

INQUIRY INTO SUPPORT PROVIDED TO VICTIMS OF CRIME

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Queer & Trans Worker Against Violence

Submission to the Queensland Parliamentary Inquiry into Support Provided to Victims of Crime

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We write to the department in response to the Parliamentary Inquiry invitations for submissions regarding the experience of Victims of Crime. QTWAV are a group of LGBTIQ+ identified practitioners working across a number of LGBTIQ+ community health, sexual violence, domestic & family violence and women's support organisations in the South East Queensland region. We are currently undertaking a number of projects funded by the Queensland Mental Health Commission, WorkUp QLD and the Queensland Office for Women. Our members have previously made a submission via Many Genders One Voice to the Queensland Office for Women on 10/05/21 to inform the development of the recent Queensland Women's Strategy, and to the Department of Health on 15/01/2023 to inform the development of the Queensland Women's Health Strategy.

Who we are

Queer and Trans Workers Against Violence is a newly established working group of skilled Queer and Trans practitioners employed across a range of community organisations. Our primary goal is to work towards improved support, responses and resources for LGBTIQ+, particularly trans, gender diverse and nonbinary Queenslanders from the Domestic, Family and Sexual Violence sector, and we are involved in projects targeted to both community and the sector. Our members' organisations include The Queensland Council for LGBTI Health (formerly QuAC), Open Doors Youth Service, YFS' Responsible Men DV Perpetrator Intervention Service, Brisbane Rape & Incest Survivors Support Centre (BRISSC), WWILD Sexual Violence Prevention, and Many Genders One Voice (MGOV). MGOV is a Queensland community-run volunteer group dedicated to the wellbeing of Trans, Gender Diverse and Nonbinary (TGDNB) people. Since our formation in 2011, MGOV has continued to advocate and provide support for our TGDNB community both independently and in partnership with the Queensland Council for LGBTI Health and other local community groups. MGOV is currently responsible for a range of community projects such as the Binder project, and facilitating events such as Trans Fair Day, Trans Community Awards and the Transgender Day of Remembrance.

State specific barriers for LGBTIQ+ Victims:

- Given the acknowledged lack of population data of LGBTIQ+ Queenslanders, and client specific data regarding LGBTIQ+ people accessing violence prevention and victim support services, there are no localised data to understand the extent to which LGBTIQ+ Sistergirl and Brotherboy Queenslanders do or do not experience gaps in service and outcomes when affected by Violent Crime, or Domestic, Family and Sexual Violence. However, the national data below indicates a significant likelihood that LGBTIQ+ people experience victimisation and violent crime at disproportionately high rates.
- Anecdotal stories from LGBTIQ+ Sistergirl and Brotherboy Queenslanders, particularly Trans, Gender Diverse and Nonbinary Queenslanders, indicate that a very real gap in services and outcomes exists. The reasons for this are many varied, however QTWAV notes an intrinsic connection between Victims of Crime services and strategy and the Domestic, Family and Sexual Violence Sector that has historically under-served LGBTIQ+ communities. We have made comment on the gaps and barriers experienced by communities in previous submissions named above.
- The efforts of the Queensland Government to date towards community and the Domestic, Family and Sexual Violence prevention sector regarding gendered violence that happens towards and within LGBTIQ+ communities and relationships could be considered a success insofar as it has led to increasing awareness that this violence happens at similar and even elevated rates for specific community groups. However, this increase in awareness has not been followed by a natural increase or establishment of new targeted, specialist, culturally safe, accessible or appropriate services and support options for LGBTIQ+ community. This appears to also be true for Victim Support services, which in principle are not governed by the same gendered service eligibility constraints as DFSV services but are inevitably informed by the prevailing norms of the DFSV sector and societal understanding of predominately cisgendered, heterosexual gendered violence.
- Existing Victim Support services hold specialised skill and knowledge in providing support to particular cohorts such as young people, people with intellectual disability, men, and women affected by DFSV in particular. We do not suggest that existing Victim Support services and justice system functions are unable to support LGBTIQ+ people, but an absence of targeted strategy and service delivery inevitably results in hesitance and mistrust from LGBTIQ+

community, and under-developed practice knowledge and community connection from services.

