



Step One:

Team Leader preparation:

Prior to deciding to use the conversation starters below, consider the following questions;

- What do you see as the value of diversity and inclusion in the workplace?
- Are you comfortable discussing diversity topics you don't personally connect with?
- How does your team know you're approachable to discuss topics of diversity?

If your answer to any of the above questions made you feel unsure, it is recommended that you don't hold the discussion just yet. You may choose to enlist the support of a colleague, talk to your leader, request support from your department's business partner or take proactive steps to learn more in order to become more comfortable.

Step Two:

People Leader preparation:

Prior to using the conversation starters below at a team meeting:

- [Explore the Human Rights content on the Wire](#) and [read Council's Diversity and Inclusion Strategy 2018-2022](#).
- Reflect on how you felt while reviewing this content?
- What did you learn that you didn't know before?
- Did you encounter any conscious or unconscious biases you might hold?
- When can you remember feeling like an outsider? How did that impact you?

Step Three:

Team meeting conversation prompts:

- 1 **Have you noticed the posters encouraging involvement with Wear it Purple Day? Do you know what Wear it Purple Day is about?**

SUGGESTED RESPONSE: Wear It Purple strives to foster supportive, safe, empowering and inclusive environments for rainbow young people. Council's diversity and inclusion strategy focuses on four key areas of inclusion, while also recognising that we all embody diversity in our own ways, even if you generally align yourself with the majority. Think about what makes you unique and how you bring this to the workplace.

We want to ensure all employees work in an environment that values their contributions to achievement of organisational objectives and publicly acknowledge the value of individual differences. Recognising days like Wear it Purple Day helps to remove the divide between 'us' and 'them' and creates a space for everyone to contribute. It is a critical part of our workplace health and wellbeing activities to ensure not only the physical, but also mental and emotional wellbeing of our staff.

2 Did you know that 39% of LGBTIQ+ people hide their sexuality or gender identity at work? Being an ally can help change this statistic.

What do you think it means to be an LGBTIQ+ ally? How could you take action as an ally to show your support?

SUGGESTED RESPONSE:

The first step is to learn about LGBTIQ+ people and communities – the easy way to do this is through online research on sites like [Wear it Purple Day](#), [Transhub](#) or [Pride in Diversity](#). You can participate in activities like Wear it Purple Day or events like the annual Pride parade and festival. Being an ally is about more than just saying that you're comfortable with LGBTIQ+ people, it's about demonstrating your support through action, like learning about the history of gay rights, actively including LGBTIQ+ colleagues and creating a safe space for people to bring their whole selves to work.

3 Do you know what it means to use LGBTIQ+ inclusive language? How might this make a difference to someone who identifies as LGBTIQ+?

SUGGESTED RESPONSE:

Inclusive language is a way of acknowledging and respecting the diversity of bodies, genders and relationships. [Inclusive language](#) ensures we don't leave people out of our conversations or our work. What does this mean?

- 1) Not assuming a person is heterosexual.
- 2) Understanding that gender, sex and sexuality are all separate concepts.
- 3) Learn some LGBTIQ+ terminology – you may not understand that some terms are offensive to LGBTIQ+ colleagues.
- 4) Respect peoples' privacy and allow yourself to be led by how someone talks about themselves.
- 5) Understand that being LGBTIQ isn't a preference or choice.
- 6) Recognise that LGBTIQ people have suffered and continue to experience discrimination – speaking your opinion about an LGBTIQ+ issue may not always be appropriate. Be careful of using 'us and them' language.

Step Four:

Post meeting resources if required:

Choose a point of difference (ie. age, gender, background, etc.) and seek out stories of people who identify in that way.

Consider what value someone with that background and those experiences might add to your team or projects.

Challenge your team to learn more about LGBTIQ+ lived experiences and consider how inclusion plays a part in their work.

Additional resources

Diversity Council of Australia - <https://www.dca.org.au/topics/lgbtiq>

UN – [Free and equal – the price of exclusion](#)

TEDx talk – [Three Ways to Advocate for a More Inclusive Workplace](#)

YouTube - [LGBT Inclusion at Work](#)

Queensland public sector LGBTIQ+ inclusion strategy

<https://www.forgov.qld.gov.au/lgbtiq>

<https://www.forgov.qld.gov.au/sites/default/files/lgbtiq-inclusion-strategy.pdf?v=1491458841>

ABC You Can't Ask That

Lesbians

<https://iview.abc.net.au/video/LE1921H006S00>

Intersex

<https://iview.abc.net.au/video/LE1817H003S00>

Drag

<https://iview.abc.net.au/video/LE1717H007S00>

Children of same-sex parents

<https://iview.abc.net.au/video/LE1617H008S00>

Transgender

<https://iview.abc.net.au/video/LE1517H003S00>