

Section 22

From: Section 22
Sent: Tuesday, 31 October 2023 9:14 AM
To: Anna Cody; Section 22
Subject: FW: Reforecasting - process and timeframes [SEC=OFFICIAL]

Follow Up Flag: Follow up
Flag Status: Completed

Security Classification: OFFICIAL

Hi team

Further information on project proposals from Darren, below.

Thanks

From: Darren Dick Section 47F
Sent: Tuesday, October 31, 2023 11:35 AM
To: Senior Policy Group Section 22
Subject: FW: Reforecasting - process and timeframes [SEC=OFFICIAL]

Dear colleagues

We have spoken about the below in various meetings, but a reminder – if you would like to propose additional spending measures for **this financial year** could you include some details in the below documents? They will be considered on Monday next week – so time is short.

Please only include things that you can reasonably deliver, noting the extremely high workflows for many teams at present. Staffing costs could only be supported to 30 June as well, as funding is from projected underspends.

Section 22

Please speak to me or s 22 (as relevant) with any queries,

Regards
Darren

From: Section 22
Sent: Friday, October 27, 2023 8:43 AM

To: Senior Management **Section 22**
Subject: Reforecasting - process and timeframes [SEC=OFFICIAL]

Dear SMG members

Further to Leanne's email of 18/10/2023, please find below the forecast template to assist you in developing estimates and a short explanation/business case for your spending proposals.

Action required by 6 November:

Using this template update the forecast figures¹ and the 'spending proposal' tab with details of the proposal to support analysis and comparison of each proposal: [AHRC forecast \(project code family\) 2023-24 v1.1 \(for Finance\).xlsm](#)

Save your proposals in Sharepoint here (this will facilitate consolidation of the proposals):
[202310 Spending proposals for consideration](#)

Please contact me if you have any questions or need any help from myself or **s 22** during this process.

Detailed guidance for using the template

¹ Forecast figures are developed using the 'ABC-1' tab of the template. The number of staff required at each level are entered in rows 7-33. Estimated travel, administration and other supplier expenses are input in rows 44-53 and details of any new tenders required to support the proposal are input in rows 57-66.

² There should be one spreadsheet for each core project code. If you have more than one proposal for a project, clearly indicate in the ABC-1 tab which resources are for each proposal and complete a 'spending proposal' tab for each proposal.

³ When you have populated the template, save it in the Sharepoint folder above.

Kind regards
Section 22

From: Leanne Smith **Section 47F**
Sent: Wednesday, October 18, 2023 1:47 PM
To: Senior Management **Section 22**
Cc: **Section 22**
Subject: Reforecasting [SEC=OFFICIAL]

Dear SMG members,

As we discussed briefly at the last SMG, it's time to look at our forecast underspend and identify other strategic and essential priorities.

Please come to next week's SMG with any proposals you might have in mind. Some of these might flow from the extra priorities list we prepared in April.

Thanks,

Leanne

Section 22

From: Section 22
Sent: Thursday, 2 November 2023 3:13 PM
To: Anna Cody; Section 22
Subject: RE: scoping and project work [SEC=OFFICIAL]

Follow Up Flag: Follow up
Flag Status: Flagged

Security Classification:
OFFICIAL

Hi Anna and Section 22

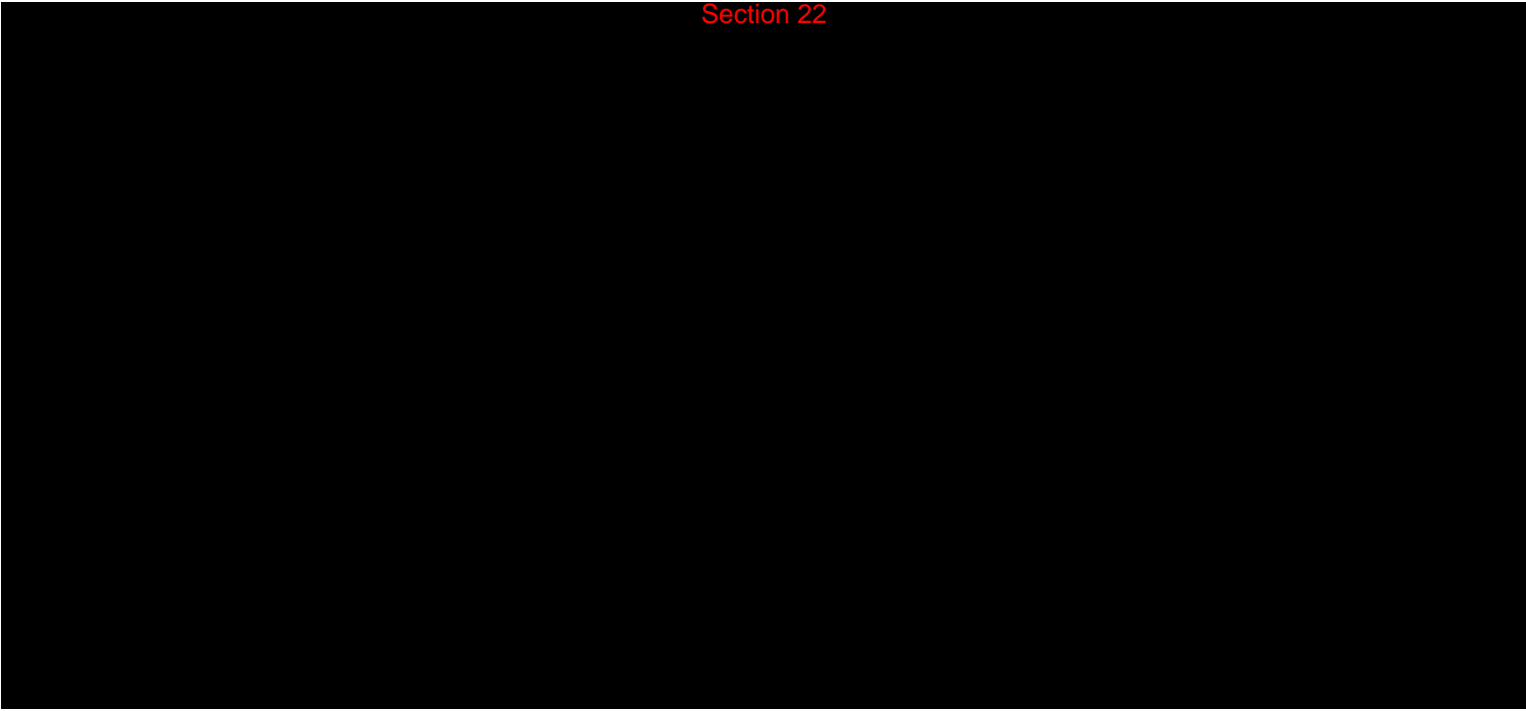
Anna, thanks so much for our discussion on this earlier. I have made a start on the bid here: [SDT_Spending Proposal_23-24.docx](#) (it is the last one - you will note all of our bids are in the one document, and are still very much in draft form!).

Section 22 - grateful if you could please review and fine tune in the morning.

I will be on my mobile if you would like to discuss further.

Thanks,
Section 22

Section 22





Australian
Human Rights
Commission

SDT Budget Bid

November 2023



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Australian
Human Rights
Commission

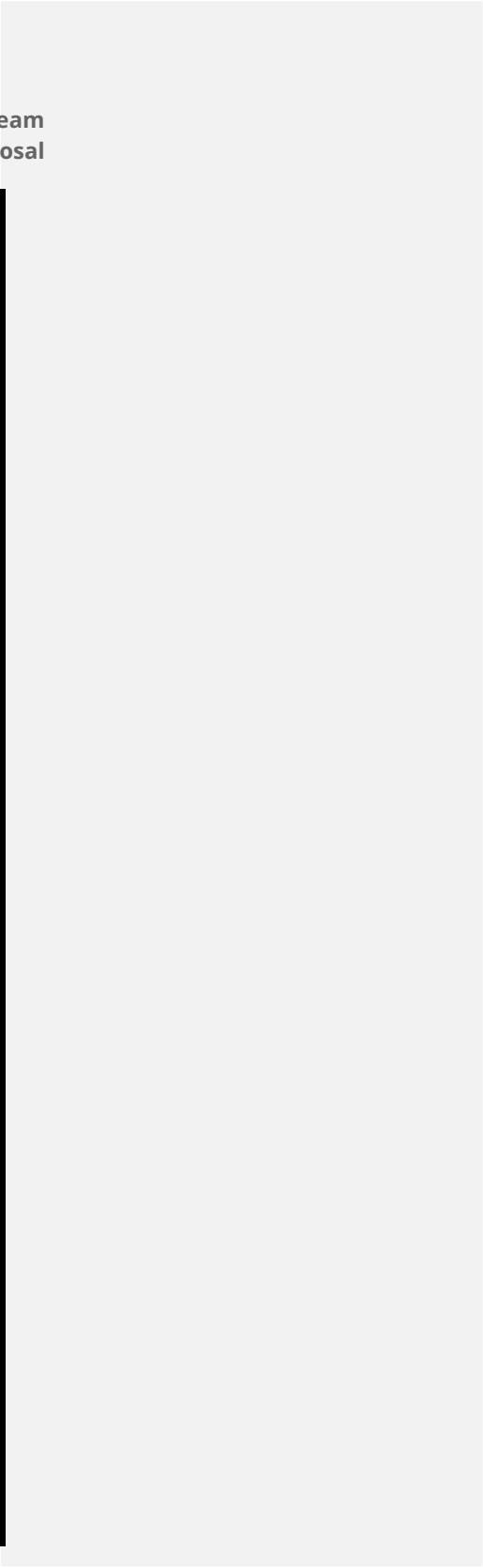
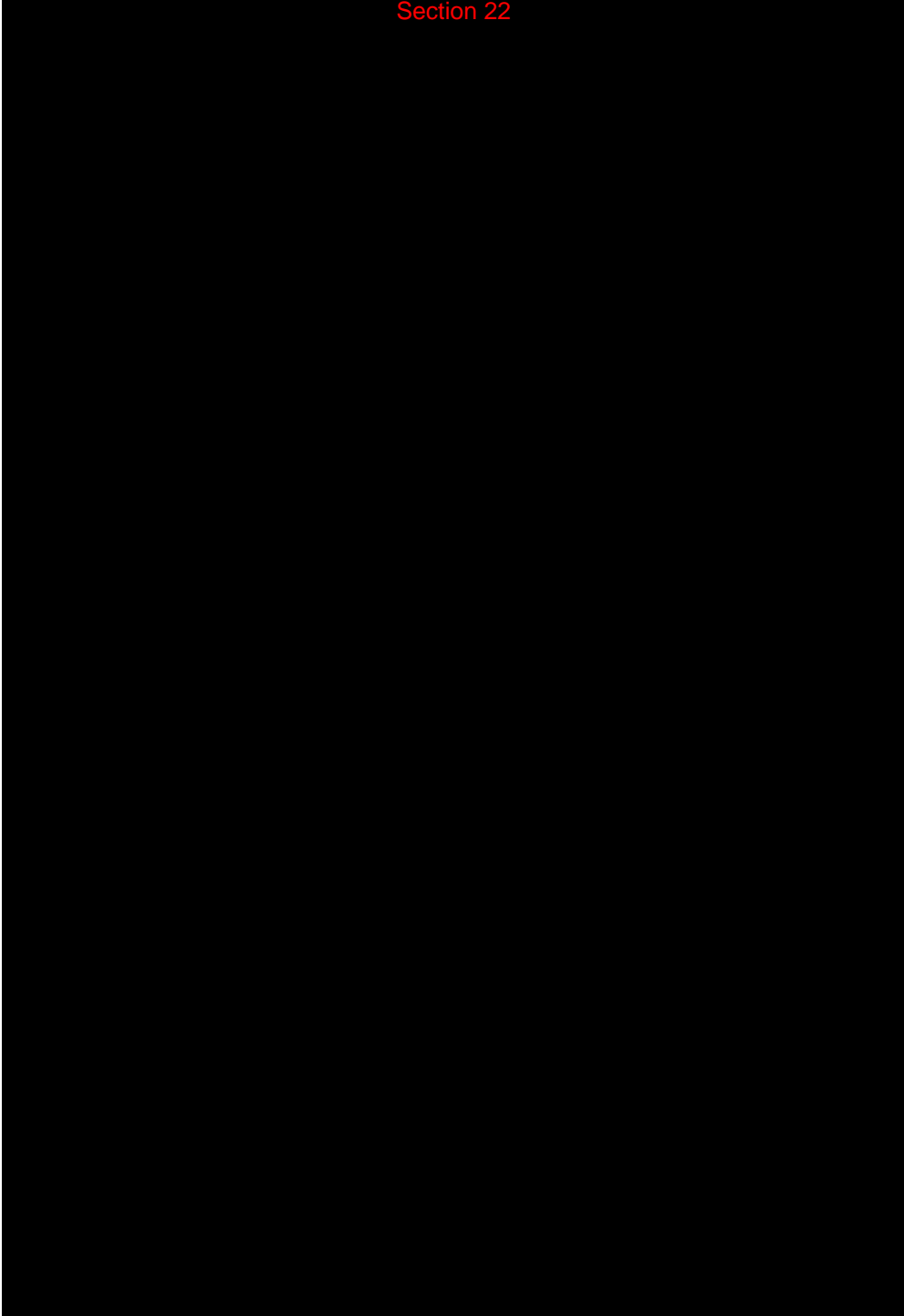
Sex Discrimination Team
Spending Proposal

Section 22



Sex Discrimination Team
Spending Proposal

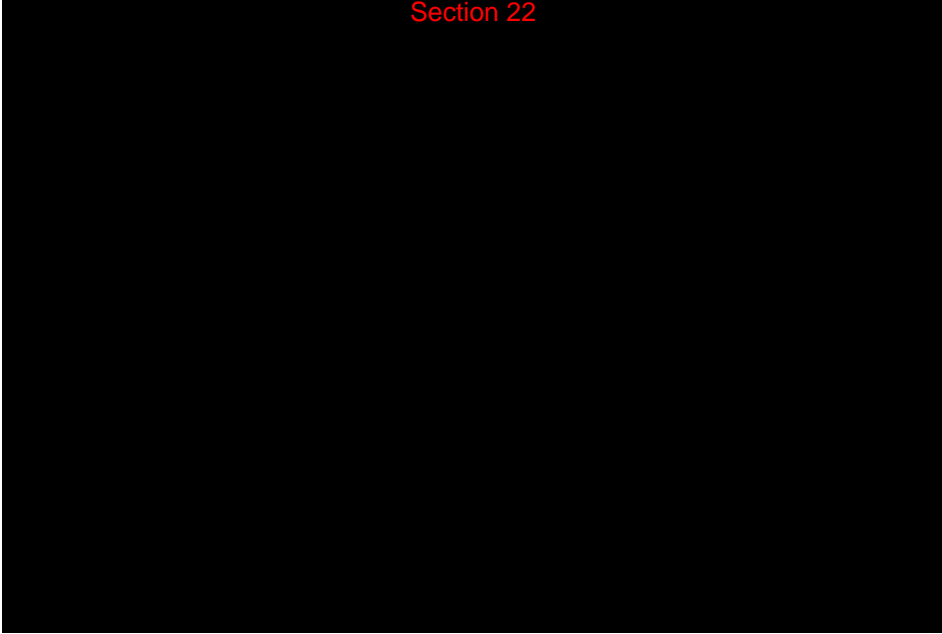
Section 22





Sex Discrimination Team
Spending Proposal

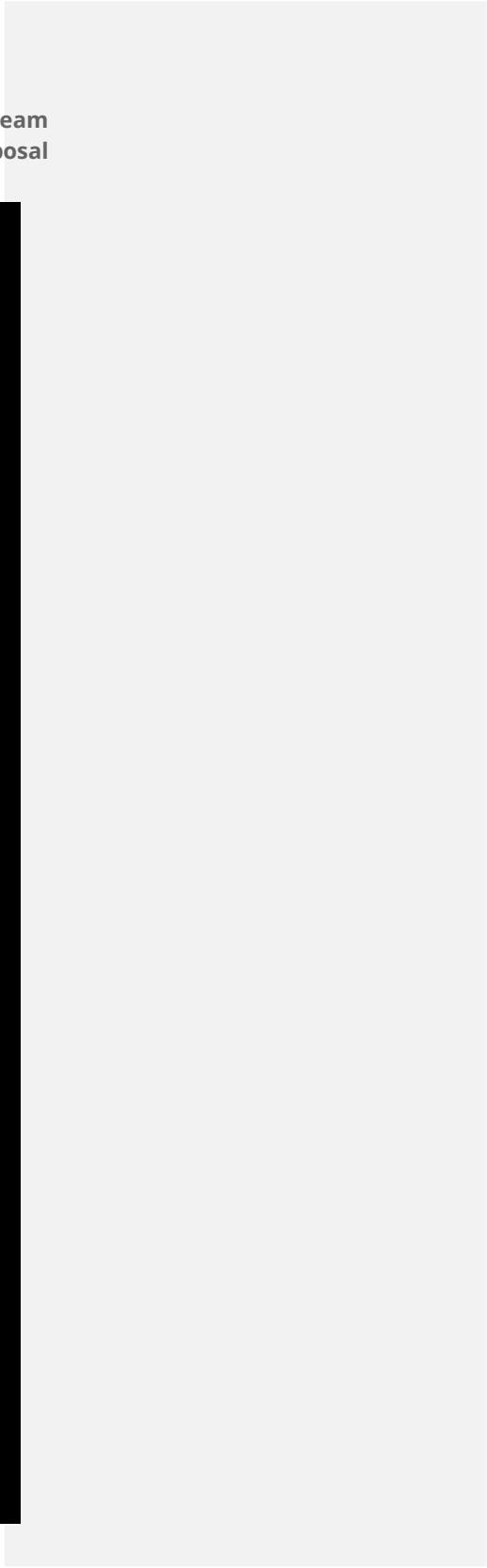
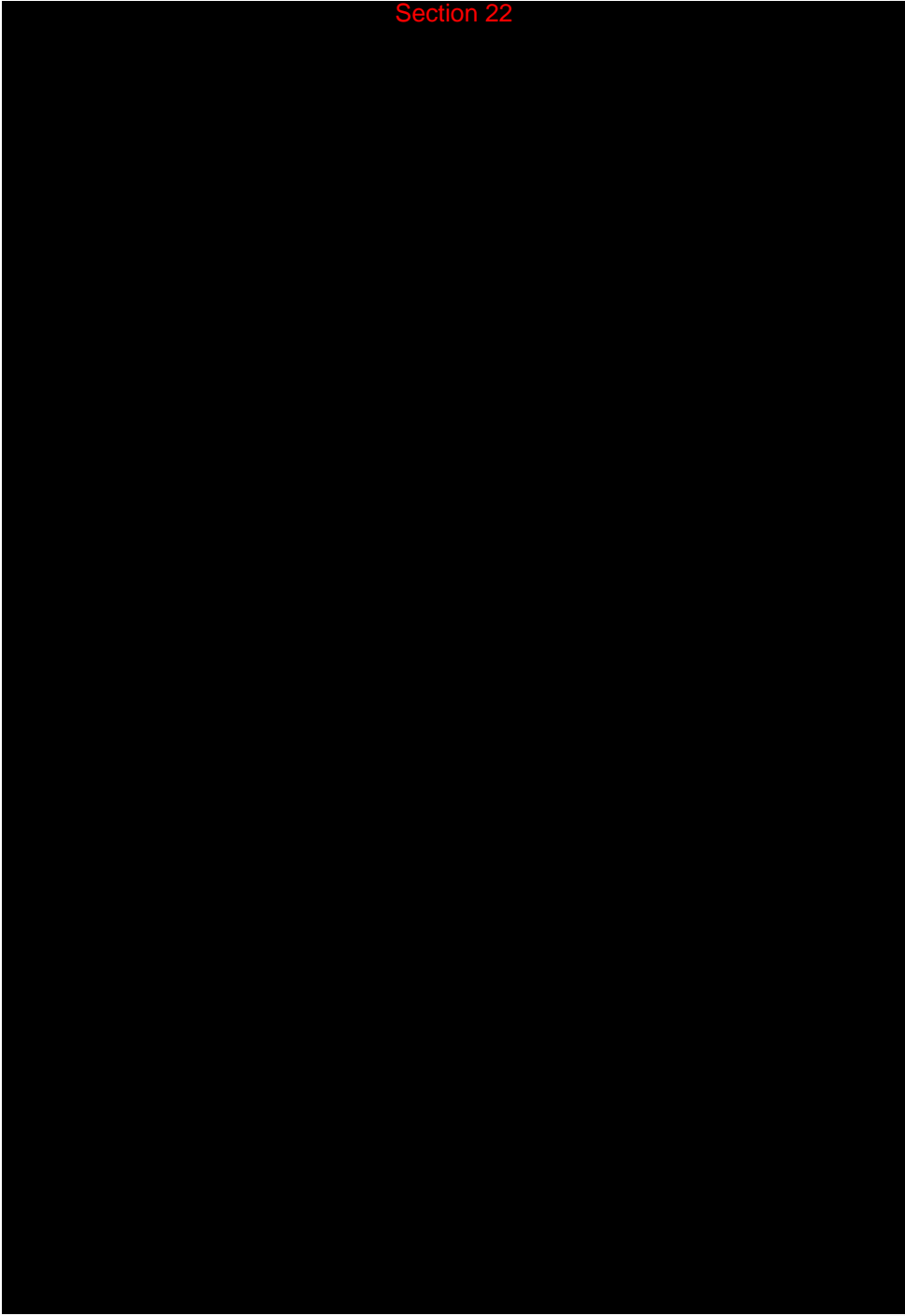
Section 22

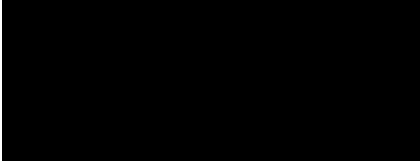




Sex Discrimination Team
Spending Proposal

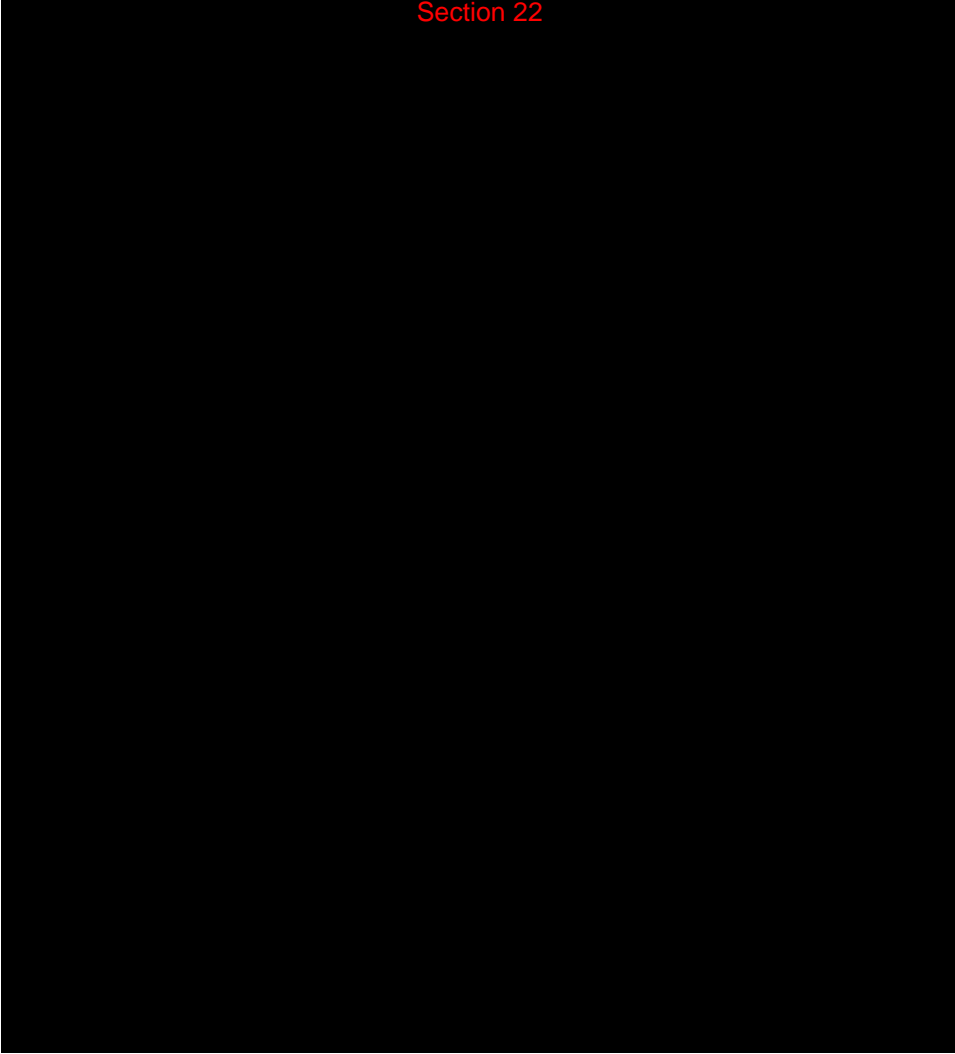
Section 22





Sex Discrimination Team
Spending Proposal

Section 22



SOGII PROJECTS

TRANS AND GENDER DIVERSE HUMAN RIGHTS – MAPPING THREATS AND OPPORTUNITIES

OVERVIEW

This proposal seeks funding to develop a comprehensive report that maps out the current threats to the human rights of trans and gender diverse individuals in the country.

Both the SD team and SOGII stakeholders in NSW, WA and VIC have identified the rights of trans and gender diverse community as a priority for the SOGII portfolio.

How much money?

\$200,000 - \$250,000 total:

- \$180,000 + oncosts for staff
- \$20,000 - \$70,000 for travel, report development, interpreters, accessibility requirements.

Cross-Commission collaboration

Sex Discrimination team leading the project with input from:

- Child's Rights team – legislation is focused on access to gender affirming youth healthcare
- Social Justice team – understanding intersectional impact on Brotherboys and Sistersgirls, community responses
- Racial Discrimination team – link into mis/disinformation project findings
- Human Rights team – technology including social media information, and sports bans
- Disability Discrimination team – understanding threats to gender affirming healthcare for TGD people with disability, particularly Autism

THE PROPOSAL

A short report mapping threats to the human rights of trans and gender diverse people in Australia.

What does it involve?

Stage 1 (November 23-March 24)

Assembling a steering committee and establishing a project plan to confirm proposed goals of the project and achievable outcomes

Researching and gathering data to identify human rights threats faced by trans and gender diverse individuals in Australia, including:

- Investigating the accessibility of healthcare services available to trans and gender diverse people across Australia
- Analysing sources and spreaders of anti-trans disinformation, and its impact on public perception and policies.
- Evaluating the tactics and actors influencing the rights and well-being of this community; anti-trans activists, conspiracy theorists, far-right extremist groups, fringe political actors, right wing personalities and media.
- Analysing influence of international anti-trans mobilisation, organising and messaging.

Stage 2 (March-May 2024)

Consulting with some key Trans focused civil society organisations to gain a full picture of the range of challenges, impacts on community, work underway and proposed solutions.

Stage 3 (May - July 2024)

Identifying and promoting key changes in 1-2 areas of law such as access to gender affirming care, discrimination laws.

Development and review of report and recommendations.

Link to the Commission's strategic goals

This project aligns with the Commission's strategic goals of safeguarding and promoting human rights in Australia. It addresses a pressing issue that affects a marginalized community and contributes to a more inclusive and equitable society. Furthermore, it supports the Commission's commitment to monitoring and reporting on human rights issues, as well as advocating for necessary changes in policies and practices.

What staff does it involve

Sex Discrimination Team
Spending Proposal

2 x 1 FTE

\$180,000 wages + staff oncosts

Commented S 22: I know that oncosts aren't in the costing tool supplied by Darren. But previously it was included, so I think it might be an oversight of theirs. So I suggest adding '+staff oncosts' to this to ensure they know they are not factored into the amount you're requesting.

Staff oncosts are things like workers insurance, reasonable accommodations, ICT support, Office supplies, staff training.

OUTCOME

The primary outcome sought from this project is a thoroughly researched and well-documented report on the threats to the human rights of trans and gender diverse people in Australia.

This report will serve as a valuable resource for policymakers, civil society organizations, and advocates, providing evidence-based insights and recommendations for addressing these threats and promoting the human rights of trans and gender diverse people in the country.

It will amplify previous work done by trans and gender diverse community-controlled organisations and allow for sharing of protective measures.

It also re-establishes the importance of trans and gender diverse people's human rights within the Commission's body of work in human rights. The most recent other work was in 2019 and continues to have support.

RISKS

Why should the Commission invest in this?

This project would be responsive to identified priorities and would support the commission in responding to the needs of this community.

This project would foster a renewed sense of collaboration, trust, and understanding between the AHRC and LGBTIQ+ communities and stakeholders and would be responsive to identified priorities.

This project would also inform the Commission's approach to future legislative reform, such as the second iteration of a Religious Discrimination bill.

What are the risks if we do not do this?

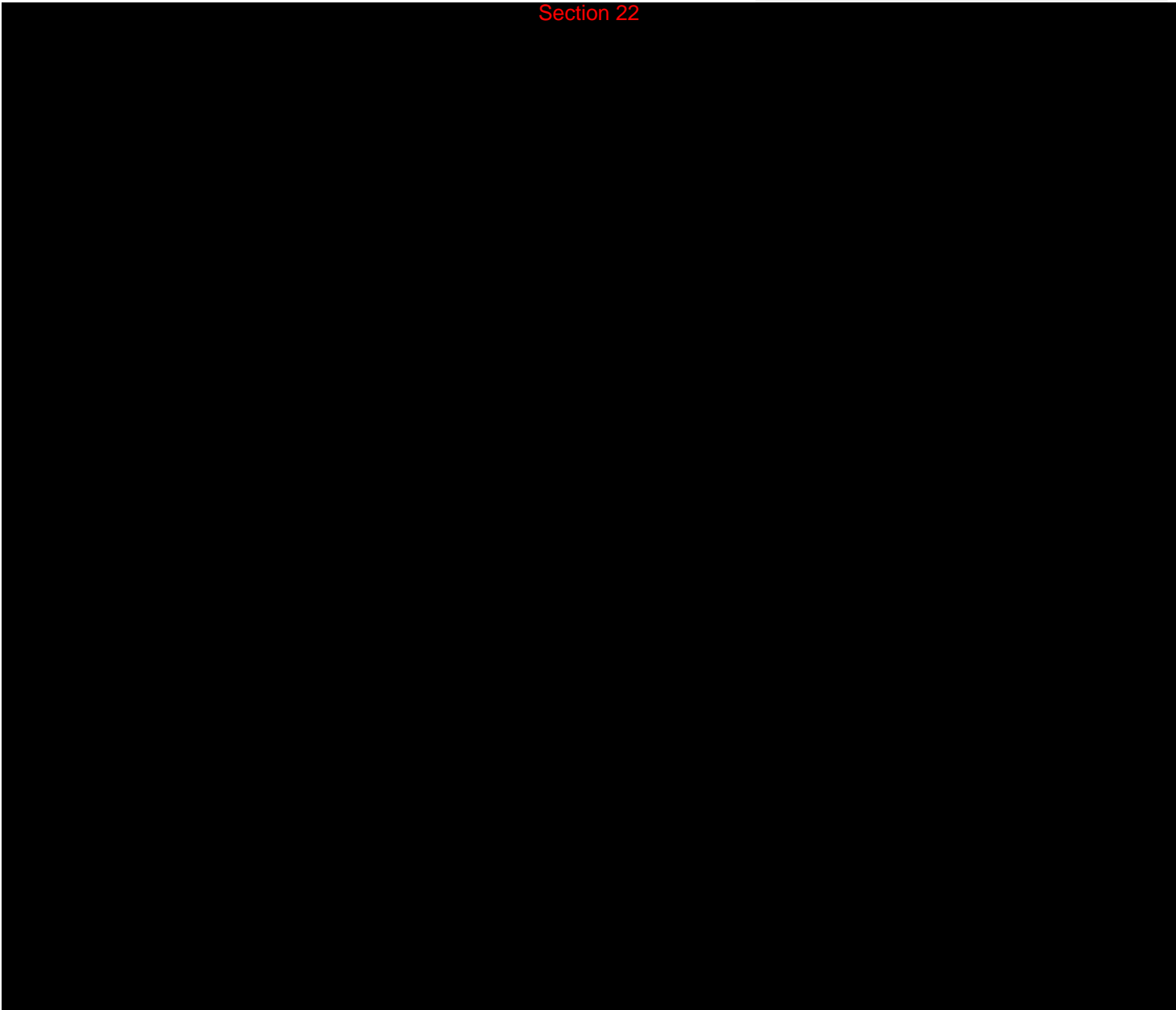
LGBTIQ+ communities are often the first group to come under attack by extremist and populist movements, which are on the rise globally. While attacking diverse sexual orientations is no longer socially acceptable in Australia, trans and gender diverse communities are facing a rising wave of mis/disinformation, hostility and hate.



**Sex Discrimination Team
Spending Proposal**

Understanding the threats and tactics used against the trans and gender diverse communities matters both for the protection of these communities and to be better able to safeguard human rights and democracy more broadly.

