

# GENDER AND SEXUAL DIVERSITY RESOURCE LIST



## UON QUEER COLLECTIVE

Newcastle University Students' Association Inc.

**NUSA Building, Callaghan Campus**  
**queer@nusa.org.au**

[www.facebook.com/UoN-Queer-Collective](http://www.facebook.com/UoN-Queer-Collective)

## OURIMBAH CAMPUS QUEER COLLECTIVE

A social group designed for anybody attending Ourimbah Campus who identifies as lesbian, gay, bisexual, trans\*, intersex, or anywhere on the queer spectrum.

TAFE and University students welcome.

[www.facebook.com/groups/OurimbahLGBTI](http://www.facebook.com/groups/OurimbahLGBTI)

## UON ALLY NETWORK

An ALLY is a trained person who has an understanding of lesbian, gay, transgender and intersex (LGBTIQ+) people and issues and can provide a 'safer zone' for support and referral for LGBTIQ+ staff and students. An ALLY is not identified as being heterosexual or LGBTIQ+, but rather is someone who is supportive and an advocate of the LGBTIQ+ of the University community.

**astrid.gearin@newcastle.edu.au**

**Ph: 4921 6622**

[newcastle.edu.au/ally](http://newcastle.edu.au/ally)

## ACON

NSW based health promotion organisation specialising in HIV prevention, HIV support and lesbian, gay, bisexual, transgender and intersex health. ACON Hunter provides counselling, client support, referral to local transgender and gender diverse social/support groups and medical practitioners, provide resources, and a range of other support.

**Ph: 4962 7700**

**129 Maitland Rd, Islington**

**hunter@acon.org.au**

[www.acon.org.au](http://www.acon.org.au)

## PFLAG

PFLAG stands for Parents and Friends of Lesbians and Gays. They are a non-profit voluntary organisation whose members have a common goal of keeping families together by giving help, support and information to families, friends of all gay people.

- PFLAG Newcastle: [pflag.hunter@gmail.com](mailto:pflag.hunter@gmail.com)
- PFLAG Central Coast: [pflag.nsw.centralcoast@gmail.com](mailto:pflag.nsw.centralcoast@gmail.com)
- PFLAG Other Locations: [pflagaustralia.org.au/locations](http://pflagaustralia.org.au/locations)

[pflagaustralia.org.au/about](http://pflagaustralia.org.au/about)

## HUNTER GENDER ALLIANCE

A not-for-profit charity that's transforming the lives of trans\* and gender diverse people by changing policies, advocating, collaborating, and educating.

[huntergenderalliance.org](http://huntergenderalliance.org)

## POLICE GLLOs – LGBTIQ LIAISON OFFICERS AND REGION SPONSORS, SEXUALITY, GENDER DIVERSITY & INTERSEX

GLLOs (originally called Gay and Lesbian Liaison Officers) are contact officers for the broader sexuality, gender diverse and intersex communities. Their training includes specific information on the history of the relationship between police and LGBTIQ communities, challenges and sensitivities experienced by some community members to engage with police, and effective responses to people who become victims of crime. They also assist other police to respond to homophobic and transphobic incidents and work with the Bias Crimes Unit and other specialist areas. Another aspect of their role is to champion LGBTIQ inclusion at work and provide support to LGBTIQ staff.

To contact a GLLO, call your local police and ask to speak with a GLLO – LGBTIQ Liaison Officer. Many police stations have a GLLO but these officers may not be available immediately.

- Newcastle Police Station: **Kellie Peters | Ph: 49290889**
- Newcastle LGA: **David Andrew, Robyn Beilby | Ph: 49290999**
- Lake Macquarie: **Sharmala Whitehead | Ph: 4942 9920 E/N: 71920**
- Maitland: **Angela Hearn | Ph: 4934 0200**
- Port Stephens: **Michelle Hampson | Ph: 4983 7599**
- Gosford: **Veronica Stephens | Ph: 4323 5422**

**Please note:** GLLO Officers are not available all the time. Please do not wait to report a crime – report it immediately to your local police. If the local GLLO is not on duty you can talk to the Duty Sergeant for assistance and can request follow-up support from a GLLO. If the local police station does not have a GLLO, contact the Region Sponsor, Sexuality, Gender Diversity & Intersex who can locate a GLLO nearby for you.

