



QUEER OUT HERE REPORT

LGBTQIA+ INCLUSION IN REGIONAL AND RURAL SCHOOLS

MINUS18



MINUS18 CHAMPIONS FOR LGBTQIA+ YOUTH

Australia's charity for LGBTQIA+ youth,
changing lives through events, education
and campaigns.

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Our office is located on the land of the Wurundjeri and Boon Wurrung people. We acknowledge Australia's First People and Traditional Custodians of the lands this project took place. This always was and always will be Aboriginal land.



Our work wouldn't be possible if not for the tireless activism from the LGBTQIA+ heroes who have come before us. Their advocacy and protests have pathed the way for Minus18 — we stand on the shoulders of giants.



QUEER OUT HERE

REGIONAL & RURAL YOUTH

BACKGROUND

The Minus18 'Young and Queer Report', consulted with 120 lesbian, gay, bisexual, transgender, queer, intersex, asexual and other (LGBTQIA+) youth on their ideas for a better future. Commissioned by the Victorian Government, the report highlighted the specific desires from these young people for a greater commitment towards LGBTQIA+ student safety in schools, particularly in regional and rural areas¹.

75% of LGBTQIA+ youth in Australia experience homophobic abuse, resulting in significantly higher rates of depression, anxiety and self harm, with these experiences being significantly worse for young people in regional and rural areas of Australia².

WHAT IS QUEER OUT HERE?

Queer Out Here was created as both a consultation project, and an education drive in assessing and enabling LGBTQIA+ inclusion in rural and regional parts of Australia. It was designed to investigate the unique experience LGBTQIA+ people have when they live in regional areas, and to find new ways to provide support and information where it's needed.

EDUCATION

Whilst completing the consultation component, fully subsidised workshops and training were offered to local schools to equip both teachers and students with the knowledge and skills to better include and support LGBTQIA+ identifying people. Additional youth workshops were offered for LGBTQIA+ young people to feel celebrated and empowered.

CONSULTATION

The research element of the project involved multifaceted consultation with people from regional areas in Victoria, South Australia, Queensland and Western Australia.

The consultation process involved group discussions, individual interviews and anonymous surveying to investigate the experiences of teachers and students in rural and regional areas.

The results, included in this report, detail their perspective on how supportive their schools and regions are, and their experience in witnessing both positive and negative language and behaviour towards LGBTQIA+ people.

Participants involved in the consultation also provided potential solutions to addressing some of the challenges they face within their communities.

PROGRAM GOALS

- > **Capture student and teacher experiences of the inclusion and safety of LGBTQIA+ youth in rural and regional areas.**
- > **Amplify the lived experiences of rural and regional LGBTQIA+ youth in informing future work.**
- > **Empower students and teachers with the tools and understanding they need to be champions of LGBTQIA+ inclusion.**

¹ Minus18 Foundation (2019). Young and Queer Report: Youth Driven Ideas for a Better Victoria

² Hillier et al (2010). Writing Themselves In 3: Australian Research Centre in Sex Health and Society

METHOD

1. PLANNING & DESIGN

Literature Review

Review existing material on the mental health and wellbeing of rural and regional LGBTQIA+ youth in Australia.

Survey & Consultation Design

Development of consultation process to include values-based and experiential questions to explore gaps in existing studies.

Region & Relationship Mapping

Determination of the regions and workshops that could be achieved with the available funding, and existing Minus18 relationships, as well as mapping out of new, target regions to visit and relationships to build.

Pre-Consultation

Discussions and meetings set with established LGBTQIA+ organisations based in regional areas as well as the Safe Schools program.

Delivery Goals

Engagement target set at 700 students, 300 teachers, 50 LGBTQIA+ youth. Survey participation goal of 50%.

2. RELATIONSHIP BUILDING

Community Relationship Building

Relationships with LGBTQIA+ youth services within regional and rural areas of Australia were forged to inform a collaborative approach, and minimise replication of existing work. Minus18 recognises the significant and successful work occurring across regions.

Finding New Communities

For regions that did not have LGBTQIA+ services, digital marketing tools were utilised to find new contacts who became 'Community Champions'. A Community Champion is a passionate individual who has the desire and ability to connect Minus18 with schools in their region. This person was usually a teacher, school nurse or member of their local council. These community champions were key advocates and core to the success of the Queer Out Here program.

Build Capacity

In exchange for participating in consultation, schools were offered fully subsidised LGBTQIA+ inclusion workshops for students, and training for teachers. Schools were provided with free LGBTQIA+ education and visibility packs.