- That standardised and important language of Violence against Women and Children is not uniformly understood across governments, the sector and the community in the extent to which it incorporates LGBTIQ+, Sistergirl and Brotherboy communities, particularly those who do not identify as women. This often leads to inconsistencies across service provision and eligibility, funding requirements and perceptions of inclusivity, despite explicit acknowledgement and references to LGBTI and Trans, Gender Diverse and Nonbinary communities as priority cohorts across multiple strategies related to DFSV and gender inequality, and important recognition of LGBTIQ+ people as victims in Human Rights and Anti-Discrimination policy and legislation.
- Where some Queensland organisations are expanding their service eligibility and activity to be more inclusive, this happens individually and without clear guidance from government or consultation from key community cohorts and stakeholders. For example, this can look like services extending to LGBTIQ+ women, or Women and Nonbinary People, without appropriate consultation from community about these decisions or regard for the appropriateness of those who remain excluded from these amendments.
- National reports and resources such as *Pride in Prevention*ⁱ and *Opening Doors*^{ii iii} articulate that progressive expansion of services to LGBTIQ+ communities should incorporate strategic plans to respond to pushback or resistance from violence prevention community pockets strongly in defense of historic feminist activism that has traditionally been exclusive to cisgendered, heterosexual women. These guides express that leadership and direction must come from government and the public sector in order to provide for positive sector outcomes and the retaining of critical knowledge about the gendered nature of violence.
- This leaves the sector vulnerable to manipulation or exploitation of anti-LGBTIQ+, and specifically anti-trans, gender diverse and nonbinary interest groups, and the incitement of highly distressing rhetoric and public action such as that seen across the nation recently with the speaking tour of Kellie-Jay Keen-Minshull / Posie Parker and intrusion from other local hate-groups. It is crucial to note that the driving energy behind much of this activism relates to the preservation of 'women's spaces', which is in strong opposition to the enfranchisement of LGBTIQ+ communities within DFSV policy such as that of the *National Plan*. Community mistrust is likely to grow towards the Queensland Government's efforts to address DFSV and gender inequality amongst LGBTIQ+, Sistergirl and Brotherboy communities, particularly Trans, Gender

Diverse and Nonbinary communities, without further commitments beyond foundational work to build awareness of such violence.

- A path forward requires clear and explicit direction from governments, ongoing consultation and input from community stakeholders and a structured approach to the provision of culturally safe and meaningful supports for LGBTIQ+, Sistergirl and Brotherboy Queenslanders, particularly Trans, Gender Diverse and Nonbinary Queenslanders.
 - Given the sensitivity of this work, these are relationships that must be formed and held directly with the Department of Justice and Attorney General and the Office for Women, the active process of revival of the LGBTI roundtable within Department of Communities is unlikely to be an appropriate mechanism to ensure this department is appropriately briefed and community stakeholders are appropriately involved.

Queensland Policy History Regarding Gendered Violence Prevention:

- In 2015, The Special Taskforce on Domestic and Family Violence in Queensland delivered the landmark *Not Now, Not Ever* report, making explicit recommendation regarding LGBTI community through recommendation 14: *“The Taskforce recommends that the Queensland Government includes LGBTI specific elements in the communication strategy (Recommendation 18) to raise awareness of domestic and family violence in the LGBTI community, remove the stigmas around reporting and seeking help, and provide LGBTI victims with advice on where to go for support”*^{iv} (pg. 141)
- The Queensland *Domestic and Family Violence Engagement and Communication Strategy 2016-2026*^v committed to a community awareness campaign, partnering with a community organisation (QC) to deliver a *meaningful audience-led solution* (pg. 5).
- In 2018^{vi}, the Honourable Di Farmer, Minister for Child Safety, Youth and Women, and Minister for the Prevention of Domestic and Family Violence expressed a commitment to ending Domestic and Family violence within LGBTI relationships through the delivery of a targeted awareness campaign, in fulfillment of Recommendation 14 from *Not Now, Not Ever*. Minister Farmer also committed more than \$155, 000 to train frontline Domestic Violence Workers, in association with the *Queer Without Fear – Domestic and Family Violence in the LGBTIQ+ Community Project*.^{vii}

