

LGBTIQ+ Tasmanians: Telling Us the Story

APPENDICES

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Appendix 1: Other issues of concern

The qualitative responses did highlight a range of issues which were mentioned less than those elaborated in the main sections of this report, but we still wanted to highlight these briefly as they were important to the respondents, but they were not mentioned repetitively. These less commonly discussed issues included:

- Fear about coming out in workplaces 'for fear of being discriminated against'
- Need for more dedicated support for LGBTIQ people experiencing family violence
- Media allowing hate speech and presenting gender critical/TERF/religious homophobia/transphobia as valid
- Worry/fear about conversion therapy practices (by religious organisations and psychologists (telling LGBTIQ+ people they can overcome feelings of being transgender or bisexual))
- Worry/fear about surgeries being performed on intersex children/babies by healthcare providers
- Worry/fear about racism when seeking support from services as a LGBTIQ+ person
- Having to tell your story again and again to support services
- Lack of representation of LGBTIQ+ Tasmanians in public roles, particularly in politics and government, and the fact that representatives are most commonly white gay men
- Need for more visibly LGBTIQ+-identified safe spaces, including a variety venues and events (particularly some not focused around alcohol consumption) and businesses
- Need for more accessible LGBTIQ+-identified safe spaces so people with disability can engage in these spaces too
- Changing official forms everywhere across the state service (include gender neutral titles like Mx and allow people to type in their gender)
- Lack of employment, particularly of transgender and gender diverse people
- Changing public bathrooms to gender neutral bathrooms everywhere - in metropolitan and rural areas
- Lack of visibility and knowledge about government services generally
- Lack of LGBTIQ+-identified youth services
- Police presence at pride events
- Harms created by Catholic education organisations
- Harms created by public anti-LGBTIQ+ rallies
- Need for more openness and acceptance around LGBTIQ+ people and their experiences, and particularly the experiences of transgender and gender diverse people
- Worry/fear about death of a transgender person in prison as a result of an assault

Appendix 2: Tables

Table 1: Happiness

Overall, how happy are you with your life as a LGBTIQ+ Tasmanian now?			
	n'	%	cum %
Very unhappy	25	4.7	4.7
Somewhat unhappy	46	8.7	13.4
Neutral	114	21.5	34.9
Somewhat happy	212	40	74.9
Very happy	133	25.1	100
Total	530	100	

Table 2: Healthcare professionals visited in last 12 months

Health care professional visited			
	n'	%	% cases
General Practitioner	482	24.40%	89.80%
Psychologist	253	12.80%	47.10%
Pharmacist	382	19.40%	71.10%
Hospital emergency	105	5.30%	19.60%
Surgeon	72	3.60%	13.40%
Family planning	100	5.10%	18.60%
Specialist	178	9.00%	33.10%
allied health provider	256	13.00%	47.70%
Natural therapist	108	5.50%	20.10%
prefer not to say	5	0.30%	0.90%
not used health care services	23	1.20%	4.30%
other	9	0.50%	1.70%
Total	1973	100.00%	367.40%

Table 3: Frequency of talking about sexuality in health settings

In the past 12 months, how often did you talk openly about your sexual orientation with healthcare staff when relevant?			
	n'	&	cum %
At every visit	70	13.6	13.6
Most visits	73	14.2	27.9
Some visits	169	32.9	60.8
Never (I wouldn't tell them about it)	33	6.4	67.3
Never (not relevant to my visit)	168	32.7	100
Total	513	100	

Table 4: Impact of disclosing sexual orientation in health settings

In the past 12 months, how did talking about your sexual orientation affect your care?			
	n'	%	cum %
Positive affect	65	22.5	22.5
Somewhat positive affect	45	15.6	38.1
Neither positive nor negative affect	146	50.5	88.6
Somewhat negative affect	23	8	96.5
Negative affect	10	3.5	100
Total	289	100	

Table 5: Negative impacts of disclosing sexual orientation in health settings

Negative experiences - sexual orientation		
	n'	%
I had to change health care providers due to abusive/hurtful comments	18	3.60%
I had to educate my health care provider because they did not know enough	68	13.60%
I was asked inappropriate questions by my health care provider	45	9.00%
My specific needs were ignored	35	7.00%
I was referred to specialist services that I did not need	13	2.60%
I was pressured/forced to undergo a medical/psychological test	14	2.80%
None of the above	387	77.20%
Other	18	3.60%
Total	501	100.00%