## DIVERSITY DAYS

**Diversity Days** are all about celebrating or honouring LGBTIQ+ days of significance, and increasing awareness of the LGBTIQ+ community's rich and fabulous diversity.

[www.welcomehere.org.au/diversitydays](http://www.welcomehere.org.au/diversitydays)

## HEADSPACE

The National Youth Mental Health Foundation providing early intervention mental health services to 12-25 year olds. They provide extensive online resources, factsheets and FAQs on all wellbeing topics including sexuality and gender diversity.

[www.headspace.org.au](http://www.headspace.org.au)

Contact Your Local Headspace and see if they also have set up LGBTIQ+ Youth Group

- **Headspace Newcastle has a LGBTIQ+ Youth Group**  
Ph: 4929 4201  
[www.facebook.com/newcastleheadspace](https://www.facebook.com/newcastleheadspace)
- **Headspace Port Macquarie has a LGBTIQ+ Youth Group**  
Ph: 6588 7300
- **Headspace Maitland has a LGBTIQ+ Youth Group**  
Ph: 4931 1000  
[www.facebook.com/Maitlandheadspacensw](https://www.facebook.com/Maitlandheadspacensw)

## NSW OR NATIONAL SUPPORT AND RESOURCES

### ACON

NSW based health promotion organisation specialising in HIV prevention, HIV support and lesbian, gay, bisexual, transgender and intersex health. ACON Hunter provides counselling, client support, referral to local transgender and gender diverse social/support groups and medical practitioners, provide resources, and a range of other support.

[www.acon.org.au](http://www.acon.org.au)

### TRANSHUB

TransHub is an outstanding digital information and resource platform for all trans and gender diverse (TGD) people in NSW, their loved ones, allies and health providers.

<https://www.transhub.org.au>

### THE GENDER CENTRE

The Gender Centre is the peak state-wide specialist multi-purpose service supporting the transgender, gender diverse and gender questioning population of NSW. They support trans\* and gender expressive people at every stage of their journey as they explore their authentic sense of self.

Ph: (02) 9519 7599 Business hours  
[gendercentre.org.au](http://gendercentre.org.au)

### MINUS 18

Australia's largest youth led organisation for young LGBTIQ Australians. Social events, online resources, mental health support, training, online shop, video platform, articles and much more.

[minus18.org.au](http://minus18.org.au)

### TWENTY10

Twenty10 is a community-based, non-profit, state-wide organisation, working with and supporting people of diverse genders, sexes and sexualities providing a broad range of specialised services for young people 12-25. Sydney based working across New South Wales, offering online resources, counselling, information and referrals.

[www.twenty10.org.au](http://www.twenty10.org.au)

### NATIONAL LGBTI HEALTH ALLIANCE

The national peak health organisation in Australia for organisations and individuals that provide health-related programs, services and research focused on LGBTI people and communities.

[lgbtihealth.org.au](http://lgbtihealth.org.au)

### INTERSEX HUMAN RIGHTS AUSTRALIA

Support, education and policy development organisation, by and for intersex people.

[ihra.org.au](http://ihra.org.au)

### QLIFE

Provides nation-wide, early intervention, phone counselling and online web chat services. QLife counselling services are available 7 days a week between the hours of 3pm – 12am Australia wide.

Ph: 1800 184 527

[qlife.org.au](http://qlife.org.au)

### A GENDER AGENDA (AGA)

A Gender Agenda works with the intersex and gender diverse community. This includes intersex, trans\*, and gender diverse people, their friends, families and allies.

[genderrights.org.au](http://genderrights.org.au)

### GENDERQUEER AUSTRALIA

Genderqueer Australia is a support group for gender questioning, genderqueer and trans\* people, and their family and friends. Their website includes resources, an online shop, library, articles and latest news stories.

[www.genderqueer.org.au/resources](http://www.genderqueer.org.au/resources)

### REACH OUT

Reach Out is Australia's leading online mental health organisation for young people, providing practical support including extensive online resources, fact sheets and articles.

[au.reachout.com](http://au.reachout.com)

[au.reachout.com/wellbeing/personal-identity/gender](http://au.reachout.com/wellbeing/personal-identity/gender)

### SAFE RELATIONSHIPS PROJECT

LGBTIQ domestic violence legal support and advocacy.

