

IDAHOBIT Day and Recording of Gender



17 May is the International Day Against Homophobia, Biphobia, Intersexism and Transphobia.

On this day people stand against discrimination and in support of lesbian, gay, bisexual, transgender, intersex, and queer (LGBTIQ) mates, colleagues and families.

Anti-discrimination laws including marriage equality, increased community knowledge, recognition and acceptance, have improved the wellbeing of LGBTIQ peoples and families.

However, in Australia:

- 75% of LGBTIQ youth experience some form of discrimination
- 61% of LGBTIQ youth experience verbal abuse
- 19% of LGBTIQ youth experience physical bullying
- 24.4% of Lesbian, Gay and Bisexual people experience depression
- 36.2% of Trans Australians experience depression

We are pleased that on 16 February 2019 the Department of Education included the gender option 'indeterminate/intersex' on HRMIS. This is in addition to the only gender categories previously available - female or male. Individuals can change their currently recorded gender through their principal, line manager, or payroll officer and may have to provide a supporting document.

The new inclusion of the indeterminate/intersex gender option is a move to strengthen workplace culture and equitable practices.

For information and resources to celebrate IDAHOBIT day go to: <https://www.idahobit.org.au/index.php/schools>

For LGBTIQ professional development and support for WA schools and school staff go to Inclusive Education at <https://waaid.com/item/773-inclusive-education-wa.html>

For information on recording your gender option contact Elaine Loo, Policy Officer, Workforce Policy at elaine.loo2@education.wa.edu.au or on 9264 4726.

For graphic please use <https://www.idahobit.org.au/images/schools-toolkit.pdf>