Assessment of Barriers

A number of barriers emerged throughout the relationship building phase, including:

- Working around the schedules and limited availabilities of schools within the program delivery.
- This was further highlighted when attempting to group schools by region to maximise delivery throughout the planned travels.
- A number of local LGBTQIA+ organisations were protective of the schools and relationships that they had cultivated, and expressed ownership over these.
- Some schools expressed fear of community backlash in engaging in LGBTQIA+ inclusion, or were unwilling to participate due to the nature of the content.
- Ultimately, a higher number of schools signed up for the program than there were positions available. A standby list was created, and schools were elected for priority engagement in any further funded programs.

3. DELIVERY & TRAVEL

In Person Delivery - Victoria

Two to three staff members in the Minus18 Education team travelled to each scheduled region. Separate sessions were held for students, teachers and LGBTQIA+ youth where participants engaged in:

- Group discussions and a survey on the experiences and perceptions of LGBTQIA+ safety and inclusion within their school and community.
- 60 - 100 minute LGBTQIA+ inclusion workshops (students) or training (teachers).

Digital Delivery - Victoria

Due to the COVID-19 restrictions put in place from March 2020, delivery of consultation and LGBTQIA+ inclusion training was adapted into digital engagements.

Digital Delivery - South Australia, Queensland, Western Australia

Digital teacher consultations and LGBTQIA+ training were held in partnership with state-based providers. University of Western Australia, SHINE SA and Griffith University (Queensland) were instrumental in the success of these online forums and their participation.



4. ANALYSIS & REPORTING

Analysis

Consultation notes, surveys and interviews were collated and reviewed.

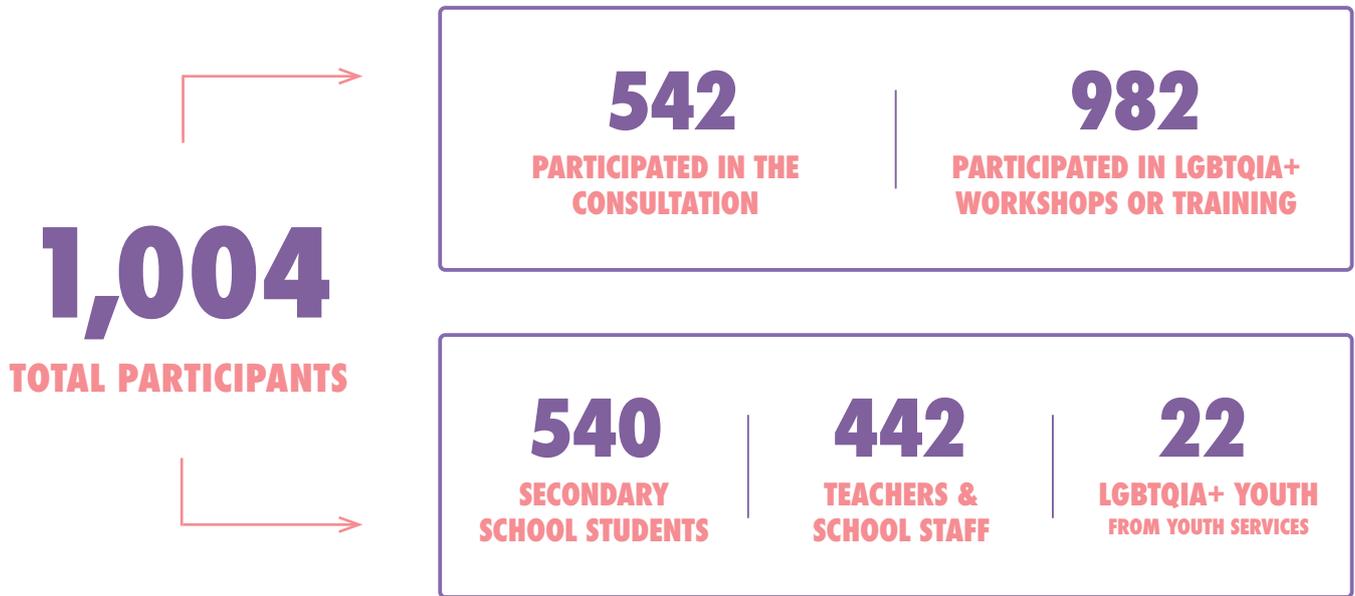
Reporting

Key findings were summarised and published in this Queer Out Here report.

