



## **Open Doors Youth Service Inc.**



### **Lesbian, Gay, Bisexual and Transgender Youth Suicide Prevention Project**

**August 2008 to August 2009**

### **Evaluation Report**

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## Abstract

LGBT young people are at a much higher risk of suicide, however their sexuality and gender identity are not the causes of this situation, rather is their experiences of discrimination, prejudice and homophobia that result from being LGBT in an intolerant society that result in issue of concern.

LGBT young people are largely invisible and go to great lengths to remain so, and are often not identified by service providers, but rather the outcomes of their experiences, such as self-harm, drug and alcohol use, depression, truancy and homelessness is what is seen without recognition of the primary influencing factor of these situations – their feelings and experiences of their sexuality and gender identity.

Young people who have support feel significantly better about their sexuality and are less likely to engage in self harm or to have thoughts about suicide<sup>(7)</sup>. Belonging to a group where they can engage in activities and socialise with other LGBT young people, thereby reducing isolation and alienation, significantly improves how young people feel about their sexuality despite the ongoing incidents of homophobia and discrimination<sup>(16)</sup>.

With very little recognition of the needs of LGBT young people, mainstream service providers are often left with the task of providing support to this minority cultural group who has specific and individual support needs, when they for the most part do not have the necessary understanding or skills to implement this work effectively with this group.

As a consequence the identification of these young people and their needs often goes by unnoticed, unrecognised and is not considered to be a priority, which results in these young people not receiving the support they need and which in turn contributes to their higher rate of suicide than their heterosexual peers.

Through this project, in a very short period of time, a significant amount of support has been developed and implemented for LGBT young people in regional areas across Queensland.

A total of 157 individual service providers across 8 areas have been trained in the needs and experiences of LGBT young people and have learnt about impact of homophobia, isolation, invisibility, bullying, violence and prejudice on these young people. Their education extended to cover how to create accessible services, support disclosure and identify their needs as well as in support strategies and developing a safe space for LGBT young people in their local area.

These service providers now have a level of knowledge and confidence in supporting LGBT young people and also, some for the first time, have access to information and resources that can assist them to identify and support LGBT young people.

Most significantly, five new safe spaces for LGBT young people have been successfully developed and implanted in regional areas across Queensland, providing previously isolated young people with the opportunity to access positive affirming support, information and resources. All of which will contribute to an improvement in their health and wellbeing.

## Open Doors LGBT Youth Suicide Prevention Project

### Project Background

Between eight and eleven percent of Australian young people experience same-sex attraction<sup>(1)</sup> and are a part of every region and community in Queensland, however they are largely invisible to the majority of service providers.

In the 2006 census, 539206 young people were aged between 15 and 24, which allows us to estimate that there is between 43136 and 59312 LGBT young people aged between 15 and 24 in Queensland.

There is a large body of evidence that Lesbian, Gay, Bisexual and Transgender (LGBT) young people experience more dramatic negative health outcomes than their heterosexual peers, the most concerning being the demonstrated links between sexuality and suicidal behaviour with same-sex attracted young people between 3.6<sup>(3)</sup> to 13.9<sup>(4)</sup> times more likely than that of heterosexual young people to attempt suicide and more likely to attempt suicide at a much earlier age<sup>(5,6)</sup>.

Transgender young people experience intense discrimination and prejudice and are at a high risk of experiencing violence and are at an even greater risk of self harm and suicide compared to lesbian, gay and bisexual young people<sup>(8)</sup> with some limited studies indicating that 34% of Transgender people have attempted suicide<sup>(9)</sup>.

While sexuality and gender identity in itself are not causes of suicide or suicidal behaviour, there are many compounding social and emotional factors related to sexuality and gender identity that increase this risk.

Contributing factors that increase the risk of suicide and self-harm for LGBT young people include:

- **Culture of Homophobia** – many young people grow up witnessing active prejudice and discrimination, which conveys a message to LGBT young people that they are not ok, normal or valued<sup>(5,11)</sup>.
- **Heterosexism** – the automatic assumption by individuals, organizations and systems that all people are heterosexual, which makes it difficult for people to reveal their sexuality<sup>(11)</sup>.
- **Discrimination, abuse and bullying** - Studies demonstrate that young people who do not conform to gender and sexual norms are more likely to experience bullying, violence and victimization, including verbal, physical and sexual abuse<sup>(5)</sup>. One study reported that 38% of participants reported unfair treatment on the basis of their sexuality; 44% reported verbal abuse and 16% reported physical abuse because of their sexuality<sup>(7)</sup>.
- **Social Isolation** - the deep shame and confusion experienced by many LGBT young people may result in them distancing from family and peers for fear of being judged unfavourably<sup>(7)</sup>. Young people in rural and regional experience more isolation than those in urban areas due to the lack of social networks and support opportunities.
- **Experiences of coming out to family and friends** - LGBT young people are commonly faced with a dilemma of living in secrecy and denial or 'coming out' and risking rejection by friends, family and the community. Disclosure of sexuality to someone unsupportive can have significant consequences for school and home life and can result in a loss of trust and connectedness<sup>(1)</sup>.

- **Cultural barriers** Suicide among Australia's Indigenous population is significantly higher than the general Australian population, <sup>(13)</sup>, with Indigenous LGBT people at higher risk as they may face isolation and marginalisation from their culture and the LGBT community <sup>(14)</sup>.
- **Rural and Regional areas** – Suicide rates in rural and remote communities are higher than in metropolitan areas, especially among young aged 15-24<sup>(13)</sup>. LGBT young people in regional areas are less likely to have access to support services, information and resources, and more likely to experience isolation, fear and discrimination<sup>(7)</sup>.

In brief, LGBT young people absorb negative cultural messages about sexual differences and assume them as part of their self-image and are most at risk of suicide when they realise that they do not fit with the accepted social 'norms', resulting in a sense of shame, guilt and self-loathing<sup>(6,11,12)</sup>.

Consequently, these contributing societal and cultural factors in turn create a situation that can result in an increase in;

- **Homelessness** - Many young people experience rejection from their family after revealing their sexuality and either choose to leave home, or are told to leave. Safe and stable alternative accommodation is difficult to find, and may LGBT young people become homeless.
- **Substance abuse** – LGBT young people are 2 to 4 times more likely to use drugs and alcohol than heterosexuals<sup>(15)</sup>. For many young people drugs were a temporary crutch while they were dealing with the painful effects of homophobic abuse, but also took drugs in order to escape the longer term isolation and pain of homophobia<sup>(7)</sup>.
- **School absenteeism** – 74% of LGBT young people who were abused experienced this abuse at school, with young men more likely to be victimized<sup>(7)</sup>. Many young people also found that not much was done by the teachers or school system to protect them from this abuse. Consequently with school generally not being a very safe place to be, many young people choose not to go.
- **Self harm** - Between 20% and 42% of LGBT young people state that they have deliberately harmed themselves<sup>(5)</sup>, where as only 6% to 12% of the high school students indicate that they self harm<sup>(3)</sup>. 35% of young people reported hurting themselves because of their sexuality and much of this was related to having been abused and used this as a coping mechanism and dealing with pain<sup>(7)</sup>. Young people who had been physically abused because of their sexuality were three times more likely to report self-harm than those who had not been abused<sup>(7)</sup>.

All of these contributing factors and resulting situation creates an environment where suicide is considered a tangible and real option for many LGBT young people<sup>(7,11)</sup>.

Young people who have support feel significantly better about their sexuality and are less likely to engage in self harm or to have thoughts about suicide<sup>(7)</sup>. Belonging to a group where they can engage in activities and socialise with other LGBT young people, thereby reducing isolation and alienation, significantly improves how young people feel about their sexuality despite the ongoing incidents of homophobia and discrimination<sup>(16)</sup>.

## Project Overview

The LGBT Youth Suicide Prevention Project, funded by the Queensland Department of Communities, was delivered by Open Doors Youth Service Inc. across Queensland from August 2008 to August 2009.

The LGBT Youth Suicide Prevention Project was delivered in 8 key locations, (Sunshine Coast, Toowoomba, Bundaberg, Rockhampton, Mackay, Longreach, Kingaroy and Goondiwindi) which were identified for their size and location in regional Queensland, and on their rates of suicide amongst young people.

This project is supporting service providers in regional Queensland to develop safe places for LGBT young people where they can access support and information about sexuality and gender identity, have opportunities to make positive social connections, and feel safe to be themselves within their community.