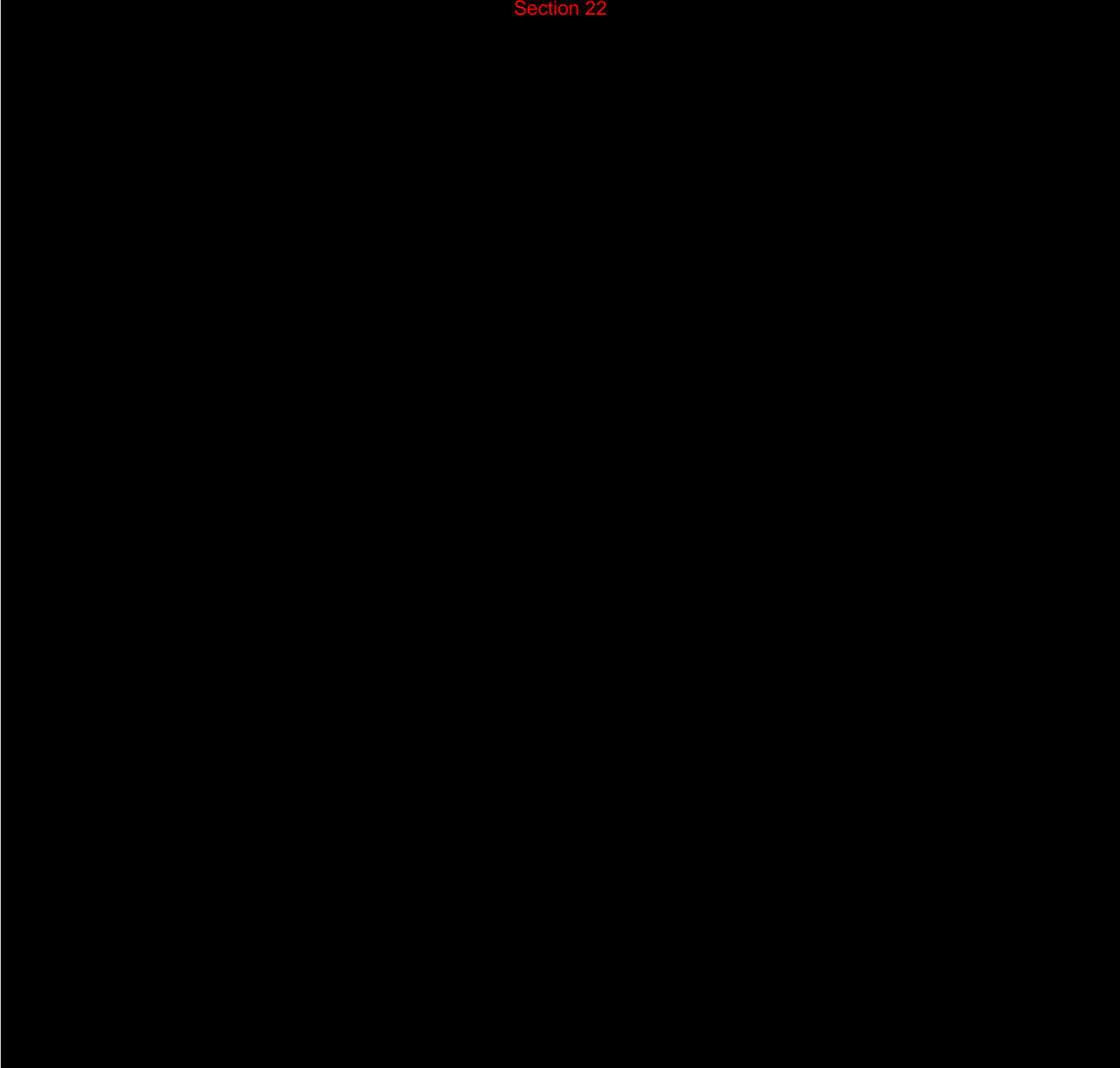
Section 22





Sex Discrimination Team
Spending Proposal

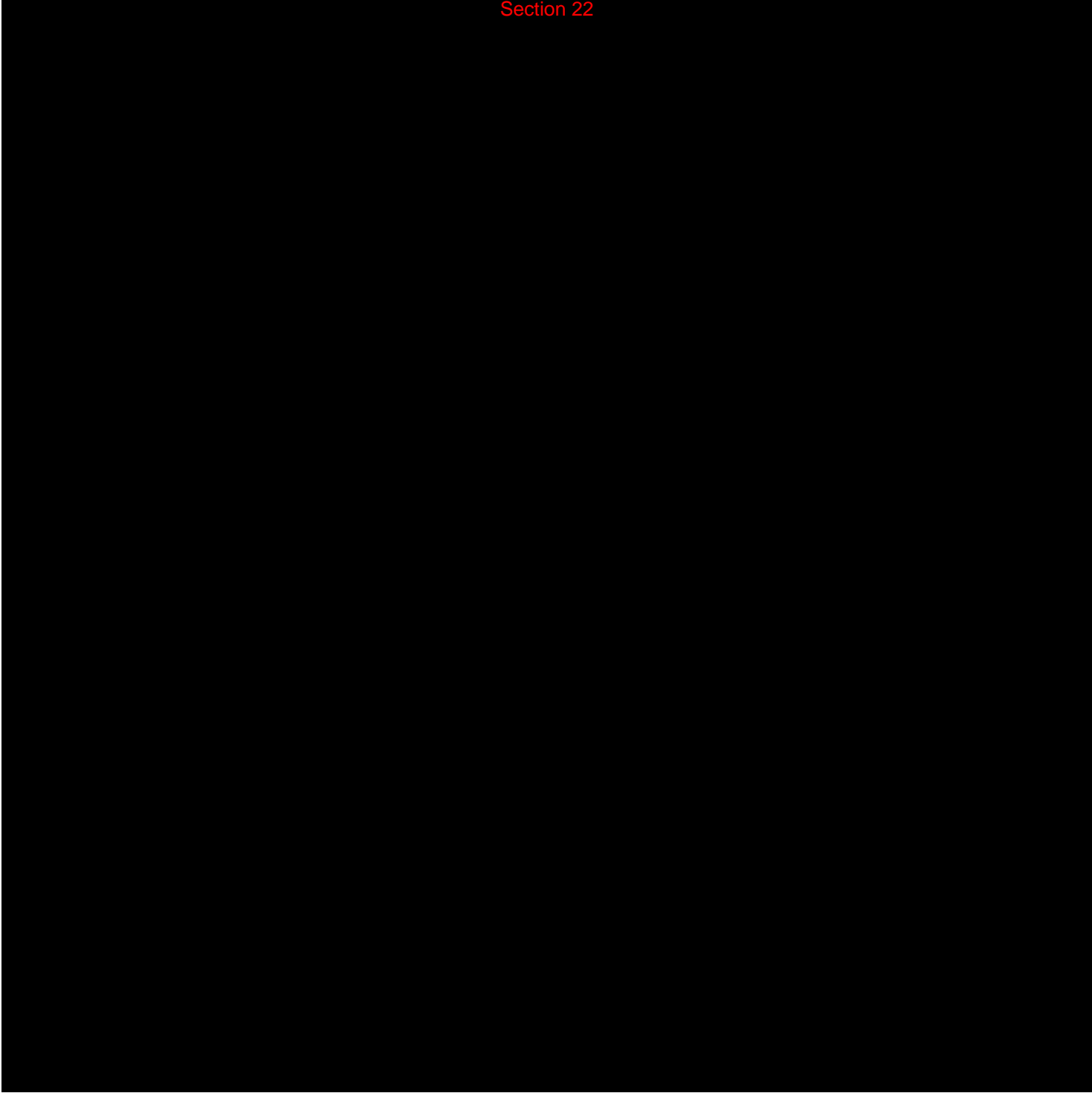
Section 22





Sex Discrimination Team
Spending Proposal

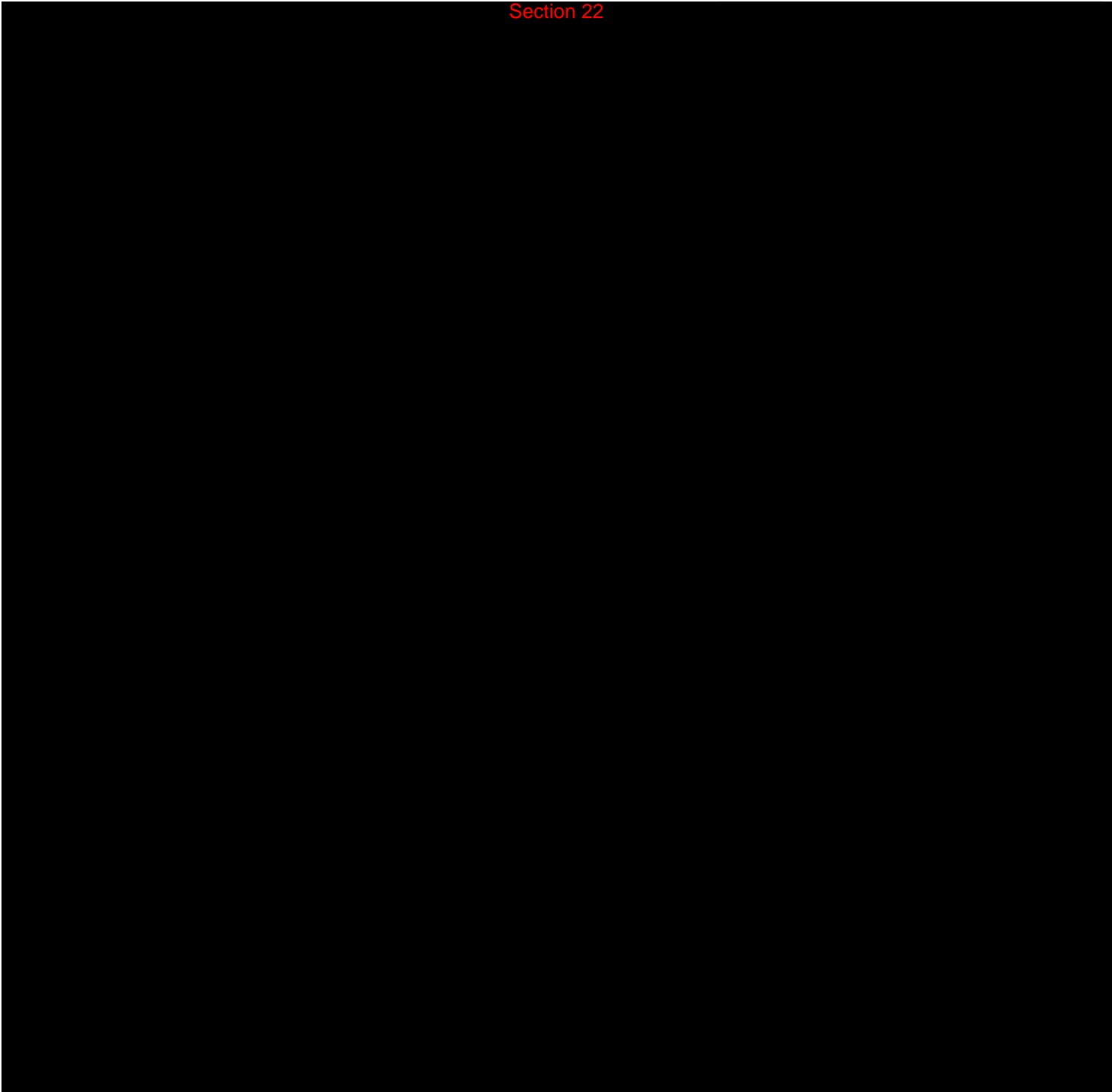
Section 22





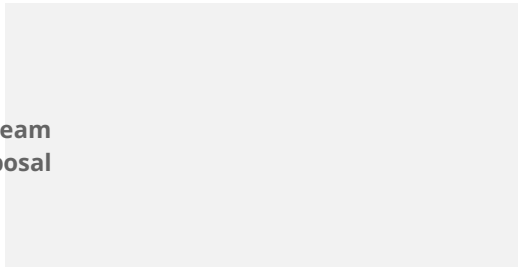
Sex Discrimination Team
Spending Proposal

Section 22

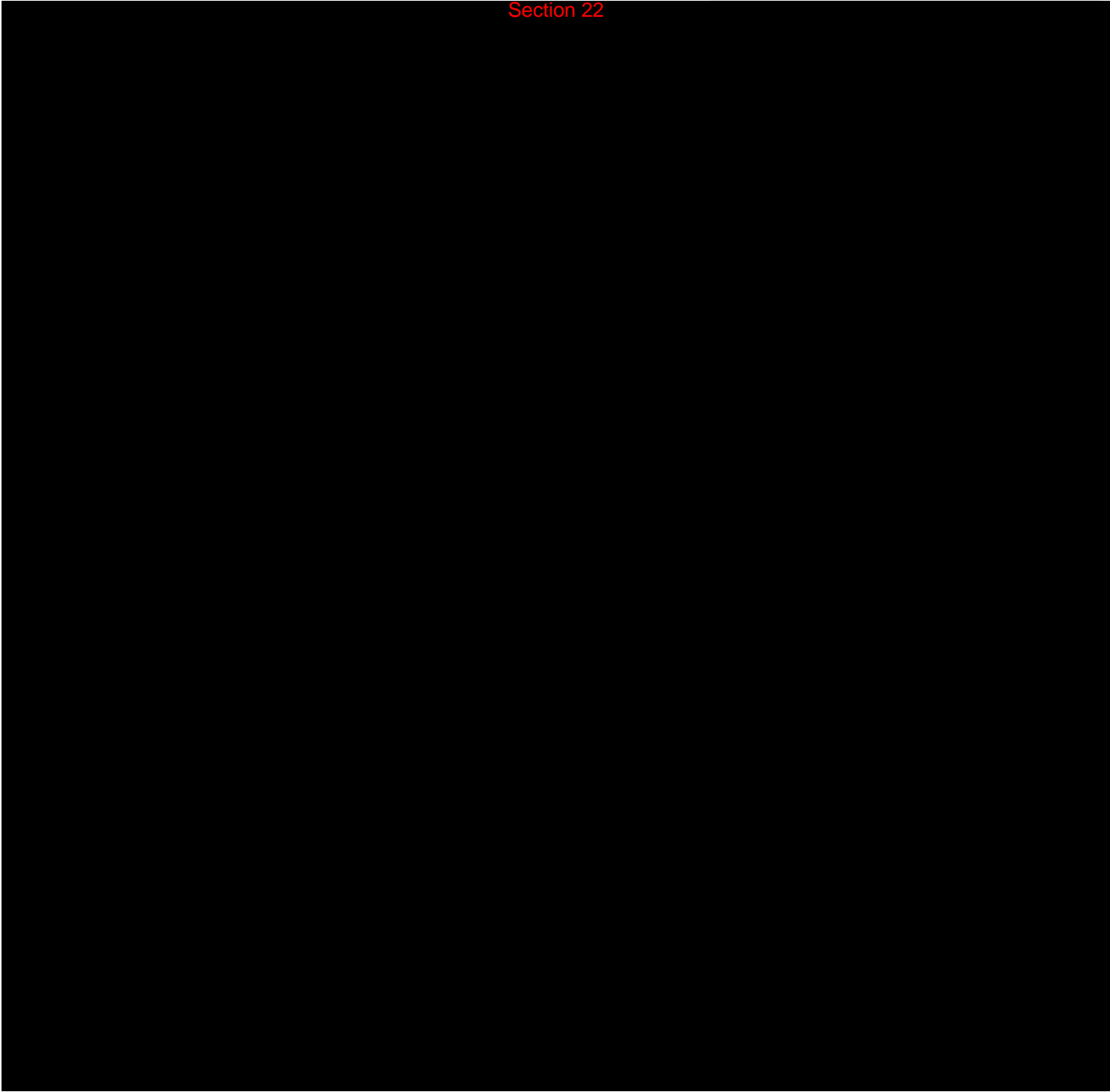


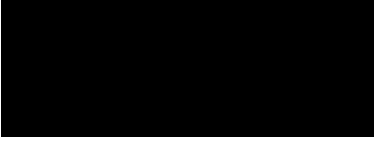


Sex Discrimination Team
Spending Proposal



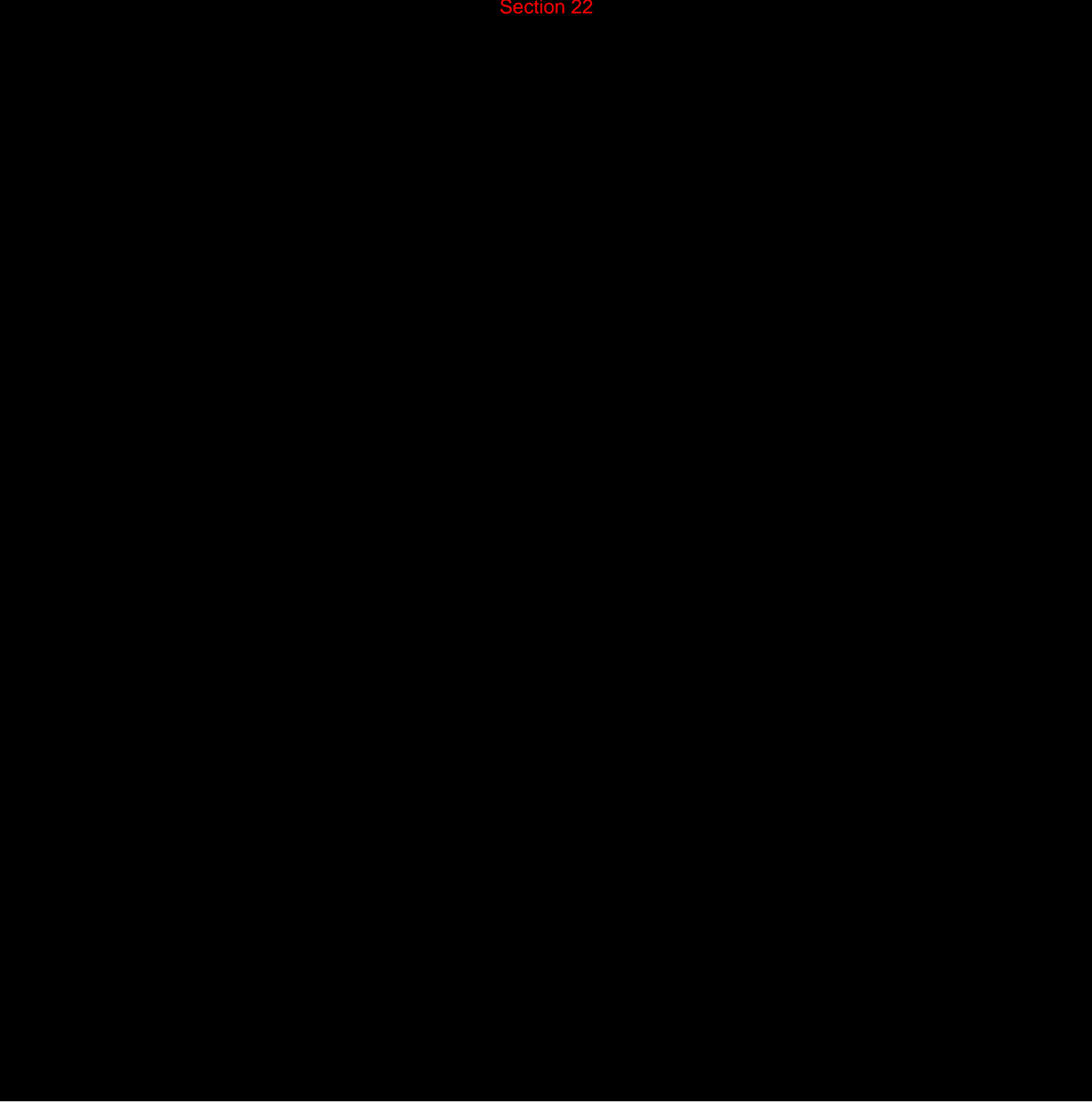
Section 22

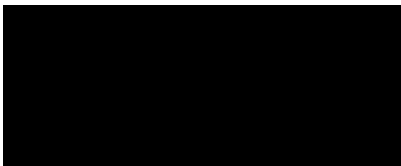




Sex Discrimination Team
Spending Proposal

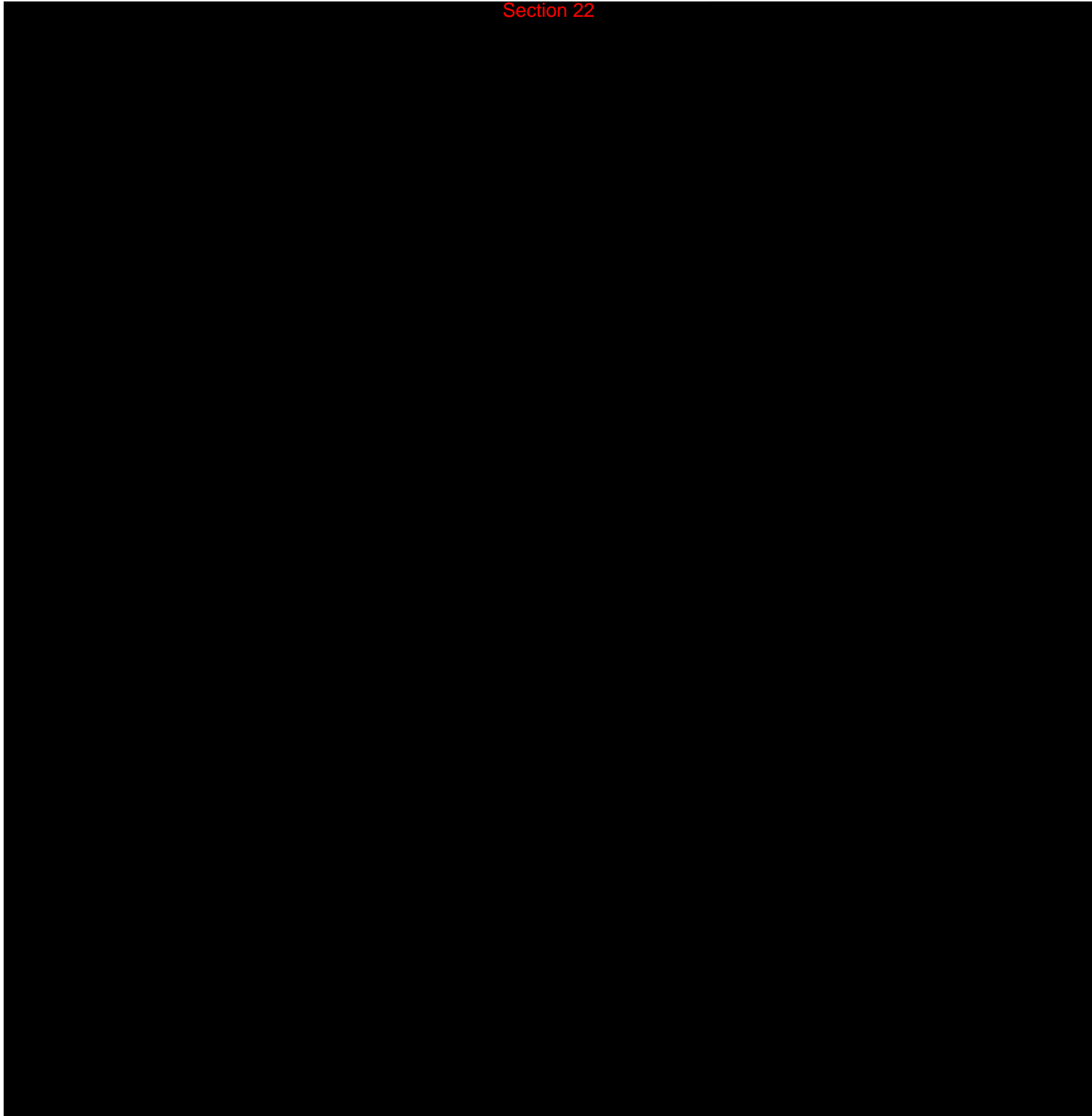
Section 22





Sex Discrimination Team
Spending Proposal

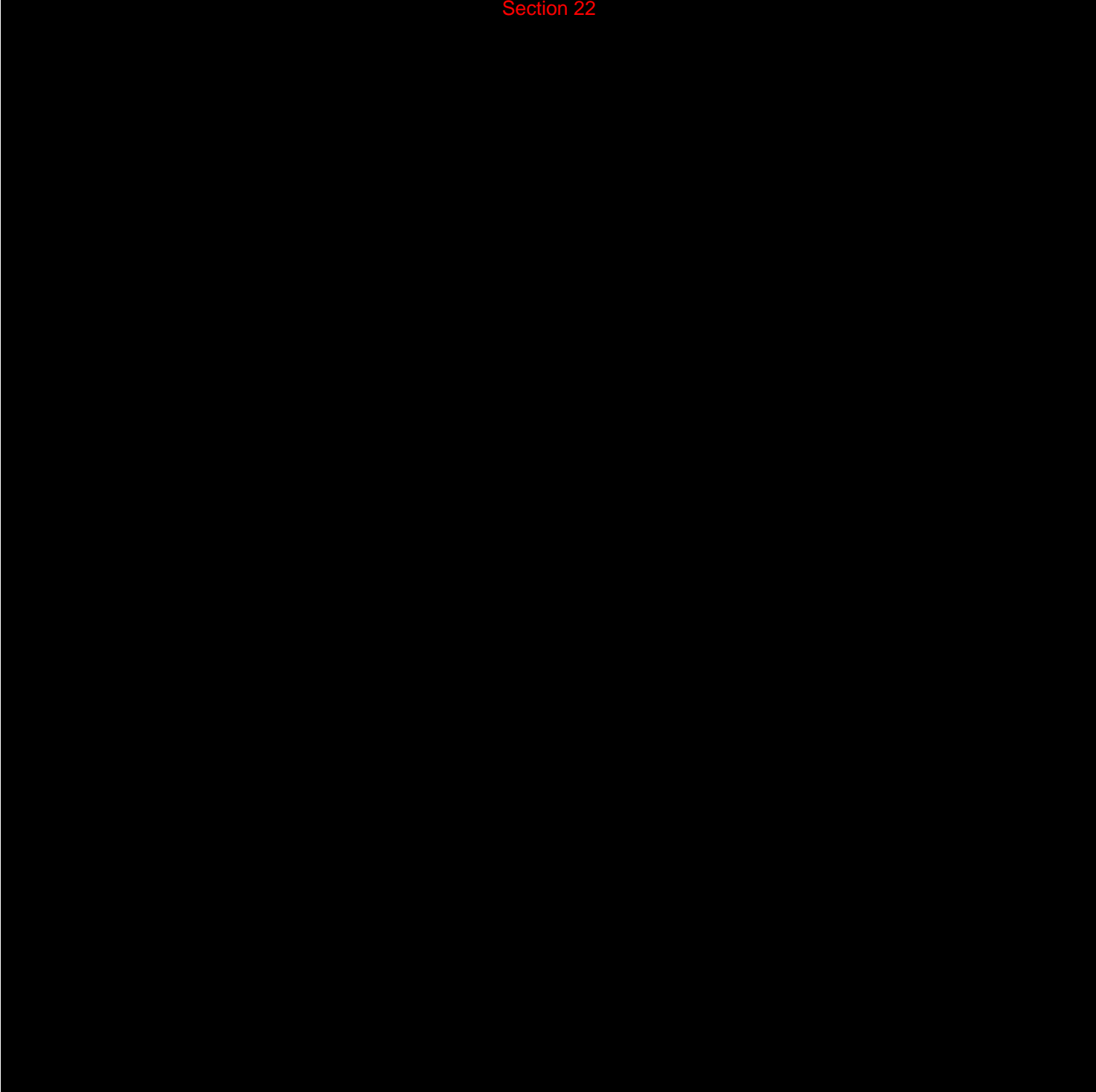
Section 22





Sex Discrimination Team
Spending Proposal

Section 22



Sex Discrimination Team
Spending Proposal

Section 22

Section 22

From: Section 22
Sent: Wednesday, 8 November 2023 6:37 AM
To: Section 22
Cc: Section 22
Subject: FW: Reforecasting - process and timeframes [SEC=OFFICIAL]

Security Classification:
OFFICIAL

Hello!!!

Section 22

I have had a go at the below:

Section 22

2. Mapping project: [AHRC forecast \(SDT SOGII mapping project\) 2023-24 v1.1 \(for Finance\).xlsm](#)
 - Again, the costings here are out due to the staffing coming to a total of \$121k and not the estimated \$180k – happy to discuss!

Section 22

Happy to discuss once you've gotten settled.

Thanks,
Section 22

Section 22

Section 22

From: Section 22

Sent: Tuesday, November 7, 2023 4:08 PM

To: Section 22

Subject: RE: Reforecasting - process and timeframes [SEC=OFFICIAL]

Yay, go team!

If you have capacity Section 22 could you please start the SOGII ones and whatever you don't get done today I'll chat to s 22 about tomorrow?

thx

Section 22

From: Section 22

Sent: Tuesday, November 7, 2023 3:04 PM

To: Section 22

Section 22

Subject: RE: Reforecasting - process and timeframes [SEC=OFFICIAL]

Section 22

We've got:

1. **Section 22**
2. **Section 22**
3. SOGII: **s 22**
4. **Section 22**

Thx team!

s 22

Section 22

From: **Section 22**

Sent: Monday, November 6, 2023 9:55 AM

To: **Section 22**

Subject: Re: Reforecasting - process and timeframes [SEC=OFFICIAL]

Hi team,

Cleared the document for the spending proposals, great work by all.

Could I ask each of you go into the below highlighted document sometime today and input the info for easy reference by Leanne/ Darren etc? It should take a few minutes max and then pls save it into the second highlighted link.

In the document, where it says 'Copy proposal description', just include the link to the proposal document and note the page to refer to.

Thank you,

s 22

From: Darren Dick **Section 47F**
Sent: Tuesday, October 31, 2023 9:48 AM
To: **Section 22**
Subject: FW: Reforecasting - process and timeframes [SEC=OFFICIAL]

From: **Section 22**
Sent: Friday, October 27, 2023 8:43 AM
To: Senior Management **Section 22**
Subject: Reforecasting - process and timeframes [SEC=OFFICIAL]

Dear SMG members

Further to Leanne's email of 18/10/2023, please find below the forecast template to assist you in developing estimates and a short explanation/business case for your spending proposals.

Action required by 6 November:

Using this template update the forecast figures¹ and the 'spending proposal' tab with details of the proposal to support analysis and comparison of each proposal: [AHRC forecast \(project code family\) 2023-24 v1.1 \(for Finance\).xlsx](#)

Save your proposals in Sharepoint here (this will facilitate consolidation of the proposals):
[202310 Spending proposals for consideration](#)

Please contact me if you have any questions or need any help from myself or **s 22** during this process.

Detailed guidance for using the template

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² There should be one spreadsheet for each core project code. If you have more than one proposal for a project, clearly indicate in the ABC-1 tab which resources are for each proposal and complete a 'spending proposal' tab for each proposal.

³ When you have populated the template, save it in the Sharepoint folder above.

Kind regards
Section 22

From: Leanne Smith **Section 47F**
Sent: Wednesday, October 18, 2023 1:47 PM
To: Senior Management **Section 22**
Cc: **Section 22**
Subject: Reforecasting [SEC=OFFICIAL]

Dear SMG members,

As we discussed briefly at the last SMG, it's time to look at our forecast underspend and identify other strategic and essential priorities.

Please come to next week's SMG with any proposals you might have in mind. Some of these might flow from the extra priorities list we prepared in April.

Thanks,

Leanne

Project name: SDT
 Project code: SDT-1

Guidance: You must enter the project code name using the format "XXX-##" where X represents a letter, # represents a number. The first number must be present; the second number is optional.

GRAND TOTAL
 \$160,801

Guidance: Cells shaded in dark grey have been locked by Finance and cannot be edited

Staff profile				Full Time Equivalents (#s) for 9 month budget forecast (update)												TOTAL	Names/Details	
Classification	Pay point	\$ Salary fr 10 Nov 2022+	\$ Salary fr Nov 2023+	Jul 2023	Aug 2023	Sep 2023	Oct 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024	Jun 2024	TOTAL	Names/Details	
APS1	APS1.1	48,384	50,319															
APS1	APS1.2	51,455	53,513															
APS1	APS1.3	54,524	56,705															
APS2	APS2.1	56,266	58,517															
APS2	APS2.2	59,090	61,454															
APS2	APS2.3	61,914	64,391															
APS3	APS3.1	62,371	64,866															
APS3	APS3.2	65,504	68,124															
APS3	APS3.3	68,636	71,381															
APS4	APS4.1	69,513	72,294							1.00	1.00	1.00	1.00	1.00	1.00	\$ 42,870		
APS4	APS4.2	73,233	76,162															
APS4	APS4.3	76,955	80,033															
APS5	APS5.1	77,533	80,634															
APS5	APS5.2	81,458	84,716															
APS5	APS5.3	85,383	88,798															
APS6	APS6.1	85,826	89,259							1.00	1.00	1.00	1.00	1.00	1.00	\$ 52,931		
APS6	APS6.2	91,953	95,631															
APS6	APS6.3	98,079	102,002															
EL1	EL1.1	107,355	111,649															
EL1	EL1.2	113,696	118,244															
EL1	EL1.3	120,035	124,836															
EL2	EL2.1	129,072	134,235															
EL2	EL2.2	143,204	148,932															
EL2	EL2.3	151,691	157,759															
EL2*		177,693	184,801															
SES 1	SES 1	212,825	221,338															
SES 2	SES 2	276,938	288,016															
Total FTE #				-	-	-	-	-	-	2.00	2.00	2.00	2.00	2.00	2.00	\$ 95,801		
Total FTE \$				\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 15,967	\$ 15,967	\$ 15,967	\$ 15,967	\$ 15,967	\$ 15,967	\$ 95,801		
OnCosts \$	Finance use only!																\$ -	
Supplier Expenses \$ (including travel, ICT charges, admin costs etc)																		
Supplier Expenses section - Amounts in all rows below this one in dollars (\$) - 9 month budget forecast (update)				Jul 2023	Aug 2023	Sep 2023	Oct 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024	Jun 2024	TOTAL	Details/Comments	
1) Estimated value of supplier services to be delivered by 30 Jun 2024:																		
Line 1: Estimate based on 2022-23 supplier spend																	staff oncosts are covered by centralised Commission budget	
Line 2: Estimate based on 2022-23 supplier spend												55,000.00				\$ 55,000	costs for consultations, travel and accommodation	
Line 3: Estimate based on 2022-23 supplier spend																		
Line 4: Estimate based on 2022-23 supplier spend																		
Line 5: Estimate based on 2022-23 supplier spend																		
Line 6: Estimate based on 2022-23 supplier spend																		
Line 7: Estimate based on 2022-23 supplier spend																		
Line 8: Estimate based on 2022-23 supplier spend																		
Line 9: Estimate based on 2022-23 supplier spend																		
Line 10: Estimate based on 2022-23 supplier spend																		
Guidance: If you require more than 10 lines in section 1) above, please contact Finance.													55,000.00			\$ 55,000		
2) New tenders planned during 2023-24 (include scheduled publish date in Column V)																		
Tender 1												10,000.00				\$ 10,000	communications collateral for community engagement, accessibility accomedations including interpreters	
Tender 2																		
Tender 3																		
Tender 4																		
Tender 5																		
Tender 6																		
Tender 7																		
Tender 8																		
Tender 9																		
Tender 10																		
Guidance: If you require more than 10 lines in section 2) above, please contact Finance.													10,000.00			\$ 10,000		

GRAND TOTAL \$160,801

The information below is intended to assist the Chief Executive assess the proposal benefits as well as risk of non-delivery when considering spending proposals.