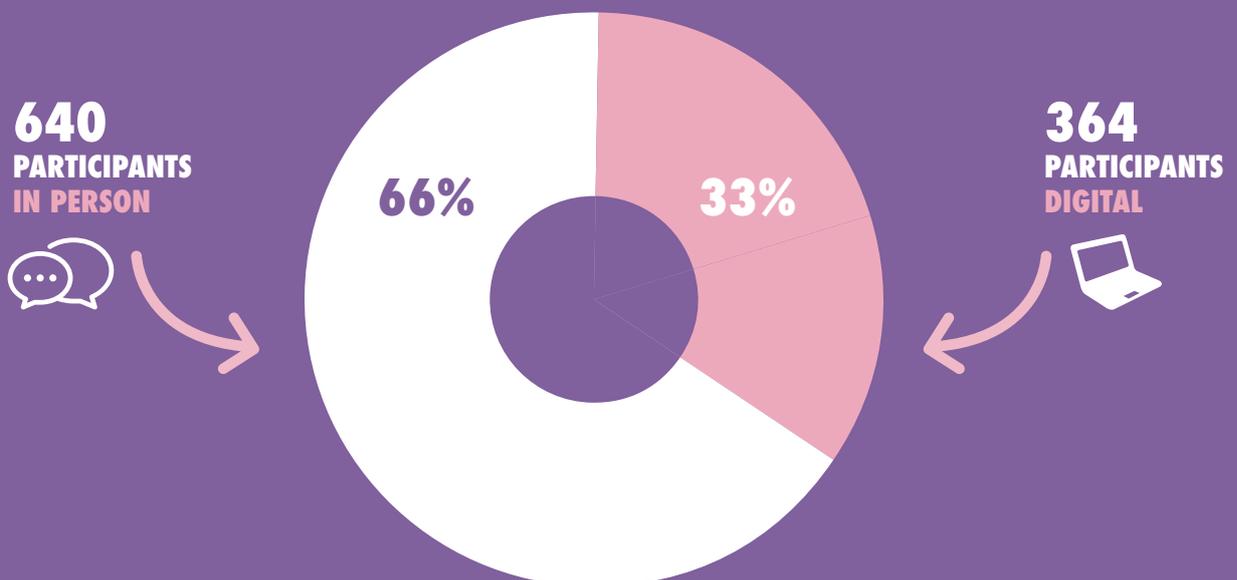
Adaptation

Key learnings adapted into existing education packages at Minus18 to inform future work.

PARTICIPANTS



DELIVERY METHOD



STATES REPRESENTED

166
PARTICIPANTS
WESTERN AUSTRALIA

51
PARTICIPANTS
QUEENSLAND



125
PARTICIPANTS
SOUTH AUSTRALIA

662
PARTICIPANTS
VICTORIA

55 REGIONAL AREAS REPRESENTED

SA

Allendale North
Angas Valley
Arno Bay
Auburn
Bangham
Bay of Shoals
Beachport
Berri
Blanche Harbor
Bool Lagoon
Bungama
Couch Beach
Dingabledinga
Honiton
Morn Hill
Mount Gambier
Mullaquana
Olympic Dam

QLD

Aitkenvale
Amberley
Athol
Barmundu
Berserker
Bongeen
Currajong
Goldsborough

WA

Abba River
Albany
Cue
Dunn Rock

VIC

Bairnsdale
Ballarat
Bright
Cowwarr
East Geelong
East Sale
Heyfield
Jindivick
Longford
Millgrove
Moe
Morwell
Mount Clear (Ballarat)
Myrtleford
Neerim South
Pennant Hills
Portland
Sale

Summerlands
Traralgon
Warragul
Warrnambool
Waterford
West Bendigo



COMMUNITY CONSULTATION

CONSULTATION OVERVIEW

Of the 1,004 Queer Out Here participants, 542 (54%) were involved in a consultation exploring their experiences of LGBTQIA+ safety and inclusion within their school and community (including online spaces).

The same questions were explored with 3 separate demographics over the 6 month period, via 15 group workshop discussions, 4 individual interviews and consultation sessions, and an individual survey that all 542 participants completed.

From the themes explored, 4 main outcomes were evident:

1. Students and teachers witnessed regular, negative verbal and physical actions towards LGBTQIA+ people at their school.
2. LGBTQIA+ youth identified wanting deeper, more active inclusion from their school and teachers.
3. Teachers and students play an instrumental role in the support of LGBTQIA+ youth in their region.
4. Teachers, students and school leaders recognised a desire for more education and awareness within their region.