- In 2019, WorkUp Queensland was created in partnership between ANROWS and The Healing Foundation, with funding from the Queensland Government to offer support and training to help meet growing demand for the state’s 188 specialist sexual violence, women’s health, and domestic and family violence services. This is the result of a signature action from the Third Action Plan of the Domestic and Family Violence Prevention Strategy, to *establish a new workforce capacity and capability service to support the domestic and family violence workforce across Queensland* ^{viii}.
- The Third Action Plan^{viii} also committed to *“continue to deliver LGBTIQ+ targeted initiatives, including communication and engagement campaigns focused on raising awareness, removing stigmas around reporting and seeking help, and promoting help and support services”* (pg. 11).
- The Fourth Action Plan^{ix} makes similar commitments to *“continue to prioritise integrated, holistic, specific and effective responses”*, with an implementation principle that *“commits to ensuring prevention responses are co-designed, accessible and inclusive of... LGBTIQ+ communities [and other priority cohorts]”*.
- In conjunction with Domestic and Family Violence policy, *Prevent, Support, Believe: Queensland’s Framework to address Sexual Violence (2019)* further acknowledged LGBTIQ+ community *disproportionately represented or at higher risk of experiencing sexual violence*^x (pg. 8), incorporating commitments to LGBTIQ+ people in both Priority One and Priority Two of the framework.
- *Queensland Domestic and Family Violence Services: Practice Principles, Standards and Guidance*^{xi} creates explicit practice standards for supporting LGBTIQ+ people in 2.1.1, and Standard 6
- In March 2021, the Women’s Safety and Justice Taskforce was established by the Queensland Government with the explicit objective to examine coercive control and review the need for a specific offense within legislation, and to examine the experience of women within the criminal justice system^{xii}. It’s terms of reference allowed that The Taskforce *may consider... the unique barriers faced by... LGBTIQ+ women, when accessing justice as both victims and offenders* (pg. 1).
- In 2022, the Queensland Women’s Strategy 2022-27^{xiii} committed to *Re-establishing a high level mechanism to hear directly from the representatives of LGBTIQ+ communities and provide an avenue for input into government policy and decisions impacting them* (pg. 17). Subsequently, the *Queensland LGBTIQ+ Roundtable*^{xiv} will be overseen and administered by the Department of

Communities, Housing and Digital Economy (DCHDE), although it does not incorporate any explicit focus on gendered violence, gender inequality or DFSV services.

Key Statistics:

Note: The majority of these statistics come from the national Private Lives 3^{xv} and Writing Themselves In 4^{xviii} surveys. We make these data comparisons to cisgender women to highlight the significantly elevated rates of violence within TGDNB populations given the extremely well-established evidence base of disproportionate violence faced by Australian women in comparison to men^{xvi}. We believe that these data deepen, rather than dismiss, the significant and historical work done by feminist organisations and theorists to reveal the gendered and structural nature of violence against women^{xvii}. Heavily marginalised genders such as trans, gender diverse and nonbinary people experience acutely disproportionate rates of violence, however the overwhelming volume of violence is experienced by the general population of Australian women as a major population size^{xvii}.

