# 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](http://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?

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## 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 LGBTIQA+ 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 LGBTIQA+ 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 LGBTIQA+ people.

We will think about:

* all the things that LGBTIQA+ people with disability do well
* what LGBTIQA+ 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 LGBTIQA+ people feel safe when they take part in the NDIS.

## What people told us

We spoke to:

* people from LGBTIQA+ organisations
* LGBTIQA+ people with disability.

We also asked LGBTIQA+ 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 LGBTIQA+ 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 LGBTIQA+ people face other challenges too.

We know that LGBTIQA+ 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 LGBTIQA+ people.

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

We are talking to LGBTIQA+ 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 LGBTIQA+ people with disability.

We have taken part in important LGBTIQA+ events.

## What we want to do

We have 4 goals for this strategy.

#### We want everyone who works with us to show respect for LGBTIQA+ people.

To do this we will:

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

#### We want to connect more with LGBTIQA+ NDIS participants and the LGBTIQA+ community.

To do this we will:

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

We will keep answers to the survey private.

#### We want more LGBTIQA+ people to take part in the NDIS.

To do this we will:

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

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

* has gone wrong
* isn’t working well.

#### 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 LGBTIQA+ community for information.

## How will we know if this strategy is working?

We will know if this strategy is working if:

* LGBTIQA+ NDIS participants are as happy with the NDIS as
other participants
* 30 per cent or more of LGBTIQA+ NDIS participants have jobs
* 50 per cent or more of LGBTIQA+ 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/AID Australia (NAPWHA)
* 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 LGBTIQA+ 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
* isn’t working well.

**Culture**

Your culture is:

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

**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.

**Gender identity**

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 can be a man, a woman or something else.

**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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