Requesting officer:	Section 22
Officer responsible for delivery:	Section 22
Is officer responsible for delivery aware of this proposal?	Yes
SMG sponsor:	Darren Dick
Does this proposal require recruitment of new staff?	Yes
If yes, do you have position descriptions drafted?	No
Does this proposal require new procurements over \$10K?	No
If yes, do you have business requirements drafted?	No
Does this proposal require new procurements over \$80K?	No
Does this proposal include payments that could be considered to be 'grants'?	No
Aligned to strategic goal: 1,2,3,4	Yes
Description of spending proposal and benefits:	

[SDT Spending Proposal 23-24.docx](#)

THE PROPOSAL

A report mapping threats to the human rights of trans and gender diverse people in Australia.

Stage 1 (November 23 2023 – March 24 2024)

Assembling a steering committee and establishing a project plan to confirm proposed goals of the project and achievable outcomes.

Researching and gathering data to identify human rights threats faced by trans and gender diverse individuals in Australia, including:

Analysing sources and spreaders of anti-trans disinformation, and its impact on public perception and policies.

Evaluating the tactics and actors influencing the rights and well-being of this community; anti-trans activists, conspiracy theorists, far-right extremist groups, fringe political actors, right wing personalities and media.

Analysing influence of international anti-trans mobilisation, organising and messaging.

Investigating impact of the above on accessibility of gender affirming healthcare services available to trans and gender diverse people across Australia

Stage 2 (March 2024 – May 2024)

Consulting with some key Trans focused civil society organisations to gain a full picture of the range of challenges, impacts on community, work underway and proposed solutions.

Stage 3 (May 2024 – July 2024)

Identifying and promoting key changes in 1-2 areas of law such as access to gender affirming care, discrimination laws.

Development and review of report and recommendations.

Months

1	Jul 2023
2	Aug 2023
3	Sep 2023
4	Oct 2023
5	Nov 2023
6	Dec 2023
7	Jan 2024
8	Feb 2024
9	Mar 2024
10	Apr 2024
11	May 2024
12	Jun 2024
13	FY2023-24 CLOSED

Finance forced start month

4 1-13 only; 13 = year closed

of Errors Detected (at a glance):

sum of all Font.Color = Red cells in checking range of 1st tab (the 'Budget Forecast Setup' worksheet)

None

Other:

Immediate window: For Each nm In ActiveWorkbook.Names: nm.Visible = False: Next
The table name "Table1" will not be visible once the "db" sheet is hidden in the final version

run to hide all named ranges from users (ALL NAMES VISIBLE IN THIS VERSION FOR FINANCE USE ONLY)

Budget Forecast Setup	SDT	1	1
1	Budget Forecast Setup	Budget Fc	0
2	SDT-1	SDT-1	1 SDT
3	Spending proposals	Spending	1
4	Finance Use Only	Finance U	1
5	db	db	1
6			1
7			1
8			1
9			1
10			1
11			1
12			1
13			1
14			1
15			1
16			1
17			1
18			1
19			1
20			1

Inforce Salary Assumptions - change from #1 to #2 below in Month

#1 #2 % change from #1 to #2

Classifica: Pay point \$ Salary fr \$ Salary fr Nov 2023+

APS1	APS1.1	48,384	50,319
APS1	APS1.2	51455	53,513
APS1	APS1.3	54524	56,705
APS2	APS2.1	56266	58,517
APS2	APS2.2	59090	61,454
APS2	APS2.3	61914	64,391
APS3	APS3.1	62371	64,866
APS3	APS3.2	65504	68,124
APS3	APS3.3	68636	71,381
APS4	APS4.1	69513	72,294
APS4	APS4.2	73233	76,162
APS4	APS4.3	76955	80,033
APS5	APS5.1	77533	80,634
APS5	APS5.2	81458	84,716
APS5	APS5.3	85383	88,798
APS6	APS6.1	85826	89,259
APS6	APS6.2	91953	95,631
APS6	APS6.3	98079	102,002
EL1	EL1.1	107355	111,649
EL1	EL1.2	113696	118,244
EL1	EL1.3	120035	124,836
EL2	EL2.1	129072	134,235
EL2	EL2.2	143204	148,932
EL2	EL2.3	151691	157,759
EL2+		177693	184,801
SES 1	SES 1	212,825	221,338
SES 2	SES 2	276,938	288,016

108,023 <--- If this cell is zero then nothing has changed in Salary #2 c.f. Salary #1

5 2-13 only; 13 = no salary change during 2023-24

4.00% override in formulae below in M24:M50 if required change label M23 if required

Yes
No
N/A

Section 22

From: Section 22
Sent: Monday, 20 November 2023 8:59 AM
To: Anna Cody; Section 22
Cc: Darren Dick
Subject: RE: SDC/SDT mid year budget review for Budget Sub-Committee [SEC=OFFICIAL]

Security Classification:
OFFICIAL

Thanks Anna.

The spending proposals we submit to BSC need to add up to the amount of increase in budget required (i.e. \$0.4m). That will need to cover more than Section 22

May I suggest:

Section 22

SOGII mapping \$185K
= \$401K

Kind regards

Section 22
Section 22

From: Anna Cody Section 47F
Sent: Friday, November 17, 2023 4:36 PM
To: Section 22
Cc: Darren Dick Section 47F
Subject: Re: SDC/SDT mid year budget review for Budget Sub-Committee [SEC=OFFICIAL]

Hi s 22

Sorry I didn't have a chance to reply Section 22.

We can include the SOGII and Section 22 projects as top priority and the Section 22 for the budget bid.

Thanks

Regards

Anna.

Get [Outlook for iOS](#)

From: Section 22
Sent: Friday, November 17, 2023 4:28:07 PM
To: Section 22
Cc: Anna Cody Section 47F Darren Dick Section 47F
Subject: RE: SDC/SDT mid year budget review for Budget Sub-Committee [SEC=OFFICIAL]

Thanks for the update s 22

Kind regards

Section 22

Section 22

From: Section 22
Sent: Friday, November 17, 2023 4:23 PM
To: Section 22
Cc: Anna Cody Section 47F; Darren Dick Section 47F
Subject: RE: SDC/SDT mid year budget review for Budget Sub-Committee [SEC=OFFICIAL]

Hi s 22

I didn't get the chance to discuss the below with Anna today, but shall first thing Monday. Expect a response Monday am – hope those timeframes work.

Thanks

s 22

From: Section 22
Sent: Friday, November 17, 2023 8:18 AM
To: Section 22
Cc: Anna Cody Section 47F; Darren Dick Section 47F
Subject: SDC/SDT mid year budget review for Budget Sub-Committee [SEC=OFFICIAL]

Hi s 22

Thanks for your time yesterday to go through the spending proposals for the SDT. I have captured your 'wish list' in the table below **assuming** you will be able to do it all by June 2024. Based on that assumption re timing the net increase in 2023-24 budget requested for SDC/SDT is \$0.4m. If that is not feasible please confirm the amount you will need in 2024-25.

Anna- Subject to s 22 confirmation on timing of expenditure, for the purpose of presenting the **+\$0.4m** budget request to the BSC, can you please advise which proposals you want to fund from your available budget (i.e. highest priority for you) and those you want to request approval from BSC? For example, you may wish to request the Section 22 plus \$0.186m for the SOGII mapping project Section 22. The effect of that would be that the other proposals are funded from your original budget allocation.

I hope that makes sense – please feel free to call if you would like to discuss.

	Oct 23 YTD	Forecast (Nov-Jun)	Total 2023-24 forecast	Budget 2023-24	Under/ (over) budget
Section 22					
Section 22					
	SOGII mapping project		185,974		(185,974)
Section 22					

Section 22

[AHRC forecast \(SDT\) 2023-24 v1.1.xlsm](#)

Kind regards

Section 22

From: Section 22

Sent: Tuesday, November 14, 2023 4:35 PM

To: Section 22

Cc: Anna Cody Section 47F

Subject: 14.11.2023_AHRC forecast (SDT) 2023-24 v1.1- HD_EP Edits_Incl. Funding Bid.xlsm [SEC=OFFICIAL]

Hi s 22

As discussed earlier today, please find attached the updated Section 22, which includes the additional fund request/proposal.

Section 22

Section 22 but this is important, so if you have any further questions for me, please text me on Section 22

Thank you for your ongoing assistance with this!

s 22

Project name: Sex Discrim core team
 Project code: SDT-1

Guidance: You must enter the project code name using the format "XXX-##" where X represents a letter, # represents a number. The first number must be present; the second number is optional.

GRAND TOTAL \$351,176
 Guidance: Cells shaded in dark grey have been locked by Finance and cannot be edited

Staff profile				Full Time Equivalents (#) for 8 month budget forecast (update)												TOTAL	Names/Details	
Classification	Pay point	\$ Salary fr Nov 2022+	\$ Salary fr Nov 2023+	Jul 2023	Aug 2023	Sep 2023	Oct 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024	Jun 2024			
AP51	AP51.1	48,384	50,319															
AP51	AP51.2	51,455	53,513															
AP51	AP51.3	54,524	56,705															
AP52	AP52.1	56,266	58,517															
AP52	AP52.2	59,090	61,454															
AP52	AP52.3	61,914	64,391															
AP53	AP53.1	62,371	64,866															
AP53	AP53.2	65,504	68,124															
AP53	AP53.3	68,636	71,381															
AP54	AP54.1	69,513	72,294															
AP54	AP54.2	73,233	76,162															
AP54	AP54.3	76,955	80,033						1.00	1.00	1.00	1.00	1.00	1.00	1.00	\$ 55,369	New EA assume starts Dec 2023	
AP55	AP55.1	77,533	80,634															
AP55	AP55.2	81,458	84,716															
AP55	AP55.3	85,383	88,798															
AP56	AP56.1	85,826	89,259															
AP56	AP56.2	91,953	95,631															
AP56	AP56.3	98,079	102,002					1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	\$ 80,650	\$722,000	
EL1	EL1.1	107,355	111,649					1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	\$ 88,277	\$722,000	
EL1	EL1.2	113,696	118,244															
EL1	EL1.3	120,035	124,836															
EL2	EL2.1	129,072	134,235															
EL2	EL2.2	143,204	148,932															
EL2	EL2.3	151,691	157,759					0.60	0.80	1.00	1.00	1.00	1.00	1.00	1.00	\$ 115,380	\$ 222,000 + 0.4 x EL2.3 starting mid December 2023 (best case scenario)	
EL2+		177,693	184,801															
SES 1	SES 1	212,825	221,338															
SES 2	SES 2	276,938	288,016															
Total FTE #								2.60	3.80	4.00	4.00	4.00	4.00	4.00	4.00	\$ 339,676		
Total FTE \$				\$ -	\$ -	\$ -	\$ -	\$ 30,471	\$ 41,499	\$ 44,618	\$ 44,618	\$ 44,618	\$ 44,618	\$ 44,618	\$ 44,618	\$ 44,618	\$ 339,676	

OnCosts \$	Finance use only!	Jul 2023	Aug 2023	Sep 2023	Oct 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024	Jun 2024	TOTAL
														\$ -

Supplier Expenses \$ (including travel, ICT charges, admin costs etc)		Supplier Expenses section - Amounts in all rows below this one in dollars (\$) - 8 month budget forecast (update)												TOTAL	Details/Comments
Guidance: Enter details of contract/supplier in column C and expected payment amount within the month columns.		Jul 2023	Aug 2023	Sep 2023	Oct 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024	Jun 2024		
1) Estimated value of supplier services to be delivered by 30 Jun 2024:															
EA temp (to Nov) @ \$2,500 per week						11,500.00								\$ 11,500	
Line 2: Estimate based on 2022-23 supplier spend															
Line 3: Estimate based on 2022-23 supplier spend															
Line 4: Estimate based on 2022-23 supplier spend															
Line 5: Estimate based on 2022-23 supplier spend															
Line 6: Estimate based on 2022-23 supplier spend															
Line 7: Estimate based on 2022-23 supplier spend															
Line 8: Estimate based on 2022-23 supplier spend															
Line 9: Estimate based on 2022-23 supplier spend															
Line 10: Estimate based on 2022-23 supplier spend															
						\$ 11,500.00								\$ 11,500	

2) New tenders planned during 2023-24 (include scheduled publish date in Column V)		Jul 2023	Aug 2023	Sep 2023	Oct 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024	Jun 2024	TOTAL
Tender 1														
Tender 2														
Tender 3														
Tender 4														
Tender 5														
Tender 6														
Tender 7														
Tender 8														
Tender 9														
Tender 10														
														\$ -


GRAND TOTAL \$351,176

Section 22

From: Julie O'Brien
Sent: Monday, 20 November 2023 2:49 PM
To: Rosalind Croucher; Leanne Smith; Darren Dick; Section 22
Rachel Holt; Section 22
Subject: FW: Budget paper [SEC=OFFICIAL:Sensitive]

Security Classification:
OFFICIAL: Sensitive

Dear Budget Committee,

Please see link to the CFO Update for the Budget Committee meeting tomorrow morning:
 [20231121 BSC - CFO Update.pdf](#)

Kind regards
Julie



Australian
Human Rights
Commission

Budget Sub Committee

CFO Update – Mid year budget review

21 November 2023

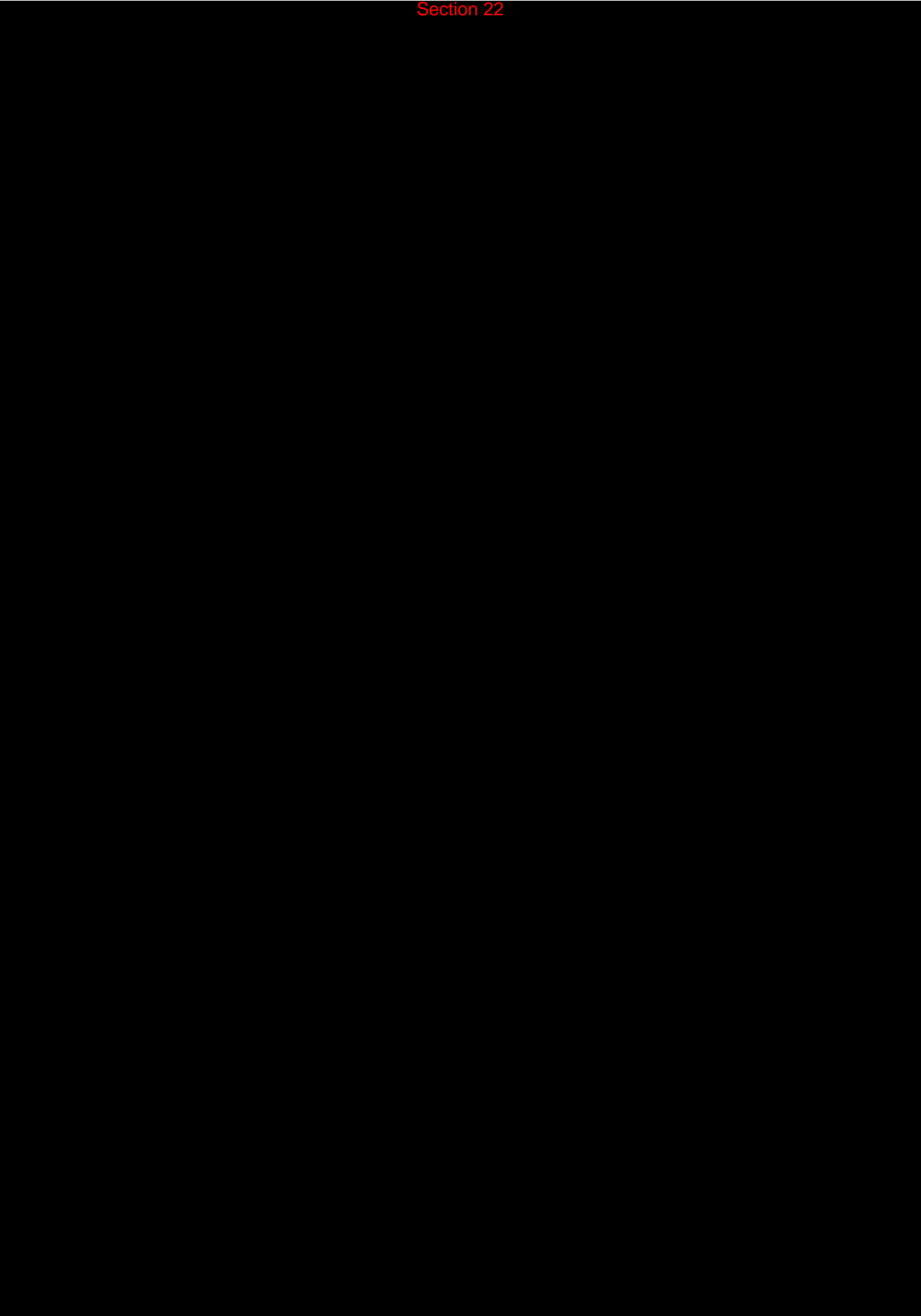
Purpose:

1. The purpose of this paper is to:

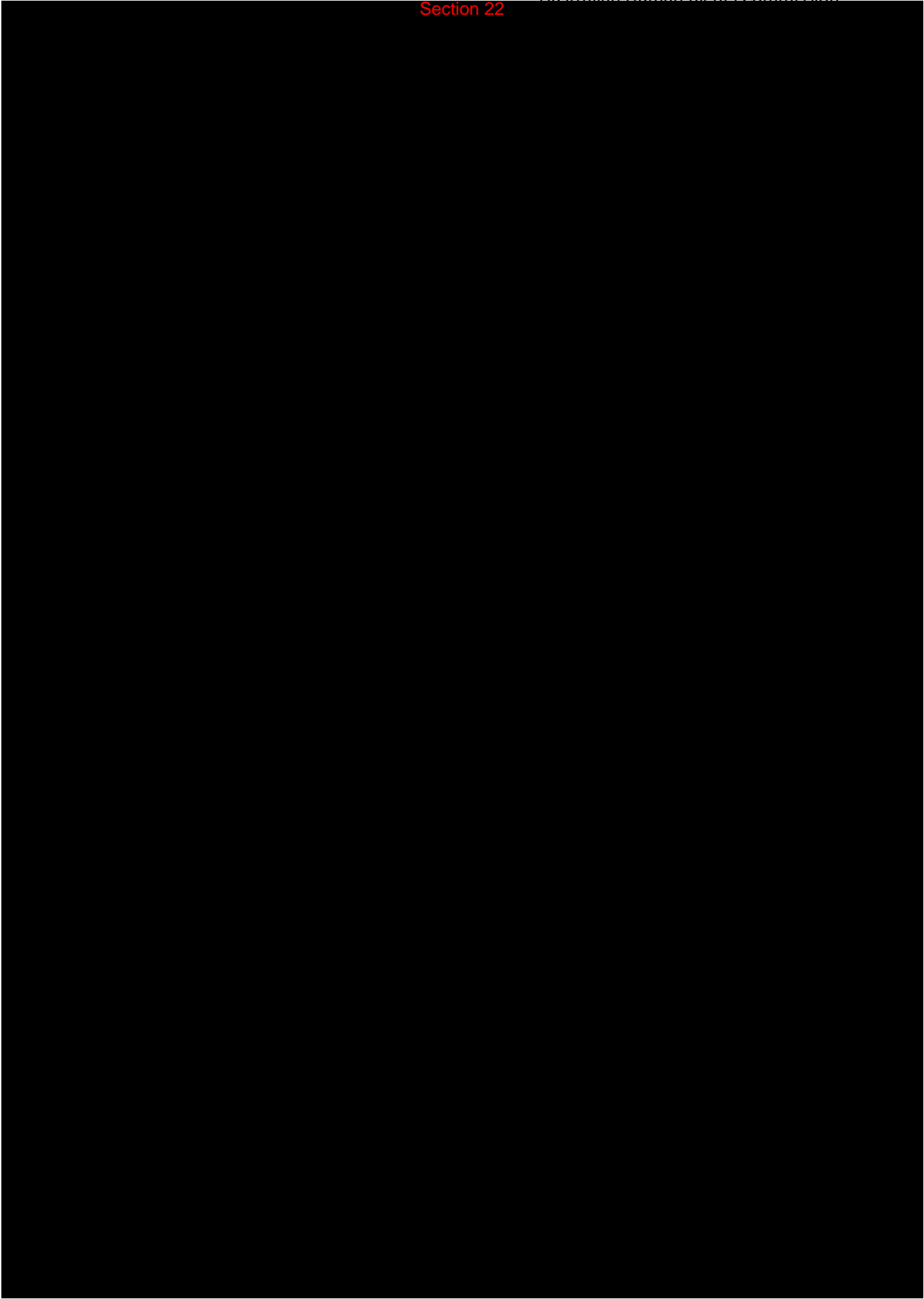
Section 22

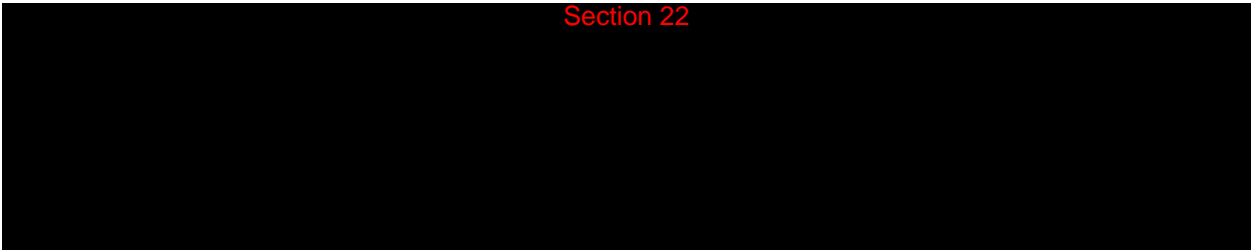
- b. Summarise the spending proposals submitted ahead of the mid-year review (**Attachment B**); and
- c. Make recommendations to the Budget Sub Committee for 2023-24 internal expenditure budget adjustments to support eligible spending proposals in (b) (**Attachment C**).

Section 22



Section 22





Section 22



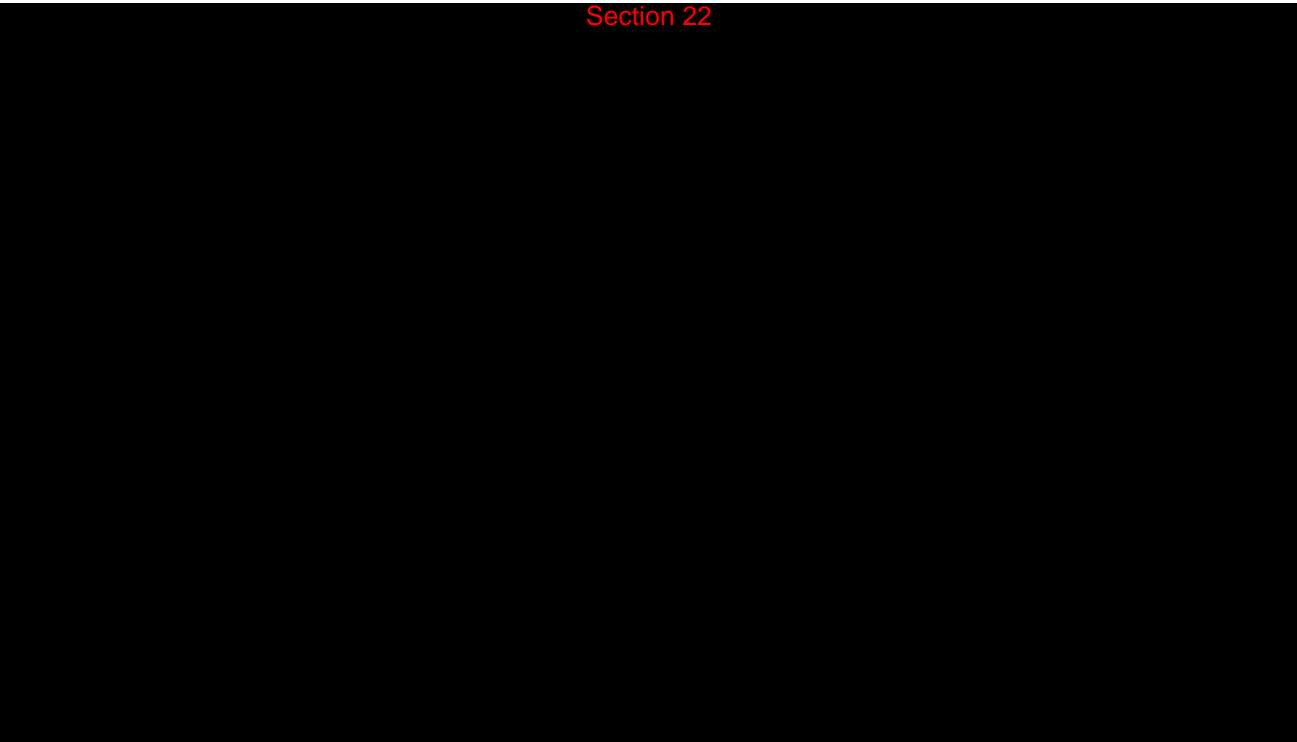
Section 22



Attachment B – Summary of 2023-24 spending proposals by team

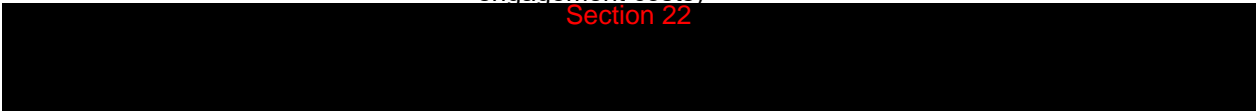
1. The Table below shows the spending proposals received across the Commission in anticipation of the midyear budget review process.
2. All the proposals can be accommodated in 2023-24 from a financial perspective although they may involve logistic challenges (for example recruitment of short-term staff which requires the support of Corporate Services).
3. The Policy and Projects Senior Executives support the proposals included in the table below and based on what we know now, believe they can be implemented by June 2024. The HRS proposals will be supported by a detailed planning day by December to facilitate delivery by June 2024.
4. Subject to the BSC's consideration of implementation risks and other relevant factors, the CFO recommends the proposals are approved and budgets adjusted accordingly through the reallocation of savings identified through the forecast process. This recommendation is on the condition the proposals can be delivered or ceased by 30 June 2024 as the 2024-25 Budget is tight (as highlighted by the report to the October BSC).
5. Refer to **Attachment C** for a summary of what the adjusted budgets would be if this recommendation is accepted.

Section 22



12	SDT-1	185,974	SOGII mapping project to develop a report mapping threats to the human rights of trans and gender diverse people in Australia (2 FTE from Jan-Jun, travel and community engagement costs)
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Section 22



Attachment C – Proposed revised core budget by team

1. The Table below shows the adjusted 2023-24 core expenditure budgets if the above spending proposals are supported.

Section 22

\$m	2023-24 Budget expenditure	Forecast increase / (decrease)	Approved spending proposal	2023-24 Budget (adjusted)
Section 22	Section 22			
Policy	Section 22	Section 22	1.084	Section 22

Section 22

Section 22

Budget Committee Minutes 21 November 2023

1. Attendees

- Leanne Smith, Chief Executive
- Darren Dick, Senior Policy Executive
- [Redacted] Section 22
- [Redacted]
- [Redacted]
- Rachel Holt, Senior Executive ICS
- Julie O'Brien, General Counsel (Secretariat)
- [Redacted] Section 22

2. Apologies

- Rosalind Croucher, President (Chair)

3. Conflicts of interest

None declared.

4. Minutes of previous meeting

Confirmed.

5. Actions arising from previous minutes

Action item	Status
1. CE write to the SMG to request Senior Managers identify strategic and essential priorities to which the underspend could be directed	Complete
2. Committee members to review and provide feedback on the amended Budget Policy by 20 October 2023.	Complete

6. CFO Update

The meeting reviewed the CFO's [Budget Update paper](#) and the CFO drew attention to the following key points:

- [Redacted] Section 22
- [Redacted]

-
-

- Attachment B to the Budget Update Paper shows the spending proposals received across the Commission in anticipation of the midyear budget review process.
- All the proposals can be accommodated in 2023-24 from a financial perspective although they may involve logistic challenges (for example recruitment of short-term staff).
- The CFO advised that the Policy and Projects Senior Executives support the proposals and based on what we know now, believe they can be implemented by June 2024.
- Subject to the Committee's consideration of implementation risks, the CFO recommends the proposals are approved and budgets adjusted accordingly through the reallocation of savings identified through the forecast process.
- The Committee noted that many of the spending proposals involved recruitment with a start date of January. The Committee noted the challenges of recruiting over the Christmas period, and that a start date of February was more realistic. An action item was created that Policy directors review their spending proposals in light of the challenges of recruitment over the Christmas period.
- The Committee gave in principle approval to the spending proposals and adjustments of budgets accordingly, subject to the line areas providing position descriptions to People and Culture this week to allow recruitment to progress before Christmas.

Action item	Timing
1.Darren Dick and Section 22 ask Policy directors to review their spending proposals in light of the challenges of recruitment over the Christmas period.	
2.Darren Dick inform Policy directors to provide the Director, People and Culture with position descriptions by Friday 24 November for any recruitment to take place this calendar year.	

8. Next meeting

18 December 2023

Section 22

From: Darren Dick
Sent: Tuesday, 21 November 2023 11:37 AM
To: Senior Policy Group
Subject: Proposals for underspends - actions required [SEC=OFFICIAL:Sensitive]

Importance: High

Security Classification:
OFFICIAL: Sensitive

Dear Directors,

For those who have submitted proposals for additional funding (from our projected underspend in 23-24). The Budget committee is recommending that all proposals be funded. However, there are some actions required to confirm funding – as below.

In short, if you require recruitment in order to undertake additional work can you indicate timeline for this? If you are intending to have staff on board by Feb next year, the BSC is recommending that recruitment commence next week. We are considering a general recruitment for multiple positions.

Can you please address the 2 actions below: 1) identify your recruitment needs, and if this means that your costings are over (because of likely recruitment delays) then revise them; and 2) finalise PDs for additional roles this week. For PDs: you can use existing ones and tailor with info about projects, so no need to start from scratch unless it is a bespoke role.

Please let me or **s 22** know if any issues

Regards
Darren

From: Julie O'Brien **Section 47F**
Sent: Tuesday, November 21, 2023 10:23 AM
To: Leanne Smith **Section 47F** Darren Dick **Section 47F**
Section 22
Section 47F Rachel Holt
Section 47F
Cc: Rosalind Croucher **Section 47F**
Subject: Budget Committee Action Items [SEC=OFFICIAL:Sensitive]

Dear Budget Committee members,

Just a quick email to set out the Action Items arising from our meeting this morning:

1. Darren Dick and **Section 22** ask Policy directors to review their spending proposals in light of the challenges of recruitment over the Christmas period.
2. Darren Dick inform Policy directors to provide the Director, People and Culture with position descriptions by Friday 24 November for any recruitment to take place this calendar year.

Darren if you could discuss this with **s 22** that would be appreciated.
Minutes to follow,

Kind regards
Julie

From: Julie O'Brien

Sent: Monday, November 20, 2023 5:49 PM

To: Rosalind Croucher **Section 47F**; Leanne Smith

Section 47F Darren Dick **Section 47F**

Section 22

achel Holt **Section 47F**; **Section 22**

Subject: FW: Budget paper [SEC=OFFICIAL:Sensitive]

Dear Budget Committee,

Please see link to the CFO Update for the Budget Committee meeting tomorrow morning:

 [20231121 BSC - CFO Update.pdf](#)

Kind regards
Julie

Section 22

Section 22

From: Darren Dick [Section 47F]
Sent: Tuesday, November 21, 2023 2:39:33 PM
To: Anna Cody [Section 47F]
Subject: FW: Proposals for underspends - actions required [SEC=OFFICIAL:Sensitive]

Dear Anna and [s 22]

In [s 22] absence, we will need to consider recruitment needs to be able to complete the additional funded work. Can you check the below: in short, confirm that your costings didn't involve staff in the Nov – Feb period (unless you have someone immediately in mind and don't need to go to market) as we may need to do some adjustment to the funding; and if needing to recruit, we will need to provide [s 22] team with enough info to do the recruitments from next Monday.

Let me know if you want to discuss further r- I will tag to discuss with [s 22] on Friday

[Section 22]

Regards
Darren

From: Darren Dick
Sent: Tuesday, November 21, 2023 2:37 PM
To: Senior Policy Group [Section 22]
Subject: Proposals for underspends - actions required [SEC=OFFICIAL:Sensitive]
Importance: High

Dear Directors,

For those who have submitted proposals for additional funding (from our projected underspend in 23-24). The Budget committee is recommending that all proposals be funded. However, there are some actions required to confirm funding – as below.

In short, if you require recruitment in order to undertake additional work can you indicate timeline for this? If you are intending to have staff on board by Feb next year, the BSC is recommending that recruitment commence next week. We are considering a general recruitment for multiple positions.

Can you please address the 2 actions below: 1) identify your recruitment needs, and if this means that your costings are over (because of likely recruitment delays) then

revise them; and 2) finalise PDs for additional roles this week. For PDs: you can use existing ones and tailor with info about projects, so no need to start from scratch unless it is a bespoke role.