Ph: 9332 1966 | Free call: 1800 244 481

[www.iclc.org.au/our-services/safe-relationships-project](http://www.iclc.org.au/our-services/safe-relationships-project)

### AUSTRALIAN HUMANS RIGHTS AND EQUAL OPPORTUNITY COMMISSION

[www.humanrights.gov.au](http://www.humanrights.gov.au)

### AUSTRALIAN GOVERNMENT GUIDELINES ON THE RECOGNITION OF SEX AND GENDER

Read the guidelines [here](http://www.ag.gov.au). [www.ag.gov.au](http://www.ag.gov.au)

# GLOSSARY

## SEX

The classification given to someone at birth or in utero predominately based on the appearance of their genitalia. These classifications are male and female, people who are intersex are given a gender of male or female assigned to them. Unnecessary medical interventions are still regularly made to intersex bodies to make them appear more 'male or female' and there is much activism happening in regards to this.

## GENDER IDENTITY

A person's internal sense of their gender being male or female, or anything in between or neither. It may be a sense of one's self as trans\*, genderqueer, woman, man, or some other identity, which may or may not correspond with the sex and gender one is assigned at birth. They may refer to themselves as non binary, genderqueer, gender non-conforming, gender fluid or another term.

## GENDER EXPRESSION

The way people communicate their gender identity to others by how one expresses oneself, how they dress, act, and/or refer to themselves, and/or behaviours. Society, and people that make up society characterise these expressions as 'masculine,' 'feminine,' or 'androgynous.' Individuals may embody their gender in a multitude of ways and have terms beyond these to name their gender expression(s).

## SEXUAL ORIENTATION

A term to describe sexual and/or romantic attractions to others. Sexual orientation is not linked to a person's gender identity

## HETERONORMATIVITY

The assumption that everyone is straight. It may also refer to the oppression experienced by people who are not straight in a society that represents being straight as dominant, normal and superior.

## HETEROSEXISM

Attitudes, biases, and discrimination in favour of those who are straight.

## CIS GENDER

A gender identity, or performance in a gender role, that society deems to match the person's assigned sex at birth. The prefix cis- means 'on this side of' or 'not across.' A term used to call attention to the privilege of people who are not transgender. This term is not new.

## CISSEXISM/ CIS-GENDERISM

The pervasive system of discrimination and exclusion that oppresses people whose gender and/or gender expression falls outside of cis-normative constructs. This system is founded on the belief that there are, and should be, only two genders and that one's gender or most aspects of it, are inevitably tied to assigned sex at birth. Within cissexism, cisgender people are the dominant/agent group and trans\*/ gender non-conforming people are the oppressed/target group.

## PRONOUNS

Linguistic tools used to refer to someone in the third person. Examples are they/them/theirs, ze/hir/hirs, she/her/hers, he/him/his. In English and some other languages, pronouns have been tied to gender and are a common site of misgendering (attributing a gender to someone that is incorrect.) Always call a person by their chosen name and pronoun. If you do get it wrong, apologise briefly, correct yourself, move on and remember for next time.

## GENDER DYSPHORIA

Is the term used to describe the distress or unease sometimes experienced from being misgendered and/or when someone's gender identity and body personally don't feel connected or congruent. Gender dysphoria does not = being trans\* or gender diverse, many trans\* and gender diverse people do not experience gender dysphoria and if they do, it may cease with access to gender affirming healthcare (if medical transition is desired). The trans\* and gender diverse experience is not a mental illness.

## GENDER EUPHORIA

Is the term used to describe the comfort, joy or pride experienced when thinking about one's true gender identity or gender expression. For example, this may come from wearing gender affirming clothes, binding ones chest or choosing a gender affirming hairstyle.

## LGBTIQA+

*Takeaway:* Remember to refer to people in the way they ask of you. If unsure, respectfully ask them to clarify.

## LESBIAN

A person who identifies as a woman, who can experience sexual, romantic and/or emotional attraction to other people who identify as women.

## GAY

Typically gay refers to a person who identifies as a man, who can experience sexual, romantic and/or emotional attraction to other people who identify as men. However many women also use this term. So more basically put gay is: A sexual and affectional orientation toward people of the same/similar gender.

## BISEXUAL

A person who can experience sexual, romantic and or emotional attraction toward two or more genders.

