

24 Apr 2024

Dear whoever this may concern,

ColourFull Abilities is thoroughly supportive of this project mapping threats to trans and gender diverse (TGD) human rights in Australia.

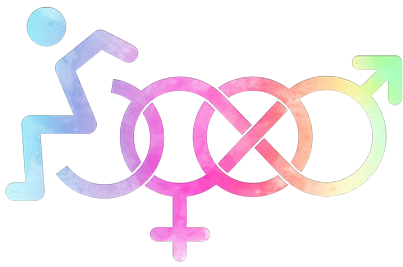
ColourFull Abilities provides purposeful and intersectional support to LGBTQIA+ people living with disabilities on unceded Kurna and Peramangk lands through the NDIS. This can look like in-home support, support to accessing community, facilitating social groups and supporting through Art Therapy. We also provide LGBTQIA+ Inclusivity Training to our staff and the wider community; mostly staff from other disability organisations hoping to provide more inclusive services for their participants.

Many of our staff members are part of the LGBTQIA+ community, and a good portion of this group are TGD. We have discovered barriers in onboarding new TGD workers, in navigating dead names and legal names on checks/clearances/certificates and other documentation.

One example is within our state government's children check system, where there is no system in place for the administrative worker to note if the staff member is known by another name, thus the worker has to keep a memory of all non-affirming names. (This has been reported to the relevant state authority and we have been told they are working on a solution.)

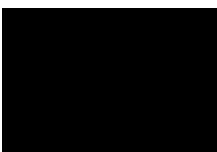
Another example is if we have a new worker who does not align their gender expression with either 'Ms' or 'Mr' ('F' or 'M'), our company assigned Superannuation fund does not allow for this differentiation, and thus Finance Manager has to have conversation with the new worker to choose an option which we are all aware will not affirm them.

We are a small office team, and do not have the systems set up to collect and analyse data about the participants who access our services, but the following are themes that we have noticed in working with TGD participants:



- Limited inclusive competent support services: There's scarcity of support services tailored specifically to the needs of trans and gender diverse individuals within the disability sector, leading to a lack of proper inclusive care.
- Employment discrimination: Employment discrimination faced by trans and gender diverse individuals in the disability sector, including hiring biases, workplace harassment, and unequal opportunities.
- Accessibility barriers in housing: Explore how housing options funded by the NDIS may not be inclusive or accessible to trans and gender diverse participants, leading to inadequate accommodation options.
- Legal barriers and discrimination: Highlight the legal discrimination and systemic barriers faced by trans and gender diverse individuals within the disability sector, including discriminatory policies, practices, and legislation (the language around those policies are also an issue).
- Healthcare challenges: There are disparities in healthcare provision for trans and gender diverse participants within the NDIS, including limited access to gender-affirming care and medical treatments, surgeries, therapies, mental health support, and specialist services.
- Intersectional discrimination: Explore how intersecting identities, such as race, ethnicity, disability, or socioeconomic status, compound the discrimination and marginalization experienced by trans and gender diverse individuals within the disability sector.
- Data collection and reporting: Advocate for improved data collection methods to accurately capture the experiences and needs of trans and gender diverse participants within the NDIS, enabling evidence-based policy development and service provision.
- Cultivating inclusive practices: Recommend strategies for fostering a more inclusive and affirming environment within the disability sector, including staff training on LGBTQIA+ inclusivity, the development of gender-affirming policies, and the promotion of diverse representation in leadership positions.

Warm regards,



Jessica Elsegood (She/Her)

Director & Founder

ColourFull Abilities