Please let me or **s 22** know if any issues

Regards
Darren

From: Julie O'Brien **Section 47F**
Sent: Tuesday, November 21, 2023 10:23 AM
To: Leanne Smith **Section 47F**; Darren Dick **Section 47F**; **Section 22**; Rachel Holt
Section 47F
Cc: Rosalind Croucher **Section 47F**
Subject: Budget Committee Action Items [SEC=OFFICIAL:Sensitive]

Dear Budget Committee members,

Just a quick email to set out the Action Items arising from our meeting this morning:

1. Darren Dick and **Section 22** ask Policy directors to review their spending proposals in light of the challenges of recruitment over the Christmas period.
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Darren if you could discuss this with **s 22** that would be appreciated.
Minutes to follow,

Kind regards
Julie

From: Julie O'Brien
Sent: Monday, November 20, 2023 5:49 PM
To: Rosalind Croucher **Section 47F**; Leanne Smith
Section 47F; Darren Dick **Section 47F**; **Section 22**; Rachel Holt **Section 47F**; **Section 22**
Subject: FW: Budget paper [SEC=OFFICIAL:Sensitive]

Dear Budget Committee,

Please see link to the CFO Update for the Budget Committee meeting tomorrow morning:

 [20231121 BSC - CFO Update.pdf](#)

Kind regards

Julie

WARNING: The information contained in this email may be confidential. If you are not the intended recipient, any use or copying of any part of this information is unauthorised. If you have received this email in error, we apologise for any inconvenience and request that you notify the sender immediately and delete all copies of this email, together with any attachments.

From: Section 22
To: Anna Cody; Section 22
Subject: New Report on LGBTIQ+ Refugees and Asylum Seekers [SEC=OFFICIAL]
Date: Tuesday, 28 November 2023 12:25:00 PM
Attachments: [fdpn_inhabiting-two-worlds-at-once-trans-participants.pdf](#)
[fdpn_inhabiting-two-worlds-at-once-women.pdf](#)
[inhabiting-two-worlds-report-into-lgbtqia-settlement-outcomes-fdpn-colour.pdf](#)

Hi everyone,

[Forcibly Displaced People's Network](#) launched their report on settlement outcomes for LGBTIQ+ refugees and asylum seekers in Australia, which I've attached here.

They also did two short papers focusing on experiences of trans people and experiences of women.

The launch highlighted how settlement services lack of awareness and capacity to support LGBTIQ+ refugees and asylum seekers, and the lack of awareness in general about experiences in these intersections.

Some key takeaways:

- 27% of participants reported their overall health had worsened since arriving in Australia.
- 51% experienced employment discrimination based on LGBTIQ+ identity and race.
- 60% had experienced violence, the most prevalent form was emotional and verbal abuse, followed by sexual harassment, physical violence, and LGBTIQ+ related abuse.
- Over 86% participants had not accessed sexual assault and family violence services despite the high prevalence of violence.
- Only 17% of participants seek support after experiencing violence and when they do, the primary sources are counselling and friends.
- About 35% of participants have experienced homelessness, with an average duration of 4.5 months.

I'll aim to do a summary of the report soon too!

Best wishes,

Section 22

Advisor on SOGII

Australian Human Rights Commission

GPO Box 5218, Sydney NSW 2001

Section 22

Section 22 | W humanrights.gov.au

Human rights: everyone, everywhere, everyday

I acknowledge the traditional custodians of the land, skies and waterways where I work, the Gadigal peoples of the Eora Nation (Commission Office) Section 22 and pay my respects to their Elders, past and present. I commit to the Uluru Statement from the Heart, to Treaty and Truth. Always was, always will be Aboriginal Land.

“Inhabiting Two Worlds At Once” Experiences of trans forcibly displaced people

NOTE: This report needs to be read in conjunction with the main “Inhabiting Two Worlds At Once” report: <https://fdpn.org.au/survey-lgbtqia-displacement/>

Demographic data: Trans forcibly displaced people

SOGIESC data

Total number of trans forcibly displaced people who completed this survey is twenty which is 27% of the total sample of the survey.

As background, participants self-reported gender in the following ways:

- Women (n=8; 36.4% of all trans participants)
- Men (n=5; 22.7% of all trans participants)
- Non-binary people (n=8; 36.4% of all trans participants)
- One response identified another term to describe gender (4.5%)

Two out of three participants who are intersex (people born with variations in sex characteristics) in this survey are also trans.

The most common sexuality for trans participants was queer (36%) followed by being heterosexual (27%). Trans people who are heterosexual comprised 60% of all responses by heterosexual people.

Migration status

The most common visa type for trans forcibly displaced people was BVA (n=5). This is consistent of the total sample.

Trans people made up half of all permanent refugee and migrant visas. However, trans forcibly displaced people comprised only approximately one third of all people holding citizenship.

No trans people reported not having a current visa.

Table 1.1. Migration status of trans participants when completing the survey

	Number (total sample)	Percent (total sample)	Number (trans participants)	Percent out of total sample
BVA	16	19.5%	5	31.3%
BVB	1	1.2%	1	100%
BVC	5	6.1%	2	40%
BVE	4	4.9%	0	0
TPV/SHEV	3	3.7%	0	0
PR	11	13.4%	4	36.4%
International Student	8	9.8%	1	12.5%
Migrant	11	13.4%	3	27.3%
Citizen (previously on protection visa)	11	13.4%	3	27.3%
Citizen (previously on migrant visa)	9	11%	3	33.3%
No Visa	3	3.7%	0	0

Total	82	100.0%	22	N/A
-------	----	--------	----	-----

Three (n=3) trans participants reported having been undocumented while living in Australia. That is 30% of all survey participants who have been undocumented.

One (n=1) trans participant has been in a refugee camp prior arriving to Australia. That is 12.5% of all survey participants.

Similarly, one (n=1) trans participant has been in immigration detention. That is 12.5% of all survey participants.

Age

The most common age of trans forcibly displaced people is 35-44 years old (n=12) which is older than the participants more broadly. This differs to the total sample as reflected below.

Table 1.2. Age of trans participants

	Number (total sample)	Percent (total sample)	Number (trans participants)	Percent out of total sample
18-24	4	4.9%	2	50%
25-34	42	51.2%	8	19%
35-44	27	32.9%	12	44.4%
45-54	8	9.8%	0	0
55-64	1	1.2%	0	0
Total	82	100.0%	22	N/A

Ethnic background

For the total sample, top regions of the origin were:

- Middle East
- Southeast Asia
- South Asia

The regions of origin for trans participants was quite different than the total sample more broadly. The top region of origin for trans participants was Southeast Asia (50% of all participants originating from this region) and the second was South Asia (40% of all participants originating from this region). This was followed by an equal number from East Asia and the Middle East. For the total sample, trans people were 75% of all participants from East Asia region. In regards to the Middle East, trans people were only 18% of participants originating from this region.

Disability and chronic health conditions

When examining disability and chronic health conditions, seven trans people reported they had a disability which is 37% of all participants with disability. Most of the trans respondents that stated they had a disability were also non-binary.

One (n=1) trans person had a positive HIV status, which forms 25% of all respondents living with HIV.

Geographic location in Australia

The state/territory of residency for trans forcibly displaced people followed the same pattern as in the total sample. Notably, trans people made approximately one third of all survey participants residing in the ACT, QLD and NSW.

Table 1.3. State/territory of residency of trans participants

	Number (total sample)	Percent (total sample)	Number (trans participants)	Percent out of total sample
ACT	17	20.7%	5	29.4%
NSW	14	17.1%	5	35.7%
VIC	33	40.2%	6	18.2%
QLD	9	11%	3	33.3%
NT	0	0	0	0
TAS	2	2.4%	1	50%
SA	1	1.2%	1	100%
WA	4	4.9%	0	0
Rural /regional location	2	2.4%	0	0
Total	82	100.0%	22	N/A

Health

Self-reported health

Participants were asked to rank their health from 1 to 100, where 1 was the lowest self-reported status of health.

The data from trans people on the self-reported mental health is especially concerning at 48/100. It is important to note that trans people with permanent visas were more likely to report better than average mental health (59/100 to an average of 56/100) and those with temporary visas were likely to report less than average mental health scores (54/100 to an average of 56/100).

Self-reported physical health for trans people was 73/100 which was the average across the samples. Both temporary and permanent visa holders were similar, but again trans people (67/100) were below the average in the realm of physical health.

Table 2.1. Self-reported mental and physical health

	Mental health	Physical health
Average across sample	56	73
Temporary visa holders	54	73
Permanent visas holders	59	74
Trans people	48	67
Lowest ranking	1	19

Mental health stressors

Mental health stressors differed significantly for trans people in relation to the rest of the sample.

Table 2.2. Top 5 of experiences that impact mental health 'a lot' are:

Total sample	Trans participants
1. Insecure visa status and delays from the immigration to resolve the visa status	1. Previous traumatic experience
2. Minority stress of being a person of colour	2. Insecure visa status and delays from the immigration to resolve the visa status and Forced displacement
3. Previous traumatic experience	3. Minority stress being an LGBTIQ persons
4. Not having a community in Australia, being isolated	4. Minority stress of being a person of colour
5. Worrying about family back in the country of origin	5. Ongoing experiences discrimination

As the comparison table shows trans people had more complex experiences of trauma that contributed to the current negative impacts on mental health. The stressors of being an LGBTIQ+ person, which in this context needs to read as being trans, while also being a person of colour and ongoing experiences of discrimination equally negatively all contributed to mental health stressors. These findings correspond to the reported high prevalence of racism and transphobia against trans people of colour throughout the world.

Employment in Sex Work

Trans people comprised 45% of all respondents reporting past engagement in sex work. This is important in understanding how to further support trans people in sex work.

Homelessness

22% of all trans participants have been homeless in the past. This is similar to the total number of participants. However, trans participants make 25% of all those who were currently homeless in Australia.

Table 3.1. Prevalence of homelessness

	Number (total sample)	Percent (total sample)	Number (trans participants)
Prefer not to answer	14	17.1%	3
Yes, in the past	20	24.4%	5

Yes, currently	2	2.4%	0
No	46	56.1%	14
Total	82	100.0%	22

Experiences of sexual and gender-based violence

Experiences of sexual and gender-based violence for trans forcibly displaced people are significantly higher than those reported by the total participants.

Table 4.1. Comparison: experiences of sexual and gender-based violence for the total sample and trans participants.

	Total sample (n=53)	Total trans participants (n=16)
Prior to Australia	75% (n=40)	94% (n=15)
Since arrival	57% (n=30)	75% (n=12)

The most common manifestations of violence matched those reported by the total sample of participants but also stalking was more prevalent for trans people.

There were three (n=3) instances of female genital mutilation prior coming to Australia in the participants sample. Among the survivors of this violence were two trans men and one non-binary person. One instance of FGM was reported in Australia with a survivor being a trans man as well. This is an important finding as much of the support around FGM is likely targeted to those who identify as women.

Inhabiting Two Worlds At Once

Experiences of LBTIQA+ women who have been forcibly displaced

NOTE: This report needs to be read in conjunction with the main “Inhabiting Two Worlds At Once” report: <https://fdpn.org.au/survey-lgbtiqa-displacement/>

Demographic data: Forcibly displaced women

SOGIESC data

Total number of women who completed this survey is 32 which is 39% of the whole sample. Gender question was based on self-identification and encompassed both trans and cis experiences.

Eight (n=8; 25%) are trans women. One (n=1) respondent was also intersex.

The most commonly identified sexuality was ‘lesbian’ (40.6%).

Migration status

The most common visa status for participants who were women was citizenship with a previous protection visa. The second most common status was permanent residency visa. Two women were undocumented at some point and one was in the detention centre. Interestingly, when we look at the TPV/SHEV visa, only women were on this visa type.

Table 1.1. Migration status of participants when completing the survey

	Number (total sample)	Percent (total sample)	Number (participants who are women)	Percent out of total sample
BVA	16	19.5%	4	25%
BVB	1	1.2%	0	0
BVC	5	6.1%	2	40%
BVE	4	4.9%	0	0
TPV/SHEV	3	3.7%	3	100%
PR	11	13.4%	7	63.6%
International Student	8	9.8%	0	0%
Migrant	11	13.4%	6	54.5%
Citizen (previously on protection visa)	11	13.4%	8	72.7%
Citizen (previously on migrant visa)	9	11%	2	22.2%
No Visa	3	3.7%	0	0
Total	82	100.0%	32	N/A

Age

Women in this survey ranged across the age range. They also skewed older than the male participants of the survey.

Table 1.2. Gender and Age

	18-24	25-34	35-44	45-54	55-64	65+
Cisgender women	1	10	6	6	1	0
Trans women	1	1	6	0	0	0

Ethnic background

Overall, top regions of the origin for participants were:

- Middle East
- Southeast Asia
- South Asia

However, for the women in the survey, the countries of origin differed from the total sample in important ways. Women in the survey were similar in region of origins of the main population in the first and second spot: Middle East and Southeast Asia. However, the third largest region of origin for women was Southern Africa rather than South Asia.

Religion

Most of the participants said they were not religious and this pattern was true for women. Interestingly though, women also formed half of all participants for whom Christianity was their religion.

Disability and chronic health conditions

Three (n=3) women disclosed disability which is approximately 20% of all respondents with disability. Two women had a positive HIV status (one trans and one cis woman). This is an important finding as the focus on HIV traditionally focuses on men who have sex with men in LGBTIQ+ spaces.

Children

Women in the survey mentioned children in the survey at a similar rate to other participants. Participants reported that they were parents to a total of seven children overall. For women, they reported being a parent to three children overall in the sample. Of the three children reported, women reported that they had one child living in Australia while two children were reported as living overseas.

Geographic location in Australia

The state/territory of residency for women who were forcibly displaced slightly differed from the rest of the survey sample. Women comprised the lowest number of participants living in Victoria. The highest number of women lived in ACT and no women participants answered our survey from Tasmania, Northern Territory or South Australia. It is important to understand that this does not mean forcibly displaced women did not live in these areas, but rather that they chose not to answer or did not fill out the survey.

Table 1.3. State/territory of residency of female participants

	Number (total sample)	Percent (total sample)	Number (female participants)	Percent out of total sample
ACT	17	20.7%	9	52.9%

NSW	13	15.9%	7	53.8%
VIC	33	40.2%	8	18.2%
QLD	9	11%	4	24.2%
NT	0	0	0	0%
TAS	2	2.4%	0	50%
SA	1	1.2%	0	0%
WA	4	4.9%	2	50%
Rural /regional location	2	2.4%	1	50%
No disclosure	1	1.2%	1	100%
Total	82	100.0%	32	N/A

Health

Women’s self assessment around health were similar to the total sample. When asked to rate health on a scale of 1 to 100 with 1 being the very poor, women averaged 73 out of 100 for physical health and 56 out 100 for mental health. However, a major difference between women and other participants in the sample, was that women reported the lowest numbers of having access to a general practitioner (GP). Only 44% of all women (n=14) reported having access to a GP compared to 71% of men (n=20) and 58% of non-binary people (n=10).

Mental health stressors

Mental health stressors followed the pattern of the total sample for the most part as to the top five issues. However, the main stressor for women in the survey was “Previous Traumatic Experience” while this ranked third in the overall sample.

Table 2.2. Top 5 of experiences that impact mental health ‘a lot’ are:

Total sample	Female participants
1. Insecure visa status and delays from the immigration to resolve the visa status	1. Previous traumatic experience
2. Minority stress of being a person of colour	2. Insecure visa status and delays from the immigration to resolve the visa status
3. Previous traumatic experience	3. Not having a community in Australia and being isolated
4. Not having a community in Australia, being isolated	4. Minority stress of being a person of colour
5. Worrying about family back in the country of origin	5. Ongoing experiences discrimination

Employment in sex work (n=11)

When examining employment of women in Australia, four women (36.4% of the total sample of women) reported engaging in sex work in Australia. This was similar to men in the survey (n=5; 45.5%), but higher than non-binary people (n=2; 18.25%).

Homelessness

Six women reported having been homeless in the past. When looking at the overall sample, women were 27% of all participants who experienced homelessness.

Violence

This particular section was optional for participants due to the sensitivity of the matter. Twenty women agreed to answer the questions about violence.

Table 4.1. Comparison: experiences of sexual and gender-based violence for the total sample and trans participants.

	Total sample (n=53)	Total female participants (n=20)
Prior to Australia	75% (n=40)	75% (n=15)
Since arrival	57% (n=30)	45% (n=9)

Out of all women who answered the question and experienced violence in Australia:

- Nine cisgender women and six transgender women experienced violence prior coming to Australia.
- Six cisgender and three transgender women experienced violence after arriving in Australia. If we extrapolate the percentage from the total number of cis and trans women in this survey, unsurprising based on broader research, trans women (37.5%) were more likely to experience violence than cisgender women (25%) in Australia.

When disaggregating by types of violence that women experienced the following picture emerges:

- Prior to coming to Australia:
 - Emotional abuse (n=12)
 - Sexual harassment (n=11)
 - LGBTIQ+ related abuse (n=11)
 - Sexual violence (n=10)
 - Verbal abuse (n=10)
- Since arrival in Australia:
 - Sexual harassment (n=7)
 - Verbal abuse (n=8)
 - Emotional abuse (n=6)
 - Physical violence (n=6)
 - Technology facilitated abuse (n=5)

Women were the only cohort who experienced high rates of technology-facilitated abuse in Australia.

Type of violence	Prior Australia (all perpetrators combined)	Since arrival in Australia (all perpetrators combined)
Arranged or forced marriage	6	3
Blackmail and extortion	8	1
Emotional abuse	12	6
Female Genital Mutilation	0	0
Financial abuse	5	1

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Sexuality conversion practices	6	1
LGBTIQ-related abuse	11	4
Physical violence	9	6
Property damage	5	4
Reproductive coercion	2	0
Sexual harassment	11	7
Sexual violence	10	2
Social isolation	5	1
Spiritual abuse	1	0
Stalking	6	2
Technology-facilitated abuse	1	5
Surgeries on an intersex people	0	0
Verbal abuse	10	7

2023

Inhabiting Two Worlds At Once

Report into LGBTIQ+
Settlement Outcomes



**FORCIBLY DISPLACED
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Suggested citation:

Cochrane, B., Dixon, T., Dixon, R. (2023). "Inhabiting Two Worlds At Once": Survey on the experiences of LGBTIQ+ settlement in Australia. Canberra, Australia: Forcibly Displaced People Network

Funding acknowledgement:

We thank the ACT Government Office of LGBTIQ+ Affairs for funding the establishment of the survey and the analysis of the ACT specific data and the Australian Government Department of Home Affairs for partial funding of the research analysis.

Expert Advisory Group:

"Inhabiting Two Worlds At Once" was generously supported by an Expert Advisory Group. Members included:

- Eman Ezekiel (FDPN Advisory Group)
- Supul (FDPN Advisory Group)
- Elena Fox (FDPN member)
- Dr Brandy Cochrane (Victoria University, FDPN member)
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We give our warmest thanks and appreciation to the Expert Advisory Group for their invaluable support and guidance throughout this project. We also wish to acknowledge and thank the participants who generously gave their time to completing the survey.

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Mental health:

If this report brings up negative and difficult experiences, please contact:

1800RESPECT (1800 737 732)	counselling about sexual assault, domestic and family violence
Lifeline 13 11 14	crisis support and suicide prevention
Beyond Blue 1300 22 4636	mental health support
QLife on 1800 184 527	LGBTI peer support (3pm - 12am)
Sunny app	support and information for women with disabilities
Rainbow Door 1800729367	family violence support for LGBTIQ+ people (10am - 5pm)
w Respect 1800 542 847	After hours family violence support (until 10pm)
Men's line 1300 78 9978	support for men

Acknowledgment of Country:

The work of FDPN is done across the lands of Aboriginal and Torres Strait Islander people who are the traditional custodians of these lands in so-called Australia. We acknowledge that sovereignty has never been ceded by the traditional owners, nor will it ever be ceded. We are thankful for the traditional owners' generosity and welcome on their land. We commit to treading lightly and working to achieve justice for Aboriginal and Torres Strait Islander peoples.

About this survey

This is a project led by the Forcibly Displaced People Network, the first Australian registered LGBTIQ+¹ refugee-led organisation, in partnership with the Australian National University, to establish the first Australian comprehensive survey on the experiences of LGBTIQ+ forcibly displaced people's settlement in Australia. **There has not been a similar survey of this kind in Australia.**

About the target population

LGBTIQ+ people refers to people who are lesbian, gay, bisexual, transgender, intersex, queer or asexual. The plus sign signifies further diversity of people's bodies, identities and/or relationships that are more complex and/or perhaps not understood in common parlance in host countries. When we use the term LGBTIQ+ forcibly displaced person, we are referring to LGBTIQ+ asylum seekers, refugees and migrants (both temporary and permanent) from non-Western countries who are not able to live safely in their country of origin due to their LGBTIQ+ status and subsequent discrimination, persecution and violence.

For this study, we are focusing on non-Western countries, so we have excluded those LGBTIQ+ people who are born in the so-called Global North² countries (for example an ethnic Nepali born in France is not eligible, and an ethnic Italian is not eligible). Eastern European countries that were formerly colonised by USSR are included in the eligibility criteria due to the impact of colonisation, the existence of persecutory and discriminatory laws against LGBTIQ+ persons and the overwhelming negative public attitudes in these countries. We include LGBTIQ+ international students in the sample as many

students stay in Australia after their studies. Students often stay because they are unable to return to countries of origin that are dangerous for LGBTIQ+ people. Additionally, many LGBTIQ+ students have also had experiences of persecution and discrimination in their countries of origin, yet may not be eligible for support services available for refugees because of their visa status.

This survey was open to people aged 18 years or over and currently residing in Australia.

Aim

With this survey, we aimed to collect comprehensive data about LGBTIQ+ forcibly displaced people in Australia, their experiences in Australia and where they seek assistance with health, housing and other settlement services. We also aimed to collect data on their communities of support.

The need for this survey

Despite Australia's resettlement, migration, and asylum-seeking policies for LGBTIQ+ people, the Department of Home Affairs does not collect specific data on an individual's LGBTIQ+ refugee status or their related experiences. However, global data suggests that approximately 3-6% of refugees identify as LGBTIQ+³. Unfortunately, due to shame and fear associated with coming out as an LGBTIQ+ person, many LGBTIQ+ displaced people remain invisible within settlement countries.⁴ The invisibility of LGBTIQ+ people in host countries prevent us from understanding their specific needs which results in needs not being met and unsafe outcomes for this community.

1 There is a different use of the 'LGBTIQ+' acronym throughout the report. When describing FDPN we use 'LGBTIQ+'. Describing survey findings with use 'LGBTIQ+'. Other instances of the use are as used by original authors.

2 The authors would like to acknowledge the issues with using terms such as 'Global North' and 'Global South' to describe areas throughout the world. These terms are often defined and used by researchers, policy makers and politicians in affluent countries who are attempting to purposefully create an oversimplified binary in a world filled with geographical, linguistic, cultural and social complexities.

3 ORAM (2012) Rainbow Bridges: A Community Guide to Rebuilding the Lives of LGBTI Refugees and Asylees.

In Australia, there is a lack of specialised support services tailored to the LGBTIQ+ cohort, as existing services typically operate under heteronormative assumptions that refugees are heterosexual and cisgender. Moreover, most refugee service providers do not collect data on sexuality, and there is no mandatory training addressing the specific needs of LGBTIQ+ individuals. Consequently, many LGBTIQ+ forcibly displaced people choose to disengage from available services.⁵ A study by Kahn et al.⁶ found that LGBTIQ+ forced migrants often anticipated rejection from services based on their previous experiences of rejection in their home countries.

Anecdotal evidence, entrusted to us by this community, reinforces negative experiences of service access and isolation for LGBTIQ+ forcibly displaced people. **The survey conducted for this report presents ground-breaking data that sheds light on the challenges faced by this group.**

The survey fills a critical gap in data collection, as there has been an overwhelming lack of attention to migration status in LGBTIQ+ surveys and SOGIESC⁷ experiences in refugee surveys. Major Australian surveys for the LGBTIQ+ community, such as Private Lives 3⁸ and Writing Themselves In 4⁹, did not collect detailed information on migration status and its associated impacts. Similarly, research on refugees rarely includes exploration of their sexuality, identity or collect comprehensive gender data beyond the sex binary.

For years, the call to improve support for LGBTIQ+ forcibly displaced people has been met with scepticism often attributed to the lack of conclusive data. However **with the new data from the survey as a basis for change, services and governments must advance in advocating for these individuals.** It is crucial that action is taken to address the specific needs and challenges faced by LGBTIQ+ forcibly displaced people, as their

experiences and settlement outcomes differ from their non-LGBTIQ+ peers. The availability of this comprehensive data underscores the urgency for systemic changes and inclusive support services to ensure the safety and well-being of this at-risk community.

Methodology of data collection and analysis

This survey was an online survey developed in co-design with an advisory group consisting of non-for-profit organisations' representatives including a peak body working on settlement, academics in the disciplines of social science and criminology, psychology with expertise in research areas of forced migration and LGBTIQ+ population, and a diverse group of LGBTIQ+ forcibly displaced people from across a variety of states and territories in Australia.

All of the participants who met the criteria for inclusion in the analysis completed the survey online. However, paper copies of the survey were also available. The survey was advertised online through the channels of FDPN, shared by a range of community organisations and academics as well as disseminated at events in person. The survey was conducted in English due to the limited funding available. We recognise using only English for the survey as an unfortunate limitation of the data.

Some questions were based on those of large surveys such as Private Lives 3¹⁰ but were expanded to capture data on migration status. As only some questions were compulsory to answer, total number of responses varies by a question. In analysing the results, we undertook quantitative and qualitative thematic analysis. We provide quotes from participants to further exemplify points. Grammar and punctuation were preserved as written by the participant. For relevant sections, we have provided data comparisons with existing research on the issues that affect mainstream LGBTIQ+ populations, refugees or women.

-
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 - 7 SOGIESC stands for Sexual Orientation, Gender Identity, and Expression, and Sex Characteristics
 - 8 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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Executive summary

The “Inhabiting Two Worlds at Once” report delves into the experiences of LGBTIQ+ forcibly displaced individuals in Australia, focusing on their health, mental health, education, employment, social support services, legal assistance, discrimination, community connections, homelessness, experiences of violence, impacts of the COVID-19 pandemic, and food insecurity.

Health and Mental Health

- Self-reported mental health scores on a scale of 1 to 100 indicate serious concern for all participants of the survey, but especially among individuals with disabilities (32/100) and trans individuals (48/100).
- Physical health scores on a scale of 1 to 100 were higher than mental health scores for participants with an average at 73/100. However, there is disparities among particular groups.
- Around 27% of the participants reported that their overall health had worsened since their arrival in Australia.
- Access to General Practitioners is limited for some participants with 12% not seeing a GP at all. This is partly due to participants’ ineligibility for Medicare.
- Discrimination within the health system affected 33% of participants and encompassed issues such as misgendering, racism, and homophobia.

Education

- Only 40% of participants had qualifications that were recognized in Australia.
- Participants’ access to education is hindered by differing qualifications from home countries, the high recognition costs of qualifications in Australia and documentation issues around previous qualifications.
- Over 65% of participants faced difficulties in studying which was exacerbated by pandemic-related challenges and limited financial support.

- Education discrimination affected over 34% of participants.
- Education barriers for participants included inaccessible testing, homophobia, transphobia, and financial constraints.

Employment

- Casual employment rates for participants are higher (19.5%) than in the general LGBTIQ+ population (16.8%).
- Volunteering rates are low (1.2%) for participants and this was due to financial precarity.
- Employment barriers for participants include visa status and employers not recognising work experience before their arrival in Australia.
- Employment discrimination is widespread (51.2%) for participants. Intersectional discrimination based on LGBTIQ+ identity and race is common.

Social Support Services

- Participants most accessed services are mental health and general health services, LGBTIQ+ organisations, refugee and asylum-seeking services and LGBTIQ+ refugee organisations or peer support groups.
- Despite the high prevalence of violence in Australia against this community, sexual assault and family violence services are underutilized with over 86% participants not accessing these services.
- Survey participants who were homeless (26.8%) face barriers to housing services, including visa status.
- Barriers to service access include uncertainty about LGBTIQ+ inclusivity, awareness gaps, cultural competence concerns, and participants not perceiving the need for services.
- A concerning 67% of participants experience discrimination in the service system.

Community Support and Connections

- Many participants feel part of the LGBTIQ+ community (91%), but some only when concealing their migration status.
- Approximately 56% of participants feel part of their ethnic community and 63% of participants feel part of the refugee and asylum-seeking community, but often when they do not disclose their LGBTIQ+ status.
- For those participants with disabilities, 62% do not feel part of the disabled community.

Homelessness

- About 35% of participants have experienced homelessness, with an average duration of 4.5 months.
- Financial stress, unemployment, and insecure visa status are the main contributors to homelessness.
- Discrimination in housing affects approximately 50.8% of participants with experiences encompassing racism, homophobia, and transphobia.

Experiences of Discrimination across areas of life

- Discrimination is widespread within the lives of participants with 69% experiencing LGBTIQ+ discrimination, 85% experiencing racism and migration status discrimination, and 15% experiencing ableism.
- Reporting discrimination: Fear of repercussions, unawareness of remedies, and visa status concerns hinder reporting.
- Complaints often yield no change or negative outcomes.

Experiences of Violence

- Around 60% of participants experience violence in Australia which is notably higher than the national average of 4.4%.
- The most prevalent form of violence that participants experience are emotional and verbal abuse. This is followed by sexual harassment, physical violence, and LGBTIQ+ related abuse.
- Sexual violence against participants often involves known perpetrators.
- Only 17% of participants seek support after violence and when they do, the primary sources are counselling and friends.

Impacts of the COVID-19 Pandemic

- Negative pandemic impacts for participants include worsened mental health, concerns for family in home countries, and isolation.

Experiences of Food Insecurity

- During the early months of the pandemic, 15% of participants skipped meals. This dropped during the time of the survey to 6%.

These findings stress the need for targeted support, inclusivity, and outreach efforts for those working with LGBTIQ+ forcibly displaced people. Addressing health, mental health, education, and employment needs while tackling discrimination and fostering inclusivity in services and communities must be paramount for policymakers, healthcare providers, educators, and employers.

Recommendations

Recommendations for Government:

1. Enhance Data Collection:

Improve national data collection practices regarding sexual orientation, gender identity and sex characteristics of migrants and refugees to better understand the needs and challenges faced by LGBTIQ+ forcibly displaced individuals. This data should inform policy development and resource allocation.

2. Fund Research:

Allocate funding for research specifically focused on the experiences and barriers encountered by LGBTIQ+ forcibly displaced individuals in Australia. This research can provide valuable insights for crafting targeted policies and interventions.

3. Healthcare Access:

Address the limited access to healthcare for some individuals by exploring ways to expand access to General Practitioners (GPs), especially for those ineligible for Medicare. Consider policy changes to ensure equitable healthcare access.

4. Anti-Discrimination Measures:

Strengthen state and national legal provisions against harassment, discrimination, and vilification based on race, sexual orientation, gender identity, or sex characteristics. These measures should provide robust protection for this community.

5. Education Recognition:

Review and streamline processes for recognising qualifications obtained by individuals outside of Australia. Reducing recognition costs and simplifying documentation requirements can facilitate better access to education and employment opportunities.

6. Inclusivity Training:

Mandate training programs for settlement support workers to equip them with the knowledge and skills to support the unique needs of LGBTIQ+ refugees and asylum seekers effectively.

7. Multilingual Resources:

Encourage LGBTIQ+ support services to provide resources in languages other than English. Ensure adequate funding for translation services and establish cross-referral pathways for newly arrived LGBTIQ+ youth.

8. Meaningful Participation:

Involve LGBTIQ+ forcibly displaced people in the development of policies and programs that affect their lives. Ensure their meaningful and continuous participation in decision-making processes.

9. Specific Inclusion of LGBTIQ+ Issues in Migration and Multicultural Policy:

It is vital to ensure that LGBTIQ+ issues are explicitly integrated into migration and multicultural policies, emphasising their intersectional experiences.

10. Funding for LGBTIQ+ Refugee-Led Organisations:

Allocate funding to support and empower LGBTIQ+ refugee-led organisations. These organisations play a pivotal role in providing culturally sensitive and relevant assistance.

Recommendations for Services:

1. Tailored Services:

Continuously provide tailored support services for LGBTIQ+ forcibly displaced individuals, including young people. These services need to be equipped to address specific needs for these communities.

2. Inclusive Policies:

Develop internal policies within migrant and LGBTIQ+ support services to promote the safety and inclusion of LGBTIQ+ forcibly displaced people. Commit to service access irrespective of one's migration status.

3. Cross-Referral Pathways:

Establish cross-referral pathways between LGBTIQ+ support services, migrant support services, and other relevant service.

4. Language Accessibility:

Ensure that support services are aware of the linguistic diversity within the community and provide resources and information in languages other than English. Invest in translation services to facilitate communication.

5. Support for Homelessness:

Address the unique challenges faced by LGBTIQ+ forcibly displaced individuals who experience homelessness. Develop targeted housing and support programs that consider visa status and other barriers.

6. Promote Mental Health:

Focus on mental health support, given the concerning mental health scores reported. Provide accessible and culturally sensitive

mental health services, in particular addressing the needs of individuals with disabilities and trans people from displaced backgrounds.

7. Education Support:

Collaborate with educational institutions to create a more inclusive and supportive environment for LGBTIQ+ students. Offer guidance and resources to help students navigate discrimination and challenges.

8. Anti-Discrimination and anti-racism Training:

Equip staff in support services with anti-discrimination and anti-racism training to ensure respectful and inclusive treatment. This training should emphasise cultural competence and awareness of LGBTIQ+ issues.

9. Community Building:

Foster community connections and inclusivity by organising events, peer support groups, and initiatives that encourage a sense of belonging among LGBTIQ+ forcibly displaced individuals.

10. Violence Support:

Provide comprehensive support for survivors of violence, including counseling services and awareness campaigns to encourage reporting. Ensure accessible pathways to support after experiencing violence.

Demographic data:

Who are LGBTIQA+ forcibly displaced people?