The LGBT Youth Suicide Prevention Project consisted of;

- Workshop 1 on developing safe places for LGBT young people in regional areas
- Workshop 2 on support strategies for LGBT young people
- The creation and support of Local Working Groups
- Provision of LGBT resources and information
- The development of a service providers website

### **Key outcomes**

- 16 workshops were delivered to 8 key locations
- 179 service providers participated in the workshops and were trained in
  - Needs and experiences of LGBT young people
  - creating accessible services
  - identifying and responding to homophobia
  - supporting disclosure and ensuring confidentiality
  - support strategies
  - creating safe places for LGBT young people
- Increase in participants level of knowledge and confidence in responding to LGBT young peoples needs and experiences
- 5 locations now have developed and implemented a LGBT youth space that is operating regularly
- 6 Local Working Groups focused on addressing the needs of LGBT young people have been developed and meet regularly
- Service providers are more able to identify and support LGBT young people
- Organisations identified what they can change to make their services more accessible
- Organisations in regional Queensland have identified and advertised themselves as accessible to LGBT young people
- Organisations and service providers gained knowledge of and now have been given access to numerous LGBT resources
- Services provider are aware that Open Doors exists and is available to support LGBT young people
- Working collaboratively with Indigenous organisations and community members

## Open Doors Service Providers Website

www.opendoors-youthservice.org

The Open Doors Service Providers website (www.opendoors-youthservice.org) runs parallel to the Open Doors youth website (www.opendoors.net.au) and became operational in November 2008.

The overall aim of this website is to provide service providers who have little awareness of or access to LGBT resources and information with a single point of entry to a space where they can gain access to a wealth of information and resources that are available and would assist them to adequately support LGBT young people in their community through their organisation.

The website is updated regularly as more information and resources are made available, and as services in regional areas become more accessible to LGBT young people and wish to be identified as such.

When asked after the workshops, 94% of participants stated that they will utilise the Service Providers Website to access information and resources to assist them to support LGBT young people. Prior to this workshop, the majority of service providers did not have knowledge of or access to information, resources and support.

The website has numerous sections containing a range of information which is outlined below.

### **1. Suicide Prevention**

This section provides resources and information on broad suicide prevention strategies, which although are not specific to the LGBT community, the information supplied can be utilised as broad intervention strategies for this target group.

### **2. Services**

This section provides information about LGBT specific or LGBT accessible services which are located in the 8 key areas, who deliver services state-wide, or who are located interstate or online but which provide relevant information and resources.

Individual service are also able to list their organisation as being accessible in this part of the website so that other service providers are able to refer LGBT young people to an appropriate local service.

This also allows people to contact the Local Working Group in their area and contribute to the development and implementation of LGBT youth safe space

Includes:

- Services by Location
- Services by area of need
- Services Queensland Wide
  - Phone Help Lines
  - Health and Sexual Health

- Community Media
- Safety and Anti-discrimination
- Service Providers Network
- Local Working Group

Rainbow Connection is a newsletter that will be a regular update designed to link together service providers and key community members across the state that are providing support to LGBT young people in Regional Queensland as a part of the Open Doors LGBT Youth Suicide Prevention Project.

The aim of Rainbow Connection is to connect service providers supporting LGBT young people, especially in regional Queensland, with each other. This will help service providers supporting LGBT young people share ideas, advice, stories, and resources while connecting them with others who are also working very hard to support LGBT young people across the state who may be experiencing similar challenges.

### **3. Access and Equity**

This section provides information, documents and articles that will support organisations become more accessible to LGBT young people, including providing templates for policies. This is a significant process considering that organisations first need to be accessible to LGBT young people before they can successfully provide support to meet their needs.

### **4. Research**

There are numerous research reports available that support why work with LGBT people is necessary and important to undertake.

Having access to factual statements and statistical information can assist workers in advocating for the inclusion of LGBT young people in their service delivery, for funding submissions, and to legitimise the purpose for supporting this group of young people.

This section includes research papers on:

- Indigenous LGBT
- Rural LGBT
- Suicide and Health of LGBT
- Transgender people
- Working with LGBT Youth
- Research produced by Open Doors

### **5. Resources**

This section provides service providers with access to a range of LGBT resources that are available at one location whether they are produced by Open Doors or by another source.

This allows resources to be accessed, viewed, printed, or ordered at any time when needed.

Resources include information on the following areas:

- Information for Family and Friends
- Indigenous LGBT
- LGBT Health
- Transgender people
- LGBT Youth specific resources
- Responding to Homophobia

This section also includes a range of links to websites with a extensive range of information for LGBT people.

Links include:

- Books/merchandise
- LGBT young people
- Parents
- Schools
- Suicide Prevention
- Spirituality and Religion
- Disability and Sexuality

The Open Doors LGBT Youth Suicide Prevention Workshops have been posted on the Service Providers website so that participants are able to access information that they may wish to review again, including templates and case studies.

## **6. Forum**

The Open Doors Service Providers forum is for service providers who are working with and supporting Lesbian, Gay, Bisexual and/or Transgender (LGBT) young people across Queensland.

Many service providers are isolated not only by their location, but also by attitudes and beliefs in the communities in which they work. It is hoped that this forum will connect individual workers, organisations and communities who are working towards providing accessible services and specific support to LGBT young people who also experience severe isolation.

This forum can be used to:

- Arrange and discuss local meetings and events
- Share stories about projects and working with LGBT young people
- Ask for advice and information about working with LGBT young people
- Share resources that have been created or found useful
- Keep connected with other service providers supporting LGBT young people
- Discuss concerns and barriers that have been experienced working with LGBT young people

## **LGBT Youth Suicide Prevention Workshops**

**Workshop 1** (Appendix A: LGBT Suicide Prevention Workshop, Part 1 Training Outline)

Delivered November 2008 to February 2009

Workshop aims:

- For participants to develop an understanding of the needs and experiences of LGBT young people, including those in regional and rural areas.
- To identify what type of support is required for LGBT young people.
- To develop strategies to provide support to LGBT young people that suit the needs of each individual community.
- To connect service providers with information, resources and resources relevant to LGBT young people.

Workshop Content:

- Society and cultural message about gender and sexuality
- The process of identity formation for LGBT young people
- The impact of homophobia, isolation, invisibility, bullying, violence on LGBT young people
- LGBT young people's risk of suicide
- Identifying the community's goals, assets, barriers to supporting LGBT, gaps in service delivery.
- Presenting a variety models of service delivery
- Identifying what meets the needs of the community
- Developing plans further develop and implement local support responses.

## **Workshop 2 (Appendix B: LGBT Suicide Prevention Workshop, Part 2 Training Outline)**

Delivered April to July 2009

Workshop aims:

- To share and reflect on progress towards developing and implementing local support responses
- To identify barriers to providing support to LGBT young people
- To identify and implement characteristics of accessible services
- To practice strategies for providing support to LGBT young people
- To connect service providers with information, resources and resources relevant to LGBT young people.

Workshop Content:

- Recap outcomes and progress from first workshop
- Identify assets and barriers
- Creating Accessible services and identifying barriers to accessibility
- Identifying and responding to homophobia
- Ensuring confidentiality
- Identifying needs and insuring inclusion of sexuality and gender identity
- Supporting disclosure
- Supporting LGBT young people
- Developing plans further develop and implement local support responses.

## **Indigenous Culture Component**

This project worked closely with the QAHC 2Spirits Indigenous gay man and sistergirl project to ensure that correct information and insight into how sexuality and gender identity operate within the Indigenous culture.

In three areas, Mackay, Rockhampton and Kingaroy this project incorporated an Indigenous liaison person who was able to offer who was able to answer questions and address individual issues and concerns of working within Indigenous people with respect of their culture.

## Pre and Post Evaluation Data

A pre and post evaluation form was distributed at the workshop and participants were asked to complete a series of questions about themselves, their service, their community and their willingness to support LGBT young people in the future (appendix C and D).

### Participants

Each location had two workshops delivered with 100 people attended the first series of workshops and with 79 attending the second series. As 22 individuals attended both workshops, a total of 157 individual service providers participated in the Open Doors LGBT Youth Suicide Prevention Project workshops (Table 1).

Interestingly only a few participants attended both workshops, even though it was thought that the same participants would attend both, individuals were still encouraged to attend the second workshop even though they had not participated in the first. As a result, many more service providers were educated about LGBT young people, however some duplication of information was required to ensure that all participants had a basic level of understanding of the needs and experiences of LGBT young people.

	Sun' Coast	T'ba	M'kay	B'berg	R'ton	L'reach	K'roy	G'ndi	<b>Total</b>
Workshop 1 Participants	21	15	17	17	9	10	8	3	<b>100</b>
Workshop 2 Participants	11	12	18	7	12	10	8	1	<b>79</b>
Attended both workshops	4	1	4	4	4	3	1	1	<b>22</b>
Total Individual Participants	<b>28</b>	<b>26</b>	<b>31</b>	<b>20</b>	<b>17</b>	<b>17</b>	<b>15</b>	<b>3</b>	<b>157</b>

### Pre-Evaluation Questions

The first section about themselves was designed to gather basic statistical information about the type of participant that attended the workshop, and their experience and knowledge about working with LGBT young people.