Table 6: Frequency of talking about intersex status in health settings

How often did you talk openly about your intersex status?			
	n'	%	Cum %
At every visit	6	8.8	8.8
Most visits	6	8.8	17.6
Some visits	14	20.6	38.2
Never (I wouldn't tell them about it)	5	7.4	45.6
Never (not relevant to my visit)	37	54.4	100
Total	68	100	

Table 7: Impact of talking about intersex status in health settings

How did talking about your intersex status affect your care?			
	Frequency	%	cum%
Positive affect	4	28.6	28.6
Somewhat positive affect	2	14.3	42.9
Neither positive nor negative affect	6	42.9	85.7
Negative affect	2	14.3	100
Total	14	100	

Table 8: Negative impact of disclosing intersex status in health settings

negative health experiences - intersex		
	n'	%
I had to change health care providers due to abusive/hurtful comments	3	6.30%
I had to educate health care providers because they did not know enough	3	6.30%
I was asked inappropriate questions by health care providers	2	4.20%
My specific needs were ignored	5	10.40%
I was referred to specialist services that I did not need	2	4.20%
They focused on my intersex status rather than what I needed help with	5	10.40%
I was misgendered by health care providers/administrative staff/other patients	3	6.30%
I was pressured/forced to undergo a medical/psychological test	3	6.30%
None of the above	37	77.10%
Prefer not to say	6	12.50%
Other	1	2.10%
Total	48	100.00%

Table 9: Training priorities

	Mean	%
Medical and nursing staff and students	4,25	825
Specialists	4,21	825
Professional health care staff (e.g. receptionists)	3,97	825
Aged care staff (home care)	3,87	825
Aged care staff (residential care)	3,90	825
Other	3,87	825

Table 10: Inclusion priorities

<i>Inclusion priorities</i>	Mean	Count
More visible inclusion of LGBTIQ+ people in surgeries/clinics/hospitals etc	3.22	825
More unisex/gender neutral toilets in surgeries/clinics/hospitals	3.36	825
Use inclusive intake forms with options for diverse genders	2.81	825
Having LGBTIQ+ inclusion officers	3.02	825
A funded LGBTIQ+ mental health and suicide prevention strategy	1.98	825
Other	2.38	825

Table 11: Resource priorities

<i>Resource priorities</i>	Mean	Count
More resources for LGBTIQ+ specific support services	2,10	825
More resources for transgender specific support services	2,53	825
More resources for intersex specific support services	3,45	825
More resources for supporting LGBTIQ+ older people	2,99	825
More resources for culturally and linguistically diverse LGBTIQ+ people	2,96	825

Table 12: Education

What is the highest level of education you have	Frequency	Valid %	Cum %
Primary school	2	0.4	0.4
Grade 7, 8 or 9 or equivalent	10	1.9	2.3
Grade 10 or equivalent	36	6.8	9.1
Grade 11 or equivalent	26	4.9	14
Grade 12 or equivalent	121	23	37
Trade /apprenticeship	63	12	49
University degree	162	30.7	79.7
Higher university degree (e.g. Masters, PhD)	107	20.3	100
Total	527	100	

Table 13: Topics covered in sex education

Sex education	n'	%
Sexual orientation	77	21.20%
Gender identity	26	7.10%
Intersex status	12	3.30%
Was not talked about at all	264	72.50%
I am not sure/do not remember	42	11.50%
Prefer not to say	9	2.50%
Total	364	100.00%

Table 14: Types of Abuse at school (students)

Types of abuse at school			
		%	% of cases
Verbal abuse, insults, hurtful comments	59	24.10%	63.40%
Physical abuse/violence	15	6.10%	16.10%
Sexual abuse/violence	6	2.40%	6.50%
Psychological abuse/violence	19	7.80%	20.40%
Threats of abuse/violence	25	10.20%	26.90%
Being left out of events/activities	28	11.40%	30.10%
I was not allowed to wear school uniform/clothes that fit my gender identity	10	4.10%	10.80%
I was not allowed to take my same-sex partner/s to school events (e.g. formal)	9	3.70%	9.70%
I was not included in sports at school	7	2.90%	7.50%
Students/staff told other people I was LGBTIQ+ without my consent	37	15.10%	39.80%
I did not have any of these experiences	19	7.80%	20.40%
prefer not to say	4	1.60%	4.30%
other	7	2.90%	7.50%
Total	245	100.00%	263.40%