## TRANS\*/TRANSGENDER

An umbrella term for people whose gender identity does not match with the sex they were assigned at birth. Being transgender does not necessarily mean that you prescribe to a label or category or that you even wish to conform to the gender binary. Increasingly people are embracing identity terms like genderqueer, gender fluid, bi-gender, tri-gender, etc. Trans\* people can identify as queer, straight, bi, gay, lesbian, asexual, pansexual, etc., just as cis-gendered people do. It needs to be noted that not all trans\* people identify as being part of the LGBTIQ+ Community.

## INTERSEX

Intersex people are born with physical sex characteristics that do not fit medical norms for female or male bodies. We are a hugely diverse population, with at least 40 different underlying traits known to science. Intersex variations can become apparent at many different life stages, including prenatally through the use of genetic screening technologies, at birth and in early childhood, at puberty, and later in life – for example when trying to conceive a child. Intersex people use many different terms to describe ourselves. Sometimes personal choices are intended to avoid discrimination, misconceptions and stigma. Intersex people are relatively common, although society's denial of their existence has allowed very little room for intersex issues to be discussed publicly. Intersex people equal an estimated 1.7% of the population. This makes the amount of intersex people similar to the population of people with red hair 1-2%. Hermaphrodite is an outdated and inaccurate term that has been used to describe intersex people in the past and should not be used.

## QUEER

An umbrella term used by people who are not heterosexual or cisgender. Although, historically used as a put down for people who were perceived to be outside the norm in regards to orientation/attraction or gender identity; for some, it has been reclaimed as a self-identifying term and symbol of pride, but for others this term is still very hurtful.

## QUESTIONING

A self-identifying term for people who are in the process of exploring or discovering their sexual orientation or gender identity.

## ASEXUAL

A sexual orientation generally characterised by not feeling sexual attraction. Some asexual people do have sex. There are many diverse ways of being asexual and this very much occurs on a spectrum. Asexuality is not celibacy, which is the deliberate abstention from sexual activity.

## AROMANTIC

A romantic orientation generally characterised by not feeling romantic attraction or a desire for romance. Aromantic people can be satisfied by friendship and other non-romantic relationships. There are many diverse ways of being aromantic and this very much occurs on a spectrum.

*The 'A' in LGBTIQ+ stands for Asexual or Aromatic. To clarify, A does not stand for ALLY. People have been known to say it does, however general community consensus is this is incorrect.*

## +

The plus sign is important as it reminds us that some people may feel they do not fit into what comes before it, or that these labels don't define them. + is always important it is a way of being inclusive and providing visibility and space for everyone and a reminder that as the world moves we may find that people identify in more ways than what we currently have language for.

***The below terms and concepts are not favoured by everyone and are extremely personal, these are people's experiences and not generally concepts or terms you will need to use.***

## DEAD NAME/BIRTH NAME

This is a term that is used to describe a previous name that is no longer used. Depending on an individual's transition this Dead/Birth Name may still be on legal documents and not for you to challenge. Example: I went to school with [Dead Name] and they will always be [Dead Name] to me. This is NOT ok. This is very personal and some people have extremely strong feelings about this. Be guided by the individual

## PASSING

To be seen or 'read' as the gender you are presenting as. 'Passing privilege'

## STEALTH

To live passing as non-trans\* and without disclosing status as transgender.

## MYTH BUSTING OF PASSING/NOT PASSING

The notion of passing or not passing should not dictate your behaviour when interacting with a trans\* or gender diverse person.

There is a lot of pressure on trans\* and gender diverse people to 'pass', this may include:

- Safety - risk of violence and discrimination
- Favouritism - we privilege those who 'fit in' with the gender binaries (M/F) over those who do not

It is important not to assume that all trans\* people want to 'pass' and important not to discriminate against trans\* people who do not or cannot pass.

Some trans\* people who may want to 'pass' but maybe cannot for many reasons:

- Age at which they transitioned
- Access to medical care/ medical transition
- Genetics
- Cost
- Health

Just to name a few.

***Disclaimer:*** These terms and explanations may not be used or agreed to by everyone. People may use them differently or not associate with them in the way we have written in these explanations.

## REFERENCES & CONSULTATION

[www.facebook.com/NUSAQueerCollective](https://www.facebook.com/NUSAQueerCollective)

[ihra.org.au](http://ihra.org.au)

[www.acon.org.au](http://www.acon.org.au)

[lgbtihealth.org.au/inclusivelanguage](http://lgbtihealth.org.au/inclusivelanguage)