The second section about the service was designed to gather information about how the service currently supported LGBT young people through policies, providing information, providing support and how accessible the service is to LGBT young people.

**Post-Evaluation Questions**

The first section again collects basic statistical information about the type of participant that attended the workshop, their experience and knowledge about working with LGBT young people to compared to see if this has changed as a result of participating in the workshop.

The second section about the service was designed to gather information about what the service intents to do to support and make their service more accessible for LGBT young people.

The third section asked for feedback about the workshop, including the content and the facilitation.

Of the participants, the following number of pre and post evaluation forms was completed (Table 2).

<b>Table 2: Completed Pre- and Post- Evaluation Forms</b>			
	<b>Participants</b>	<b>Number Completed</b>	<b>Percentage Completed</b>
<b>Workshop 1</b>			
Pre-evaluation	100	77	77%
Post-evaluation	100	84	84%
<b>Workshop 2</b>			
Pre- evaluation	79	67	85%
Post-evaluation	79	62	78%
<b>Total</b>			
Total Pre completed	179	144	80%
Total Post completed	179	146	82%

**Previous Training and Experience**

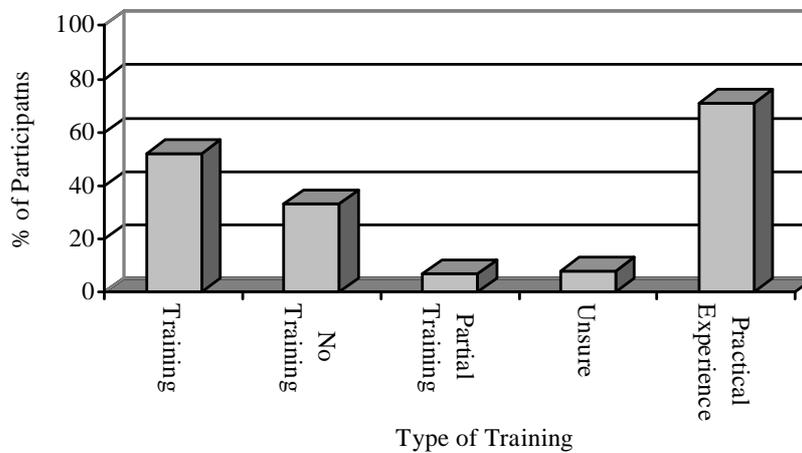
Participants were asked about their previous education or training in the area of sexuality and gender identity (Table 3), to assess their level of knowledge

52% of participants had attended education or training on sexuality or gender identity.

This figure might seem to indicate that the majority of human services workers have received training in sexuality or gender identity, however it is also likely that these workshops attracted people who have already have a level of interest in LGBT issues, and who may have sort training in the past. It is unlikely that those people who have little interest in or understanding of LGBT issues would attend workshops from this project

It is also interesting to observe that 71% of participants had some sort of practical experience supporting LGBT young people. From this information, it appears that a lot of service providers are being faced with supporting LGBT young people, and their specific needs, with limited knowledge and no education or training to support their work. This situation is likely to result in service providers responding inappropriately, giving misinformation, and overlooking the importance of some concerns.

**Table 3: Participants Previous Training and Experience**



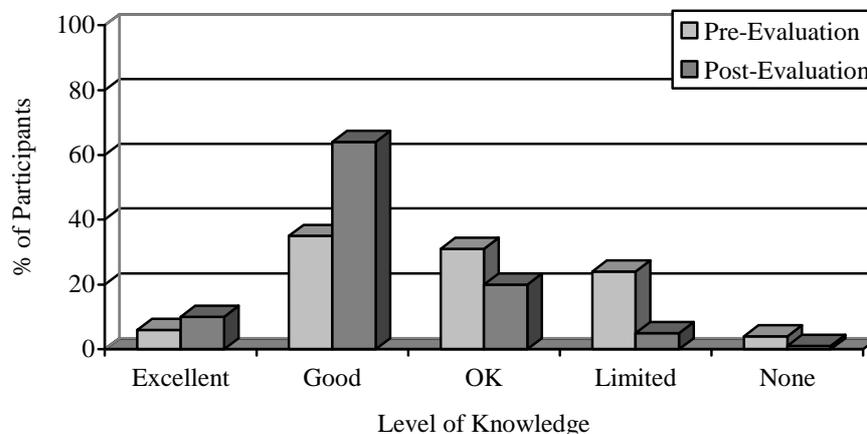
**Level of Knowledge**

Participants were asked to rate their knowledge of LGBT issues both before and after the workshop to see if their participation improved their knowledge of the needs and experiences of LGBT young people. As the majority had participated in some form of training or education it was hoped that participants would have some level of knowledge already.

In the post-evaluation, all locations reported an improvement in their knowledge of LGBT issues, with ‘good’ knowledge being indicated at a much higher rate at 64% than in the pre evaluation which was rated at 35% (Table 4).

In the post-evaluation participants were also asked to indicate if they felt that they had improved knowledge and understanding of the needs and experiences of LGBT young people with 95% of participants felt that they had a greater knowledge and understanding as a result of the workshop.

**Table 4: Level of Knowledge of LGBT Issues**



## Level of Confidence

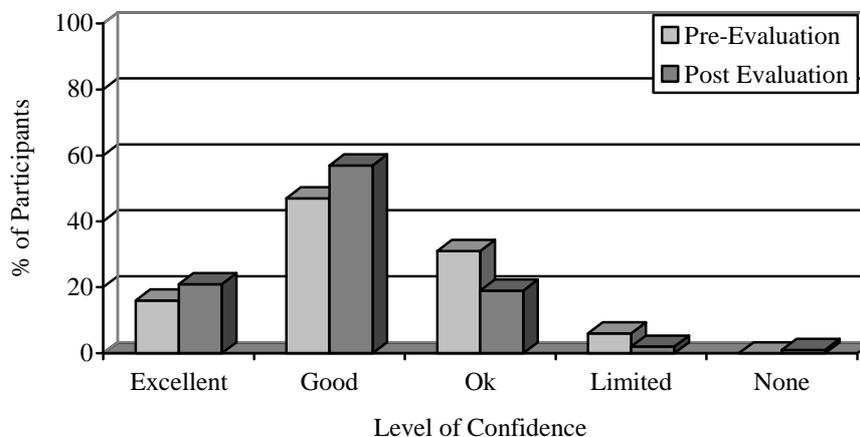
Participants were asked to rate their confidence of addressing LGBT issues both before and after the workshop to see if their participation improved their confidence in addressing the needs of LGBT young people. As a large proportion of participants had indicated that they had some experience supporting LGBT young people it was expected that there would be a reasonable level of confidence.

In general, confidence was rated higher than knowledge, with more people (16%) indicating 'excellent' in the pre-evaluation, which is probably due to participants feeling that they can easily transfer skills from supporting one minority group to another.

In the post-evaluation, all locations reported an improvement in their confidence in working with LGBT young people, with 'excellent' (16% to 21%) and 'good' (47% to 57%) confidence being indicated at a higher rate. Overall the improvement in confidence experienced less movement than the rate of improvement in knowledge.

In the post-evaluation participants were also asked to indicate if they felt that they had improved confidence in working with and addressing the needs of LGBT young people as a result of the workshop with 94% of participants indicating that they felt that they had greater confidence after the workshop.

**Table 5: Level of Confidence in Supporting LGBT Young People**



## Support Currently Available to LGBT Young People

67% of participants feel that their support is accessible to LGBT young people with 58% knowing of LGBT young people accessing their service.

When asked to indicate what makes their support accessible, the majority of participants indicated that they were non-judgemental, friendly, respectful, non-discriminatory, and provide a safe space.

It was interesting to compare the perceived accessibility of an organisation with actual practiced strategies that make an organisation accessible with participants asked to indicate which strategies their

organization has in place or performs to ensure that their service is accessible to LGBT young people (Table 6).