Table 15: Types of Abuse at school (teachers)

Type of abuse teachers			
	n'	%	% cases
Bullying	8	5.60%	9.90%
Hiding identity	25	17.50%	30.90%
Dismissal	4	2.80%	4.90%
Verbal abuse	17	11.90%	21.00%
Physical Abuse	2	1.40%	2.50%
Psychological abuse	5	3.50%	6.20%
Sexual abuse/violence	2	1.40%	2.50%
Threats of abuse/violence	4	2.80%	4.90%
Being left out	8	5.60%	9.90%
telling other people	18	12.60%	22.20%
did not have these experiences	37	25.90%	45.70%
prefer not to say	1	0.70%	1.20%
does not apply	5	3.50%	6.20%
other	7	4.90%	8.60%
Total	143	100.00%	176.50%

Table 16 – Work role

Which of the following best describes your most recent job?			
	n'	%	Cum %
Manager	44	8.3	8.3
Professional	62	11.7	20
Technician or trades worker	16	3	23
Community and service worker	37	7	30
Clerical and administrative worker	21	4	34
Disability/aged care support worker	15	2.8	36.8
Educator/trainer	48	9.1	45.8
Sex worker	6	1.1	47
Sales worker	35	6.6	53.6
Hospitality worker	40	7.5	61.1
Machinery operator or driver	3	0.6	61.7
Laborer	11	2.1	63.8
Creative /artist	25	4.7	68.5
This does not apply to me	27	5.1	73.6
If not listed above, please tell us	32	6	79.6
Public Servant	72	13.6	93.2
I have never worked	36	6.8	100
Total	530	100	

Table 17 - Industry

What industry is your current or most recent job in?			
	n'	%	Cum %
Agriculture, forestry, and fishing	13	2.8	2.8
Mining	3	0.6	3.4
Manufacturing	4	0.9	4.3
Electricity, gas, water, and waste services	3	0.6	4.9
Construction	11	2.3	7.2
Wholesale trade	6	1.3	8.5
Retail trade	49	10.4	18.9
Accommodation and food services	25	5.3	24.3
Transport, postal, and warehousing	6	1.3	25.5
information media and telecommunications	17	3.6	29.1
Financial and insurance services	3	0.6	29.8
Rental, hiring and real estate services	3	0.6	30.4
services	21	4.5	34.9
Administrative and support services	11	2.3	37.2
Local or State Government	42	8.9	46.2
Public administration and safety	6	1.3	47.4
Education and training	72	15.3	62.8
Health care and social assistance	97	20.6	83.4
Arts and recreation services (e.g.	36	7.7	91.1
If not listed above, please tell us	42	8.9	100
Total	470	100	

Table 18 – Negative experiences (Workplace)

Negative experiences - workplace			
	n'	%	%cases
Bullying	24	5.20%	7.80%
hiding my identity	55	11.80%	18.00%
dismissal	21	4.50%	6.90%
verbal abuse	38	8.20%	12.40%
Physical abuse	9	1.90%	2.90%
Psychological threats	14	3.00%	4.60%
being left out of activities	22	4.70%	7.20%
telling others	47	10.10%	15.40%
being stopped using toilets	13	2.80%	4.20%
none of the above	196	42.10%	64.10%
Prefer not to say	6	1.30%	2.00%
Other	21	4.50%	6.90%
Total		466	100.00%

Table 19 – Who responsible for negative experiences

Who was responsible for negative experience			
	n'	%	% cases
Manager	36	20.20%	32.10%
Colleague	71	39.90%	63.40%
Customer	27	15.20%	24.10%
Client	22	12.40%	19.60%
Prefer not to say	8	4.50%	7.10%
Other	14	7.90%	12.50%
Total	178	100.00%	158.90%