THEMES EXPLORED

- > Experiences of comments made towards LGBTQIA+ people online.
- > Experiences of comments and physical actions towards LGBTQIA+ people at school.
- > The actions in support of LGBTQIA+ people taken by the school.
- > The experiences of LGBTQIA+ people 'coming out' at school and within the community.
- > The support networks and spaces available for LGBTQIA+ youth within the region.
- > The needs and desires for awareness or education of LGBTQIA+ people within school and the community.
- > Other solutions to support LGBTQIA+ young people within school and the community.

OUTCOME 1

SAFETY AND DISCRIMINATION

STUDENTS AND TEACHERS WITNESSED REGULAR, NEGATIVE VERBAL AND PHYSICAL ACTIONS TOWARDS LGBTQIA+ PEOPLE AT THEIR SCHOOL.

78%

reported witnessing regular negative **comments** about LGBTQIA+ people at their school.

22%

reported witnessing regular negative **physical actions** against LGBTQIA+ people at their school.

37%

reported that they felt it would be **safe** to come out at their school.

STUDENT AND TEACHER EXPERIENCES

Over three quarters of students and teachers (78%) reported regularly witnessing monthly, weekly or daily abusive comments made towards LGBTQIA+ people at their school (defined as words such as 'fag', 'dyke' or 'poof').

22% reported witnessing monthly, weekly or daily physical abuse (defined as 'pushing' and 'shoving') towards LGBTQIA+ people at their school.

Reflecting on the verbal and physical abuse they had witnessed, 37% of students and teachers shared that they believed it would be safe for an LGBTQIA+ person to come out at their school.

Personally I want to see more teacher support for gay kids, instead of just letting it happen in class and then pulling the 'bully' aside after class. Stop them then and there.

Student, VIC

A friend of mine came out ...and then someone outed him on Facebook. He had to deal with messages from friends and family, that were not understanding or supportive.

Student, VIC

LGBTQIA+ YOUTH EXPERIENCES

The rate at which abuse was witnessed by LGBTQIA+ youth was higher than that of students and teachers, resulting in fewer believing it would be safe to come out at their school (24%).

94% of LGBTQIA+ youth witnessed monthly, weekly or daily negative comments and 31% witnessed monthly, weekly or daily negative physical actions.

The challenges I've faced and witnessed are being misgendered, heteronormativity, assumption of gender, homophobic comments, transphobic comments, slurs, lack of acceptance/support... and isolation.

LGBTQIA+ Young Person, VIC

SOLUTIONS

The top action LGBTQIA+ youth wanted to see was for their school to take a stance and visibly support the LGBTQIA+ community, through celebrating events of significance (such as Pride Month) - and discussing LGBTQIA+ identities in assembly.

81% of students and teachers who shared solutions, reported that seeing their school take a stance and visibly support LGBTQIA+ people was a priority.

OUTCOME 2

TAKING ACTION

LGBTQIA+ YOUTH IDENTIFIED WANTING DEEPER, MORE ACTIVE INCLUSION FROM THEIR SCHOOL AND TEACHERS.

38%

of **LGBTQIA+ youth** reported that their school **never** takes action to support LGBTQIA+ young people.

32%

of **students and teachers** reported that their school **never** takes action to support LGBTQIA+ young people.

88%

of **LGBTQIA+ Youth** want their teachers to more actively stand against negative language and behaviour.

LGBTQIA+ YOUTH EXPERIENCE

LGBTQIA+ youth shared concerns about the way their school offered support to LGBTQIA+ people (defined as discussing or standing up for LGBTQIA+ identities, assemblies, or rainbow days).

38% reported that their school never took action to support people with LGBTQIA+ identities. While 37% shared that their school took less than 'monthly' action in support of LGBTQIA+ youth. Some shared that this frequency was not meeting their needs.

LGBTQIA+ youth also reflected that while their schools had celebrated values such as "diversity", "everyone being safe" and "anti-bullying", these values did not extend to, or were not consistently enforced with homophobic or transphobic actions from students, and in some cases, from teachers.

In school it's sort of sheltered acceptance, like the school "supports the community" and tries to include us but at the same they sorta sweep us under the rug...

Student, VIC

(I've experienced) a lack of acceptance. I find that if you don't fit the mold, you are different, and thus bullied or discriminated against. ... I know I get nervous around the so-called 'popular' boys, because I was bullied by them.