What do the statistics say:

- **About Sexuality:**
 - Trans men and nonbinary people identify as multi-gender attracted at higher rates than trans women, however all TGDNB people and cisgender women identify as multi-gender attracted at much higher rates than cisgender men ^{xv xviii}.
 - TGDNB people identify their sexuality as 'something else' in greater numbers than cisgender LGBTIQ+ people, indicating a greater likelihood of identifying as straight/heterosexual ^{xv xviii}.
 - 41% of adult cisgender LGBTIQ+ women and 19% of younger cisgender LGBTIQ+ women, 34% of adult trans women and 23% of younger trans women identify as lesbian ^{xv xviii}.
 - Both Private Lives 3 ^{xv} and Writing Themselves in 4^{xviii}, as well as the recent Australian Longitudinal Study on Women's Health ^{xxv}, identify that multi-gender attracted people experience higher rates of violence than monosexual people ^{xviii}.
- **About gender affirmation**
 - Nonbinary adults assumed female at birth report significantly lower rates of feeling accepted when accessing health and support services (18%) than nonbinary adults assumed male at birth (35%) ^{xv} **Note:** statistical differences in nonbinary wellbeing

outcomes according to assumed sex at birth may allow for a deeper understanding of how imposed binary gendered systems and rigid social expectations operate and create harm differently for nonbinary people through the effects of heteronormativity and cisnormativity. Such statistical differences do not reflect the lived gender identities of nonbinary people, and should not be interpreted in this way.

- Nonbinary adults report lower affirmation by their sexual and romantic partners (63%) and local community (30%) than trans men (68% and 40%) and trans women (71% and 43%)^{xv}.
- Nonbinary adults report lower experiences of gender euphoria (15%) than trans men (28%) and trans women (33%), though overall this indicates that most TGDNB people do not currently experience gender euphoria^{xv}.
- 50% of adult women, 49% of trans men, 42.6% of nonbinary people assumed female at birth and 48% of nonbinary people assumed male at birth reported feeling mostly accepted at work^{xv}.
- 38% of adult trans women, 42% of trans men, 36% of nonbinary people assumed female at birth and 47% of nonbinary people assumed male at birth reported feeling mostly accepted at an education institution^{xv}.
- **About psychological distress:**
 - 66% of adult trans women, 76% of trans men and 75% of nonbinary people, 59% of cisgender LGBIQ+ women and 44% of cisgender LGBIQ+ men report high to very high levels of psychological distress^{xv}.
 - 88% of younger trans women and 90% of younger trans men & nonbinary people 82% of younger cisgender LGBIQ+ women and 67% of younger cisgender LGBIQ+ men report high to very high levels of psychological distress^{xviii}.
 - These rates compare to 15% of adult women and 11% of adult men in the Australian general reporting high or very high psychological distress in 2017-18^{xix}.
- **About suicidality:**
 - For adults, 40% of nonbinary people, 46% of trans women and 53% of trans men, 28% of LGBIQ+ cisgender women and 22% of LGBIQ+ cisgender men report ever attempting suicide^{xv}.

- For young people, 35% of nonbinary people, 40% of trans women and 47% of trans men, 23% of cisgender LGBTIQ+ women and 17% of LGBTIQ+ cisgender men report ever attempting suicide ^{xviii}.
 - TGDNB people aged 15-25 are fifteen times more likely to attempt suicide than the general population^{xx}
 - By comparison, 13% of the general population report experiencing suicidality in their lifetime^{xxi}.
- **About homelessness:**
 - For adults, 32% of trans women, 34% of trans men and 34% of nonbinary people, 20% of cisgender LGBTIQ+ women and 17% of LGBTIQ+ cisgender men have ever experienced homelessness ^{xv}.
 - For younger people this increases to 41% of trans women, 39% for trans men, 32% of nonbinary people, 19% of cisgender LGBTIQ+ women and 19% of cisgender LGBTIQ+ men^{xviii}.
- **About employment and income**
 - 31% of adult trans women, 27% of trans men, 26% of nonbinary people, 14% of cisgender LGBTIQ+ women and 11% of cisgender LGBTIQ+ men reported being unemployed^{xv}, compared to 5.2% of the general population of Australian women^{xxii}.
 - 42% of adult trans women, 47% of trans men, 46% of nonbinary people, 33% of cisgender LGBTIQ+ women and 20% of cisgender LGBTIQ+ men have reported a personal income of less than \$400 per week^{xv}. The closest comparable measurement indicates that 14.1% of the general population of Australian women live in a household below the poverty line^{xxiii}.
- **About substance use:**
 - 25% of LGBTIQ+ adults report drinking more than two standard drinks a day on average, compared to 16% of the general population of adults ^{xv}.
 - Amongst LGBTIQ+ adults, the most common substances used for non-medical purposes include cannabis (30%), ecstasy/MDMA (14%) and cocaine (10%), all higher than the use of cannabis (10.4%), ecstasy/MDMA (2.2%) and cocaine (2.5%) in the general population

