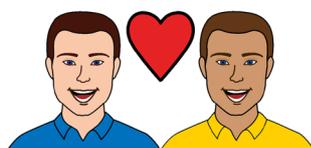
Gender means if you see yourself as

- a man or a woman
- both a man and a woman
- **not** a man or a woman.

**LGBTIQA+** has 7 letters that mean different things.

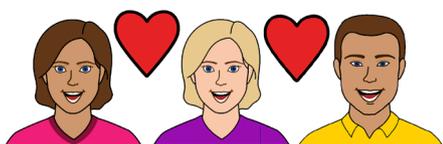


**Lesbian** is a woman who is attracted to other women.

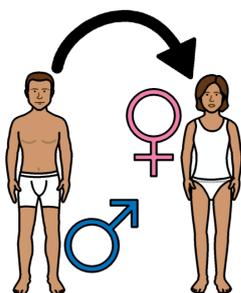


**Gay** is

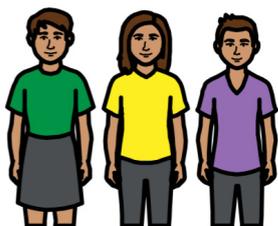
- a man who is attracted to other men
- or
- a person who is attracted to someone who is the same gender as them.



**Bisexual** is a person attracted to men and women.



**Transgender** is a person with a gender that is different to their body when they were born.



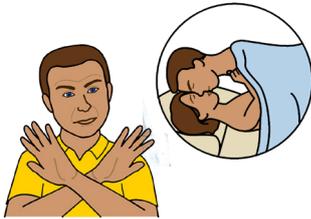
**Intersex** is a person who has both male and female parts in their body.



**Queer** is a person who is gay, lesbian, bisexual, transgender or something else.



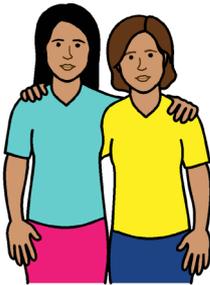
**Questioning** is a person who is working out their sexuality or gender identity.



**Asexual** is a person who is not sexually attracted to anyone.

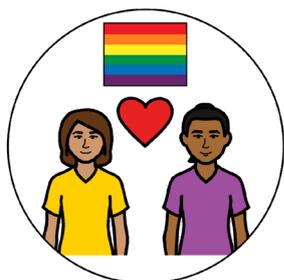
Asexual people still

- care for other people
  
- have close relationships.

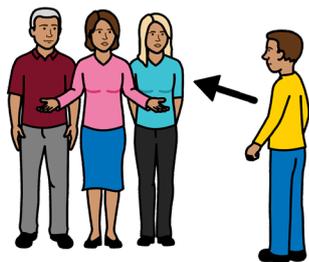


We write LGBTIQ+ when we talk about any or all of the people in these groups.

## Why did we make a plan?



We want to be **inclusive** of all people, including LGBTIQ+ people.



Inclusive means

- everyone can join in

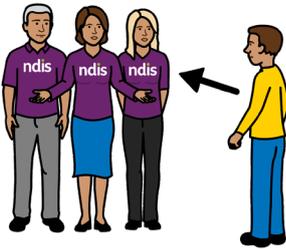


- everyone is welcome.

## Our plan

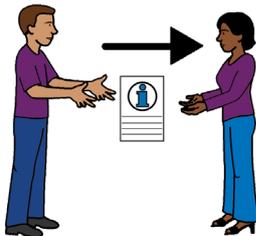
Our plan has 3 main areas including

1. leaders
2. safety
3. being inclusive.

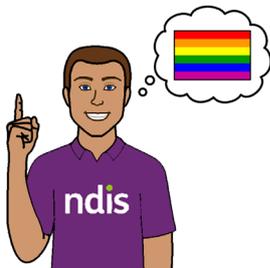


### 1. Leaders

We will be good leaders.



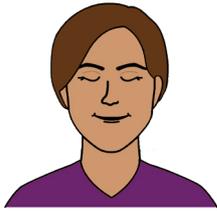
We will give all leaders information and support about inclusive workplaces.



We will make sure our workers know about our inclusion activities.