LGBTQIA+ Young Person, VIC

STUDENTS AND TEACHERS

65% of teachers and students reported that action taken by the school in support of LGBTQIA+ students occurred less than 'monthly' with 32% reporting that this never occurred at all.

Action taken by schools to support inclusion was far less frequent than the rate that negative comments were being seen. 78% of students and teachers reported witnessing 'monthly', 'weekly' and 'daily' negative comments about LGBTQIA+ people at school with 61% of these comments witnessed 'daily' or 'weekly'.

Teachers claim to be very supportive but never speak out against homophobia from students or don't attempt with pronouns and gendered language with trans students.

Student, VIC

SOLUTIONS

87.5% of LGBTQIA+ young people shared that they would like to see their teachers more frequently stand up to discriminatory behaviours and language.

COMMUNITY SUPPORT FOR YOUTH

TEACHERS AND STUDENTS PLAY AN INSTRUMENTAL ROLE IN THE SUPPORT OF LGBTQIA+ YOUTH IN THEIR REGION.

88%

of **LGBTQIA+ youth** believed there was not adequate support for LGBTQIA+ youth in their region.

74%

of **students and teachers** believed there was not adequate support for LGBTQIA+ people in their region.

LGBTQIA+ YOUTH EXPERIENCE

88% of LGBTQIA+ youth believed that there was not adequate support (defined as spaces, groups, events and resources) for them in their community and region, outside of their school.

This was reflected through discussions where young people shared the unique and important role that their schools (specifically teachers and students) play in their wellbeing.

My community is super small and far out, so there's just nothing there for anyone to even know about other sexualities let alone really having anyone to lean on in a situation where you feel like you might be queer.

Student, VIC

I'd like for people not have to feel like they have to escape this town to really be themselves. I'd love for younger people to be able to feel confident to be themselves in a school setting and not have to wait to leave school.

LGBTQIA+ Young Person, VIC

Being able to be myself at school is the best. It can be hard sometimes, but my teachers have stuck up for me when I need. it makes life easier.

LGBTQIA+ Young Person, VIC

STUDENTS AND TEACHERS

74% of students and teachers shared that they believed there was not adequate support for LGBTQIA+ young people in their region, with teachers highlighting the unique role they play for the wellbeing of students in their community.

The role of teachers in driving inclusion in the classroom is paramount.

Teacher, VIC

Often young people don't see it clearly when (bullying) happens to them - they are trying to work out group dynamics. Whereas we can step back, see patterns happening and try to address that when we see it. That's part of our duty of care to make sure students are looked after.

Teacher, VIC

SOLUTIONS

Students whose schools took regular action in support of LGBTQIA+ people shared the positive impact that it made on their wellbeing, and offered it as a solution to a lack of other supports in their region.

OUTCOME 4

FURTHER EDUCATION & AWARENESS

TEACHERS, STUDENTS AND SCHOOL LEADERS RECOGNISED A DESIRE FOR MORE EDUCATION AND AWARENESS WITHIN THEIR REGION.

91%

of **students and teachers** expressed a need for more LGBTQIA+ education and awareness.

100%

of **LGBTQIA+ youth** expressed a need for more LGBTQIA+ education and awareness.

TEACHERS

While some LGBTQIA+ youth expressed the belief that their teachers and peers were uninterested in LGBTQIA+ inclusion, the teachers and students who participated in the Queer Out Here inclusion training and workshops expressed appreciation for the opportunity to learn. 81% of students rated their experience engaging in Queer Out Here as “good” or “outstanding”, with this outcome shared by 95% of teachers.

Teachers in particular, cited a growing need to maintain regular LGBTQIA+ education and awareness to keep up with the world students are growing up in today.

We need to be talking and learning about this stuff to keep up with the changing lives of the kids we're teaching.

Teacher, VIC

SCHOOLS

School leaders expressed enthusiasm and determination during the relationship building phase of Queer Out Here. The commitment to engage in the program remained a high priority, even whilst facing significant local and global barriers like the Australian bushfires and COVID-19. Only 3 schools had to withdraw from the program due to these barriers (representing the Victorian regions of Portland, Healesville and Yarra Ranges).

More schools expressed interest in Queer Out Here than there were funded positions available, demonstrating a demand for programs like this to continue in regional areas. This includes schools from 13 regions of Victoria.