- Trans women (20%), nonbinary people (18%) and trans men (17%) are all more likely to have struggled to manage their drug use than LGBTIQ+ cisgender women (13%) and men (12%)^{xv}.
- **About adults ever experiencing intimate partner violence:**
 - 41.7% of all LGBTIQ+ adults have experienced one or more instances of intimate partner violence^{xv}.
 - Trans men responded: 46% verbal, 27% physical, 30% sexual^{xv}.
 - Trans women responded: 42% verbal, 24% physical, 17% sexual^{xv}.
 - Nonbinary people responded: 52% verbal, 28% physical, 36% sexual^{xv}.
 - Cisgender LGBTIQ+ women responded: 43% verbal, 26% physical, 25% sexual^{xv}.
 - Cisgender LGBTIQ+ men responded: 37% verbal, 21% physical, 11% sexual^{xv}.
 - Note: Recent statistics for the general population of Australian women for DFV & IPV indicate 23% of women have experienced emotional abuse, 31% have experience physical abuse and 18.4% have experienced sexual violence^{xxiv}. However, further research from the Australian Longitudinal Study on Women’s Health show considerable variation across different cohorts of Australian women, with self-reported sexual violence rates as high as 51% amongst women born between 1989-1995^{xxv}.
 - **About adults ever experiencing sexual assault**
 - 48.6% of LGBTIQ+ adults indicated ever experiencing sexual assault^{xv}.
 - 55% of trans men, 42% of trans women, 64% of Nonbinary people, 54% of LGBTIQ+ cisgender women and 35% of cisgender LGBTIQ+ men reported ever experiencing sexual assault^{xv}.
 - 66% of queer, 62% of pansexual, 57% of bisexual, 46% of lesbian, 34% of gay and 46% of people defining their sexuality as ‘something else’ reported ever experiencing sexual assault^{xv}.
 - **In 2018’s Australian Trans and Gender Diverse Sexual Health Survey^{xxvi}:**
 - Overall, people assumed female at birth (66% of nonbinary people and 54% of trans men) reported more common experiences of sexual violence & coercion compared to people assumed male at birth (44% of nonbinary people and 36% of trans women)^{xxvi}