This report presents the results from the **82 participants** who were eligible and chose to participate in the survey. We understand that some community members may have had a range of barriers limiting their participation. While the sample size may seem small for a nationwide survey, the diversity of lived experience and the inclusion of qualitative data allows us to generalise these findings to the broader community. The sample provided diverse data on participants visa status, race, ethnicity and SOGIESC characteristics.

Migration Status

The highest number of participants (n= 16; 19.5%) in the survey held a Bridging Visa A when completing the survey. This is followed by those holding citizenship after a protection visa (17%) and holding citizenship after a migrant visa (12%). Another notable point of data here is that 3.7% (n = 3) of participants were undocumented when completing this survey (see table 1.1. below).

Table 1.1. Migration status of participants (n = 82) when completing the survey

	Number	Percent
BVA	16	19.5%
BVB	1	1.2%
BVC	5	6.1%
BVE	4	4.9%
TPV/SHEV	3	3.7%
PR	11	13.4%
International Student	8	9.8%
Migrant	11	13.4%
Citizen (previously on protection visa)	11	13.4%
Citizen (previously on migrant visa)	9	11%
No Visa	3	3.7%
Total	82	100%

Most of the participants have been on their current visa between 5 and 10 years (see table 1.2. below). The average duration of being on a bridging visa was as follows:

- BVA - 35 months (with one respondent being on this visa for 7 years)
- BVC - 28 months
- BVE - 70 months (with one respondent being on this visa for 10 years)

Table 1.2. Duration of the current visa for participants (n = 82)

	Number	Percent
No answer	3	3.7%
Under 1 year	4	4.9%
1 and 3 years	10	12.2%
3 and 5 years	18	22.0%
5 and 10 years	29	35.4%
More than 10 years	18	22.0%
Total	82	100%

12% of participants reported having been undocumented at some point in their life while another 3.7% preferred not to disclose if they had been undocumented. It is important to note the “prefer not to disclose” category within this survey, as many participants may fear that admitting to undocumented status currently or in the past might impact their current life circumstances.

Undocumented status and insecure visas contribute to mental and physical health issues that we will discuss later in the report.

About 10% of participants lived in a refugee camp prior coming to Australia and about 10% of participants were subject to immigration detention, with one respondent having been in an offshore detention centre. Refugee camps and detention centres are unsafe spaces that exacerbate mental health issues and contribute to the insecurity of persons in the forms of physical and sexual violence that is “normal” in these spaces.

Age

The most common age of LGBTIQ+ forcibly displaced people in this survey is between 25 and 34 years old (51%) followed by the 35-44 age bracket (33%). These are significant findings pointing out that it is more common for LGBTIQ+ forcibly displaced people to be of middle age when arriving to Australia. This can be explained by lower earnings and financial stability for LGBTIQ+ people more broadly. Additionally, as several of the participants have been in Australia for several years, the data may be somewhat skewed towards an older demographic.

Table 1.3. Age of participants (n = 82)

	Number	Percent
18-24	4	4.9%
25-34	42	51.2%
35-44	27	32.9%
45-54	8	9.8%
55-64	1	1.2%
Total	82	100%

Disability and chronic health conditions (n=82)

17% (n=14) participants disclosed having a disability and another 7.3% of participants noted that they did have a disability, but it had not yet been diagnosed. This raises the total percentage to 24.3% which is **almost double** the average nationwide of 11% of people who have a disability in Australia.¹¹ A further 6% (n=5) preferred not to disclose whether they had a disability or not which could be a reflection of stigma in Australia and throughout the world.

3.7% (n=3) of participants live with HIV which is far more than the national average of 0.1 percent¹² within the Australian population more broadly,

11 See more: [https://www.abs.gov.au/statistics/health/disability/disability-ageing-and-carers-australia-summary-finding/latest-release#:~:text=The%20prevalence%20of%20disability%20increased,%25\)%%20and%20females%20\(17.8%25\).](https://www.abs.gov.au/statistics/health/disability/disability-ageing-and-carers-australia-summary-finding/latest-release#:~:text=The%20prevalence%20of%20disability%20increased,%25)%%20and%20females%20(17.8%25).)

12 <https://hivmanagement.ashm.org.au/the-epidemiology-of-hiv-in-australia/hiv-infection-in-australia-in-the-last-5-years/>

but much lower than the 8 percent for the LGBTIQ+ population more broadly¹³. 7.3% of participants preferred not to disclose their HIV status. This high number of people who refused to disclose may be a reflection of stigma related to HIV in Australia and throughout the world. Additionally, two women (both cis and trans) had a positive HIV status. This is an important finding as the focus on HIV traditionally focuses on men who have sex with men in LGBTIQ+ spaces.

Sexuality, gender and sex characteristics (SOGIESC)

Being guided by the ABS data standard for SOGIESC variables we asked 4 SOGIESC questions:

- What best describes your gender? (single choice: woman, men, non-binary, another term, prefer not to say). This question did not distinguish between cis, trans or gender diverse experiences.
- Are you a trans person? (single choice: yes, no, prefer not to say)
- Were you born with a variation in your sex characteristics, also known as intersex status? (single choice: yes, no, I do not know, prefer not to say)
- Which best describes your sexual orientation? (multiple choice).

Table 1.4. Gender of participants (n = 82)

	Number	Percent
Woman	32	39%
Man	28	34.1%
Non-binary	17	20.7%
Another term	2	2.4%
Prefer not to say	3	3.7%
Total	82	100%

Most of the respondents are women

(39%; n=32). This data is extremely important as it has been previously assumed that women were a minority of people seeking asylum based on SOGIESC persecution. This is due to a number of factors, including access to money and laws prohibiting freedom of travel for women¹⁴. However, the trend of women undertaking movement has been noted as the feminisation of forced displacement¹⁵ but previously this feminisation of migration has rarely been explored in relation to women what are part of the LGBTIQ+ community.

27% (n=22) of respondents are trans people. Their gender identifications are as follows:

Table 1.5. Gender of trans participants (n = 22)

	Number	Percent
Trans Woman	8	36.4%
Trans Man	5	22.7%
Non-binary and trans	8	36.4%
Another term (gender fluid)	1	4.5%
Prefer not to say	3	3.7%
Total	82	100%

3.7% (n= 3) of participants are people born with variations in their sex characteristics (intersex). The number of people born with variations in their sex characteristics are significant in this survey and matches general data on this cohort more broadly.¹⁶

Of the **sexual orientation** of participants, the highest percentage of people said they were gay (21%), chose multiple labels (18%), lesbian (17%), or queer (17%). The reflection of these outcomes is especially important when we consider not only future surveys, but also how the very system itself attempts to label people within the LGBTIQ+ community. It is essential that a broader category

13 <https://hivmanagement.ashm.org.au/the-epidemiology-of-hiv-in-australia/key-populations-in-the-australian-hiv-epidemic/#:~:text=Men%20who%20have%20sex%20with%20men&text=Sexual%20transmission%20between%20men%20accounted,attached%20to%20the%20gay%20community.>

14 See more at: <https://wbl.worldbank.org/en/reports>

15 Cochrane, B., Wolff, L. (2022). Refugee and asylum-seeking women's lived citizenship at the nexus of family violence and irregular migration. *Citizenship studies*, 26(3), 287-304.

16 See more at <https://ihra.org.au/16601/intersex-numbers/>

of understanding around sexual orientation be introduced into trainings for services and government organisations.

Table 1.6. Sexual orientation of participants (n = 82)

	Number	Percent
Prefer not to disclose	2	2.4%
Lesbian	14	17.1%
Gay	17	20.7%
Bisexual	6	7.3%
Pansexual	2	2.4%
Queer	14	17.1%
Asexual	1	1.2%
Heterosexual/ Straight	10	12.2%
Multiple Labels Chosen	15	18.3%
Other	1	1.2%
Total	82	100%

There was a relationship between being on a particular visa type and gender identity. Only cisgender women were participants on a TPV/SHEV visa. Cisgender women were most likely of all participants to be on a protection visa currently or previously (citizens at the moment of completing the survey) and on other permanent migrant visa. Trans women were most likely on a protection visa currently or previously (citizens at the moment of completing the survey). Most of the trans and cis men were on the Bridging visa A, which means that they had a substantive visa application in progress and could work but they could not leave Australia.

Most of the non-binary participants, including those who were trans and non-binary, were on some sort of a permanent visa. However, several were international students and one (n=1) had no visa. Two respondents who did not disclose their visa were on a Bridging visa E meaning that they were 'unlawful' at some point in Australia. it is understandable why those participants have a fear of disclosing additional information.

Table 1.7. Gender and migration status

	BVA	BVB	BVC	BVE	TPV SHEV	PR	IS	M	C-z (PR)	C-z (M)	no visa
Cisgender women	2	0	1	0	3	5	0	6	5	2	0
Trans women	2	0	1	0	0	2	0	0	3	0	0
Cisgender men	8	0	1	2	0	1	5	1	1	2	2
Transgender men	3	0	1	0	0	0	0	0	0	1	0
Non-binary	1	0	0	0	0	1	2	1	1	2	1
Non-binary and trans	0	1	0	0	0	2	1	2	0	2	0
Other gender identity (cisgender)	0	0	0	0	0	0	0	0	1	0	0
Other gender (transgender)	0	0	0	0	0	0	0	1	0	0	0
Prefer not to disclose gender	0	0	1	2	0	0	0	0	0	0	0
Total	16	1	5	4	3	11	8	11	11	9	3

PR - protection visa
 IS - international student
 M - migrant
 C-z (PR) - citizen, previously on protection visa
 C-z (M) - citizen, previously on migrant visa

Table 1.8. Gender and age

	18-24	25-34	35-44	45-54	55-64	65+
Cisgender women	1	10	6	6	1	0
Trans women	1	1	6	0	0	0
Cisgender men	0	15	6	2	0	0
Transgender men	0	2	3	0	0	0
Non-binary	1	4	4	0	0	0
Non-binary and trans	1	4	3	0	0	0
Other gender identity (cisgender)	0	1	0	0	0	0
Other gender (transgender)	0	1	0	0	0	0
Prefer not to disclose gender	0	3	0	0	0	0
Total	4	41	28	8	1	0

When comparing age with gender, more cisgender women were in the older breakdown than any other participants.

When comparing gender with disability, most non-binary participants were people with disability. Cis-gender and transgender women, as well as a cisgender man and another gender diverse participants were among people living with HIV.

Table 1.9. Gender, Disability and HIV status

	Do you have a disability?				Are you a person living with HIV?		
	Yes	No	No formal diagnosis	No disclosure	Yes	No	No disclosure
Cisgender women	2	22	0	0	1	22	0
Trans women	1	6	0	1	1	8	0
Cisgender men	1	18	3	0	1	19	1
Transgender men	1	4	0	0	0	4	1
Non-binary	5	3	0	1	0	9	0
Non-binary and trans	4	2	1	2	0	8	0
Other gender identity (cisgender)	0	1	0	0	1	0	0
Other gender (transgender)	0	0	0	1	0	1	0
Prefer not to disclose gender	1	2	0	0	0	3	0
Total	15	58	4	5	4	74	2

Ethnic, cultural, religious and linguistic background

For anonymity, we asked participants to select their region of origin rather than country of origin. We acknowledge that these regions of origin can be problematic as they are colonial in nature. However, we have chosen to use them as they are consistent with other studies of this nature.

Most participants originated from the Middle East (20%), Southeast Asia (15%) and South Asia (13%). Additionally, seventy participants provided their specific country of origin¹⁷. We did not include the whole list of countries to avoid any identification of participants. The majority of participants came from the following countries: India, Indonesia, Iran, Lebanon, Malaysia, Pakistan, Sri Lanka and Uganda.

Table 1.10. Regions of origin of participants (n = 82)

	Number	Percent
Middle East	16	19.5%
Southeast Asia	12	14.6%
South Asia	11	13.4%
Eastern Europe	9	11.0%
Eastern Africa	6	7.3%
Southern Africa	5	6.1%
South America	5	6.1%
East Asia	4	4.9%
Oceania	4	4.9%
Central Asia	3	3.7%
Central America	2	2.4%
Multiple chosen	2	2.4%
Middle Africa	1	1.2%
Northern Africa	1	1.2%
Western Africa	1	1.2%
Total	82	100%

Most of the respondents reported **no religion** (40.2%) which is an interesting finding that may reflect tensions between certain religions and LGBTIQ+ status.

17 This was an optional question

Table 1.11. Religion of participants (n = 82)

	Number	Percent
No response	4	4.9%
None	33	40.2%
Islam	14	17.1%
Christianity	18	22.0%
Hinduism	4	4.9%
Buddhism	3	3.7%
Judaism (ethnic/religious)	1	1.2%
Other	5	6.1%
Total	82	100%

Participants listed 36 **languages** spoken at home. The top five languages included:

- English (26%)
- Arabic (12%)
- Spanish (7%)
- Farsi (7%) and
- Urdu (7%)

Other spoken languages include the following: Bahasa, Bangli, Croatian, Dhivehi, French, Hazaragi, Hindi, Hokkian, Indonesian, Javanese, Juba, Kakwa/Arabic, Krio, Luganda, Malay, Mandarin, Polish, Punjabi, Russian, Serbian, Setswana, Shona, Sinhala, Swahili, Taiwanese, Tamil, Temene, Thai, Tongan, Ukrainian and Vietnamese.

Relationships and children

Most participants are single (37%, n=30). One respondent indicated that they are non-monogamous.

8.5% (n=7) of participants had children with one noting that their child was missing or deceased.

Table 1.12. Relationship status

	Number	Percent
No answer	3	3.7%
Single	30	36.6%
Married Partner in AU	11	13.4%
Married Partner Other	2	2.4%
Partnership in AU	14	17.1%
Partnership Other	3	3.7%
Partner is missing/ deceased	1	1.2%
Dating	11	13.4%
Separated/ Divorced	3	3.7%
Checked multiple	2	2.4%
Other	2	2.4%
Multiple chosen	2	2.4%
Middle Africa	1	1.2%
Northern Africa	1	1.2%
Western Africa	1	1.2%
Total	82	100%

Where participants live

The living situation question was optional and a total of 62 participants responded. Table 1.9 below compared living arrangements for LGBTIQ+ displaced population with the data on LGBTIQ+ people from the Private Lives 3.¹⁸

Table 1.13. Comparison of living arrangements

	LGBTIQ+ displaced people	LGBTIQ+ population (Private Lives 3)
Private rental	77%	47%
Own home	14%	31.2%
With family	3%	19.9%
Public housing	3%	0.7%
Transitional housing	1.6%	0.3%

As shown in the comparison table, LGBTIQ+ displaced people mostly live in private rentals (77%). In comparison with the Private Lives Matter 3 survey, home ownership is less than half of that of the the LGBTIQ+ population more broadly. This can likely be explained by visa status, discrimination and access to employment, as discussed later in the report. Living with family is highly uncommon, noting that family could have been perpetrators of violence and that they most likely do not reside in Australia.

There are also four times the percent of participants in this survey that live in public housing and transitional housing (4.1%) in contrast with the LGBTIQ+ population more broadly (1%). Again, visa status and access to employment could be factors in this discrepancy.

Geographically most of participants reside in VIC (40%). No participants were residing in the Northern Territory at the time of completing the survey. Out of all respondents, 2.4% (n=2) indicated that they lived in regional Australia.

18 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.

Chart 1.1. Geographic location in Australia

ACT (n=18)		20%
NSW (n=14)		17%
VIC (n=31)		40%
QLD (n=9)		11%
TAS (n=2)		2.40%
SA (n=1)		1.20%
WA (n=4)		4.90%
NT (n=0)		0%

Levels of education

Overall, across the sample of those who responded to the question, postgraduate degree was the most common highest level of education acquired. When we excluded those participants who are international students, migrants and current citizens (28% of the total respondents) who were previously migrants,

postgraduate degrees were still more common. However, when examining the statistics without those groups, it is clear that those who were seeking asylum under the various visa types, were likely to have less educational qualifications. It is also significant to note that 17% of respondents did not answer this question.

Table 1.14. Levels of education

	All respondents	Respondents excluding international students, migrants and citizens who were previously migrants
Did not disclose	17.1%	17.1%
No formal schooling	2.4%	2.4%
Primary school	2.4%	2.4%
Secondary/high school	13.4%	11.0%
Vocational training	13.4%	11.0%
Undergraduate Uni Degree	20.7%	13.4%
Postgraduate Uni Degree	30.5%	14.6%
* percentage of excluded responses	0%	28%
Total	100%	100%

Health

Self-reported health

Participants were asked to rank their health from 1 to 100, where 1 was the lowest self-reported status of health and 100 was the highest.

Self-reported mental health data shows especially concerning results for two groups: people with a disability (rating their mental health 32/100) and trans people (48/100). It is important to note that people with permanent visas were more likely to report better than average mental health (59/100 to an average of 56/100) and those with temporary visas were likely to report less than average mental health scores (54/100 to an average of 56/100).

Self-reported physical health was 73/100 on average across the samples. **Both temporary and permanent visa holders were on par with this, but again people with disability (55/100) and trans people (67/100) were below the average health score.** While physical health and disability may have a connection that can be explained, the low ranking of trans people is a complex outcome that should be examined.

Table 2.1. Self-reported mental and physical health

	Mental Health	Physical Health
Average across sample	56	73
Temporary visa holders	54	73
Permanent visas holders	59	74
People with disability	32	55
Trans people	48	67
Lowest ranking	1	19

We have asked participants whether their health has changed in Australia. This question provides a general overview on health with no distinction between mental and physical health.

Despite being an affluent country with a universal healthcare system, about 27% of participants who answered said that their health had gotten worse since moving to Australia. This is likely due negative settlement experiences and high rates of discrimination and violence. About 30% of participants said their health improved and 11% said there was no change to their health. Interestingly, 25% chose not to answer this question.

Table 2.2. Changes to health in Australia

	Number	Percent
No change	9	11.0%
Got better	24	29.3%
Got worse	22	26.8%
Cannot comment as still not access to healthcare	2	2.4%
Prefer not to say	21	25.6%
Other	4	4.9%
Total	82	100%

Access to GP

When asked about access to a General Practitioner (GP), 45% of participants answered that they had a regular GP while 40% saw a different GP on each occasion. Most of respondents saw a GP in either a fee-paying or a bulk-billing practice. Only 4 respondents said they saw a GP in a refugee service. Of those who did not see a GP, 3% of participants reported going to the emergency room when they are in a health crisis.

12% of participants reported that they did not see a GP at all which is very concerning. Of the 12% of participants who answered, the top reason for not having a GP was not being eligible for Medicare. The second reason that participants noted was not being able to find a GP who was both LGBTIQ+ inclusive and culturally competent.

Mental Health

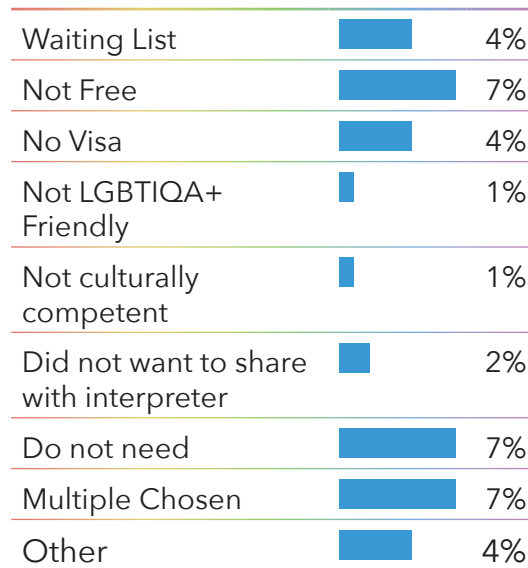
Participants said that mental health services were the service most likely to be accessed. About one third of participants said they had never accessed these services while another one third accessed them on a regular basis.

When asked how often they saw a mental health professional, 30.5% of

participants had a regular professional and 8.5% of participants saw a new professional on each occasion. 1% or participants reported that they felt judged by a mental health professional in the past so never returned to a service.

Of those who reported on the reasons for not seeking a mental health professional, the majority stated it was because the service had multiple issues or was not free (7%). A similar portion of the participants (7%) said they did not need a mental health professional.

Chart 2.1. Reasons for not seeing a mental health professional



For those participants who sought out mental health services, the majority accessed services through private health (13%). No participant accessed mental health services through an LGBTIQ+ organisation. This is an alarming finding as respondents testified to the importance of accessing an LGBTIQ+ inclusive service and culturally competent services. This finding signals the importance of outreach to the LGBTIQ+ displaced communities by LGBTIQ+ services.

Predictors of poor mental health

We asked participants to rate a range of experiences and their scale of impact on mental health.

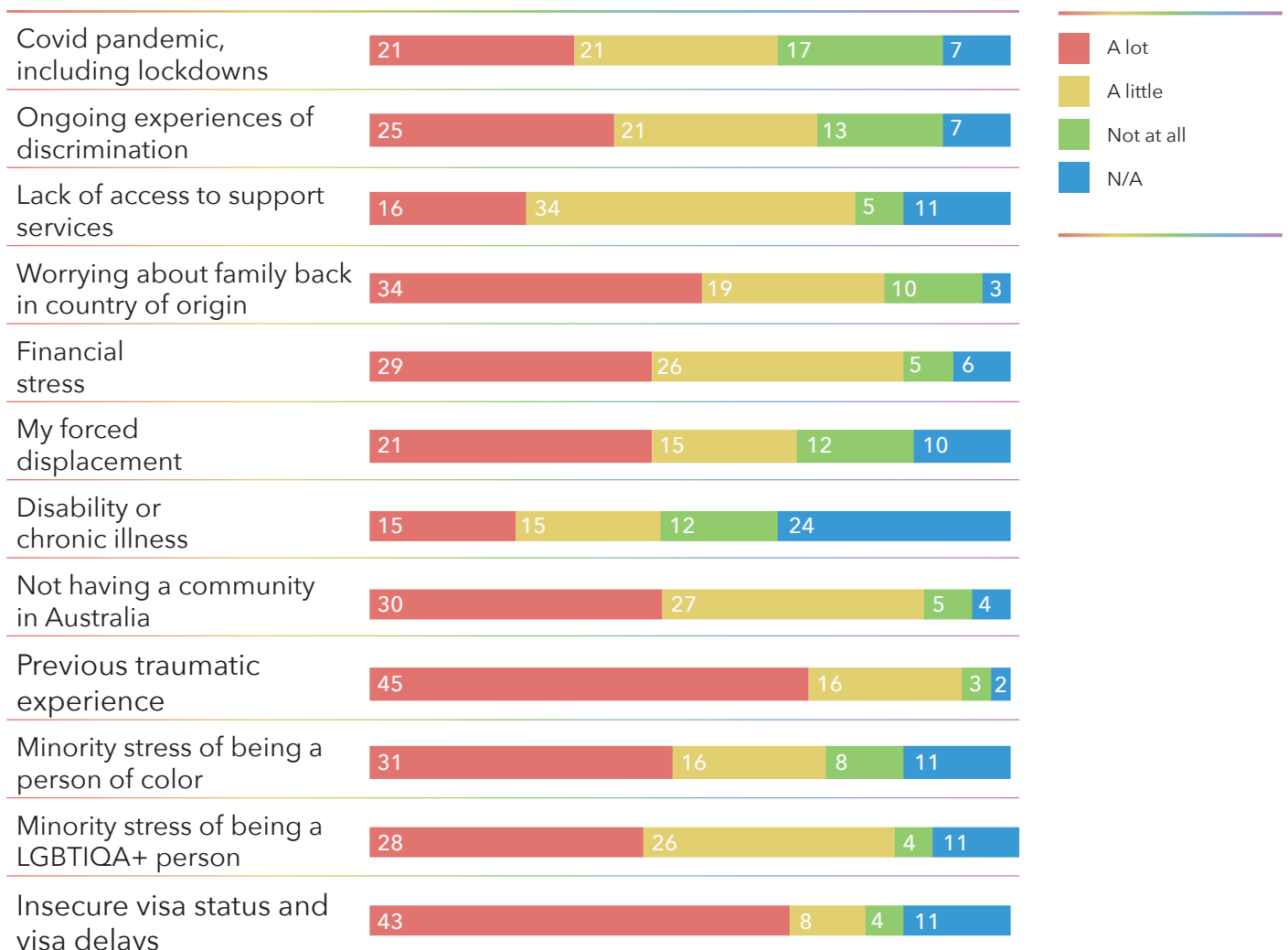
Top 5 of experiences that impact mental health 'a lot' are:

1. Insecure visa status and delays from the immigration to resolve the visa status
2. Minority stress of being a person of colour
3. Previous traumatic experience
4. Not having a community in Australia, being isolated
5. Worrying about family back in the country of origin

Top 5 across all intensity of impact are:

1. Previous traumatic experience
2. Not having a community in Australia, being isolated
3. Financial stress (including insecure employment, no government income support, no employment support)
4. Minority stress of being an LGBTIQ+ person
5. Worrying about family back in the country of origin

Chart 2.2. Predictors of poor mental health



Discrimination and experiences in the health system

Table 2.3. Discrimination by grounds - health

	Number	Percent
Yes (total responses)	27	33.0%
Yes, SOGIESC (only)*	5	6.1%
Yes, race / ethnicity (only)	2	2.4%
Yes, migration status (only)	5	6.1%
Yes, disability (only)**	0	0%
Multiple reasons	15	18.3%
Other reasons	0	0%
No	38	46.3%
No response	17	20.7%
Total	82	100%

Participants shared both negative and positive experiences about their interactions in the health system. When looking at participants who responded vs a total number of survey participants:

- 33% experienced discrimination in the health system for a variety of factors
- 46.3% did not experience discrimination
- 20.7% preferred not to answer this question

When we remove those who chose not to answer the question, this reduces the sample number to 65 responses. Extrapolating from this number, the total number of experiences of discrimination in the health system comes up to 41.5%.

Two respondents specifically noted that they only ever had negative experiences with the healthcare system. Several participants reported

experiences of homophobia, transphobia and racism in the health system. Some of the comments were as follows:

“In the form I ticked non-binary. Nurse crossed that and wrote that I am female”

“Many sexual health and LGBTIQ organisations are not committed to combat racism and their Western conceptualisation of sexuality harms queer people of colour.”

Some respondents had positive experiences and reported they were respected for who they were.

“I disclosed that I was an asylum seeker and a gay man and they treated me with a lot of respect and appropriate care.”

Other respondents noted delays with renewing Medicare, a lack of dental services and a need to ensure access to Medicare was universal as issues they found with the health care system in Australia.

* Lines that are marked by 'only' exclude responses where multiple reasons have been reported.

** Four respondents have experienced discrimination based on their disability alongside other reasons, so it is recorded under the multiple reasons.

Participation in education and employment

Education Access and Experiences in Australia

When participants with prior education were asked about recognition of qualifications, about 40% said they were able to have their qualifications recognised within Australia. For those who could not, the main reasons were having qualifications that were different to Australian standards, the recognition process being expensive and not having sufficient documents to complete the process. These findings mostly match the reports by the Settlement Council of Australia¹⁹ and Ethnic Communities' Council of Victoria²⁰ with the exceptions of not having sufficient documentation. This issue can be unique to LGBTIQ+ people who may not have proof of name change, for example.

When asked about education, 32% of participants answered that they currently study and 43% said they studied in the past. However, 6% responded that they could not study for a variety of reasons including not meeting visa eligibility, not being able to pay high fees and having to prioritise paid employment. One participant commented the following:

“undocumented, did not have enough paperwork to verify my identity to enrol”

Out of those who studied in Australia, 50% received some type of a scholarship²¹. However, 39% did not receive a scholarship, out of which 17% reported not being eligible for any type of scholarship.

Over 65% of participants reported experiencing difficulties while studying:

- 38% were negatively affected by the COVID-19 pandemic
- 27% experienced other difficulties such as not knowing where to get help with understanding all requirements and struggling with English but still not receiving any support.

Discrimination and experiences with education

Table 3.1. Discrimination by grounds - education

	Number	Percent
Yes (total responses)	28	34.1%
Yes, SOGIESC (only)*	6	7.3%
Yes, race / ethnicity (only)	6	7.3%
Yes, migration status (only)	2	2.4%
Yes, disability (only)**	0	0%
Multiple reasons	13	15.9
Other reasons	1	1.2%
No	25	30.5%
Not answered	29	35.4%
Total	82	100%

When looking at participants who responded to this question vs a total number of survey participants: 34.1%

19 Settlement Council of Australia (2019) Recognising Overseas Skills and Qualifications: Maximising Human Capital in Newly Arrived Australians. Available at <http://scoa.org.au/wp-content/uploads/2019/05/Recognising-Overseas-Skills-and-Qualifications-Maximising-Human-Capital-in-Newly-Arrived-Australians-1.pdf>

20 Ethnic Communities' Council of Victoria (2014) Qualified by not Recognised: Discussion paper. Available at https://eccv.org.au/wp-content/uploads/2018/07/23-Discussion_Paper_-_Qualified_but_not_Recognised_Final.pdf

21 This figure is combined responses to three options: 'I had my fees waived', 'I was receiving a monthly allowance', 'I received a small amount eg. for books'.

* Lines that are marked by 'only' exclude responses where multiple reasons have been reported.

** 6 respondents have experienced discrimination based on their disability alongside other reasons, so it is recorded under the multiple reasons.

experienced discrimination in the education system for a variety of factors, 30.5% did not experience discrimination and 35.4% preferred not to answer this question. When we remove those who chose not to answer the question, this reduces the sample number to 53 responses. Extrapolating from this number, **the total number of experiences of discrimination in the education system comes up to more than half (52.8%) of all participants.**

Reflecting on access to education, most of those who provided additional comments addressed mental health concerns, feelings of isolation and a subsequent lack of support from the university to assist students in those circumstances:

“I struggled with mental health and my uni wasn’t supportive with the process of dropping down to less subjects they didn’t provide me with any information about the process and I had to seek external support from a lawyer”.

Other participants noted:

- Lack of accessibility for students with learning disabilities embedded in the testing system, in particular in relation to English tests;
- Experiences of homophobia and transphobia such as misgendering and using a dead name by the university staff;
- Feelings of isolation for being part of the LGBTIQ+ community and a person of colour;
 - “There is a separation in uni you are either LGBTI or of color, I struggle to fit in.”
- Access barriers such as high fees, lack of clear and plain information about enrolment and assumptions that every student came from having studied in a Western system:
 - “Access to higher education in Australia still depends on your

postcode. This is even more difficult if you have other (non-class) related inter-sectionality (ie sexuality, refugee, CALD, NESB, POC)”.

Additionally, one participant responded that they were homeless for a semester and that made them defer the study. Another participant noted that very high fees had left in significant debt.

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Employment Access and Experiences in Australia

Most of participants were employed (mostly full time and/or in casual employment). 1% reported not having work rights and another 1% reported not being able to work.

Table 3.2. Employment status

	Number	Percent
Did not disclose	18	22.0%
Yes, part-time	11	13.4%
Yes, casual	16	19.5%
Yes, full-time	20	24.4%
Volunteering	1	1.2%
No, looking for work	3	3.7%
No, no work rights	1	1.2%
No, not ready to work	1	1.2%
Multiple chosen	11	13.4%
Total	82	100.0

Employment status for LGBTIQ+ displaced people differed from the mainstream LGBTIQ+ community in two ways:

- the rates of casual employment was higher for LGBTIQ+ displaced (19.5%) than for general LGBTIQ+ population (16.8%)²². This can likely be explained by an insecure visa

status, lack of local experience, language barriers and other challenges of this cohort.

- only 1.2% of LGBTIQ+ displaced people volunteered compared to 11.2% of general LGBTIQ+ population²³. This can likely be explained by LGBTIQ+ displaced people experiencing more financial precarity and therefore not having the privilege to volunteer.

Only 14% or respondent to our survey reported that they did not experience any barriers to employment. Most common barriers to employment included visa status and not having previous work experience recognised. As one respondent stated:

“Job search in Australia is extremely challenging. I don't get hired unless I have Australian job experience. I feel they don't like to hire people from overseas which leads to many qualified individuals doing odd jobs like security or Uber etc.”

Additionally, about half of the participants noted negative impacts of the COVID-19 pandemic such as losing employment. However, many were not eligible for any government assistance for the reduction in hours or loss of jobs.

Of the participants in the study, 13% of people reported having engaged in sex work at some point in Australia:

“I was homeless and sex was the easiest way to get money since the government aren't helping.”

This number is significantly higher than the national average of 0.0008%²² of Australian more broadly. Even when considering visa status and challenges to other types of work, this finding is still important and should lead to more support for LGBTIQ+ forcibly displaced sex workers.

When participants were asked whether they were out about being LGBTIQ+

at work, 24% of participants said no. The two main reasons were:

- were scared of possible discrimination (18%)
- felt it was unsafe (6%)

Discrimination and experiences at work

Table 3.3. Discrimination by grounds - employment

	Number	Percent
Yes (total responses)	42	51.2%
Yes, SOGIESC (only)*	5	6.1%
Yes, race/ethnicity (only)	7	8.5%
Yes, migration status (only)	4	4.9%
Yes, disability (only)**	0	0%
Multiple reasons	24	29.3%
Other reasons	2	2.4%
No	19	23.2%
Not answered	21	25.6%
Total	82	100%

When looking at participants who responded to this question vs a total number of survey participants: 51.2% experienced discrimination in the employment for a variety of factors, 23.2% did not experience discrimination and 25.6% preferred not to answer this question. When we remove those who chose not to answer the question, this reduces the sample number to 61 responses. Extrapolating from this number, **the total number of experiences of discrimination in the employment comes up to 69%.**

Many also noted intersecting experiences of LGBTIQ+ discrimination and racism. For

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24 <https://www.aic.gov.au/sites/default/files/2020-05/rpp131.pdf>

* Lines that are marked by 'only' exclude responses where multiple reasons have been reported.

** Five respondents have experienced discrimination based on their disability alongside other reasons, so it is recorded under the multiple reasons.

example, participants talked about not having an Anglo name and thus not getting calls for interviews.

“Covert discrimination exists if one of your names aren't an anglicised name.”

This also included discrimination that resulted in not being recognised as a leader and therefore not being able to progress in their job. Lastly, one respondent noted that there was exploitation at work places, especially for people who have no work rights but engage in paid work.