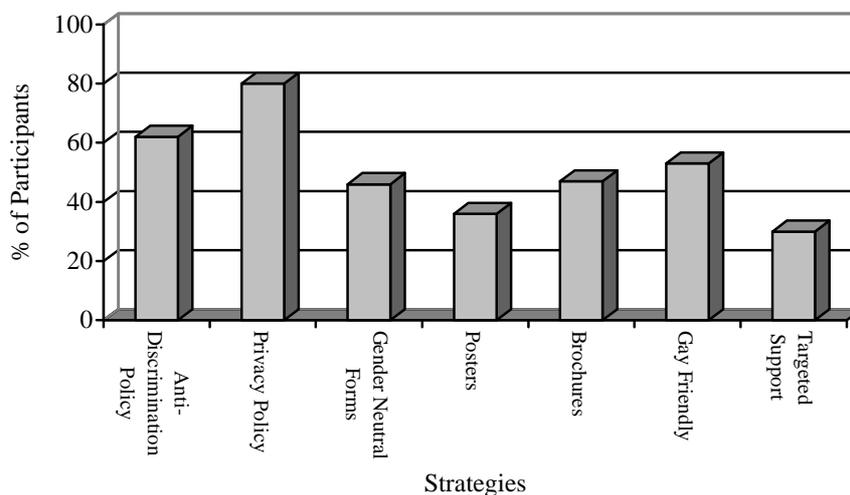
The strategies identified as being practiced generally require a staff member to identify a young person as LGBT, however as LGBT young people are largely invisible and go to great lengths to remain so, it is more important that these young people can identify the service as ‘friendly’ rather than the other way around.

The strategies that increase accessibility were based on policies, processes and messages that organisations give to their clients about their acceptance of diversity, difference and non-judgemental attitudes.

These strategies included;

- Having an equity or anti-discrimination policy that specifically refers to sexuality, gender identity or homophobia.
- Having a privacy or confidentiality policy that limits the disclosure of sensitive (non-life threatening) information.
- Using forms to collect information use gender neutral language for people to identify themselves and their relationships.
- Displaying posters show images of or provide information for people of different sexualities.
- Displaying brochures or pamphlets containing information about sexuality or gender identity.
- Publically promoting the service as a 'gay friendly' service.
- Provide support or services specifically targeted for LGBT young people.

**Table 6: Existing Accessible Strategies**



The majority (80%) of organisations reported to have a Confidentiality or Privacy Policy. It is assumed that although most organisations would have a policy in place, it was not known of its content, specifically if it limited the disclosure of sensitive information that wasn't life threatening. This aspect was asked specifically as there are requirements under the Privacy Act to limit the disclosure of sensitive information to a third party, and there are significant consequences if a young persons

sexuality or gender identity is disclosed without their prior consent (such as family conflict, homelessness, violence and disengagement from school).

A large number (62%) of organizations were also likely to have an equity or anti-discrimination policy that specifically referred to sexuality or gender identity, however considering that discrimination against sexuality and gender identity is prescribed as not being permissible in the Queensland Anti-Discrimination Act 1991, it is concerning that a number of organisations do not have this listed in their organisational policy and procedures or that their staff do not know of the content of these policies.

This is an area of concern, as if support staff aren't aware of their responsibilities under these policies and legislation, they are more likely to breach their responsibilities which impact on the basic rights of LGBT young people.

Fewer organizations were likely to have posters (36%), brochures or pamphlets displayed (47%) which are likely to be the strategies that would be most appealing to LGBT young people as they are able to assesses the 'friendliness' of an organisation without needing to engage with a staff member.

53% stated that they promote themselves as gay with 30% stating that they provide support or services specifically target for LGBT young people.

Even though this is a low amount, it is assumed that this is an over estimate by participants whose organisations provide inclusive services such as Sexual Health or if they have one client who is LGBT. By reviewing the list of organizations that participated in the workshops it was noted that only one organisation on the Sunshine Coast, Mackay, Bundaberg and Toowoomba are known to facilitate support specifically for LGBT people. This number may also have been distorted by several participants attending from the one organization who do provide specific support to LGBT people, such as QAHC.

Generally, by reviewing the practiced accessible strategies, the number of participants who feel their organisation is accessible to LGBT young people is significantly high considering the amount of participants who report practicing strategies that make their services accessible.

It is assumed that individuals like to perceive their organisation as accessible, or feel that their organisation is accessible or 'gay friendly'. This could also relate to the belief treating all clients the same results in a non-discriminatory service, and therefore an accessible one. Although this way of operating ignores the significant impact that sexuality and gender identity have on an individual, their relationships, health and wellbeing, and the individual needs of LGBT young people, especially when the young person is in a climate of heterosexism and homophobia.

### **New Strategies to support LGBT young people**

After the workshop participants were asked if they were planning to implement new strategies to make their service more accessible to LGBT young people, with 80% indicating that they would implement new strategies. However during conversations, many indicated that they were not able to make these decisions without management approval and input.

The types of individual strategies that were identified as being implemented are listed in Table 7. Displaying posters (57%), brochures and pamphlets (60%) were the most popular likely because this is an easy strategy to implement and many resources were distributed to each participant after the

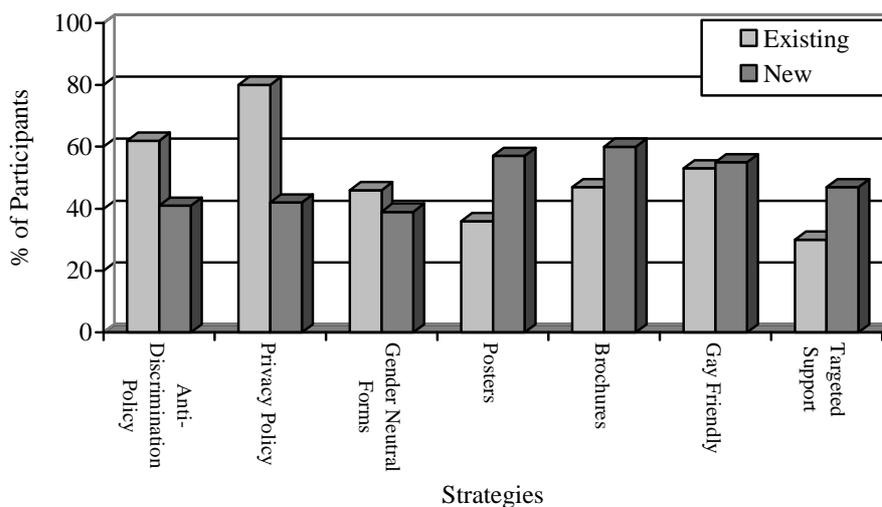
workshop. Participants were also shown the Open Doors Service Providers website which gives access to numerous downloadable resources and links to other services where resources can be ordered.

41% indicated that they would implement an anti-discrimination policy and 42% a privacy policy, which fills the gap for those who indicated that they didn't currently have one.

The least popular strategy was to alter forms to use gender neutral terms at 39%. This is an important strategy as it removes the assumption of heterosexuality, and the rigidity of gender identification as either male or female, a significant barrier for LGBT young people being able to disclose their sexuality or gender identity. This is most likely due to funding body requirements and forms that do not allow flexibility in the collection of information, and so aren't controlled or able to be adapted by service providers.

During the workshop, when discussing barriers to supporting LGBT young people, all areas indicated that funding body requirements, government organizations and policies often hindered organizations supporting LGBT young people, and participants felt that change needed to happen at this level before it was to be successfully implemented at an organisational or service delivery level.

**Table 7: New Accessible Strategies**



### Developing Safe Spaces for LGBT Young People

A focus of the workshop was to develop a safe place for LGBT young people in each local community where LGBT young people can access information, support and form friendships

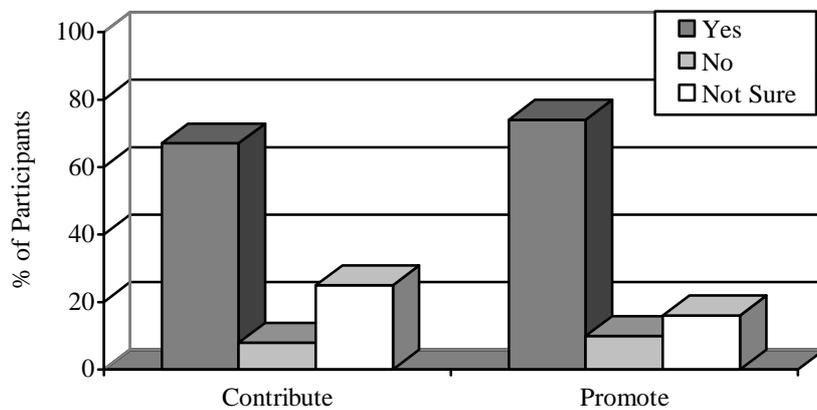
Participants were asked if they would contribute to and promote a safe place for LGBT young people to those who access the service (Table 8) with over nearly 70% indicating that they would. However, a proportion of participants indicated that they were not sure if they were able either contribute to or promote a space.

In some areas a Local Working Group was developed who would continue to meet and plan the development and implementation of a safe place for LGBT young people in their community with 42% of participants became a member of a local working group, however this approach wasn't taken up by each area as this process wasn't suited to each location.