- 53% of TGDNB respondents overall reported ever experiencing sexual violence or coercion^{xxvi}
- 70% of those experiencing sexual violence or coercion experienced multiple instances^{xxvi}.
- **About adults ever experiencing family violence:**
 - 38.5% of LGBTIQ+ adults indicated ever experiencing family violence^{xv}.
 - Trans men responded: 50% verbal, 31% physical, 15% sexual^{xv}.
 - Trans women responded: 42% verbal, 20% physical, 7% sexual^{xv}.
 - Nonbinary people responded: 58.1% verbal, 39% physical, 15% sexual^{xv}.
 - Cisgender LGBTIQ+ women responded 42% verbal, 25% physical and 11% sexual^{xv}.
 - Cisgender LGBTIQ+ men responded 31% verbal, 16% physical, 5% sexual^{xv}.
 - Note: See above for IPV & DFV rates for the general population of Australian women
- **About LGBTIQ+ adults and professional help-seeking for IPV or DFV**
 - 72% of LGBTIQ+ people did not report to any professional service^{xv}.
 - 19% reported to a mental health professional, of whom 89% felt supported^{xv}.
 - 6% reported to police, of whom 45% felt supported^{xv}.
 - 2% told a DFV service, of whom 65% felt supported^{xv}.
- **About LGBTIQ+ young people ever experiencing gender or sexuality-based harassment**
 - Trans women responded: 84% verbal, 33% physical, 55% sexual^{xviii}.
 - Trans men responded: 79% verbal, 28% physical, 31% sexual^{xviii}.
 - Nonbinary people responded: 70% verbal, 20% physical, 36% sexual^{xviii}.
 - Cisgender LGBTIQ+ women responded: 47% verbal, 9% physical, 27% sexual^{xviii}.
 - Cisgender LGBTIQ+ men responded: 45% verbal, 12% physical and 21% sexual^{xviii}.
- **About young people accessing support for harassment and assault in the past 12 months**
 - Trans and nonbinary young people predominantly received support from LGBTIQ+ friends in real life or online, or non-LGBTIQ+ friends, around 30—35% accessed no support from anyone^{xviii}.
- **About LGBTIQ+ people with disability:**
 - Around 39% of LGBTIQ+ young people^{xviii} and adults^{xv} identify having a disability or long-term health condition. By contrast, the ABS indicates a rate of 18% in the Australian general population^{xxvii}.

- LGBT people with disability experience twice the rates of anxiety and mental distress than those without, and LGBT people overall face greater mental distress than the general population^{xv}.

LGBTIQ+ adults with disability:

- 50% of people with a severe disability or long-term health condition had ever attempted suicide, followed by 42% for people with a moderate and 36% of people with a mild disability/long-term health condition^{xv}.
- Only 20% of people with a severe disability or long-term health condition reported feeling consistently accepted in public spaces, followed by 23% of people with moderate and 29% of people with mild disability/long-term health conditions^{xv}. For people with severe disability or long-term health issue, this dropped to 10% for engagement with religious or faith-based services and events^{xv}.

LGBTIQ+ young people with disability:

- 88% of young people reporting any disability had ever attempted suicide^{xviii}. This was highest for people with intellectual disability, 91% of whom had ever attempted suicide^{xviii}.
- People reporting any disability or long-term health condition reported greater levels of ever experiencing verbal (71%), physical (24%) and sexual (41%) harassment or assault than was the case for those without disability or a long-term health condition^{xviii}.
- Only 21% of participants with disability or long-term health condition felt that their LGBTIQ+ identity was supported by the NDIS/disability support providers^{xviii}.
- Only 21% of participants with disability or a long-term health condition felt that LGBTIQ+ services or support groups in their area are accessible^{xviii}.
- Only 27% of participants with disability or a long-term health condition felt that the voices of LGBTIQ+ people with disability were heard and understood^{xviii}.
- 35% of LGBTIQ+ young people with a disability reported ever experiencing homelessness in the last 12 months – this was highest for LGBTIQ+ people with intellectual disability (43% had ever experienced homelessness)^{xviii}.

We would welcome further discussion with the Queensland Government on this matter, and we appreciate your consideration of our submission. To contact QTWAV, please info.qtwav@gmail.com