We will give training about LGBTIQ+ communities for all workers.

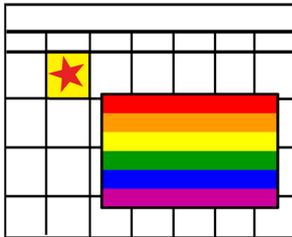
## 2. Safety



We will make the whole of the NDIA inclusive and safe for LGBTIQ+ people.



We will give LGBTIQ+ training to new staff.



We will celebrate awareness days.  
For example, Wear it Purple Day.



We will welcome LGBTIQ+ people in the workplace.

For example

- we will include rainbow signage



- we will make sure our workplaces are gender inclusive.



### 3. Being inclusive

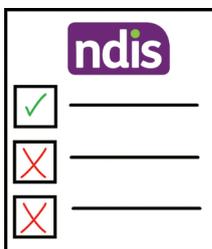
We will be inclusive of LGBTIQ+ people.



We will check that staff who work at our **Employee Assistance Program** or EAP are trained to work with LGBTIQ+ communities.



EAP is a counselling service for staff that is usually paid for by their workplace.



We will check our **policy** documents are inclusive of LGBTIQ+ people.

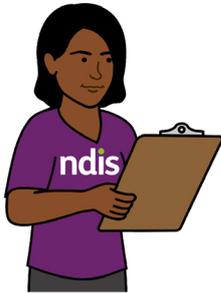
Policy means rules a workplace must follow.



We will include helpful information on our website.

We will create documents and share information to help everyone be inclusive.

## We will check our work



We will check our plan every 6 months.

For example

- we will check and report on what we have done



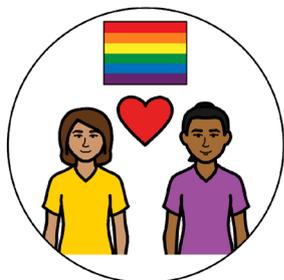
- we will see what we should do next



- we will report any problems or changes we might need to make.

## Help to make the plan

We listened to many different people to make our plan.



We talked to

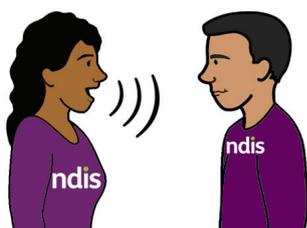
- LGBTQIA+ people



- expert LGBTQIA+ groups



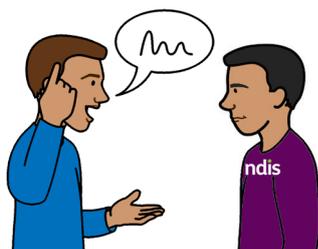
- community members



- staff.

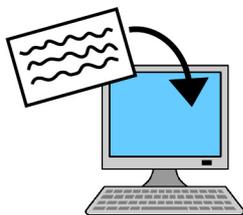
There is contact information at the end of this book if you want to learn more about the plan.

## What do you think?



We want to hear what you think about the plan.

You can tell us what you think about the plan.



Email [cultureandinclusion@ndis.gov.au](mailto:cultureandinclusion@ndis.gov.au)



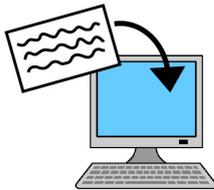
## More information

For more information contact  
National Disability Insurance Agency.



Website

[www.ndis.gov.au](http://www.ndis.gov.au)



Email

[cultureandinclusion@ndis.gov.au](mailto:cultureandinclusion@ndis.gov.au)



If you need help to speak or listen use the  
**National Relay Service.**

Call            1800 555 660



Website

[communications.gov.au/accesshub/nrs](http://communications.gov.au/accesshub/nrs)



Give the relay officer the phone number you  
want to call.





This Easy English document was created by Scope (Aust) Ltd. in November, 2021 using Picture Communication Symbols (PCS). PCS is a trademark of Tobii Dynavox, LLC. All rights reserved. Used with permission. This document must not be sold to third parties. The images must not be reused without permission. For more information about the images, contact Scope on 1300 472 673 or visit [scopeaust.org.au](https://scopeaust.org.au)