In Mackay, where there is already a social group for LGBT young people, the participants felt that a community consultation involving the young people from this group would be the most appropriate way to move forward rather than making decisions on behalf of this group of young people.

In Longreach, which is more isolated and has a lower population, decided that a specific space would not be the most appropriate response, but ensuring that the existing youth spaces are inclusive and welcoming of diversity.

**Table 8: Participants Willingness to Contribute and Promote LGBT Group**



**Overall Satisfaction**

97% of the Open Doors Suicide Prevention Project workshop participants stated that the workshop was relevant to their work.

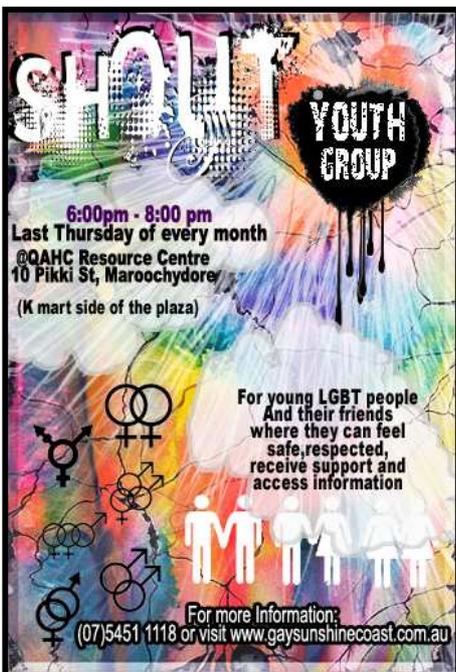
**Individual Area Outcomes**

**Sunshine Coast**

- First Workshop - 21 participants
- Second Workshop – 11 participants
- Organisations
  - Queensland Association of Healthy Communities (QAHC)
  - Family Planning Queensland
  - Integrated Family and Youth Service (IFYS)
  - Relationships Australia
  - Best Total Care
  - University of Sunshine Coast

- Life Coaching Skills
- Hinterland Youthlinx
- Glasshouse Neighbourhood centre
- Sunshine Coast Regional Council
- Caloundra Youth Focus
- Intercept Youth and Family Service
- Foundations Child and Family Support
- Occupations
  - Youth and Family Workers
  - Relationship Counselors
  - Sexual Health Workers
  - Youth Development Workers

Sunshine Coast has numerous services supporting the area with access to many resources, including QAHC, an LGBT adult organisation, with a resource centre located at Maroochydore. However the region is spread over a large area with several large community centres making it difficult to provide support to the whole of the region.



The Sunshine Coast formed a local working group made up of 15 local service providers, including QAHC, Relationships Australia, Queensland Injectors Health Network (QuIHN), Hinterland Youthlinx, Family Planning Qld, Coolum Community Centre, IFYS, Caloundra Youth Focus, and Sunshine Coast Regional Council who first met on 8/12/08, and who meet regularly on the first Monday of the month. Jasmine Perry from IFYS is the convener for this group.

**Shout**, their LGBT youth drop-in space was developed and held its first group on 26<sup>th</sup> February 2009. Shout is held regularly on the last Thursday of each month from 6 to 8 pm at the Sunshine Coast QAHC Resource Centre in Maroochydore.

This group has a regular group of young people who attend and are steadily increasing their numbers of participants. Shout is supervised by staff members from the Local Working Group who volunteer their time on a roster system with 2 or 3 staff being present at any one time.

### Toowoomba

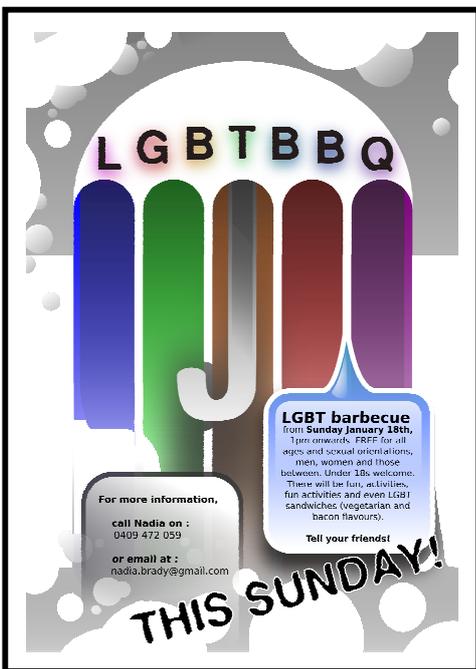
- First Workshop - 15 participants
- Second Workshop – 12 participants
- Organisations
  - YWCA
  - Commission of Children and Young People
  - Headspace
  - Toowoomba Youth Service
  - Lifeline
  - Maruma-li Mari Outreach Service

- Queensland Police Service
- Carbal Medical Centre
- Young Women's Place
- Drug Arm
- Reconnect
- Department of Child Safety
- Centrelink
- Queensland Association of Healthy Communities
- Occupations
  - Chairperson
  - Relationships counselor
  - ATSI support worker
  - GLBT Police Liaison Officer
  - Youth and Family Workers
  - Drug counselors

Toowoomba is a main service centre for many inland regional towns inland including Oakey, Pittsworth, Chinchilla and Roma, so even though Toowoomba isn't far from Brisbane, it maintains a community with somewhat conservative views.

Toowoomba formed a local working group made up of 10 local service providers including Young Women's Place, Lifeline, Drug Arm, YWCA, Toowoomba Youth Service, Mission Australia and Marumia-li Mari Outreach Service who first met on 12/12/08. Despite this original enthusiasm,

organizing has predominately been left to Youth Women's Place and their Chairperson, Nadia Brady, who has successfully implemented key outcomes.



Young Women's Place successfully applied for a grant through Big Gay Day, receiving approximately \$6000 to support the development of a group in Toowoomba.

**Prism** was developed and they currently facilitate a monthly social BBQ which started in December 2008 for LGBT people of all ages, as well as their family, friends and networks. Even though these events are not youth specific, are an opportunity for LGBT young people to meet other young people and socialise without drugs or alcohol, in a space that is well supervised by Young Women's Place staff who are holders of Blue Cards.

Prism plans to extend its support through regular events, providing resources,

### Mackay

- First Workshop - 17 Participants
- Second Workshop – 18 participants
- Organisations

- Family Relationship Centre
- Mackay Youth Support Service
- Relationships Australia
- Department of Communities
- Mudth Niyleta ATSI Corp
- Youth Information and Referral Service
- Isaac Regional Council
- Mackay Division of General Practice
- Division of Mental Health and ATODS
- ATSI Community Health Service
- Kalyan Youth Service
- Mackay Regional Council
- Occupations
  - ATSI health workers
  - Family mediation workers
  - Youth workers
  - Relationship counselors
  - GP's

The Mackay workshop also had an Indigenous consultant present who was able to talk about sexuality and gender identity from an Indigenous perspective

Mackay has the benefit of an existing LGBT youth social group for young people 16 to 30, Rainbow Youth Mackay, which was developed through Youth Information and Referral Service. However, unfortunately the initiator and facilitator of the group left her position at YIRS and Mackay in December 2008 and the group briefly floundered.

**Rainbow Youth Mackay** is now run by management committee of LGBT young people have now taken over the running of this group, with support from YIRS.

This group has now become very successful facilitating monthly social BBQs, regular dance events, camping trips, movie nights and developing a website and monthly newsletter. The group were even fortunate enough to have a positive story about the group appearing on the Channel 7 news.

This group aims to become incorporated and work towards being financially independent.

### **Bundaberg**

- First Workshop - 17 participants
- Second Workshop - 6 participants
- Organisations
  - Bridges Aligned Services
  - Queensland Association of Healthy Communities
  - Qld Health – Sexual Health
  - Peirson Services
  - Education Qld
  - Oz Care
  - YMCA
  - Life Line

- CRS Australia
- Phoenix House
- Youth Services Bundaberg
- Occupations
  - Sexual health workers
  - Relationships counsellors
  - Family support workers
  - Youth Workers
  - Disability support workers
  - Guidance Officers

Bundaberg formed a local working group made up of 14 local service providers, including Sexual Health, Peirson Services, School Based Youth Health Nurse, Lifeline, YMCA, Youth Services Bundaberg, Bridges, and Oz Care with the first meeting being held on 17/12/08. The LGBT Youth Suicide Prevention Task Force is made up of a group of service providers and meets on the 4<sup>th</sup> Thursday of the month at 10am at the Peirson Office.

Sean McCartney from Peirson Services has taken on the role of convener.

Bundaberg held its first LGBT youth social BBQ on Saturday the 13<sup>th</sup> June 2009 at 12pm for LGBT young people, their family and friends, with a good number of young people attending. Bundaberg Youth Service and Peirson Services are providing food for the BBQ, and supervising the young people.