Table 20 – Reporting abuse

Did you or anyone else report the negative experience/s?			
	n'	%	cum %
Yes, I did	23	20.2	20.2
Yes, someone else did	3	2.6	22.8
No	79	69.3	92.1
Not sure	4	3.5	95.6
Prefer not to say	5	4.4	100
Total	114	100	

Table 21 – Reasons for not reporting abuse

Why didn't report abuse	n'	%	% cases
I did not know how or where to report it	13	6.90%	14.40%
I dealt with it myself or with help from family or friends	27	14.30%	30.00%
I was too upset/ashamed	18	9.50%	20.00%
I did not want people to know I was LGBTIQ+	16	8.50%	17.80%
I thought it would affect my workplace relationships	39	20.60%	43.30%
I was afraid the person would hurt me again	6	3.20%	6.70%
I was afraid of losing my job	19	10.10%	21.10%
I did not think they would believe me	4	2.10%	4.40%
I had a bad experience with past reporting or heard there was not point reporting	16	8.50%	17.80%
Someone stopped me	4	2.10%	4.40%
Prefer not to say	8	4.20%	8.90%
Other	19	10.10%	21.10%
Total	189	100.00%	210.00%

Table 22 – Reporting abuse (who)

Who reported abuse to at work	n'	%
My direct manager/supervisor	14	38.90%
Higher management	10	27.80%
Human resources	4	11.10%
A work colleague	6	16.70%
Trade union	10	27.80%
Diversity or other staff network	2	5.60%
Police	1	2.80%
LGBTIQ+ organisation or charity	1	2.80%
Friends/family	6	16.70%
Fair Work	0	0.00%
The Ombudsman	3	8.30%
Prefer not to say	4	11.10%
Other	2	5.60%
Total	36	100.00%

Table 23 – Happiness with how incident was handled.

How happy were you with how they handled your negative experience/s?			
	n'	%	cum %
Very happy	8	24.2	24.2
Somewhat happy	9	27.3	51.5
Neutral	3	9.1	60.6
Somewhat unhappy	3	9.1	69.7
Very unhappy	10	30.3	100
Total	33	100	

Table 24 – LGBTIQ Diversity Policy

Does your workplace have an LGBTIQ+ Diversity and Inclusion Policy/Framework?			
	n'	%	Cum %
Yes	124	36	36
No	92	26.7	62.8
It has a general diversity and inclusion approach	128	37.2	100
Total	344	100	

Table 25 – Happiness with workplace diversity policy

How happy are you with how your workplace has actioned this LGBTIQ+ Inclusion policy			
	n'	%	Cum %
Very happy	86	25.1	25.1
Somewhat happy	64	18.7	43.9
Neutral	130	38	81.9
Somewhat unhappy	39	11.4	93.3
Very unhappy	23	6.7	100
Total	342	100	

Table 26 – Proportions undertaking training in Diversity

Have you ever had training about LGBTIQ+ issues in your workplace?			
	n'	%	Cum %
Yes	102	21.8	21.8
No	361	77.1	98.9
Not sure	5	1.1	100
Total	468	100	

Table 27 – Happiness with training received

<i>How happy are you with the workplace LGBTIQ+ training you received?</i>			
	n'	%	Cum %
Very happy	51	51.5	51.5
Somewhat happy	31	31.3	82.8
Neutral	11	11.1	93.9
Not very happy	4	4	98
Not at all happy	2	2	100
Total	99	100	

Table 28: Priorities for improved safety and relations with police

<i>Improved safety and relations with Police - Priorities</i>		
	Mean	n'
More LGBTIQ+ training for recruits and officers	2,58	825
Clear policies and procedures to stop police from using harmful language	2,97	825
Clear policies and procedures about the need for police to use gender neutral language	3,16	825
Hiring and promoting more LGBTIQ+ police liaison officers	2,86	825
Administer attitude tests to police officers at all ranks to reduce abusive behaviour	2,58	825
Train police officers to use de-escalation to prevent violence in interactions with LGBTIQ+ people	2,64	825
Implement a mentoring program between officers and LGBTIQ+ people to improve relations	2,94	825
Recruiting more LGBTIQ+ police officers	2,67	825
Ensure that police leaders do not hold discriminatory attitudes towards LGBTIQ+ people	2.30	825
Other	1,98	825