Support for LGBTQIA+ displaced persons

Social support services: access and experiences

Patterns of service access

The top five services that participants accessed were:

1. mental health (n=53)
2. health clinics (n=49)
3. LGBTQIA+ organisation (n=45)

4. refugee and asylum-seeking services (n=44)
5. LGBTQIA+ refugee organisation or peer support group (n=38)

In addition to provided options, one comment was given in regard to services accessed that were not included in the survey:

Table 4.1. Service access and frequency

	Frequency			Yes, total	No
	Once	Several times	On a regular basis		
Asylum seeker and/or refugee service (including settlement services)	11	25	8	44	38
Migrant service	8	13	4	25	57
LGBTQIA+ refugee organisation or peer-support group	4	25	9	38	44
LGBTQIA+ organisation	9	25	11	45	37
Organisation for trans and gender diverse people	3	10	4	17	65
Organisation for intersex people	0	2	1	3	79
Organisation for people with disability	1	3	2	6	76
Legal services	12	18	7	37	45
Health services	0	25	24	49	33
Sexual health including HIV/STI services	4	12	8	24	58
Gender-focused health clinic	1	4	8	13	69
Mental health services	13	18	22	53	29
Housing and homelessness services	4	6	6	16	66
Domestic and family violence services	4	5	2	11	71
Sexual assault services	3	4	2	9	73

“Centrelink - income support services, but no access to additional services. I disclosed domestic violence but was not offered any assistance. I received victim support service referral as part of police investigation into the matter and help prepare for court.”

Participants were least likely to visit two services: services for intersex people and services for people with disabilities. This is due to the fact that the participant sample of these groups is smaller in the survey, as well as in the broader community.

Of the participants in our sample that had a disability, nine (n=9) were on a temporary visa which made them ineligible for NDIS support which is a significant concern.

Over 86% of participants said they did not access sexual assault and family violence services. This is surprising, especially in the realm of family violence, given the large numbers of participants who have experienced violence in Australia from intimate partners and family members, as discussed [below](#). Further analysis of this relationship should be undertaken.

While 26.8% of participants (n=22) were homeless only 19% (n=16) accessed housing and homelessness services. This is concerning considering the impacts of continuing homelessness for marginalised individuals.²⁵ The discrepancy in accessing services may be linked to issues such as visa status, eligibility and other barriers to service access.

While looking at the general data trends, it is important to remember that the participants are also individuals and not a homogenous group, subject to generalities. As one respondent reminded us in this section:

“It’s really hard to get services as an international student. Even if my experiences are same to refugees I get rejected.”

Access to legal services

Access to legal services was a separate section of questions accounting for both refugee legal services and other legal services needed for this cohort. The most sought-after immigration legal service was legal advice and assistance with the protection visa application to the Department of Home Affairs (41%, n=35). 23% (n=19) of participants reported no need to access legal services.

Out of those seeking legal services, 7.3% (n=6) did not receive them and 13.4% (n=11) received support only for some of their legal needs. About half of participants who accessed immigration legal services had to do it by privately paying their own legal fees.

About half of all participants did not have any other legal needs. However, the other legal needs mentioned by participants included:

- Legal help with discrimination case (n=10)
- Legal help with tenancy dispute (n=10)

One participant stated:

“For my situation assistance and legal advice were related to housing (private rental) and employment rights (I experienced wage theft and was cheated out of casual loading). Even though I received legal advice, I wasn't able to get much representation in the tribunals and eventually I had to drop some of these actions for I was simply too stressed. My mental health was severely impacted. I was unlawfully evicted and I was homeless for three weeks. I imagine these are very common issues that many other immigrants experienced too.”

- Legal help with a criminal case (n=5)
- Legal help with employment case (n=5)
- Legal help with driving offenses (n=4).

²⁵ Australian Human Rights Commission (2008) Homelessness is a Human Rights Issue.

Additional comments on other legal assistance included such things as divorce. One participant stated:

“divorce, but this was not offered or provided to me. I was married at 18 and divorced at 24. What would I know how to protect myself? he ensured I had nothing.”

Participants also stated they needed legal assistance to change their name and gender markers. Other legal assistance named by the participants included civil cases (i.e. consumer rights), family reunion and because they were a victim of a crime.

The majority were able to either receive this help in full (n=6) or only for some of their needs (n=11). Eight (n=8) participants did not receive this help.

At the end of the section, some further comments were provided on issues to access to legal assistance in Australia:

- Seven (n=7) participants noted that they received no legal assistance provided when it was needed.
- Four (n=4) indicated a lack of knowledge and information on legal issues
- Lack of legal advice and assistance for other than refugee legal matters (n=3)
- High costs of private migration advice (n=3)

“It's very difficult to access the legal services without a financial stability. Most of the pro bono legal service can only provide with free legal advice. When it comes to a lawyer, people still need to have an adequate financial ability to access it.”

Other issues included being rejected an application by default for being HIV positive, noting long waiting periods to access legal assistance, and placing onus on individuals to navigate the complex legal systems without representation.

Reasons for not seeking service support

This question allowed participants to choose multiple options in their response. The reasons to not seek services irrespective of a service type include:

- Not knowing if a service was LGBTIQ+ inclusive (n=28);
- Not knowing that services existed (n=26);
- Being unsure if a service would assist then (n=25);
- Not knowing if a service was culturally competent (n=20);
- Not needing services (n=16).

34% (n=28) of participants chose multiple options to outline their reasons for not seeking services. These findings highlight both the importance of visible LGBTIQ+ inclusion as well as the outreach to the community by services. They also reflect the complex lives of LGBTIQ+ asylum seekers.

In addition to proposed options, participants (n= 9) reflected that:

- they could not access services when needed
- they chose not to engage with services because of previous experiences of not being helped
- there was restricted eligibility which was a barrier to service access
- there were no services that met their needs
- there was fear also associated with service access. As one participant noted: “I am frightened to be exposed to the Bangladesh Community in Australia”
- there was limited ability to articulate one's needs. A participant said: “I did not have the right words to define my gender identity and sexuality. This was never asked of me and my gender and sexuality was/is always assumed by others.”

Respondents of the survey indicated that services were not actively reaching out and that there was a lack of open

communication about service access, and that services were often not inclusive. These findings should be used by services to improve how they are communicating who can access and receive their assistance.

Discrimination in and experiences of service access

Table 4.2. Discrimination by grounds - social services

	Number	Percent
Yes (total)	45	54.9%
Yes, SOGIESC (only)	5	6.1%
Yes, race / ethnicity (only)	9	11.0%
Yes, migration status (only)	8	9.8%
Yes, disability (only)*	0	0%
Multiple reasons	23	28.0%
Other reasons	0	0%
No	22	26.8%
Not answered	15	18.3%
Total	82	100%

When looking at participants who responded to this question vs a total number of survey participants: 54.9% experienced discrimination in the service system for a variety of factors, 26.8% did not experience discrimination and 18.3% preferred not to answer this question. When we remove those who chose not to answer the question, this reduces the sample number to 67 responses. Extrapolating from this number, **the total number of experiences of discrimination in the services system comes up to 67%**. This is a concerning finding.

When examining the qualitative data from the survey, respondents commented on several main themes including lack of services, lack of pro-active service response, fear of violence and deportation.

Of the people who answered this question, 13 respondents (19%) shared their experiences with **lack of services**, including that some are:

- very hard to find
- that there are barriers that exist with an access to already limited services
- a lack of suitable services for LGBTIQ+ displaced people
- lack of holistic support
- a lack of services for LGBTIQ+ people in detention.

Looking to the qualitative data for this question, participants provided the following quotes:

“There is no system in place to identify people at higher risk of abuse and violence, more over, when incidents occur - there is no follow up process in place. people at risk of abuse need to be checked in with not once not twice, but life long. because even if they get out of abusive situations they are likely to be victimised again because of the effect of trauma on their mind and behaviour pattern. for forcibly displaced LGBTIQ+ persons this trauma is layered and complex, often involving different aspects of identity, not just DV experience and other forms of discrimination and mistreatment. I call for holistic support services that link in with other support services to work through specific issues. health and police as well as social services need to provide referrals and monitor referrals.”

“The services in urban areas are generally good. However, those in regional areas can be a bit lack of understanding about migrant situations.”

“It was very hard to even know these services exist!”

“I feel like sometimes there are so many barriers to people like us; the system is can be felt as if it’s

* Lines that are marked by 'only' exclude responses where multiple reasons have been reported.

** Four respondents have experienced discrimination based on their disability alongside other reasons, so it is recorded under the multiple reasons.

working against you, esp. when you don't know how/where to seek help or support from."

"When I look back to 10 years ago many things have changed. I see more migrant and refugee services starting to acknowledge the needs of LGBTIQ displaced people. But I don't see much of this work from LGBTIQ services yet. I also want to thank FDPN. They are doing invaluable work. I don't engage now with anyone but knowing there are places that have my back is heart-warming."

"LGBTIQ services think all queer people are citizens. Early on could not get in."

"It is important for lesbians to live in a friendly atmosphere as they are vulnerable to assaults from males if they share the accommodation with them. Newly arrived girls don't know how to protect themselves and where to seek for help."

Two respondents noted **a lack of pro-active service stance**:

"Being here for more than 10+ years, I have realised that practitioners

should not be afraid to make mistakes. In my personal opinion, I much appreciate practitioners and services that takes accountability when they have made a mistake, either publicly or just within the context of the treatments/meetings."

Two respondents shared their **fear of violence and deportation** if they openly engage with services:

"Yes I am not prepared to seek advice given that it may expose me to violence or honor killing by my community."

"I was scared of deportation. Many young people from Sudanese/south Sudanese backgrounds are always at risk of deportation."

Comments were also made about the prevalence of racism and lack of cultural competency in services and a visible lack of training for services on LGBTIQ+ displacement. One participant stated:

"I think that a lot of support services are not trained to be aware of situations impacting gay and queer displaced people who are often on precarious visa status and are very isolated with little community support."

What does inclusive service look like for LGBTIQ+ displaced people?

Examples of positive service experiences

Forty-five (n=45) responses were provided, out of which 12 participants named a service at which they had a positive experience. Such responses were excluded as the survey committed to maintaining anonymity of services. Services' names were also omitted when mentioned in the negative context.

Two participants noted that they had no positive experiences to report.

Qualified responses have been grouped thematically to describe what makes a positive service experience for an LGBTIQ+ forcibly displaced person. Four major themes made a supportive and inclusive services were:

- Client-centred work
- Atmosphere of belonging and inclusion
- Training on LGBTIQ+ displacement and trauma background
- Use of inclusive language

1. Client-centred work

Responses grouped under this heading included participants reporting that a service demonstrated an understanding of their circumstances and offered them relevant services. For example, a service was provided in an inclusive way i.e. not offering a pregnancy test when it is not needed for women. Others noted that a service made attempts to work in partnership with a client to remove barriers to the service (e.g. when they had no Medicare), and that the employees invested time in building trust with a client. This was particularly important for participants who needed time to disclose their sexuality. Other participants stated that a service validated their experiences and was active in reaching out to check in whether any additional support was needed. Below are some of the quotes that illustrate these themes:

“Positive experiences that I have had has always been with practitioners that are open to learning and does not assume how my experience may effect my health. For example in treating my PTSD, my psychologist did not assume that it came from a cultural setting, in fact suggested that this was caused by structural failings.”

“Providing me with safety and options to make decisions regarding my safety and journey to live here”.

“After several years of monthly counselling sessions, I decided to talk about my own sexual orientation and not long after, the counsellor also told me they’ve been in a same-sex relationship for twenty years. As a result, the amount of trust in our counsellor-client relationship has immensely increased.”

“Have had counselling support prioritised granted to me by LGBTQIA+ orgs for being a

LGBTQIA+ asylum seeker which has kept my alive because was in a very difficult and dark place. Have had free medical support given even though I don’t have Medicare because I am an asylum seeker, again has saved my life and ensured my wellbeing.”

2. Creating an atmosphere of belonging and inclusion

Participants reflected they felt positive about a service if the service created an atmosphere of inclusion. The most commonly used words in this response included

- feeling supported
- welcoming
- non-judgemental
- validating

3. Training on LGBTQIA+ displacement and trauma background

Participants noted that it was clear when service staff had training on the issues of LGBTQIA+ displacement. The participants noted that the training was clear when service workers translated this into their service delivery.

4. Use of inclusive language

Participants noted that when a service used appropriate and inclusive language that they felt much more comfortable. Language that challenged heteronormativity and the gender binary were greatly appreciated. As one participant said:

“A service asked me about my pronouns and if I had a partner. I liked that non gendered way.”

What to avoid in providing services to LGBTIQ+ displaced people

Of the forty-nine (49) responses provided to this question, only eleven participants stated that they had no negative experiences with services. Responses to this question provide more learning and recommendation for services to improve their service provision. Most of the negative experiences described by participants included being subjected to racism, homo-/ transphobia and discrimination. We describe those in [this section](#). Other provided responses are grouped thematically.

1. Ways in which services operate

Participants noted that there were several ways that services operated that were poor, including:

- Not taking a client-centred approach
- Offering no follow up
- An apparent lack of training for staff
- No information sharing between services

"[service name omitted] forgot that we urgently needed a place to live. We were homeless."

"We weren't explained what type of support we could get. Other clients told us that actually, we could ask for bus tickets and food."

Participants also noted other issues with services, including:

- Being constantly made to re-tell their story
- Being shamed for their sexuality
- Being denied service

"[service name omitted] asked us to prove that you have a trauma affecting your life, and maybe after the interview with you, they will give you financial support. It was a traumatic and humiliating experience."

"Being asked to share my story all the time with people who do not need to know."

"My sexuality was erased and I was shamed."

2. Lack of services

The lack of services more broadly was another issue that came up for participants. Responses in this category included:

- ongoing referrals to another service without getting a service at the end
- a lack of integrated service model (access to a suite of services or information sharing between services)
- a general lack of services including in regional areas.

"Most of the LGBTIQ+ organizations and refugee groups just gave me information about other organisations and refuse to help me due to different excuses like we are full at a moment or not taking new clients or we have closed this service due to covid. In the end I have to ask people and take loan of \$2400 to buy food and pay rent."

"I told different services that I was raped. No one took tests on STI"

3. Visa ineligibility

Participants noted being denied some services because they did not have a correct visa despite having displacement experiences.

"Being asked to leave after my undocumented status was revealed, after concerns it would cause legal problems for organisation."

Both positive and negative learnings need to be taken into consideration by services with a goal to ensure inclusive and gender affirming service provision.

Community support and connections

Belonging across diverse communities

Participants were asked about their belonging experiences across different categories, such as LGBTIQ+, ethnic, refugee and disabled communities. These series of questions were optional so only a portion of participants responded. We further probed this question by asking participants to choose between the following answers: "yes", "yes but only with others like me", "yes but only if I do not disclose sexuality/refugee status/disability", "sometimes" and "no". Participants could choose multiple answers.

In the LGBTIQ+ community, of those participants who answered (n=64), 91% (n=58) felt part of the community at least sometimes. 15% of participants, however, indicated that they belonged to the LGBTIQ+ community only if they did not disclose their migration status.

In regard to feeling part of an ethnic community, of those who answered (n=63), only about 56% (n=35) felt they were part of the community. The majority who did feel included (n=23, 38%), only felt included when they did not disclose their LGBTIQ+ status to other community members.

In the refugee and asylum-seeking community, of those who answered (n=62), 63% (n=33) felt part of the community.

In regard to the disabled community, of those participants who indicated they had a disability (n=36), 62% (n=22) did not feel they were part of the community.²⁶

Two participants drew attention to the challenges of having intersectional experiences in the context of belonging:

"It's hard to inhabit the two worlds at once: migrant and lesbian. Usually the ethnic communities

are too conservative and the anglo world does welcome me as a queer woman but doesn't want to know about my migrant side unless is about holidays and fun stuff."

"I have been discriminated in the past. I don't want to spend too much time playing the role of the 'educator'".

Connection with an organisation or a group of LGBTIQ+ refugees and migrants in participants' location

Most of those who responded said that they would participate in activities that are organised by an LGBTIQ+ refugee-led group. About one third noted that there are no LGBTIQ+ refugee-led groups where they live. Two additional comments were provided noting previous negative experiences in those spaces so they no longer connected with the organisation.

Participants reinforced the **need for better support of LGBTIQ+ refugee-led services:**

"We need more support for LGBTIQ refugee led groups. They meet our needs. They are a community. General LGBTIQ organisations are so white."

Others reflected on **a lack of LGBTIQ+ refugee groups and services meeting their needs** (eg. services for women, for specific ethnic groups etc)

"I would like to have more of a community support, but I don't find women from my home region (Latin America) in groups. Usually gay men occupy that space. And I would like to belong to the wider community more, and not have to care about my accent or status anymore. It's tiring."

One participant noted that having a term 'forcibly displaced person' makes them feel seen and one participant thanked FDPN for their work.

26 This is almost identical to the findings of the Private Lives 3 report.

Negative settlement outcomes

Homelessness

The survey defined homelessness as not having a stable or safe place to live. The definition included: couch surfing; sleeping outside; living or sleeping in a car; staying in a shelter, hostel or refuge; living in an abandoned house or building; staying in overcrowded housing; or living in temporary accommodation. This is consistent with the accepted definition in Australia and other major population surveys.

Table 5.1. Prevalence of homelessness

	Number	Percent
Prefer not to answer	14	17.1%
Yes, in the past	20	24.4%
Yes, currently	2	2.4%
No	46	56.1%
Total	82	100.0%
No, looking for work	3	3.7%
No, no work rights	1	1.2%
No, not ready to work	1	1.2%
Multiple chosen	11	13.4%
Total	82	100.0

This data means that of those participants who chose to answer, 35% (n=22) percent had been homeless in the past or are currently homeless, one third of the group are trans people. One participant stated:

“Many times over the years, but especially since covid-19 changed everything and made me much poorer and unable to pay for bond and first month rent upfront.”

Some respondents disclosed the duration of their homeless. The average duration of being homeless was 4.5 months, with the shortest being 1 week and the longest 2 years. Three participants noted being homeless on more than one occasion.

How this data compares to existing information on homelessness:

- Private Lives 3²⁷ reported that 22% of participants have been or are currently homeless.
- Data on trans people experiencing homelessness broadly matches the data in Private Lives 3.
- In the average Australian population, the number is .004% or 48 people per 10,000 people.²⁸
- Jesuit Refugee Services²⁹ report found that since arriving in Australia, 55% of people seeking asylum had experienced some form of homelessness and 21% reported being homeless in 2020. When we disaggregate our data by visa status, 50% of our sample who experienced homelessness are people currently seeking asylum. Overall homelessness among LGBTIQ+ displaced people was higher in 2022 than for their non-LGBTIQ+ peers in 2020.













The overall findings of this survey suggest that the top three reasons that participants were homeless were financial stress (19.5%), unemployment (15.9%) and insecure visa status (11%). These three reasons can be read together where the

27 Private Lives 3

28 Estimating Homelessness Census, 2021 <https://www.abs.gov.au/statistics/people/housing/estimating-homelessness-census/latest-release>

29 Conroy, E. et al (2021) A place to call home: a pilot survey of people seeking asylum in Greater Sydney. <https://aus.jrs.net/wp-content/uploads/sites/20/2021/08/A-Place-to-Call-Home-Survey-Findings.pdf>

Chart 5.1. Circumstances that lead to homelessness

Financial stress		19.5%
Mental health		6.1%
Unemployment		15.9%
Family rejection		8.5%
Family violence		6.1%
Violence in previous accomodation		4.9%
AOD		0.0%
Discrimination		1.2%
Disability		3.7%
Rejection from peers		0.0%
Chronic illness		2.4%
Insecure migration status		11.0%
No rental history		8.5%
Impact of COVID		4.9%

insecure visa status is connected to either un- or underemployment and financial stress. This exceptional data should be further explored especially in conjunction with homelessness services and how they provide assistance to LGBTIQ+ refugees and people seeking asylum.

How this data compares:

- Private lives 3 did not collect data on the insecure migration status or a lack of previous rental history. This is a differential point and an important finding. However, the data on general LGBTIQ+ population shows financial stress and unemployment in top three reasons alongside mental health.

It is also notable that alcohol and drugs did not constitute a reason for homelessness, this differs from the mainstream LGBTIQ+ community.

When participants were asked about seeking support from homelessness, most of the participants who responded sought support from refugee organisations. However, 50% of participants did not receive the support requested. For those participants who did not seek services, their main reasons

were not knowing about services and not being sure a service would help them. An additional comment was provided clarifying that a respondent did not know of any services that would assist them because they were on a temporary visa.

Discrimination in and experiences in housing

Table 5.2. Discrimination by grounds - housing

	Number	Percent
Yes (total)	31	37.8%
Yes, SOGIESC (only)	11	13.4%
Yes, race / ethnicity (only)	4	4.9%
Yes, migration status (only)	2	2.4%
Yes, disability (only)*	1	1.2%
Multiple reasons	13	15.9%
Other reasons	0	0%
No	30	36.6%
Not answered	21	25.6%
Total	82	100%

* Lines that are marked by 'only' exclude responses where multiple reasons have been reported.

** Additionally, three respondents have experienced discrimination based on their disability alongside other reasons, so it is recorded under the multiple reasons.

When looking at participants who responded to this question vs a total number of survey participants: 37.8% experienced discrimination in the housing for a variety of factors, 36.6% did not experience discrimination and 25.6% preferred not to answer this question. When we remove those who chose not to answer the question, this reduces the sample number to 61 responses. Extrapolating from this number, **over 50% of participants had experiences of housing discrimination.**

In further sharing experiences about housing, the comments about racism, homophobia, transphobia and even violence were common:

“I was assaulted by male neighbour in shared house I lived, but the organisation which helped me with the accommodation, did not resolve this problem.”

“I have lived in many very unsafe housing situations, with angry and violent people banging on my door and barging into my room and being spoken to in an abusive way.”

“My landlord took advantage of me as a recent new arrival and tried to illegally evict me. She then tried to lodge vexatious claims against me in VCAT and in the magistrates' court, all of which were defeated.”

Several participants also noted a lack of appropriate housing options for LGBTIQ+ displaced people. This included responses for both no appropriate housing support for LGBTIQ+ displaced people and a general lack of support.

“Refugee services are totally not equipped to allocate housing for LGBTIQ people. They place them in unsafe situations.”

“Dangerous for LGBT asylum seeker living in private share house”

Experiences of discrimination in Australia across areas of public and private life

Every section of the survey asked participants whether they experienced discrimination in that area and what the grounds were of that discrimination. Grounds for discrimination were based on LGBTIQ+ status, race, migration status and disability. We reported these findings in the relevant sections in this report.

The table and a chart below present cumulative data from each section extrapolated from received responses (and not the total number of survey participants). Participants reported most of the discrimination experiences in employment and support services and the lowest, but still very high, experiences in the health system.

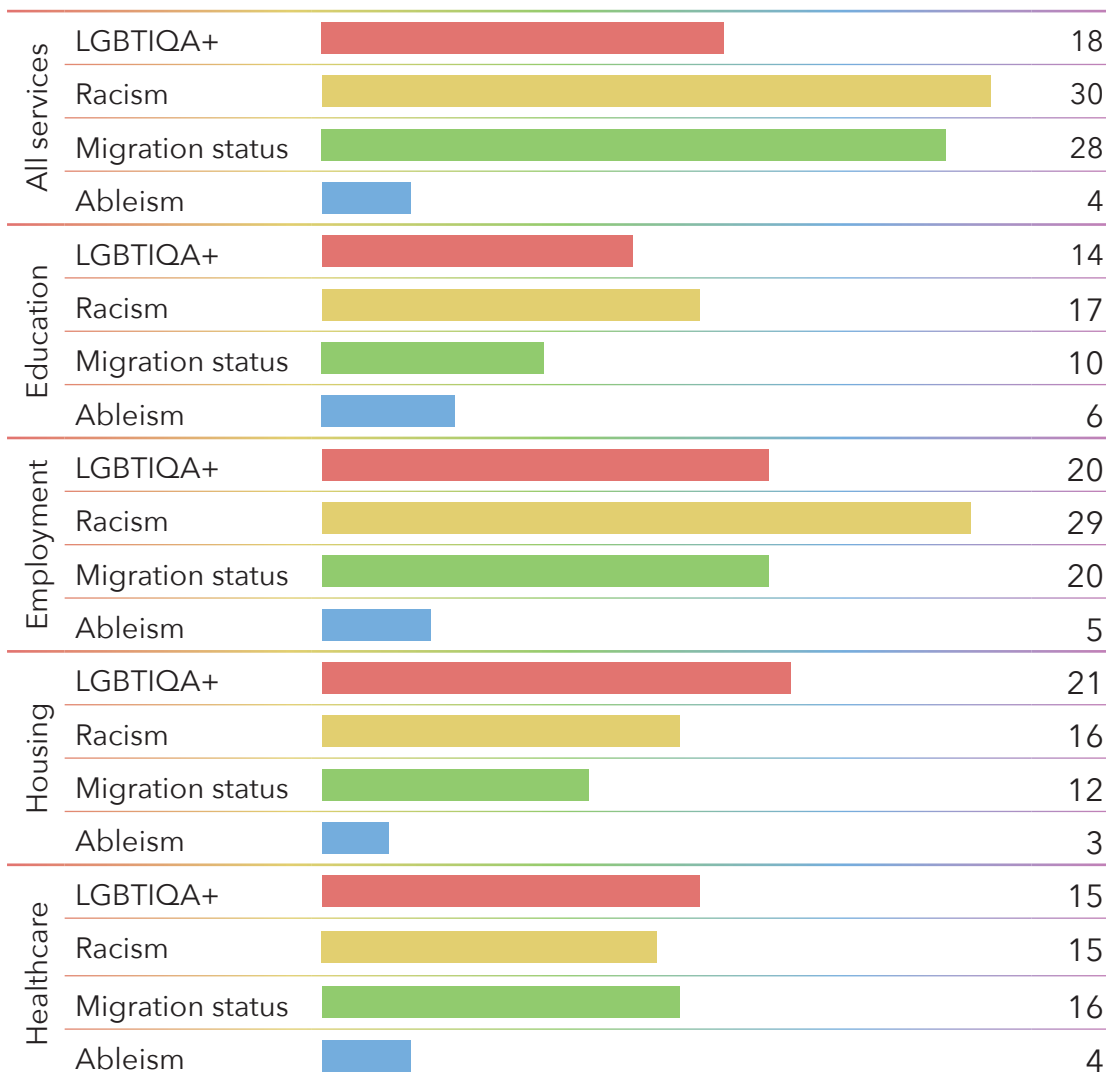
Table 5.3. Discrimination and complaints by an area

	Reported discrimination (percent from # of responses)	% of lodged complaints
Social services	67%	12%
Education	52.8%	8.5%
Employment	69%	17%
Housing	50.8%	12%
Healthcare	41.5%	6%

When disaggregated by the types of discrimination, most respondents had intersectional experiences reporting multiple co-occurring factors. However, when we isolate each of those, a new picture emerges:

- Racism was reported as most prevalent in services and employment
- LGBTIQ+ discrimination was reported as most prevalent in housing
- Migration status, when used as an eligibility criterion for service access, was perceived as discrimination. It was also a barrier in employment.
- Ableism was equally prevalent with the most instances occurring in education

Chart 5.2. Types of discrimination by an area



30 Most of participants with disability has completed the full survey so there is no difference in responses.

- Ableism was relatively equally prevalent with more instances in education.

At the end of the survey, we asked participants again about their overall reflections on the experiences of discrimination in Australia, noting that they may have skipped particular sections where we asked about their experiences of discrimination. These questions asked broadly about SOGIESC related discrimination, racism and ableism. The percentages below are from the total sample of 82 respondents.

If we only count those who answered these questions then:

- 69% were subjected to LGBTIQ+ discrimination

- 85% were subjected to racism and discrimination based on their migration status
- 15% were subjected to ableism. When we apply the number of disclosures of ableism to the total number of people with disability (n=14) in the survey, about half of participants with disability³⁰ were subjected to ableism at least on one occasion.

Additionally, 56% of participants stated that ongoing experiences of discrimination had an ongoing negative impact on their physical and mental health. Yet, a common pattern of not reporting these experienced emerged. When asked about reasons for not making complaints, the following responses were provided (these are cumulative numbers across all areas):

- In 68 instances, participants did not think a situation would be resolved (highest in being discriminated in services)
- In 35 instances, participants did not know they could seek remedies (highest in the health and service systems)
- In 25 instances, participants were worried about repercussions (highest in employment in regards to worries around termination (n=17) as well as in education and housing)
- In 20 instances participants were worried that their visa would be cancelled (with highest responses from service settings)
- In 13 instances, participants blamed themselves for discrimination

Those participants who made complaints reported that after a complaint either nothing changed, or they were ostracised or dismissed. Only a much smaller number noted some positive changes. When looking at complaints, participants outcomes are as follows:

- Discrimination in services: out of 9 responses, 7 reported unfavourable outcomes and 2 reported no change
- Discrimination in education: out of 8 responses, half noted positive and half noted negative outcomes
- Discrimination in employment: out of 11 responses, almost half noted no change, and only one noted a positive outcome
- Discrimination in healthcare: out of 4 responses, half noted no outcomes, one noted a positive outcome and one noted continuation of discrimination by another specialist
- Discrimination in housing: out of 10 responses, 6 reported no positive outcome happening, while the rest reported positive outcomes, with one clarification:
 "I defeated my landlord in multiple claims and proceedings in VCAT and the Magistrates' Court. However, being homeless took a toll and my mental health exacerbated severely. I eventually gave up a compensation claim which was in the thousands."

Racism, homophobia and transphobia

Participants reported experiences of racism, homophobia and transphobia in almost half of all responses provided about experiences of discrimination. These harmful experiences were perpetrated by both service clients, service workers and others with decision making power. Participants stated:

"I was living in share accommodation with other people for my country. The day I moved in I didn't know how people will react and one of the guys took a knife and said we don't allow gays here. I was scared, I cried, I called the police but they couldn't help. I applied for government housing [...] but never get anything"

"After being victim of physical violence being victim-blamed and questioned by medical staff for 'why' I was attacked due to unquestioned racial prejudice and dynamics. Have also in another incident been interrogated by medical staff about my visa status, insulted and dehumanized by making me wait and call my lawyer in front of me to confirm what I showed and told clearly: this is from a medical centre claiming specifically to be for refugees and asylum seekers, they need proper training and accountability."

"Not being recognised for being a refugee because I don't look like it for people. I go to services and they question why I'm there even when I have an appointment."

"People think if I had money to come to Australia I don't have past experience of violence or trauma".
 "LGBTIQ+ orgs have a white and racist attitude. I experienced a lot of homophobia in refugee and settlement orgs from other clients."
 "Yes, wrong pronouns in fact I stop going to hospital as they don't even have a box for trans people,

racially profiling, the system wasn't centralised and I need to tell my story again and again."

"Many LGBT+ services didn't meet my needs as they were not inclusive of CALD people. CALD organisations were not trans inclusive. Most of the times I felt isolated when reaching out for support and eventually stopped."

Experiences of sexual and gender-based violence

This section had an additional level of consent to respond, noting that recollection of experiences of violence may cause stress to participants. 53 respondents (65%) agreed to answer questions about the experiences of sexual and gender-based violence prior to coming to Australia and in Australia. Out of these respondents (n=53):

- **Seventy-five per cent (75%, n=40) experienced sexual and gender-based violence prior coming to Australia**
- **Fifty-seven per cent (57%, n=30) of participants said they experienced violence after they arrived here**

If we consider only those who chose to answer the question, the percentage rises to 60% of participants experienced violence in Australia. Additionally, 35% of participants preferred not to discuss their experiences of violence. These numbers are significant because of the high rates, but also the hesitancy of a large portion of the participants to discuss these experiences. While this could be for a number of reasons, it is important to consider that this may be because of fear of repercussion for discussing the incident or trauma from experiences of violence.

How these findings compare:

- The levels of violence experienced by participants in Australia is significantly higher than the average Australian rate of 4.4% in 2020 to 2021 (ABS, 2022).³¹

- Private Lives 3³² reported that 28.5% of LGBTIQ+ people experienced intimate partner violence once and 14.4% of people experienced it on multiple occasions. Private Lives 3 also found that 20.8% of LGBTIQ+ people experienced family violence from one member and 17.3% from multiple family members. Our participants had a higher prevalence of family violence compared to the general LGBTIQ+ population.
- A report on migrant and refugee women's experience of safety³³ found that 33% of respondents had experienced some form of DFV, out of which 42% experienced physical or sexual violence. For LGBTIQ+ displaced people the rates of physical violence was 63% and 30% for sexual violence.

In both questions (violence experienced by participants prior and in Australia), participants were asked to provide details about the types of violence. These questions were optional to avoid re-traumatisation so the number of participants providing such details is smaller. Definitions of each type of violence were provided.

The most common types of violence experienced in Australia were:

- Emotional abuse³⁴ (n=21)
- Verbal abuse³⁵ (n=20)
- Sexual harassment (n=19)
- Physical violence (n=19)

Reports of emotional and verbal abuse were the most common experience of violence which relates directly to the disclosed experiences of racism, homophobia and transphobia in this survey.

Three types of violence were equally common (n=9 for each):

- LGBTIQ+ related abuse,
- property damage and
- sexual violence.

For participants who experienced sexual violence in Australia, it was predominantly from a known perpetrator. This is consistent with general patterns in sexual violence statistics.

31 Australian Bureau of Statistics (2022) Estimating Homelessness: Census

32 Private Lives 3

33 Segrave, M. Wickes, R, and Keel, C. (2021) Migrant and Refugee Women in Australia: The Safety and Security Survey. Monash University.

34 Emotional abuse is understood as being regularly manipulated, humiliated in front of others, gaslighted, bullied, blamed for abuse; threats by partner or family member to commit suicide.