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- ⁱ https://ltu-figshare-repo.s3.aarnet.edu.au/ltu-figshare-repo/36764010/RainbowHealthAustralia_PartnershipGuide.pdf?AWSAccessKeyId=RADjulEnStOwNiA&Expires=1679899644&Signature=ke1ZP5YVi6pGtm%2F8rZcuD%2FAWex8%3D
- ⁱⁱ https://ltu-figshare-repo.s3.aarnet.edu.au/ltu-figshare-repo/37829127/ARCSHS_OpeningDoorsResearchReportFA.pdf?AWSAccessKeyId=RADjulEnStOwNiA&Expires=1679899680&Signature=gQQixZiHT7WA1EzuNX522iYvsqA%3D
- ⁱⁱⁱ https://ltu-figshare-repo.s3.aarnet.edu.au/ltu-figshare-repo/37828383/ARCSHSOpeningDoors_CaseStudies.pdf?AWSAccessKeyId=RADjulEnStOwNiA&Expires=1679899896&Signature=NKYmlde3xJxk4o1ioKFslLWDNko%3D
- ^{iv} <https://www.publications.qld.gov.au/ckan-publications-attachments-prod/resources/533db62b-b2c9-43cc-a5ff-f9e1bc95c7c7/dfv-report-vol-one.pdf?ETag=c69c3ef47071a137ddbaedb49f7fe468>
- ^v <https://www.publications.qld.gov.au/ckan-publications-attachments-prod/resources/59bc508c-cf68-4b91-b5df-244b758af759/engagement-communication-strategy.pdf?ETag=11c1813bfc2b8d50c69bf1ec7d10a957>
- ^{vi} <https://statements.qld.gov.au/statements/86223>
- ^{vii} <https://statements.qld.gov.au/statements/83786>
- ^{viii} <https://www.publications.qld.gov.au/ckan-publications-attachments-prod/resources/20cf6cc3-42da-4553-ba15-f2dd3a2a393b/third-action-plan.pdf?ETag=37896aaa8cf5120978fe775868556cc7>
- ^{ix} <https://www.publications.qld.gov.au/ckan-publications-attachments-prod/resources/3b48a2e8-94ce-46c2-ad49-9aed3b3ac2d9/fourth-action-plan.pdf?ETag=d22784780bf2eaf1bfcc688f17d25eb7>
- ^x <https://www.publications.qld.gov.au/ckan-publications-attachments-prod/resources/a22ad633-8529-4ab7-99d6-549fec75e709/prevent-support-believe-qld-framework-to-address-sexual-violence.pdf?ETag=25e97240b2f85b2fddfc5b605df4cacd>
- ^{xi} <https://www.publications.qld.gov.au/ckan-publications-attachments-prod/resources/e75875e0-50a9-4fa2-acde-121dc4a3a804/dfv-services-practice-principles-standards-and-guidance.pdf?ETag=8465906b55ef511a2a2db9721f74b69a>
- ^{xii} https://www.justice.qld.gov.au/_data/assets/pdf_file/0010/672706/womens-safety-justice-taskforce-tor.pdf
- ^{xiii} [Queensland women's strategy 2022-27 \(publications.qld.gov.au\)](https://www.justice.qld.gov.au/_data/assets/pdf_file/0010/672706/womens-safety-justice-taskforce-tor.pdf)
- ^{xiv} <https://www.chde.qld.gov.au/about/initiatives/lgbti-roundtable>

^{xv} Hill, A. O., Bourne, A., McNair, R., Carman, M. & Lyons, A. (2020). *Private Lives 3: The health and wellbeing of LGBTIQ people in Australia*. ARCSHS Monograph Series No. 122. Melbourne, Australia: Australian Research Centre in Sex, Health and Society, La Trobe University.

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- ^{xix} Australian Bureau of Statistics (2018). *Mental Health*. [Mental health 2017-18 financial year | Australian Bureau of Statistics \(abs.gov.au\)](https://www.abs.gov.au)
- ^{xx} LGBTIQ+ Health Australia. (2021). *Snapshot of Mental Health and Suicide Prevention Statistics for LGBTIQ+ People*
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- ^{xxii} Department of Education, Skills and Employment. (2019). *A statistical snapshot of women in the Australian workforce*. [A statistical snapshot of women in the Australian workforce - Department of Education Skills and Employment Australian Government \(dese.gov.au\)](https://www.dese.gov.au). The Commonwealth of Australia.
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- ^{xxv} Townsend, N., Loxton, D., Egan, N., Barnes, I., Byrnes, E., & Forder, P. (2022). A life course approach to determining the prevalence and impact of sexual violence in Australia: Findings from the Australian Longitudinal Study on Women's Health (Research report, 14/2022). ANROWS.
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