Table 29: Comfort being LGBTIQ+ in Tasmania

<i>How comfortable do you feel being a LGBTIQ+ person in Tasmania?</i>			
	n'	%	Cum %
Not at all comfortable	40	7.5	7.5
Somewhat comfortable	198	37.1	44.7
Neither comfortable nor uncomfortable	67	12.6	57.2
Comfortable	164	30.8	88
Very comfortable	64	12	100
Total	533	100	

Table 30: Safety in Tasmania

<i>How safe do you feel in public places in Tasmania?</i>			
	n'	%	Cum %
Very safe	114	21.3	21.3
Somewhat safe	227	42.5	63.9
Neutral	101	18.9	82.8
Somewhat unsafe	79	14.8	97.6
Very unsafe	13	2.4	100
Total	534	100	

Table 31: Avoidance being open about LGBTIQ+

<i>Do you ever avoid being open about being LGBTIQ+ for fear of possible abuse from others?</i>			
	n'	%	Cum %
Yes	194	36.1	36.1
Yes, in the past, but not anymore	55	10.2	46.4
No	70	13	59.4
This does not apply to me	9	1.7	61.1
Prefer not to say	2	0.4	61.5
Sometimes, it depends on who is around	207	38.5	100
Total	537	100	

Table 32: Places where LGBTIQ+ people avoid being open

Where do you avoid being 'out'?		
	n'	%
At home	41	9.10%
With family members	132	29.20%
In my local area	145	32.10%
In public anywhere	217	48.00%
At school	49	10.80%
At University/TAFE	44	9.70%
At work	124	27.40%
An cafes, restaurants, pubs	161	35.60%
Public transport	196	43.40%
Church	103	22.80%
Sports/hobby/social clubs	106	23.50%
Prefer not to say	12	2.70%
Other	60	13.30%
Total	452	100.00%

Table 33: Public displays of affection

Do you avoid holding hands/kissing your partner/s in public for fear of possible abuse from others?			
	n'	%	cum %
Always	72	16.7	16.7
Often	78	18.1	34.7
Sometimes	111	25.7	60.4
Rarely	54	12.5	72.9
Never	49	11.3	84.3
Does not apply to me (I don't hold hands/kiss in public)	68	15.7	100
Total	432	100	

Table 34: Negative experiences from public displays of affection

<i>Abuse from public displays of affection</i>		
	n'	%
Verbal abuse	340	63.00%
Physical abuse	75	13.90%
Threats of physical sexual violence	131	24.30%
Being left out	140	25.90%
Not represented well in public	223	41.30%
None of the above	107	19.80%
Prefer not to say	9	1.70%
Other	42	7.80%
Total	540	100.00%

Table 35: Where experienced abuse

Where negative experiences occurred		
	n'	%
At home	76	18.40%
In my local area	126	30.40%
In public anywhere	202	48.80%
At my school	135	32.60%
At my university/TAFE/vocational college	34	8.20%
At my work	106	25.60%
In cafes, restaurants, pubs, or clubs	107	25.80%
On public transport (buses, taxis)	97	23.40%
At church or other place of worship	51	12.30%
At sports/hobby/social clubs	58	14.00%
Prefer not to say	9	2.20%
Other	35	8.50%
Total	414	100.00%

Table 36: Reporting abuse

<i>Did you or anyone else report the negative experiences?</i>			
	n'	%	Cum %
Yes, I did	35	8.3	8.3
Yes, someone else did	13	3.1	11.4
No	344	81.5	92.9
I do not know	23	5.5	98.3
Prefer not to say	7	1.7	100
Total	422	100	

Table 37: Who abuse was reported to

<i>Who were the negative experience/s reported to?</i>			
	n'	%	Cum %
Police	17	54.8	54.8
Hospital or other healthcare service	2	6.5	61.3
Fire service	1	3.2	64.5
Other victim support organisation or charity (e.g. Lifeline)	1	3.2	67.7
Equal opportunity	3	9.7	77.4
School	7	22.6	100
Total	31	100	