35 Verbal abuse is being understood as regular criticism, insults or demeaning language

Table 5.4. Types of sexual and gender-based violence prior coming to Australia and in Australia

Type of Violence	From an intimate partner		From a family member		From a stranger		From a housemate co-workers or person I know		From an authority figure (eg police, refugee camp worker)		Total yes		Total No	
	Prior	AU	Prior	AU	Prior	AU	Prior	AU	Prior	AU	Prior	AU	Prior	AU
Blackmail and extortion	2	1	1	0	6	1	3	2	3	0	15	4	30	22
Arranged or forced marriage	2	2	10	3	4	1	2	1	1	1	19	8	16	21
Emotional abuse	4	8	17	2	4	2	6	8	4	1	35	21	1	5
Female Genital Mutilation	0	0	2	0	1	1	0	0	0	0	3	1	32	26
Financial abuse	4	2	7	1	1	1	3	2	0	1	15	7	20	20
Sexuality conversion practices	1	1	9	0	1	1	3	2	2	0	16	4	20	23
LGBTIQ-related abuse	4	0	12	1	3	4	7	4	3	0	29	9	7	18
Physical violence	5	5	13	2	6	10	5	3	2	0	31	20	2	5
Property damage	4	5	3	0	4	3	2	1	1	0	14	9	21	19
Reproductive coercion	0	0	2	0	1	1	2	0	0	0	5	1	30	25
Sexual harassment	4	3	5	1	9	4	7	10	3	1	28	19	7	7
Sexual violence	6	3	4	1	4	3	7	2	3	0	24	9	11	17
Social isolation	3	3	11	0	1	1	3	2	1	0	19	6	16	20
Spiritual abuse	1	0	2	0	1	1	1	0	2	1	7	2	29	25
Stalking	4	0	1	1	4	3	3	2	3	0	15	6	19	20
Technology-facilitated abuse	2	1	2	0	3	4	1	3	0	0	8	8	27	19
Surgeries on intersex people	0	0	0	0	1	1	0	0	0	0	1	1	32	25
Verbal abuse	5	3	16	2	4	8	4	7	3	0	32	20	4	6
Total perpetrators	51	37	117	14	58	50	59	49	31	5				

Four (n=4) participants noted experiences of sexuality and gender conversion practices. Two of those participants reside in Victoria where such harmful practices are illegal.

Three (n=3) instances of female genital mutilation prior coming to Australia were reported in the total sample, among survivors of which are 2 trans men and one non-binary person. One instance of FGM was reported in Australia with a survivor being a trans man as well.

How these findings compare:

- The findings on the types of violence broadly matches the findings of the Private Lives 3 report about most common types of violence for LGBTIQ+ people.³⁶
- This data significantly differs from refugee women's experiences of violence where intimate partner violence is the most commonly experienced form of violence.³⁷

Perpetrators of physical violence were half strangers and half known people. This is consistent on the family violence data and the prevalence of homophobia and transphobia. Family members as perpetrators of violence were less represented given that many do not have any family in Australia. This is different to non-LGBTIQ+ refugee women where the majority of perpetrators were male partners or former partners, family members and the women's in-laws.³⁸

Seeking services after experience of violence

Of the 30 participants that that said they experienced violence in Australia (n=30), about 17% (n=14) stated that they had attempted to seek services after their experience of violence.³⁹ We argue that LGBTQIA+ displaced people are more hesitant to approach the services in comparison with general LGBTQIA+ population. In Private Lives 3 the report indicated that 26.9% of LGBTQ+ people sought services support.

Participants in this survey were most likely to seek support of a counsellor (n=10) or friends (n=9) for their experiences of violence. This matched the Private Lives 3 data.

The outcomes of seeking support varied. Some noted access to services as a result (e.g. regular GP) while others noted that a perpetrator was sentenced. Two participants noted that no positive outcome was achieved:

"The system undermined my experience and only gave a minor sentence to a perpetrator."

Two (n=2) participants shared their negative experiences with police:

"The police communicate extremely poorly about how the case is developing. I was a witness, not a victim in the case and this was very confusing."

"I feel afraid to involve police in situations of physical violence because police have been violent to me both in Australia and outside of it. I have never felt safe by their presence especially seeing them armed with guns and in Australia the racist white-supremacy that runs through this system."

Three (n=3) participants shared that their experiences of violence were not taken seriously and there is limited support:

"There is nothing in the public or media about LGBTIQ people. It's like your experiences are not valid. If you want to seek help finally for historical abuse you can't get it. But it is only here we sometimes understand that what happened was violence."

One (n=1) respondent shared barriers to healthcare after violence but when there is no Medicare:

"I was kicked in the stomach while experiencing homelessness and don't have Medicare. I can't call an ambulance as it's a private service and I once got a \$1000 bill for using the services."

36 Note that this survey provided more options to define violence than the Private Lives 3 report.

37 El-Murr, A. (2018) Intimate partner violence in Australian refugee communities Scoping review of issues and service responses CFCA PAPER NO. 50. Australian Institute of Family Studies https://aifs.gov.au/sites/default/files/publication-documents/50_intimate_part3ner_violence_in_australian_refugee_communities_0.pdf

38 Segrave, M. Wickes, R, and Keel, C. (2021) Migrant and Refugee Women in Australia: The Safety and Security Survey. Monash University

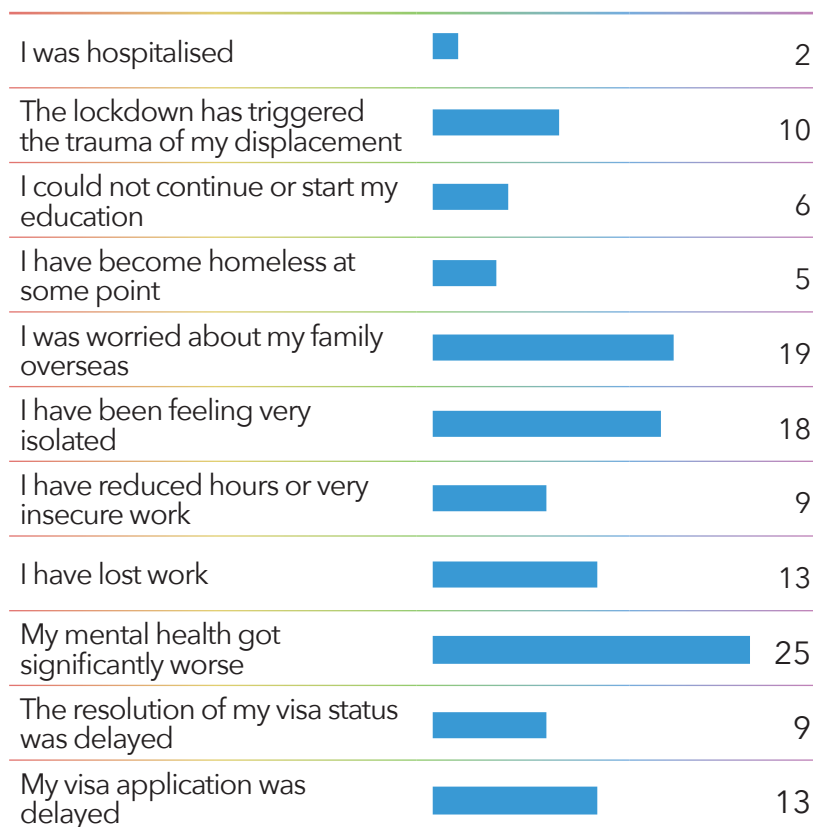
39 Private lives 3

Impacts of the COVID-19 pandemic

Out of the forty (n=40) participants who provided a response, all were vaccinated. No negative responses were provided in regards to the vaccination.

Participants confirmed negative impacts of the pandemic. The most common negative impacts were worsened mental health (n=25), followed by worrying about family in the country of origin (n=19) and feeling isolated (n=18). These match the earlier declared predictors for poorer mental health. One additional respondent noted that they experienced racially motivated violence because they were Chinese.

Chart 6.1. Impacts of the COVID-19 pandemic



Experiences of Food Insecurity

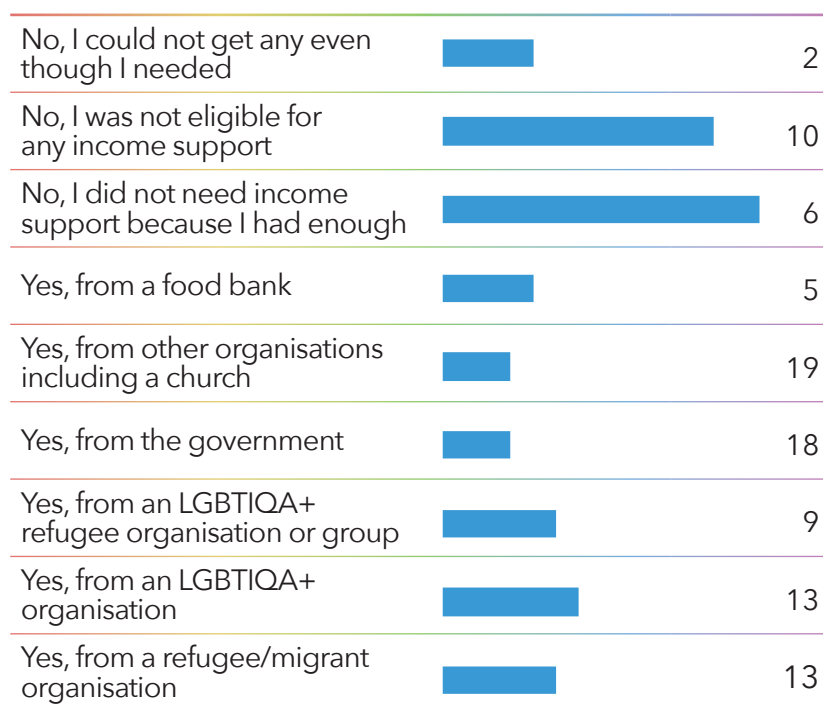
Two optional questions were asked about whether participants skipped any meals in the past month (a period between June and November 2022) and in the past 2 years.

More people (15%, n=13) skipped meals in the beginning of pandemic than in past month (6%, n=5). This data is consistent with the data on poverty in Australia where according to ACOSS 13% of people live in poverty.⁴⁰

Participants stated that they did not receive any pandemic support (n=14) and almost as many stated they were ineligible for support (n=12).

During our work in the pandemic, FDPN observed many people who were struggling but who were still willing to share the support in case someone else needed it more.

Chart 6.2. Access to income support or material aid



⁴⁰ See more at <https://povertyandinequality.acoss.org.au/poverty/>

Get a digital copy
of this report at
<https://fdpn.org.au/>



**FORCIBLY DISPLACED
PEOPLE NETWORK**

Section 22

From: Leanne Smith
Sent: Wednesday, 13 December 2023 7:37 AM
To: Section 22 Darren Dick
Cc: Section 22
Subject: RE: For Chief Executive approval: Mid-year Budget Adjustments [SEC=OFFICIAL]

Security Classification:
OFFICIAL

Draft BSC paper approved for circulation, thanks s 22

From: Section 22
Sent: Wednesday, December 13, 2023 12:27 AM
To: Darren Dick Section 47F Leanne Smith Section 47F
Cc: Section 22
Subject: RE: For Chief Executive approval: Mid-year Budget Adjustments [SEC=OFFICIAL]

Thanks for confirming Darren.

Hi Leanne – here is the [Draft BSC paper](#) for your consideration. Could you please let me know asap tomorrow if this is ok to send to Julie to circulate to BSC members before Monday's meeting. This is prepared on the basis that you approve of the changes s 22 and I have summarised here: [20231207 - Mid Year Budget Adjustments.docx](#)

Kind regards

Section 22

From: Darren Dick Section 47F
Sent: Tuesday, December 12, 2023 5:52 PM
To: Leanne Smith Section 47F Section 22
Subject: Re: For Chief Executive approval: Mid-year Budget Adjustments [SEC=OFFICIAL]

Dear all, as discussed with s 22 today confirming that amounts are all up to date and teams understand and are working to expenditure within the financial year. Regards Darren

Get [Outlook for iOS](#)

From: Leanne Smith Section 47F
Sent: Tuesday, December 12, 2023 9:56:49 AM
To: Section 22
Section 22 Darren Dick Section 47F
Section 22
Subject: RE: For Chief Executive approval: Mid-year Budget Adjustments [SEC=OFFICIAL]

Thanks s 22 and s 22

Darren can you please confirm the amounts are right for those couple of proposals we discussed as being slightly unfeasible?

Section 22

Best,

Leanne

From: Section 22

Sent: Friday, December 8, 2023 11:19 AM

To: Leanne Smith Section 47F


Cc: Section 22


Darren Dick Section 47F

Section 22

Subject: For Chief Executive approval: Mid-year Budget Adjustments [SEC=OFFICIAL]

Hi Leanne

s 22 has summarised the 2023-24 budget adjustments as outlined in Attachment C of the  [November BSC](#) and the 2 subsequent proposals received from s 22 (attached email refers).

Before we process the budget adjustments can you please confirm this is approved:  [20231207 - Mid Year Budget Adjustments.docx](#)

Ideally we want to issue the monthly finance reports with the revised budgets early next week so we can formally communicate to cost centre managers their approved proposals before Christmas (noting that s 22 and Darren have probably also communicated the outcome to Policy Directors).

Kind regards

Section 22

From: Section 22

Sent: Friday, December 8, 2023 9:04 AM

To: Section 22

Subject: Mid-year Budget Adjustments [SEC=OFFICIAL]

Hi s 22

The table has been updated and information copied into drafted paper.

 [20231031 Forecast consolidation.xlsx](#)

 [20231207 - Mid Year Budget Adjustments.docx](#)

Let me know if you need anything change or added.

Thanks



Mid-Year Budgets Adjustments

7 December 2023

Purpose:

1. The purpose of this paper is to outline the proposed budget adjustments following the mid year budget review and seek Chief Executive approval to process the adjustments in time for the monthly Finance reports to be issued in December 2023.

2023-24 Mid-Year Budget adjustments

Section 22

3. Additional spending proposals **Section 22** were received after the November BSC **Section 22**

Section 22 This additional cost can be accommodated within the Commission's approved operating loss for 2023-24.

4. At the November 2023 BSC the Committee asked that the sponsors of the Policy group proposals confirm their spending proposal estimates in light of the recruitment challenges over the end of year break. No estimates have been revised other than those outlined in paragraph 3.
5. The CFO acknowledges that the spending proposal estimates are likely to be overstated due to the reasons highlighted by the BSC. Notwithstanding that the CFO recommends that the revised Budget be updated for the Finance reports circulated to cost centre managers in December 2023 so there is clarity around the Commission's expectations of teams' deliverables in 2023-24.

Table 1: 2023-24 Mid-Year Budget adjustments (\$m)

Project code	Group	Original 2023-24 Budget (core)	Forecast increase/ (decrease)	Nov BSC paper - spending proposals	Subsequent spending proposal	2023-24 revised budget
Section 22						

Table 3	Policy	s 22	s 22	1.040	s 22	s 22
Section 22						

Section 22						
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Table 3: Policy breakdown


Section 22					
SDT-1	s 22	(0.004)	0.186	-	s 22
Section 22					

Section 22

From: Julie O'Brien
Sent: Wednesday, 13 December 2023 9:32 AM
To: Leanne Smith; Rosalind Croucher; Darren Dick; Rachel Holt; Section 22
Cc: Section 22
Subject: Budget Committee: CFO Update [SEC=OFFICIAL]

Security Classification: OFFICIAL

Dear Budget Committee members,

Please find attached the CFO update for our meeting on Monday 18 December:  [20231218 BSC - CFO Update.pdf](#)

Kind regards,
Julie



Australian
Human Rights
Commission

Budget Sub Committee

CFO Update

18 December 2023

Purpose:

1. The purpose of this paper is to:
 - a. Summarise the changes to the 2023-24 expenditure budget following the spending proposals approved at and since the November 2023 BSC meeting (**Attachment A**);
 - b. Provide an update on the latest consolidated 2023-24 Commission forecast including approved spending proposals.

Section 22

Section 22

2023-24 forecast

Section 22

7. The 2023-24 Forecast has been updated to include:
 - a. approved spending proposals; and

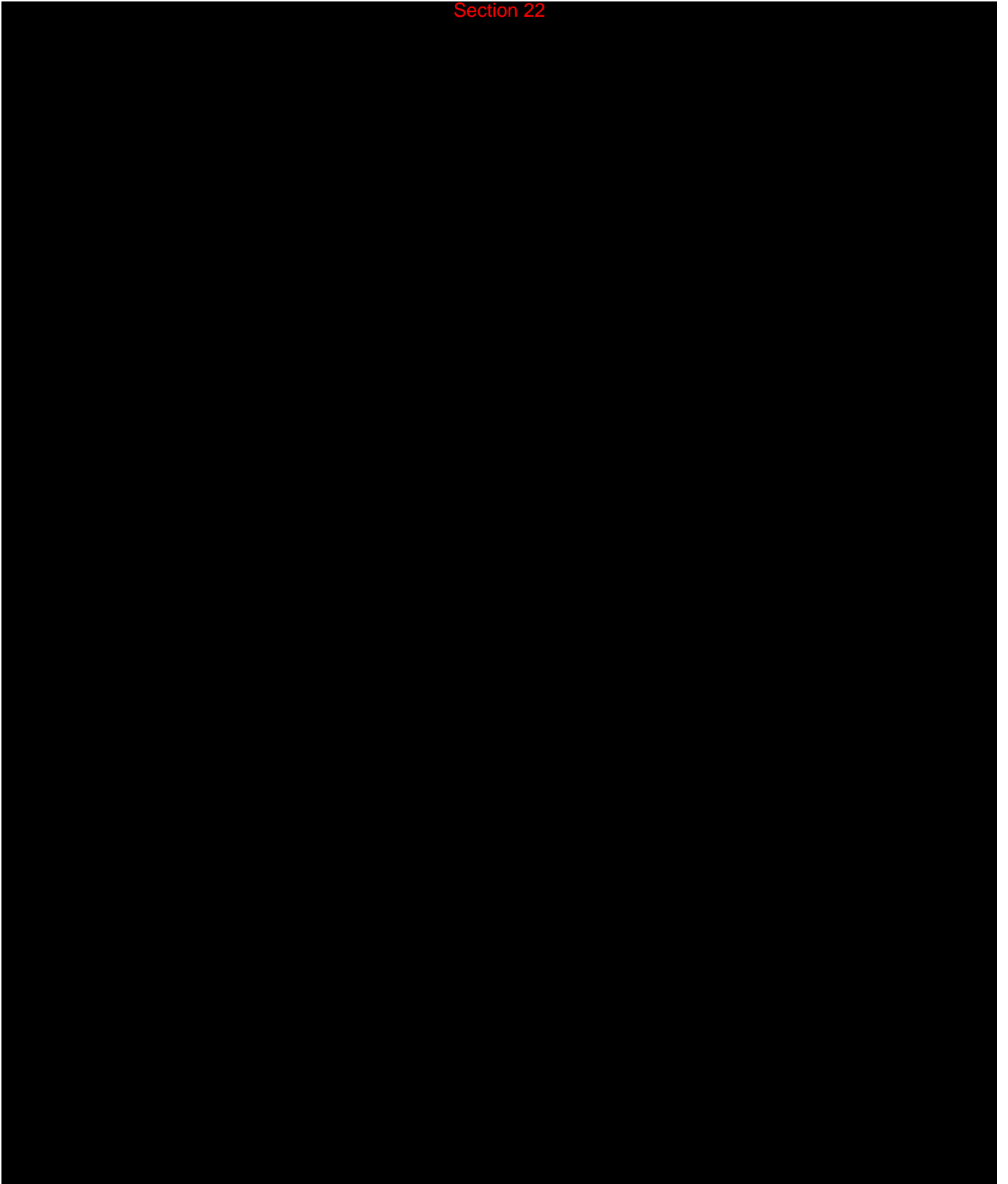
Section 22

Attachment A – Revised 2023-24 core expenditure budget by team

1. The Table below shows the 2023-24 core expenditure budgets adjusted for the change in forecast and spending proposals approved by the Chief Executive.

\$m	2023-24 Budget expenditure	Forecast increase / (decrease)	Approved spending proposal / correction	2023-24 Budget (adjusted)
	Section 22			
Policy	s 22	s 22	1.538	s 22
	Section 22			
	Section 22			

Section 22



Budget Committee Minutes 18 December 2023

1. Attendees

- Rosalind Croucher, President (Chair)
- Darren Dick, Senior Policy Executive
- [Redacted] Section 22
- [Redacted]
- [Redacted]
- Rachel Holt, Senior Executive ICS
- Julie O'Brien, General Counsel (Secretariat)
- [Redacted] Section 22

2. Apologies

- Leanne Smith, Chief Executive

3. Conflicts of interest

None declared.

4. Minutes of previous meeting

Confirmed.

5. Actions arising from previous minutes

Action item	Status
1. Darren Dick and [Redacted] ask Policy directors to review their spending proposals in light of the challenges of recruitment over the Christmas period.	Complete
2. Darren Dick inform Policy directors to provide the Director, People and Culture with position descriptions by Friday 24 November for any recruitment to take place this calendar year.	Complete

6. CFO Update

The meeting reviewed the CFO's [Budget Update paper](#) and the CFO drew attention to the following key points:

- The 2023-24 core expenditure budgets have been adjusted for the change in forecast and the spending proposals approved by the Chief Executive. This is summarised in Attachment A to the Budget Update paper.

Section 22



Section 22



Section 22

From: Section 22
Sent: Tuesday, 19 December 2023 9:51 AM
To: Section 22
Subject: Section 22 shared "AHRC forecast (SDT SOGII mapping project) 2023-24 v1.1 (for Finance)" with you



Section 22 shared a file with you

Is this correct? because this is what we've been given. Please confirm asap, so i can finalise with **Section 22**



AHRC forecast (SDT SOGII mapping project) 2023-24 v1.1 (for Finance)



This link will work for anyone in Australian Human Rights Commission.

Open

Project name: SDT
 Project code: SDT-1

Guidance: You must enter the project code name using the format "XXX-##" where X represents a letter, # represents a number. The first number must be present; the second number is optional.

GRAND TOTAL \$185,974
 Guidance: Cells shaded in dark grey have been locked by Finance and cannot be edited

Staff profile

				Full Time Equivalents (#s) for 9 month budget forecast (update)													
Classification	Pay point	\$ Salary fr 10 Nov 2022+	\$ Salary fr Nov 2023+	Jul 2023	Aug 2023	Sep 2023	Oct 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024	Jun 2024	TOTAL	Names/Details
AP51	AP51.1	48,384	50,319														
AP51	AP51.2	51,455	53,513														
AP51	AP51.3	54,524	56,705														
AP52	AP52.1	56,266	58,517														
AP52	AP52.2	59,090	61,454														
AP52	AP52.3	61,914	64,391														
AP53	AP53.1	62,371	64,866														
AP53	AP53.2	65,504	68,124														
AP53	AP53.3	68,636	71,381														
AP54	AP54.1	69,513	72,294														
AP54	AP54.2	73,233	76,162														
AP54	AP54.3	76,955	80,033														
AP55	AP55.1	77,533	80,634														
AP55	AP55.2	81,458	84,716														
AP55	AP55.3	85,383	88,798														
AP56	AP56.1	85,826	89,259														
AP56	AP56.2	91,953	95,631														
AP56	AP56.3	98,079	102,002														
EL1	EL1.1	107,355	111,649							2.00	2.00	2.00	2.00	2.00	2.00	\$ 120,974	
EL1	EL1.2	113,696	118,244														
EL1	EL1.3	120,035	124,836														
EL2	EL2.1	129,072	134,235														
EL2	EL2.2	143,204	148,932														
EL2	EL2.3	151,691	157,759														
EL2+		177,693	184,801														
SES 1	SES 1	212,825	221,338														
SES 2	SES 2	276,938	288,016														
Total FTE #										2.00	2.00	2.00	2.00	2.00	2.00	\$ 120,974	
Total FTE \$				\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 20,162	\$ 20,162	\$ 20,162	\$ 20,162	\$ 20,162	\$ 20,162	\$ 120,974	

Guidance: Enter the number of full time equivalent staff at each level each month. In the example below, one and a half full time AP56.3s are initially employed, increasing to two FTE by 1 Dec 2023 (with no resignations expected); ongoing oversight equivalent to one day per week is provided by an EL2.3. The team have a vacant EL1.1 role, likely to be filled from 1 Sep 2023 by someone working 2.5 days per week.
 Delete the example FTE numbers initially shown below and enter your own forecast FTE numbers for each project code you own / administer.

OnCosts \$ *Finance use only!*

	Jul 2023	Aug 2023	Sep 2023	Oct 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024	Jun 2024	TOTAL
													\$ -

Supplier Expenses \$ (including travel, ICT charges, admin costs etc)

Guidance: Enter details of contract/supplier in column C and expected payment amount within the month columns.

				Supplier Expenses section - Amounts in all rows below this one in dollars (\$) - 9 month budget forecast (update)													
	Jul 2023	Aug 2023	Sep 2023	Oct 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024	Jun 2024	TOTAL	Details/Comments			
1) Estimated value of supplier services to be delivered by 30 Jun 2024:																	
Line 1: Estimate based on 2022-23 supplier spend																	
Line 2: Estimate based on 2022-23 supplier spend									55,000.00					\$ 55,000	staff oncosts are covered by centralised Commission budget costs for consultations, travel and accommodation		
Line 3: Estimate based on 2022-23 supplier spend																	
Line 4: Estimate based on 2022-23 supplier spend																	
Line 5: Estimate based on 2022-23 supplier spend																	
Line 6: Estimate based on 2022-23 supplier spend																	
Line 7: Estimate based on 2022-23 supplier spend																	
Line 8: Estimate based on 2022-23 supplier spend																	
Line 9: Estimate based on 2022-23 supplier spend																	
Line 10: Estimate based on 2022-23 supplier spend																	
									55,000.00					\$ 55,000			
2) New tenders planned during 2023-24 (include scheduled publish date in Column V)																	
Tender 1									10,000.00					\$ 10,000	communications collateral for community engagement, accessibility accommodations including interpreters		
Tender 2																	
Tender 3																	
Tender 4																	
Tender 5																	
Tender 6																	
Tender 7																	
Tender 8																	
Tender 9																	
Tender 10																	
									10,000.00					\$ 10,000			

Guidance: If you require more than 10 lines in section 1) above, please contact Finance.

Guidance: If you require more than 10 lines in section 2) above, please contact Finance.

GRAND TOTAL \$185,974

The information below is intended to assist the Chief Executive assess the proposal benefits as well as risk of non-delivery when considering spending proposals.

Requesting officer:	Section 22
Officer responsible for delivery:	Section 22
Is officer responsible for delivery aware of this proposal?	Yes
SMG sponsor:	Darren Dick
Does this proposal require recruitment of new staff?	Yes
If yes, do you have position descriptions drafted?	No
Does this proposal require new procurements over \$10K?	No
If yes, do you have business requirements drafted?	
Does this proposal require new procurements over \$80K?	No
Does this proposal include payments that could be considered to be 'grants'?	No
Aligned to strategic goal: 1,2,3,4	Yes
Description of spending proposal and benefits:	

[SDT Spending Proposal 23-24.docx](#)

THE PROPOSAL

A report mapping threats to the human rights of trans and gender diverse people in Australia.

Stage 1 (November 23 2023 – March 24 2024)

Assembling a steering committee and establishing a project plan to confirm proposed goals of the project and achievable outcomes.

Researching and gathering data to identify human rights threats faced by trans and gender diverse individuals in Australia, including:

Analysing sources and spreaders of anti-trans disinformation, and its impact on public perception and policies.

Evaluating the tactics and actors influencing the rights and well-being of this community; anti-trans activists, conspiracy theorists, far-right extremist groups, fringe political actors, right wing personalities and media.

Analysing influence of international anti-trans mobilisation, organising and messaging.

Investigating impact of the above on accessibility of gender affirming healthcare services available to trans and gender diverse people across Australia

Stage 2 (March 2024 – May 2024)

Consulting with some key Trans focused civil society organisations to gain a full picture of the range of challenges, impacts on community, work underway and proposed solutions.

Stage 3 (May 2024 – July 2024)

Identifying and promoting key changes in 1-2 areas of law such as access to gender affirming care, discrimination laws.

Development and review of report and recommendations.

Section 22

From: Section 22
Sent: Wednesday, 14 February 2024 9:54 AM
To: Anna Cody
Cc: Section 22
Subject: Approval Required: Copy for TGD Submission Call-out [SEC=OFFICIAL]
Attachments: Public Consultation Copy_DRAFT_14022024.docx

Security Classification: OFFICIAL

Hi Anna,

Here is our final draft of the copy for a call out for submissions regarding the TGD project, if it's all good for you then we'll forward it to the comms team.

Thanks!

Section 22

Advisor on SOGII

Australian Human Rights Commission

GPO Box 5218, Sydney NSW 2001

Section 22

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

Human rights: everyone, everywhere, everyday



I acknowledge the traditional custodians of the land, skies and waterways where I work, the Gadigal peoples of the Eora Nation (Commission Office) Section 22, and pay my respects to their Elders, past and present. I commit to the Uluru Statement from the Heart, to Treaty and Truth. Always was, always will be Aboriginal Land.



Australian
Human Rights
Commission

TGD rights project: Public consultation copy

February 2024

DRAFT

ABN 47 996 232 602
GPO Box 5218, Sydney NSW 2001
General enquiries 1300 369 711
National Info Service 1300 656 419
TTY 1800 620 241

Australian Human Rights Commission
www.humanrights.gov.au

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2.2	X (formerly Twitter)	Error! Bookmark not defined.

1 Web copy

1.1 Heading

Call for submissions: Current and emerging threats to TGD human rights

1.2 Image

[TBC]

1.3 Body

(a) Overview

The Australian Human Rights Commission (the Commission) is conducting a national project mapping threats to trans and gender diverse (TGD) human rights in Australia.

The Commission has identified TGD human rights as a priority area. Trans and gender diverse people routinely experience abuse, discrimination, and violence, contributing to (among other things) increased vulnerability to sexual assault and suicidality than the wider public.

The aim of the current project is to map current and emerging 'threats' to TGD human rights, such as actions, circumstances, events, forces, groups, trends, and other phenomena that endanger, are contrary or hostile to, violate or may violate TGD human rights.

To inform this project, the Commission is seeking input from individuals and civil society organisations (CSOs) with relevant background, experience and expertise working with TGD people through a submission process.

The Commission is currently investigating areas such as education, employment, healthcare and housing; experiences of abuse, discrimination and violence; and thematic topics including anti-trans mobilisation, dis- and misinformation, and extremism and radicalisation.

This is a non-exhaustive list, and the Commission welcomes submissions in any areas and on any topics relating to TGD human rights.

The Commission will publish the project findings and recommendations in a public report at the conclusion of the project. It will disseminate the report and findings among government, CSOs and the media.

(b) Call for Submissions

The Commission is calling for submissions from individuals and CSOs with expert knowledge related to TGD matters.

The Commission is looking for subject-matter specialists who can provide in-depth, nuanced understanding and analysis of contemporary and emerging threats to TGD human rights and recommendations for addressing them.

Relevant specialists include but is not limited to:

- Academics and research institutions
- Advocacy and activist organisations or groups
- Community-controlled health organisations
- Healthcare professionals and organisations
- Legal professionals and organisations
- Policy makers
- Service providers

Please note that the Commission is unable to accept submissions from non-specialists in this area.

(c) Make a Submission

Submissions are due by 11:59 PM Friday 12 April 2024 and should be no longer than 2,500 words. All valid submissions must outline the individuals' or organisations' relevant experience or expertise at the start of the document. The Commission is unable to accept submissions that fail to provide this context.

We cannot guarantee attachments and links will be reviewed. Please email your submissions and any requests for extensions to sogii@humanrights.gov.au.

(d) Support Services

The Commission recognises that this subject may be discomforting or distressing, especially for TGD people with lived experience. If you or someone you know is in an emergency and needs assistance now, **call triple zero (000)**.

You can also find support through the following services, free of charge:

Service	SOGIESC	Focus	Contact	Hours
ACON (NSW)	✓	Counselling, health promotion, peer education, and substance support	1800 063 060	[TBC]
Bfriend (SA)	✓	Peer support	1800 615 677	Monday to Friday, 9 AM – 5 PM
Beyond Blue	×	Anxiety and depression support	1300 22 4636	24 hours, 7 days a week
Diverse Voices (QLD)	✓	Counselling services (online)	1800 184 527	3 PM to midnight, everyday
Lifeline	×	Crisis mental health support with suicide prevention services	13 11 14	24 hours, 7 days a week
QLife	✓	LGBTQ peer support and referral	1800 184 527	3 PM to midnight everyday

Meridian (ACT)	✓	Face-to-face counselling and social groups	6257 2855	9 AM to 4 PM, Monday to Friday
NTHAC (NT)	✓	Referral	8944 7777	[TBC]
Switchboard (VIC and TAS)	✓	LGBTQ peer support and referral	1800 729 367	10 AM to 5 PM everyday

2 Socials copy

2.1 LinkedIn

The Australian Human Rights Commission is working on a national project to map threats to trans and gender diverse (TGD) rights. The Commission is seeking submissions from experts in TGD matters (in areas such as education, employment, healthcare, housing, and the law) to help inform the project.

Submissions are due by 11:59 PM Friday 04 April 2024 and should be no longer than 2,500 words. Please email your submissions and any requests for extensions to sogii@humanrights.gov.au. Follow the link for more information.

[LINK]

[IMAGE]

2.2 X (formerly Twitter)

The AHRC is working on a national project to map threats to TGD rights. The Commission is seeking submissions from experts on TGD matters to help inform the project. Submissions are due 4 April, read more via the link

[LINK]

[IMAGE]

Section 22

From: Anna Cody
Sent: Wednesday, 14 February 2024 12:12 PM
To: Section 22
Cc: Section 22
Subject: RE: Approval Required: Copy for TGD Submission Call-out [SEC=OFFICIAL]

Security Classification: OFFICIAL

Hi s 22
The typo I picked up is on page 3,
'Relevant specialists include but **are** not limited to...'

Thanks
Anna.