Bundaberg distributed surveys to find out what people wanted, held a meeting with LGBT young people in March that both yielded some good feedback about what LGBT young people were wanting to happen.

Bundaberg has focused on trying to educate the general public about the needs and experiences of LGBT young people through providing media releases to local TV and radio outlets, and was successful with a story in News-Mail and on WIN news. Unfortunately however the stories haven't focused on the issue of suicide prevention with one media outlet refusing to use the word 'suicide' regardless of the content.

The group is currently developing a Bundaberg MySpace page, and is looking at creating badges that identify staff as being supportive of LGBT and Indigenous people. Bundaberg is also hoping to develop a mentor program with LGBT people aged 18-25 being trained and available to provide peer mentor support to LGBT young people.

### Rockhampton

- First Workshop - 9 participants
- Second Workshop - 12 participants
- Organisations

- Queensland Association of Healthy Communities
- Parents and Friends of Lesbians and Gays
- Girls Time Out
- Sexual Health and HIV Services
- Capricornia Training Company
- Queensland Injectors Health Network
- Rockhampton Regional Council
- MPIP
- Bidjirdii Community Health
- Centacare
- Youth Pathways
- Gladstone Area Group Apprentices
- Juwarki ATSI Corp
- Occupations
  - Sexual health workers
  - Youth worker
  - Drug support workers
  - Family counsellors
  - ATSI Support Workers

Rockhampton has numerous supports available for LGBT people, including being supported by a QAHC regional worker who is based in Brisbane, an LGBT Rockhampton website and local magazine, an annual Queer Film Festival, and a local PFLAG group.

Rockhampton experienced a lull in activities with a LGBT youth social group, Rainbow Brigayde, ceasing to operate and the Local Working Group that was formed at the first workshop not meeting to arrange any additional social events.

In response to this, additional energy was placed in networking and engaging with service providers prior to the second workshop, which resulted in attracting seven new participants.

Christie Green nominated herself to be the new convener of the Rockhampton Local Working Group, and will shortly be arranging a meeting with service providers and community member to discuss strategies for supporting LGBT young people in Rockhampton. There appears to be significant interest and energy for supporting LGBT young people in Rockhampton at the moment, and it is hopeful that things will move along quickly there.

### **Longreach**

- First Workshop - 10 participants
- Second Workshop – 10 participants
- Organisations
  - Anglicare
  - Winton Shire Council
  - IsaSKILLS
  - Queensland Health
  - Education Queensland
  - Longreach Regional Council
  - Scripture Union

- Queensland Health
- Barcaldine Regional Council
- Central West Health Service
- Occupations
  - Youth support worker
  - School Based Youth Health Nurse
  - Family support worker
  - Youth Development worker
  - Community development worker

Longreach is located in west Queensland with Rockhampton being the main service centre 700km away, and so is especially isolated. Longreach also has a small population of about 4700. As a result, the participants at Longreach described it as having very conservative values, and as being a place where it is difficult to maintain privacy.

Due to this, the participants felt that Longreach is not yet ready for a LGBT specific youth group, as it was felt that it would be very difficult to guarantee the safety and confidentiality of the young people who attended.

However, it was felt that the exiting youth spaces could be adapted to become more welcoming to all types of diversity, including sexuality and gender identity. They felt that they could do that by displaying posters that have diversity, inclusiveness and positive value statements, advertising events as “Discrimination Free”, ensuring that homophobia is always included in anti-discrimination statements.

To support the LGBT young people that are known in the community, participants were going to ensure that they had access to social support and were connected to online communities.

Wendy Hunt, the Youth Development Officer from Longreach Regional Council became responsible for holding and distributing resources locally.

### **Kingaroy**

- First Workshop – 8 participants
- Second Workshop – 8 participants
- Organisations
  - Community Mental Health
  - Lifeline
  - Focused Family Support
  - Centacare
  - Commonwealth Respite and Carelink
  - Reddy Respite Services
  - CTC Connections
  - Youthcare Hervey Bay
  - Queensland Alliance
  - Department of Child Safety
- Positions
  - Mental Health Workers
  - Youth Workers
  - Counsellors

- Respite support workers
- Indigenous support workers
- Child Safety Worker

Kingaroy has a large population of Indigenous people, and is located close to the Indigenous township of Cherbourg, and with this in mind we had an Indigenous worker support the workshop to talk about sexuality and gender identity from an Indigenous cultural perspective.

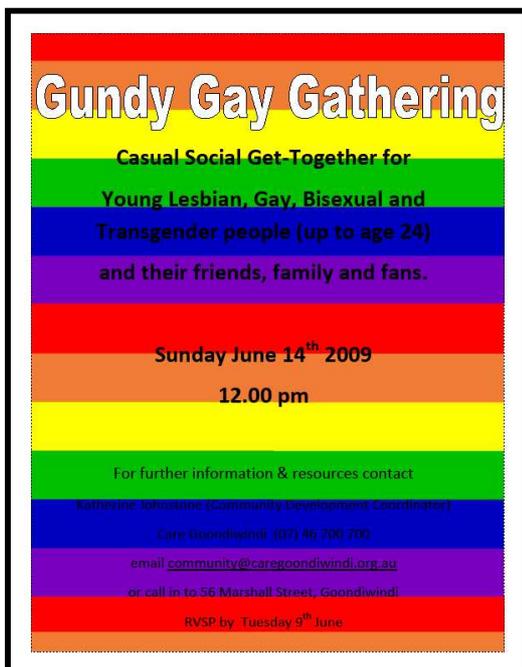
Despite a number of participants, there appeared to be very little interest in providing ongoing support to LGBT young people in the area, perhaps due to concerns of stigma, discrimination and community support. This lack of interest presented itself with the second workshop only receiving one registration from the Kingaroy area, however a large number were received from service providers in Hervey Bay who were willing to travel several hours to attend the workshop.

To accommodate this, the second workshop was delivered in Hervey Bay, with individual service visits being held in Kingaroy to ensure that those who were interested still received information, support and resources.

It is felt that without ongoing support, training and information that little will happen develop support for LGBT young people in Kingaroy, however it may be likely that with time support will be developed in Hervey Bay where there was a higher level of interest.

## Goondiwindi

- First Workshop – 3 participants
- Second Workshop – 1 participant
- Organisations
  - Care Goondiwindi
  - Queensland Health
  - Drug Arm
- Positions
  - Community Development Worker
  - School Based Youth Health Nurse



Goondiwindi generally had very low interest and attendance of the workshop, likely due to the low population of the area, few support services available and high level of homophobia that is present within the community and its organisations.

The workshop were still facilitated, however, as the participants who did attend showed a high level of interest and enthusiasm for learning about sexuality and gender identity and for providing support to this group of young people.

This displayed how one person can contribute significantly to their community, with Katherine Johnstone from Care

Goondiwindi taking on this role for advocating for LGBT people in her community.

She produced an article about sexuality and gender identity that was published in the April edition of the “Getting Out In Gundy” monthly magazine describing the needs and experiences of LGBT young people and providing a list of LGBT support services, including online communities. She also arranged to stock LGBT community magazines at her organisation.

She then went on to solely organise the first ‘**Gundy Gay Gathering**’ on Sunday the 14<sup>th</sup> of June for LGBT young people up to age 24, their family and friends. It is the aim to hold the gathering every second month, even if there are only a few people who come to the first one.

## **The Future of LGBT Young People in Regional Queensland**

### **Reflections**

With very little recognition of the needs of LGBT young people, mainstream service providers are often left with the task of providing support to this minority cultural group who has specific and individual support needs, when they for the most part do not have the necessary understanding or skills to implement this work effectively with this group.

LGBT young people are largely invisible and go to great lengths to remain so, and are often not identified by service providers, but rather the outcomes of their experiences, such as self-harm, drug and alcohol use, depression, truancy and homelessness is what is seen without recognition of the primary influencing factor of these situations – their feelings and experiences of their sexuality and gender identity.

As a consequence the identification of these young people and their needs often goes by unnoticed, unrecognised and is not considered to be a priority, which results in these young people not receiving the support they need and which in turn contributes to their higher rate of suicide than their heterosexual peers.

Through this project, in a very short period of time, a significant amount of support has been developed and implemented for LGBT young people in regional areas across Queensland.

A total of 157 individual service providers across 8 areas have been trained in the needs and experiences of LGBT young people and have learnt about impact of homophobia, isolation, invisibility, bullying, violence and prejudice on these young people. Their education extended to cover how to create accessible services, support disclosure and identify their needs as well as in support strategies and developing a safe space for LGBT young people in their local area.

These service providers now have a level of knowledge and confidence in supporting LGBT young people and also, some for the first time, have access to information and resources that can assist them to identify and support LGBT young people.