Table 38 – Why abuse was not reported

<i>Why was the abuse not reported?</i>		
	n'	%
I did not know how or where to report it	125	32.70%
I dealt with it myself or with help from family or friends	102	26.70%
I was too upset/ashamed	78	20.40%
I did not want people to know I was LGBTIQ+	71	18.60%
I was afraid the person that did it would hurt me again	34	8.90%
I was afraid of losing my job	26	6.80%
I did not think they would believe me	34	8.90%
I did not think it was serious enough to report	219	57.30%
I had a bad experience with past reporting or heard there was no point reporting	69	18.10%
Someone stopped me	5	1.30%
Prefer not to say	9	2.40%
Other	33	8.60%
Total	382	100.00%

Table 39: Types of abuse

Abuse - where you live.		
	n'	%
Verbal abuse insults	91	17.20%
Physical abuse	13	2.50%
Sexual abuse	5	0.90%
Psychological abuse	36	6.80%
Threats of abuse	25	4.70%
Being left out	16	3.00%
Told other people	54	10.20%
Didn't have these experiences	369	69.90%
Prefer not to say	10	1.90%
Other	24	4.50%
Total	528	100.00%

Table 40: Source of abuse

Who responsible for abuse - household		
	n	%
Partner	24	15.40%
Ex-partner	19	12.20%
Parent guardian	79	50.60%
Sibling	33	21.20%
Housemates	26	16.70%
Prefer not to say	14	9.00%
Other	22	14.10%
Total	156	100.00%

Table 41: Reasons for not reporting abuse

Why no report - home		
	n'	%
I did not know how or where to report it	27	19.60%
I dealt with it myself or with help from family or friends	59	42.80%
I was too upset/ashamed	20	14.50%
I did not want people to know I was LGBTIQ+	18	13.00%
I thought it would affect my workplace relationships	7	5.10%
I was afraid the person would hurt me again	15	10.90%
I was afraid of losing my job	4	2.90%
I did not think they would believe me	12	8.70%
I had a bad experience with past reporting or heard there was not point reporting	15	10.90%
Someone stopped me	6	4.30%
Prefer not to say	19	13.80%
Other	34	24.60%
Total	138	100.00%

Table 42: Who reported abuse to

Who was abuse reported to?			
	n'	%	cum %
Work	1	4.5	4.5
Police	4	18.2	22.7
LGBTIQ org	4	18.2	40.9
Friend	7	31.8	72.7
Ombudsman	2	9.1	81.8
Not saying	1	4.5	86.4
Other	3	13.6	100
Total	22	100	

Table 43: Satisfaction with reporting

How happy were you with how they handled your negative experience/s?			
	n'	%	cum %
Very happy	5	18.5	18.5
Somewhat happy	10	37.0	55.6
Neutral	6	22.2	77.8
Somewhat unhappy	1	3.7	81.5
Very unhappy	4	14.8	96.3
Prefer not to say	1	3.7	100

Table 44: Impact of past abuse on health

How much has any past abuse in your life affected your health and wellbeing?			
	n'	%	Cum %
Not at all	69	14.2	14.2
A little bit	156	32.1	46.3
Neutral	29	6	52.3
Somewhat	118	24.3	76.5
Very much	114	23.5	100
Total	486	100	

Table 45: Impact on past or current abuse on health

How much has any recent/current abuse (based on being LGBTIQ+) in your life affected your health and wellbeing?			
	n'	%	cum%
Not at all affected	109	26.1	26.1
A little bit affected	122	29.2	55.3
Neutral	61	14.6	69.9
Somewhat affected	82	19.6	89.5
Very much affected	44	10.5	100
Total	418	100	

Table 46: Dignity and inclusion priorities

Dignity and Inclusion priorities		
	Mean	n'
Education campaign using media about the lives of LGBTIQ+ Tasmanians	3,01	825
Public speeches from LGBTIQ+ people speaking to community and government organisation	3,69	825
Training about LGBTIQ+ issues for doctors, teachers, police, lawyers, and service workers	1,97	825
Educating students in schools about LGBTIQ+ leaders and the history of abuse of LGBTIQ+ people	2,08	825
More inclusive forms with options for diverse genders, sexes, and sexual orientations across services	3,32	825
Other	2,13	825