Anna Cody (*she/her*)
Sex Discrimination Commissioner

Australian Human Rights Commission

GPO Box 5218
Sydney NSW 2001

E Section 47F | [W humanrights.gov.au](http://www.humanrights.gov.au)

We acknowledge the traditional custodians of this land, the Gadigal peoples of the Eora Nation, and pay our respects to their Elders, past and present.



From: Section 22
Sent: Wednesday, February 14, 2024 12:54 PM
To: Anna Cody Section 47F
Cc: Section 22
Subject: Approval Required: Copy for TGD Submission Call-out [SEC=OFFICIAL]

Hi Anna,

Here is our final draft of the copy for a call out for submissions regarding the TGD project, if it's all good for you then we'll forward it to the comms team.

Thanks!

Section 22

Advisor on SOGI

Australian Human Rights Commission

GPO Box 5218, Sydney NSW 2001

Section 22

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

Human rights: everyone, everywhere, everyday



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Section 22

From: Section 47F
Sent: Thursday, 22 February 2024 8:57 AM
To: Rosalind Croucher
Subject: New Human Rights inquiry - TGD individuals

CAUTION: This email originated from outside of the organisation. Verify the sender before you click links or open attachments. Email purporting to be from staff may be an impersonation attempt.

Hi Ros,

I hope you are keeping well. Section 47F

May I raise a difficult issue with you?

I happened to notice today that the AHRC has launched an inquiry into current and emerging threats to TGD human rights. The terms of reference, and constraints on who can submit, are in my view very concerning. It does not look as if the inquiry will explore conflicts between different human rights (notably conflicts with the rights of women and girls to bodily privacy and dignity, and with the rights of lesbians and gay men to protected same-sex spaces).

The website indicates that areas under investigation include “anti-trans mobilisation”, and “dis- and misinformation.”

My concern is that those raising concerns about such issues as conflicts with women’s rights and risks involved in providing “gender-affirming” medical treatment to minors will be categorised amongst those engaged in “anti-trans mobilisation”, and spreading “disinformation and misinformation”.

Around the world, all kinds of concerns are now being raised by people of great expertise and goodwill concerning some of the claims and campaigns of the transgender movement. A common strategy by TGD activists has been to refuse to debate the issues, and to characterise all those raising concerns as “anti-trans”, “transphobic” or engaging in “disinformation”. Even the most careful research studies have been dismissed in that way.

Section 47F So many of the teenagers now seeking to transition have backgrounds involving adverse childhood experiences, including family breakdown, child abuse and disordered attachments.

Disproportionately, they are on the autism spectrum. Children have a right to an open future, and delaying transition well into the adult years is a legitimate means of protecting their future choices.

The AHRC says it will only accept submissions from some people and organisations who it regards as ‘subject-matter experts’. All other submissions will be ignored. Presumably, lesbian and gay people who have concerns about the displacement of sex in favour of gender identity will not be regarded as subject-matter experts.

This is a concerning development. The AHRC receives substantial public funding. As you have always emphasised, it has a legal obligation to support all human rights and must make carefully considered recommendations about how to balance competing rights. It has to be somewhat detached from activists and lobbyists in order to provide advice to government that is balanced and well-researched. The terms of reference in this inquiry do not demonstrate that detachment.

In a public inquiry funded by taxpayers, it is not right for commissioners to act as decision-makers concerning which submissions will be deemed acceptable. This seems to me to be a form of censorship.

I would therefore ask three things:

1. That the terms of reference be revised to indicate the AHRC's intention to consider TGD rights within the context of all human rights, including those that may conflict with TGD rights.
2. That the constraints on submissions be replaced by a statement that the AHRC reserves the right not to publish submissions that are deemed by the SD Commissioner to incite hatred of, or involve vilification of, those who are transgender or gender diverse.
3. That if the current constraints on who is permitted to submit to a public inquiry remain, you assure **Section 47F** be deemed a subject-matter expert, as will LGB organisations, those who are gender-critical and others who have written about the issues from a critical perspective.

Many thanks

s 47F

Section 47F



Section 22

From: Anna Cody
Sent: Friday, 23 February 2024 1:00 PM
To: Rosalind Croucher
Subject: FW: TGD Project Key Points for Comms [SEC=OFFICIAL]

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Ros,
Here is a link to the communication points.
Thanks,
Regards
Anna.

 [TGD Project Key Communication Points.docx](#)

Open to feedback, however I'm conscious that there is some time sensitivity so please feel free to reach out if there are any questions.

Best wishes,

Section 22

Advisor on SOGI

Australian Human Rights Commission

GPO Box 5218, Sydney NSW 2001

Section 22

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

Human rights: everyone, everywhere, everyday



I acknowledge the traditional custodians of the land, skies and waterways where I work, the Gadigal peoples of the Eora Nation (Commission Office) **Section 22** and pay my respects to their Elders, past and present. I commit to the Uluru Statement from the Heart, to Treaty and Truth. Always was, always will be Aboriginal Land.

Key Communication Points: TGD Project Enquiries

Regarding the ToR and submission scope:

- Our aim is to ensure a comprehensive understanding of the challenges faced by Trans and Gender Diverse individuals and to identify effective strategies for addressing these issues.
- The project is committed to thoroughly examining threats to TGD human rights within the broader context of all human rights.
- The scope is consistent with the approach taken by the Human Rights Commission in other targeted consultations.

Regarding the eligibility criteria for submissions:

- It is important to maintain a structured process for public submissions given the contentious nature of the debate surrounding Trans and Gender Diverse rights.
- The decision to establish constraints on submissions is to focus on objective analysis and safeguard the integrity of the project's findings.

(this point was included as the topic of lobbyists and activists was raised in a letter of complaint, which suggested that the ToR did not demonstrate sufficient detachment from activists and lobbyists to ensure resulting advice to government would be balanced and well-researched.)

Regarding requests to make individual submissions:

- In this instance, subject matter expertise in this complex and multifaceted issue means demonstrated experience and in-depth understanding of TGD matters.
- As mentioned in the ToR, the project is seeking non-personal information, such as objective analysis and research relating to the subject matter.

Section 22

From: Rosalind Croucher
Sent: Friday, 23 February 2024 1:49 PM
To: Anna Cody
Subject: RE: New Human Rights inquiry - TGD individuals [SEC=OFFICIAL:Sensitive]

Security Classification:
OFFICIAL: Sensitive

Thank you and I completely concur. I look forward to our discussion on how to frame this.
Ros

**Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM(Hon)
President**

Australian Human Rights Commission
Level 3, 175 Pitt Street, Sydney NSW 2000
GPO Box 5218, Sydney NSW 2001

Section 47F

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



We acknowledge the traditional custodians of this land, the Gadigal peoples of the Eora Nation, and pay our respects to their Elders, past, present and future.

From: Anna Cody Section 47F
Sent: Friday, February 23, 2024 3:58 PM
To: Rosalind Croucher Section 47F
Subject: RE: New Human Rights inquiry - TGD individuals [SEC=OFFICIAL:Sensitive]

Dear Ros,

I have been thinking about this, and your response. I also discussed it with Section 22. We recognise that there will probably be a number of both private, and more public communications with Commissioners and the submission process about the terms of reference and the project. For this reason we think it's important we have a uniform response so s 22 has drafted some communication points. We have also discussed it with s 22 for her guidance and she agrees it's important we have a unified response.

I'll send through the draft points for your input and then if you are happy with those, we will draft an email in response for Section 47F

Thanks
Regards
Anna.

Anna Cody (she/her)

Sex Discrimination Commissioner

Australian Human Rights Commission

GPO Box 5218

Sydney NSW 2001

E **Section 47F** | W humanrights.gov.au

We acknowledge the traditional custodians of this land, the Gadigal peoples of the Eora Nation, and pay our respects to their Elders, past and present.



From: Rosalind Croucher **Section 47F**
Sent: Thursday, February 22, 2024 2:36 PM
To: Anna Cody **Section 47F**
Subject: FW: New Human Rights inquiry - TGD individuals [SEC=OFFICIAL:Sensitive]

**Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM(Hon)
President**

Australian Human Rights Commission

Level 3, 175 Pitt Street, Sydney NSW 2000

GPO Box 5218, Sydney NSW 2001

Section 47F | W humanrights.gov.au



We acknowledge the traditional custodians of this land, the Gadigal peoples of the Eora Nation, and pay our respects to their Elders, past, present and future.

From: **Section 47F**
Sent: Thursday, February 22, 2024 11:57 AM
To: Rosalind Croucher **Section 47F**
Subject: New Human Rights inquiry - TGD individuals

Hi Ros,

I hope you are keeping well. **Section 47F**

May I raise a difficult issue with you?

I happened to notice today that the AHRC has launched an inquiry into current and emerging threats to TGD human rights. The terms of reference, and constraints on who can submit, are in my view very concerning. It does not look as if the inquiry will explore conflicts between different human rights (notably conflicts with the rights of women and girls to bodily privacy and dignity, and with the rights of lesbians and gay men to protected same-sex spaces).

The website indicates that areas under investigation include “anti-trans mobilisation”, and “dis- and misinformation.”

My concern is that those raising concerns about such issues as conflicts with women’s rights and risks involved in providing “gender-affirming” medical treatment to minors will be categorised amongst those engaged in “anti-trans mobilisation”, and spreading “disinformation and misinformation”.

Around the world, all kinds of concerns are now being raised by people of great expertise and goodwill concerning some of the claims and campaigns of the transgender movement. A common strategy by TGD activists has been to refuse to debate the issues, and to characterise all those raising concerns as “anti-trans”, “transphobic” or engaging in “disinformation”. Even the most careful research studies have been dismissed in that way.

Section 47F So many of the teenagers now seeking to transition have backgrounds involving adverse childhood experiences, including family breakdown, child abuse and disordered attachments.

Disproportionately, they are on the autism spectrum. Children have a right to an open future, and delaying transition well into the adult years is a legitimate means of protecting their future choices.

The AHRC says it will only accept submissions from some people and organisations who it regards as ‘subject-matter experts’. All other submissions will be ignored. Presumably, lesbian and gay people who have concerns about the displacement of sex in favour of gender identity will not be regarded as subject-matter experts.

This is a concerning development. The AHRC receives substantial public funding. As you have always emphasised, it has a legal obligation to support all human rights and must make carefully considered recommendations about how to balance competing rights. It has to be somewhat detached from activists and lobbyists in order to provide advice to government that is balanced and well-researched. The terms of reference in this inquiry do not demonstrate that detachment.

In a public inquiry funded by taxpayers, it is not right for commissioners to act as decision-makers concerning which submissions will be deemed acceptable. This seems to me to be a form of censorship.

I would therefore ask three things:

1. That the terms of reference be revised to indicate the AHRC’s intention to consider TGD rights within the context of all human rights, including those that may conflict with TGD rights.
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3. That if the current constraints on who is permitted to submit to a public inquiry remain, you assure **Section 47F** be deemed a subject-matter expert, as will LGB organisations,

those who are gender-critical and others who have written about the issues from a critical perspective.

Many thanks

s 47F

Section 47F



Section 22

From: Anna Cody
Sent: Monday, 26 February 2024 12:36 PM
To: Rosalind Croucher
Subject: Anna Cody shared "email for Ros" with you



Anna Cody shared a file with you

Dear Ros,

s 22 and I have drafted this email text to respond to the email you received from **Section 47F**. I hope this is useful.

Regards
Anna.



email for Ros



This link only works for the direct recipients of this message.

Open

Thank you for your recent email regarding our project on Trans and Gender Diverse (TGD) rights. I appreciate the opportunity to address your concerns and provide clarification on some key points.

Our aim with this project is to gain a comprehensive understanding of the challenges faced by trans and gender diverse individuals and to identify effective strategies for addressing these issues. It's important to note that our scope encompasses a thorough examination of threats to the human rights of trans and gender diverse people within the broader context of all human rights, which aligns with the approach taken by the Australian Human Rights Commission in similar consultations.

Regarding the eligibility criteria for submissions, we have chosen to maintain a structured process to ensure the integrity and independence of our findings. This decision is rooted in our commitment to focus on objective analysis and to safeguard against potential biases that may arise and reflects our commitments and obligations as an independent statutory body.

While I appreciate your interest in submitting to the project, it's important to clarify that our focus is specifically on subject matter expertise and non-personal information, as detailed in the Terms of Reference. Submissions that outline the individual's or organisation's relevant specialist experience and offer objective analysis and research relevant to the subject matter will be considered as part of the project so long as they meet the specified criteria outlined in the Terms of Reference.

Thank you again for your email.

Section 22

From: Rosalind Croucher
Sent: Monday, 26 February 2024 2:02 PM
To: Anna Cody; Section 22
Subject: Fwd: New Human Rights inquiry - TGD individuals

Get [Outlook for iOS](#)

From: Rosalind Croucher Section 47F
Sent: Monday, February 26, 2024 5:02:05 PM
To: Section 47F
Subject: Re: New Human Rights inquiry - TGD individuals

Dear s 47F

Thank you for asking about our project on Trans and Gender Diverse (TGD) rights. I appreciate the opportunity to address your concerns and provide clarification on some key points.

Our aim with this project is to gain a comprehensive understanding of the challenges faced by trans and gender diverse individuals and to identify effective strategies for addressing these issues. It's important to note that our scope encompasses a thorough examination of threats to the human rights of trans and gender diverse people within the broader context of all human rights, which aligns with the approach taken by the Australian Human Rights Commission in similar consultations.

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Thank you again for your email.

Section 47F

Warm wishes

Ros

Get [Outlook for iOS](#)

From: Section 47F
Sent: Thursday, February 22, 2024 11:57:24 AM
To: Rosalind Croucher Section 47F
Subject: New Human Rights inquiry - TGD individuals

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Section 47F So many of the teenagers now seeking to transition have backgrounds involving adverse childhood experiences, including family breakdown, child abuse and disordered attachments.

Disproportionately, they are on the autism spectrum. Children have a right to an open future, and delaying transition well into the adult years is a legitimate means of protecting their future choices.

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I would therefore ask three things:

1. That the terms of reference be revised to indicate the AHRC's intention to consider TGD rights within the context of all human rights, including those that may conflict with TGD rights.
2. That the constraints on submissions be replaced by a statement that the AHRC reserves the right not to publish submissions that are deemed by the SD Commissioner to incite hatred of, or involve vilification of, those who are transgender or gender diverse.
3. That if the current constraints on who is permitted to submit to a public inquiry remain, you assure **Section 47F** be deemed a subject-matter expert, as will LGB organisations, those who are gender-critical and others who have written about the issues from a critical perspective.

Many thanks

s 47F

Section 47F



Section 22

From: Section 47F
Sent: Tuesday, 27 February 2024 5:30 AM
To: Rosalind Croucher
Subject: Re: New Human Rights inquiry - TGD individuals

CAUTION: This email originated from outside of the organisation. Verify the sender before you click links or open attachments. Email purporting to be from staff may be an impersonation attempt.

Dear Ros,

Many thanks indeed for the reply. All decent people would support the protection of the human rights of vulnerable individuals, which includes people who find themselves with a profound disconnect between body and mind.

The difficulty is that the announcement of the inquiry nails the AHRC's colours firmly to an ideological mast. The reference to "anti-trans mobilisation, dis- and misinformation, and extremism and radicalisation" reflects the talking points of particularly active and powerful lobby groups. Their claims are to the effect that anyone who expresses concerns about aspects of the societal changes that they campaign for is "anti-trans" or 'transphobic' or engaging in "mis/disinformation" and that people who identify as trans are at risk for their lives from 'extremists' and 'radicals'.

The terms of reference suggest strongly that those who do not share the worldview of this lobby group will not be listened to, but rather their submissions will provide evidence of the very "anti-trans mobilisation" the AHRC is seeking to uncover.

The reality is that this political and social movement has aroused opposition from ordinary folk for a great variety of different reasons. Some at least of those concerns could be characterised as being about conflicts of human rights.

To launch an inquiry which is intended to gather evidence to support the claims and talking points of one lobby group is in my view a serious misuse of taxpayer funds. It belies claims to independence.

I would urge you again to reconsider the terms of reference. By launching an inquiry that is open to serious and justified criticisms, the AHRC may be harming the interests of people it is seeking to help. Some indeed may be upset by the controversy that the inquiry is generating, and which is likely to be made very public in the next few days.

Best wishes

s 47F

From: Rosalind Croucher Section 47F
Date: Monday, 26 February 2024 at 5:03 pm
To: Section 47F
Subject: Re: New Human Rights inquiry - TGD individuals [SEC=OFFICIAL]

Dear s 47F

Thank you for asking about our project on Trans and Gender Diverse (TGD) rights. I appreciate the opportunity to address your concerns and provide clarification on some key points.

Our aim with this project is to gain a comprehensive understanding of the challenges faced by trans and gender diverse individuals and to identify effective strategies for addressing these issues. It's important to note that our scope encompasses a thorough examination of threats to the human rights of trans and gender diverse people within the broader context of all human rights, which aligns with the approach taken by the Australian Human Rights Commission in similar consultations.

Regarding the eligibility criteria for submissions, we have chosen to maintain a structured process to ensure the integrity and independence of our findings. This decision is rooted in our commitment to focus on objective analysis and to safeguard against potential biases that may arise and reflects our commitments and obligations as an independent statutory body.

While I appreciate your interest in submitting to the project, it's important to clarify that our focus is specifically on subject matter expertise and non-personal information, as detailed in the Terms of Reference. Submissions that outline the individual's or organisation's relevant specialist experience and offer objective analysis and research relevant to the subject matter will be considered as part of the project, so long as they meet the specified criteria outlined in the Terms of Reference.

Thank you again for your email.

Section 47F

Warm wishes
Ros

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From: **Section 47F**
Sent: Thursday, February 22, 2024 11:57:24 AM
To: Rosalind Croucher **Section 47F**
Subject: New Human Rights inquiry - TGD individuals

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Hi Ros,
I hope you are keeping well. **Section 47F**

May I raise a difficult issue with you?
I happened to notice today that the AHRC has launched an inquiry into current and emerging threats to TGD human rights. The terms of reference, and constraints on who can submit, are in my view very concerning. It does not look as if the inquiry will explore conflicts between different human rights (notably conflicts with the rights of women and girls to bodily privacy and dignity, and with the rights of lesbians and gay men to protected same-sex spaces).
The website indicates that areas under investigation include "anti-trans mobilisation", and "dis- and misinformation."

My concern is that those raising concerns about such issues as conflicts with women's rights and risks involved in providing "gender-affirming" medical treatment to minors will be categorised amongst those engaged in "anti-trans mobilisation", and spreading "disinformation and misinformation".

Around the world, all kinds of concerns are now being raised by people of great expertise and goodwill concerning some of the claims and campaigns of the transgender movement. A common strategy by TGD activists has been to refuse to debate the issues, and to characterise all those raising concerns as "anti-trans", "transphobic" or engaging in "disinformation". Even the most careful research studies have been dismissed in that way.

Section 47F

So many of the teenagers now seeking to transition have backgrounds involving adverse childhood experiences, including family breakdown, child abuse and disordered attachments.

Disproportionately, they are on the autism spectrum. Children have a right to an open future, and delaying transition well into the adult years is a legitimate means of protecting their future choices.

The AHRC says it will only accept submissions from some people and organisations who it regards as 'subject-matter experts'. All other submissions will be ignored. Presumably, lesbian and gay people who have concerns about the displacement of sex in favour of gender identity will not be regarded as subject-matter experts.

This is a concerning development. The AHRC receives substantial public funding. As you have always emphasised, it has a legal obligation to support all human rights and must make carefully considered recommendations about how to balance competing rights. It has to be somewhat detached from activists and lobbyists in order to provide advice to government that is balanced and well-researched. The terms of reference in this inquiry do not demonstrate that detachment.

In a public inquiry funded by taxpayers, it is not right for commissioners to act as decision-makers concerning which submissions will be deemed acceptable. This seems to me to be a form of censorship.

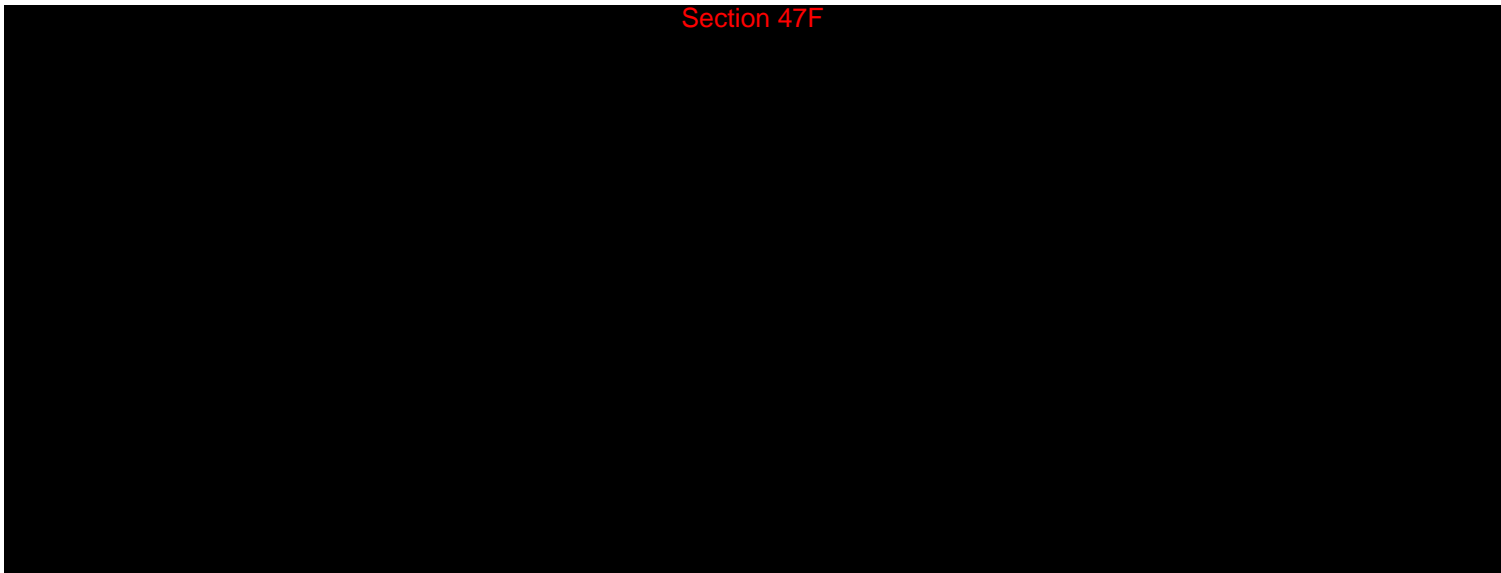
I would therefore ask three things:

1. That the terms of reference be revised to indicate the AHRC's intention to consider TGD rights within the context of all human rights, including those that may conflict with TGD rights.
2. That the constraints on submissions be replaced by a statement that the AHRC reserves the right not to publish submissions that are deemed by the SD Commissioner to incite hatred of, or involve vilification of, those who are transgender or gender diverse.
3. That if the current constraints on who is permitted to submit to a public inquiry remain, you assure **Section 47F** be deemed a subject-matter expert, as will LGB organisations, those who are gender-critical and others who have written about the issues from a critical perspective.

Many thanks

s 47F

Section 47F



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Section 22

From: Anna Cody
Sent: Wednesday, 28 February 2024 1:36 PM
To: Rosalind Croucher; Section 22; Leanne Smith
Cc: Section 22; Media AHRC
Subject: RE: Media Enquiry - Section 47F - Deadline 5pm [SEC=OFFICIAL]

Security Classification:
OFFICIAL

Dear all
I agree with not using 'inquiry' as that has a particular meaning under the Act also.
Thanks
Anna.

From: Rosalind Croucher Section 47F
Sent: Wednesday, February 28, 2024 4:34 PM
To: Anna Cody Section 47F; Section 22; Leanne Smith Section 47F
Cc: Section 22; Media AHRC <media@humanrights.gov.au>
Subject: Re: Media Enquiry - Section 47F - Deadline 5pm [SEC=OFFICIAL]

Perhaps we should also speak of it as a project rather than an 'inquiry' as it suggests a more modest undertaking ('constraints')

Ros

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From: Anna Cody Section 47F
Sent: Wednesday, February 28, 2024 4:26:52 PM
To: Section 22; Rosalind Croucher Section 47F; Leanne Smith Section 47F
Cc: Section 22; Media AHRC <media@humanrights.gov.au>
Subject: Re: Media Enquiry - Section 47F - Deadline 5pm [SEC=OFFICIAL]

Dear all
I think this is clear and in line with the TGD talking points we have developed.
I would change one word and that is 'constraints' . I would say 'the project scope...'
Thanks
Regards
Anna

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From: Section 22
Sent: Wednesday, February 28, 2024 4:14:01 PM
To: Anna Cody Section 47F; Rosalind Croucher Section 47F; Leanne Smith Section 47F
Cc: Section 22; Media

AHRC <media@humanrights.gov.au>

Subject: FW: Media Enquiry - **Section 47F** - Deadline 5pm [SEC=OFFICIAL]

Hi all,

Please see the email below for the media request we received from **Section 47F** this morning on the TGD consultations. The media advisors and **s 22** all agreed to prepare a short statement in response - please see below for your review:

"The aim of the inquiry is to ensure a comprehensive understanding of the challenges faced by trans and gender diverse individuals and to identify strategies for addressing them.

The constraints of the project scope is to ensure the focus remains on objective analysis and safeguard the integrity of the project's findings. This is due to the nature of the debate surrounding trans and gender diverse people's rights. Demonstrated experience and in-depth understanding of these issues is crucial due to the complexity of the subject matter."

The journalist's deadline is 5pm, so please review at your earliest convenience.

Thanks,

s 22

Section 22

Communications and Media Advisor

Australian Human Rights Commission

Section 22

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From: Media AHRC <media@humanrights.gov.au>

Sent: Wednesday, February 28, 2024 12:08 PM

To: **Section 22**

Section 22

Subject: FW: Media Enquiry - **Section 47F** - Deadline 5pm

Hi folks, this media enquiry has just landed. I'm not really across it. I can get across it if needed, but am throwing it out there to see who is best placed to take this forward...

s 22

From: Section 47F
Date: Wednesday, 28 February 2024 at 12:04 pm
To: Media AHRC <media@humanrights.gov.au>
Subject: Media Enquiry - Section 47F - Deadline 5pm

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Hi there,

I hope you're well.

I have a series of questions regarding the AHRC's inquiry into emerging threats for TGD Australians.

Various subject matter experts have become concerned about the terms of reference of the inquiry.

1. What is the purpose of the inquiry?
2. Does the AHRC believe the inquiry does not properly balance the rights of transgender Australians with the rights of women and children? Does the AHRC believe the inquiry is "one-sided"? Why or why not?
3. Does the AHRC believe a purpose of the inquiry is to shut down critics of the gender affirming care model? Why or why not?
4. Why is it important to only allow those with "expertise in TGD matters" to give submissions to the inquiry?
5. If you would like to add any additional comments, please feel free.

My deadline is 5pm, thank you very much.

Best,

Section 47F

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or endorsed by that company or any of its related entities. No warranty is made that the e-mail or attachments are free from computer virus or other defect.

Section 22

From: Anna Cody
Sent: Wednesday, 28 February 2024 2:03 PM
To: Section 22; Rosalind Croucher; Leanne Smith
Cc: Section 22; Media AHRC
Subject: Re: Media Enquiry - Section 47F - Deadline 5pm [SEC=OFFICIAL]

Hi Section 22
Typo on 'safeguard' should be 'safeguards'
Thanks
Anna

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From: Section 22
Sent: Wednesday, February 28, 2024 4:57:06 PM
To: Anna Cody; Section 47F; Rosalind Croucher; Section 47F
Leanne Smith; Section 47F
Cc: Section 22; Media AHRC <media@humanrights.gov.au>
Subject: RE: Media Enquiry - Section 47F - Deadline 5pm [SEC=OFFICIAL]

Hi all,

As per Anna's suggestion, please see final:

"The aim of the project is to ensure a comprehensive understanding of the challenges to the full enjoyment of human rights by trans and gender diverse individuals and to identify strategies for addressing them.

The project scope is to ensure the focus remains on objective analysis and safeguard the integrity of the project's findings. This is due to the nature of the debate surrounding trans and gender diverse people's rights. Demonstrated experience and in-depth understanding of these issues is crucial due to the complexity of the subject matter."

Section 22

Communications and Media Advisor

Australian Human Rights Commission

Section 22

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From: Anna Cody **Section 47F**
Sent: Wednesday, February 28, 2024 4:38 PM
To: **Section 22** Rosalind Croucher
Section 47F Leanne Smith **Section 47F**
Cc: **Section 22** Media
AHRC <media@humanrights.gov.au>
Subject: RE: Media Enquiry - **Section 47F** - Deadline 5pm [SEC=OFFICIAL]

Sorry, but we should also refer to human rights rather than just 'challenges' as it is focussed on full achievement of human rights by trans and gender diverse people.

Thanks

Anna.

From: **Section 22**
Sent: Wednesday, February 28, 2024 4:36 PM
To: Rosalind Croucher **Section 47F** Anna Cody **Section 47F**
Leanne Smith **Section 47F**
Cc: Talia Kuluka **Section 22** Media
AHRC <media@humanrights.gov.au>
Subject: RE: Media Enquiry - **Section 47F** - Deadline 5pm [SEC=OFFICIAL]

Noted – final below.

"The aim of the project is to ensure a comprehensive understanding of the challenges faced by trans and gender diverse individuals and to identify strategies for addressing them.

The project scope is to ensure the focus remains on objective analysis and safeguard the integrity of the project's findings. This is due to the nature of the debate surrounding trans and gender diverse people's rights. Demonstrated experience and in-depth understanding of these issues is crucial due to the complexity of the subject matter."

Thanks everyone!

Section 22

Communications and Media Advisor

Australian Human Rights Commission

Section 22

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From: Rosalind Croucher **Section 47F**
Sent: Wednesday, February 28, 2024 4:34 PM
To: Anna Cody **Section 47F** **Section 22** Leanne Smith **Section 47F**
Cc: **Section 22** Media
AHRC <media@humanrights.gov.au>
Subject: Re: Media Enquiry - **Section 47F** - Deadline 5pm [SEC=OFFICIAL]

Perhaps we should also speak of it as a project rather than an 'inquiry' as it suggests a more modest undertaking ('constraints')

Ros

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From: Anna Cody **Section 47F**
Sent: Wednesday, February 28, 2024 4:26:52 PM
To: **Section 22** Rosalind Croucher
Section 47F Leanne Smith **Section 47F**
Cc: **Section 22** Media
AHRC <media@humanrights.gov.au>
Subject: Re: Media Enquiry - **Section 47F** - Deadline 5pm [SEC=OFFICIAL]

Dear all
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I would change one word and that is 'constraints' . I would say 'the project scope...'
Thanks
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Sent: Wednesday, February 28, 2024 4:14:01 PM
To: Anna Cody **Section 47F** Rosalind Croucher **Section 47F**
Leanne Smith **Section 47F**
Cc: Talia Kuluka **Section 22** Media
AHRC <media@humanrights.gov.au>
Subject: FW: Media Enquiry - **Section 47F** - Deadline 5pm [SEC=OFFICIAL]

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Thanks,

s 22

Section 47F

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From: Media AHRC <media@humanrights.gov.au>

Sent: Wednesday, February 28, 2024 12:08 PM

To: **Section 22**

Cc: **Section 22**

Subject: FW: Media Enquiry - **Section 47F** - Deadline 5pm

Hi folks, this media enquiry has just landed. I'm not really across it. I can get across it if needed, but am throwing it out there to see who is best placed to take this forward...

Section 22

From: Section 47F
Date: Wednesday, 28 February 2024 at 12:04 pm
To: Media AHRC <media@humanrights.gov.au>
Subject: Media Enquiry - Section 47F - Deadline 5pm

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4. Why is it important to only allow those with "expertise in TGD matters" to give submissions to the inquiry?
5. If you would like to add any additional comments, please feel free.

My deadline is 5pm, thank you very much.

Best,

Section 47F

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From: [Media AHRC](#)
To: [Section 47F](#)
Subject: RE: Media Enquiry - [Section 47F](#) - Deadline 5pm [SEC=OFFICIAL]
Date: Wednesday, 28 February 2024 1:57:00 PM

Hi [s 47F](#)

Please see below the statement attributed to the Australian Human Rights Commission:

"The aim of the project is to ensure a comprehensive understanding of the challenges to the full enjoyment of human rights by trans and gender diverse individuals and to identify strategies for addressing them.

The project scope is to ensure the focus remains on objective analysis and safeguard the integrity of the project's findings. This is due to the nature of the debate surrounding trans and gender diverse people's rights. Demonstrated experience and in-depth understanding of these issues is crucial due to the complexity of the subject matter."

Regards,

[Section 22](#)

Communications and Media Advisor

[Australian Human Rights Commission](#)

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From: [Section 47F](#)

Sent: Wednesday, February 28, 2024 12:05 PM
To: Media AHRC <media@humanrights.gov.au>
Subject: Media Enquiry - **Section 47F** - Deadline 5pm

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Section 47F

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Section 22

From: Anna Cody
Sent: Thursday, 29 February 2024 6:28 AM
To: Commissioners
Cc: Section 22
Subject: Project on Transgender and Gender Diverse human rights [SEC=OFFICIAL]

Dear colleagues,

I hope you are each well. You might have seen the misreporting in the Australian this morning about the project which we have begun identifying challenges to the full enjoyment of human rights by Trans and gender diverse people. I referred to it in my Commission report but didn't speak to it in our meeting.

I note that in my consultations from September- January with LGBTQI groups the experience of exclusion and disadvantage of trans communities was particularly highlighted which led to our decision to begin this project. The Commission was specifically asked to focus on these communities in any work in the LGBTQI+ area. I note it is not an Inquiry under the AHRC Act, rather a project and will have a relatively short time frame, reporting by July by the latest.

We have developed some talking points in order to allay any misconceptions with the Comms team and will circulate those today.

Thanks,
Regards
Anna.

Anna Cody (*she/her*)

Sex Discrimination Commissioner

Australian Human Rights Commission

GPO Box 5218

Sydney NSW 2001

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