Most significantly, five new safe spaces for LGBT young people have been successfully developed and implanted in regional areas across Queensland, providing previously isolated young people with the

opportunity to access positive affirming support, information and resources. All of which will contribute to an improvement in their health and wellbeing.

Despite these successes, there are concerns for the long term sustainability of these groups.

Most of these support structures for LGBT young people have been developed by individual workers on top of their existing work loads who have an interest in supporting LGBT young people, rather than by incorporating these initiatives into organisational structures.

Experience shows that workers in direct service delivery do not stay in one organisation for long periods of time, especially if they are in organisations which clash with values of diversity, inclusion and flexibility.

The consequence of this for this project, is that without ongoing support and the training of new service providers, that the groups that have been developed will likely dissipate and disappear once the founding service providers move on to another organisation or location.

Without ongoing funding to support the ongoing development and maintenance of these support structures, LGBT young people will not be receiving targeted support that identifies and responds to their individual needs.

## **Recommendations**

1. Regular ongoing training for service providers in the area of sexuality and gender identity and the needs and experiences of LGBT young people, especially to those in regional areas.
2. Complementary training in specific support strategies that can be utilised to create accessible services and support LGBT young people.
3. Education to be provided to organisations about their responsibilities in relation to confidentiality, anti-discrimination, access and equity.
4. All service providers should have access to information and resources relating to sexuality and gender identity.
5. Support is needed to assist organisation to implant strategies that make them more accessible to LGBT young people, who are largely invisible to service provider.
6. Organisations need to be encouraged and supported to put LGBT young people on the agenda, and to consider providing support to them as a priority, a requirement and a necessity.
7. The LGBT youth groups that have been developed to be supported to be sustainable through organisational sponsorship, ongoing funding, memorandums of understanding, incorporation, management committees and community involvement and support.

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## Appendix A: Open Doors Suicide Prevention Workshop 1 Training Outline

<b>Opening Doors In Regional Queensland Workshop Overview</b>				
<b>Time</b>	<b>Topic</b>	<b>Objective</b>	<b>Activity</b>	<b>Resources</b>
<b>Part 1</b>				
8.45am 15 min	Introduction	Welcome Aims, values and structure of the day	Facilitator presentation	Slides 1, 2, 3
9am 15 min	Introduction Activity	Participants to identify messages taught about sexuality and gender	5 Questions activity	Slide 4 5 questions Handout
9.15 5min	Case studies	To participants to identify with a young person	Give participants case study to read	Slide 5 Case studies
9.20 10 min	Introduction Activity	focusing on taught messages of gender and sexuality	Facilitator to read responses to questions 2 to 5	Slide 5 5 questions handout
9.30 15 min	We are taught 3 things...	To reinforce what messages are given about gender and sexuality	Facilitator presentation	Slide 6
9.45 15 min	The journey of Identity formation	To familiarize participants with the coming out process	Facilitator presentation	Slide 7
10.am 15 min	experiences of LGBT young people homophobia	To focus on the impact of taught messages on LGBT young people	Facilitated discussion	Slides 8 & 9 Case studies
10.15am 15 min	experiences of LGBT young people invisibility and isolation	To focus on the impact of taught messages on LGBT young people	Facilitated discussion	Slides 10 & 11 Case studies
10.30am 15 min	Experiences of LGBT young people Bullying and Violence	To focus on the impact of taught messages on LGBT young people	Facilitated discussion	Slides 12 & 13
10.40am 10 min	experiences of LGBT young people suicide	To focus on the impact of taught messages on LGBT young people	Facilitated discussion	Slides 14 & 15 Case studies
10.50am 10min	It's important to be yourself because...	For participants to identify why identity formation process is important	Read responses to question 1 from the introduction activity	Slide 16 5 questions handout
11 am 15 min	<b>Morning Tea</b> Question to think about - How and where can gay people feel safe to be themselves?			
<b>Part 2</b>				
11.15am 10 min	Brief asset mapping exercise	For participants to identify what they would like to see for LGBT young people	Large group Facilitator record responses	Slide 18 Butchers paper
11.25 10 min	Brief asset mapping exercise	For participants to identify what is already available	Large group Facilitator record responses	Slide 19 Butchers paper
11.35	Brief asset mapping exercise	For participants to identify gaps	Large group	Slide 20

10min		in services	Facilitator record responses	Butchers paper
11.45 15 min	Brief asset mapping exercise	For participants to identify barriers to supporting LGBT young people	Large group Facilitator record responses	Slide 21 Butchers paper
12.00 20 min	Being a LGBT Advocate	Allowing participants to express their concerns about working with LGBT young people	Small groups	Slides 22 & 23 Butchers paper
12.20 5 min	Group Check-in	To assess if the direction of the workshop	Facilitated discussion	
12.25 20 min	Safe Spaces for LGBT Young people	For groups to identify pros and cons of different service delivery models	Small group discussion of Case Studies	Slide 24 LGBT group case studies Butchers paper
12.45 30 min	<b>Lunch</b>			
<b>Part 3</b>				
1.15 45 min	Safe Spaces for LGBT Young people	Large Group Discussion Which model of support would suit this community and its young people?	Facilitated discussion	Slides 26 - 29 Butchers paper
2.00 15 min	Developing a Safe Space	Brainstorm – participants ideas of what is needed	Facilitated discussion	Slide 30 White board
2.15 30 min	Developing a Safe Space	Listing aspects that need to be considered before setting up a safe space	Facilitator presentation	Slides 31 - 38
2.45 15 min	<b>Afternoon tea</b> Question to think about – Who would like to be on a local working group			
<b>Part 4</b>				
3pm 30 min	local working group	Discuss the role and purpose of a local working group	Facilitator presentation	Slides 40 - 47
3.30 15 min	Local working group	Who would like to be on the working group?	Facilitated discussion	Slide 48 Local working group guide
3.45 30 min	Keeping connected and Informed	Discussion support and information available	Facilitator presentation	Slides 49 - 53
4.15 15 min	Evaluation	Participants to fill out Post-evaluation form		Slide 54 Post-evaluation handout
4.30	<b>End of Workshop</b>			

## Appendix B: Open Doors Suicide Prevention Workshop 2 Training Outline

<b>Opening Doors In Regional Queensland Workshop 2 Overview</b>				
<b>Time</b>	<b>Topic</b>	<b>Objective</b>	<b>Activity</b>	<b>Resources</b>
<b>Part 1</b>				
8.45am 15 min	Introduction	Welcome Aims, values and structure of the day	Facilitator presentation	Slides 1, 2, 3
9am 15 min	Recap	Review outcomes from first workshop	Facilitated discussion	Slide 4
9.15 15 min	Assets and Barriers	To identify local successes and barriers to providing support	Large group discussion	Slides 5, 6
9.30 30 min	Accessible Services	To identify what makes services accessible	Facilitated discussion and small group activity	Slides 7, 8, 9 Young people case studies
10 15 min	Accessible Service Audit	For participants to review the accessibility of their own service	Individual or small group activity	Slide 9 Accessible Service Audit
10.15 30 min	Barriers to Accessibility	To identify and look at solutions for barriers to accessibility	Small group activity	Slides 10, 11
10.45 15 min	<b>Morning Tea</b>			
<b>Part 2</b>				
11am 30 min	Identifying homophobia	To identify what homophobia looks like	Facilitated presentation and Small group activity	Slides 13, 14, 15 Homophobia scenarios
11.30 30 min	Interrupting Homophobia	To identify strategies for interrupting and responding to homophobia	Large group activity	Slides 16, 17
12.00 30 min	Confidentiality	To identify the importance of confidentiality	Facilitated discussion and case study exercise	Slides 18, 19 Confidentiality case studies
12.30 30 min	<b>Lunch</b>			
<b>Part 3</b>				
1pm 30 min	Identifying Needs	To identify the link between sexuality and issues of concern	Small group exercise	Slide 21 Needs case studies
1.30pm 30 min	Supporting LGBT young people - Disclosure	To learn how to support young people to disclose their sexuality	Role Play exercise	Slides 22, 23, 24 Disclosure role plays
2pm 15 min	Identity Formation Models	To overview Viv Cass Identity Formation model and Sexual Tricotomy model	Facilitator presentation	Slides 25, 26, 27, 28

2.15 30 min	Supporting LGBT young people – identity formation	To learn how to support young people at different stages of identity formation	Small group exercise	Slide 29 – 36 Young people case studies
2.45 15 min	<b>Afternoon tea</b>			
<b>Part 4</b>				
3pm 30 min	Support strategies	To identify broad strategies to support young people	Facilitated Large group discussion	Slide 38, 39, 40
3.30	Where to from here?	To focus on the communities direction for the future	Facilitated discussion	Slide 41
4.15 10 min	LGBT Resources	To distribute resources	Facilitator presentation	Slide 42 – 45
4.25 5 min	Evaluation	To complete post-evaluation form		Slide 46
4.30	<b>End of Workshop</b>			

## Appendix C: Suicide Prevention Workshop Pre-Evaluation

### Open Doors LGBT Suicide Prevention Project

#### Pre-Evaluation Survey

Please return completed survey to [suicideprevention@opendoors.net.au](mailto:suicideprevention@opendoors.net.au) or mail to Open Doors P.O. Box 194, Fortitude Valley, 4006 or Fax to (07) 3257 7680 or hand in at the workshop.

**Location:**  Sunshine Coast  Toowoomba  Bundaberg  Rockhampton  
 Longreach  Mackay  Kingaroy  Goondiwindi

#### About You:

Gender: \_\_\_\_\_

Age:  Under 18  19-25  26-35  36-45  46-55  56-65  over 65

Sexuality (optional):  Bisexual  Gay  Heterosexual  Lesbian  Other \_\_\_\_\_

Type of service you work in:

Youth Service  Community Agency  Accommodation Service  ATSI Service  
 Government Agency  Health Service  School  Other: \_\_\_\_\_

Did you attend the first Open Doors LGBT Suicide Prevention Workshop?

Yes  No

Are you a member of your communities LGBT Youth Suicide Prevention Local Working Group?

Yes  No  Not Applicable (Mackay, Longreach, Kingaroy and Goondiwindi)

Have you attended training or received education on the topic of sexuality and gender identity?

Yes  No  Sexuality only  Gender Identity only  Not Sure

Please rate your knowledge of LGBT issues.

Excellent  Good  Ok  Limited  None

Please rate your confidence of working with LGBT people.

Excellent  Good  Ok  Limited  None

Are you confident in supporting/advocating for LGBT young people within your organisation?

Yes  No  Not Sure

Are you confident in supporting/advocating for LGBT young people in your community?

Yes  No  Not Sure

Have you had experience working with LGBT young people?

Yes  No  Not Sure

**About Your Service**

Does your service currently have in place:

- an equity or anti-discrimination policy that refers to sexuality and gender identity?  
 Yes  No  Not Sure
- forms that use gender neutral language for people to identify themselves and their relationships?  
 Yes  No  Not Sure
- posters on display that show images of or provide information for people of different sexualities?  
 Yes  No  Not Sure
- have brochures or pamphlets on display containing information about sexuality or gender identity?  
 Yes  No  Not Sure
- have information available on sexuality and gender identity upon request?  
 Yes  No  Not Sure
- promote itself as a ‘gay friendly’ service?  
 Yes  No  Not Sure
- provide support or services specifically targeted for LGBT young people?  
 Yes  No  Not Sure
- provides support that is accessible to LGBT young people?  
 Yes  No  Not Sure
- a privacy or confidentiality policy?  
 Yes  No  Not Sure

Are you aware of any LGBT young people accessing your service?

Yes  No  Not Sure

Please describe how your service supports LGBT young people:

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_

Is your service listed as an accessible service on the Open Doors Service Providers website?

Yes  No  Not Sure

Has (or would) your service promoted or advertised a drop-in space for LGBT young people to those who access your service?

Yes  No  Not Sure

☺ **Thank You!** ☺

## Appendix D: Suicide Prevention Workshops Post-Evaluation

### Open Doors LGBT Suicide Prevention Project

#### Workshop 2 Post-Evaluation Survey

Please return completed survey to [suicideprevention@opendoors.net.au](mailto:suicideprevention@opendoors.net.au) or mail to Open Doors P.O. Box 194, Fortitude Valley, 4006 or Fax to (07) 3257 7680 or hand in at the workshop.

**Location:**  Sunshine Coast  Toowoomba  Bundaberg  Rockhampton  
 Longreach  Mackay  Kingaroy  Goondiwindi

#### About You

Gender: \_\_\_\_\_

Age:  Under 18  19-25  26-35  36-45  46-55  56-65  over 65

Sexuality (optional):  Bisexual  Gay  Heterosexual  Lesbian  Other \_\_\_\_\_

Type of service you work in:

Youth Service  Community Agency  Accommodation Service  ATSI Service  
 Government Agency  Health Service  School  Other: \_\_\_\_\_

Did you attend the first Open Doors LGBT Suicide Prevention Workshop?

Yes  No

Have you attended training or received education on the topic of sexuality and gender identity?

Yes  No  Sexuality only  Gender Identity only  Not Sure

Please rate your knowledge of LGBT issues.

Excellent  Good  Ok  Limited  None

Please rate your confidence of working with LGBT people.

Excellent  Good  Ok  Limited  None

Are you a member of the LGBT Local Working Group?

Yes  No  Not Sure

Is your service listed as an accessible service on the Open Doors Service Providers website?

Yes  No  Not Sure

#### About Working With LGBT Young People in The Future

Will your service be contributing to the development of a safe place for LGBT young people in your community?

Yes  No  Not Sure

Are you planning to implement strategies to make your service more accessible to LGBT young people?

Yes  No  Not Sure

If yes, which strategies will your service implement?

Implement an equity or anti-discrimination policy that specifically refers to sexuality, gender identity or homophobia

Alter the forms you use to collect information use gender neutral language for people to identify themselves and their relationships

Display posters that show images of or provide information for people of different sexualities

- Display brochures or pamphlets containing information about sexuality or gender identity
- Promote the service as a 'gay friendly' service
- Provide support or services specifically targeted for LGBT young people
- Implement a privacy or confidentiality policy that limits the recording and disclosure of sensitive (non-life threatening) information

Are you confident in advocating for LGBT young people within your organisation?

- Yes  No  Not Sure

Are you confident in advocating for LGBT young people in your community?

- Yes  No  Not Sure

Will your service promote a safe place for LGBT young people to those who access your service?

- Yes  No  Not Sure

Will you access the Open Doors Service Providers website?

- Yes  No  Not Sure

Will you use an online forum to discuss concerns, share stories, information and resources etc. about working with LGBT young people?

- Yes  No  Not Sure

Will your service be willing to be listed on the Service Providers Network database?

- Yes  No  Not Sure

**About the Workshop**

Please rate the following aspects of the workshop:

- |                                 |                                    |                               |                             |                               |
|---------------------------------|------------------------------------|-------------------------------|-----------------------------|-------------------------------|
| Content covered                 | <input type="checkbox"/> Excellent | <input type="checkbox"/> Good | <input type="checkbox"/> Ok | <input type="checkbox"/> Poor |
| Facilitation                    | <input type="checkbox"/> Excellent | <input type="checkbox"/> Good | <input type="checkbox"/> Ok | <input type="checkbox"/> Poor |
| Access to LGBT resources        | <input type="checkbox"/> Excellent | <input type="checkbox"/> Good | <input type="checkbox"/> Ok | <input type="checkbox"/> Poor |
| Quality of LGBT resources       | <input type="checkbox"/> Excellent | <input type="checkbox"/> Good | <input type="checkbox"/> Ok | <input type="checkbox"/> Poor |
| Support made available          | <input type="checkbox"/> Excellent | <input type="checkbox"/> Good | <input type="checkbox"/> Ok | <input type="checkbox"/> Poor |
| Activities                      | <input type="checkbox"/> Excellent | <input type="checkbox"/> Good | <input type="checkbox"/> Ok | <input type="checkbox"/> Poor |
| Discussions                     | <input type="checkbox"/> Excellent | <input type="checkbox"/> Good | <input type="checkbox"/> Ok | <input type="checkbox"/> Poor |
| Handouts                        | <input type="checkbox"/> Excellent | <input type="checkbox"/> Good | <input type="checkbox"/> Ok | <input type="checkbox"/> Poor |
| Addressing concerns             | <input type="checkbox"/> Excellent | <input type="checkbox"/> Good | <input type="checkbox"/> Ok | <input type="checkbox"/> Poor |
| Met the needs of the community  | <input type="checkbox"/> Excellent | <input type="checkbox"/> Good | <input type="checkbox"/> Ok | <input type="checkbox"/> Poor |
| Creation of supportive networks | <input type="checkbox"/> Excellent | <input type="checkbox"/> Good | <input type="checkbox"/> Ok | <input type="checkbox"/> Poor |

Do you feel that the workshop gave you a greater knowledge and understanding of the needs and experiences of LGBT young people?

- Yes  No  Not Sure

Do you feel that the workshop improved your confidence in working with and addressing the needs of LGBT young people?

- Yes  No  Not Sure

Was this workshop relevant to your work?

- Yes  No  Not Sure

Do you have any other comments? \_\_\_\_\_