STUDENTS AND LGBTQIA+ YOUTH

91% of all students and teachers reported that they believed there was a need for more education and awareness of LGBTQIA+ people in their region. This was shared by 100% of LGBTQIA+ young people, who nominated their top solution as “training for their teachers”, and for discussions on identity to be had within the classroom with their peers.

People aren't educated on sexuality, and much less on gender identity. We need more help. We had one trans student at our school... He ended up being referred to as "it" in some cases, because nobody understood his situation. His situation at our school really stopped me from coming out.

LGBTQIA+ Young Person, VIC

Living as an openly queer person in a rural area can be challenging because of how much harder it is to find other's to relate to and who understand me.

LGBTQIA+ Young Person, VIC



WORKSHOPS & TRAINING

EMPOWERING THROUGH EDUCATION

In exchange for community consultation, schools were offered fully subsidised inclusion workshops for students, and LGBTQIA+ inclusion training for teachers and school staff.

18 sessions were provided to 982 students and teachers, with 554 providing their feedback on the session's outcomes. 12 place-based sessions were held throughout regional and rural areas of Australia, and 6 were delivered digitally, due to restrictions imposed during COVID-19.

INFORMED THROUGH CONSULTATION

The learning outcomes for the sessions were informed through consultation with participants and community champions.

WORKSHOPS & TRAINING OUTCOMES

- > **Deliver a highly engaging and interactive workshop/training experience to inspire inclusive culture.**
- > **Educate on LGBTQIA+ terms and definitions as well as understanding the differences between an individual's sex, gender & sexuality.**
- > **Explore examples of bullying, harassment and discrimination towards LGBTQIA+ students.**
- > **Understand the mental health impacts of LGBTQIA+ abuse and bullying.**
- > **Explore strategies individuals and schools can implement to support LGBTQIA+ students and inclusion.**

REPORTED OUTCOMES

OVERALL

Both teachers and students shared a positive, overall experience with their workshop or training session.

98%

of students and teachers would recommend their Minus18 workshop or training session to others.

The session was definitely worthwhile for the school... next year we should do something with the juniors as well!

Teacher, VIC

ENGAGEMENT

Across multiple sessions, both teachers and students were highly-engaged, actively participating in discussions and activities to develop understanding and empathy for the experiences of LGBTQIA+ youth.

81%

of students rated the quality of their Workshop as "good" or "outstanding"

95%

of teachers rated the quality of their Training as "good" or "outstanding"

90%

of students rated the energy and enthusiasm of their Workshop as "good" or "outstanding"

99%

of teachers rated the energy and enthusiasm of their Training as "good" or "outstanding"

I wasn't concerned about the content but I was pleasantly surprised about how much positive feedback there was. We actually didn't get a lot of negative judgement from the kids.
Teacher, VIC

UNDERSTANDING

Students and teachers were asked to rank their understanding of LGBTQIA+ identities before and after the session.

89%

of **students** reported their understanding of LGBTQIA+ identities improved after the Workshop.

95%

of **teachers** reported their understanding of LGBTQIA+ identities improved after the Training.

SUPPORT & ACTION

Beyond raising awareness, Minus18 workshops and training endeavour to equip participants with the tangible tools they need to be champions of positive change.

96%

of **students** reported feeling more prepared to support LGBTQIA+ peers.

99%

of **teachers** reported feeling more prepared to use LGBTQIA+ inclusive language.

91%

of **students** reported feeling **more confident** standing up to bullying or harassment towards an LGBTQIA+ student after attending the Workshop

98%

of **teachers** reported feeling **more confident** standing up to bullying or harassment towards an LGBTQIA+ student after attending the Training.

**This workshop helped me decide what gender I am and which pronouns I would like to use (non-binary, they/them).
Student, VIC**

**Thank you so much for coming out here. My friend would have really appreciated something like this at her school. She committed suicide and I think she was having a hard time around this stuff. Her family didn't really accept it... this will help me be a more supportive friend.
Student, VIC**

FURTHER EDUCATION

IN PERSON WORKSHOPS AND TRAINING

91% of Queer Out Here participants identified the need for more education and awareness in their region, with interactive education sessions elected as the most desired activity. These sessions were reported to increase both student and teacher understandings of LGBTQIA+ topics, as well as their confidence to apply this to support LGBTQIA+ students at their schools.

There are some barriers with in person, place-based delivery, which can be cost-prohibitive due to travel and educator expenses. Both in person and digital education can present challenges when attempting to align with the busy schedules of schools throughout the term. Despite these noted challenges, Minus18 will continue to deliver inclusion workshops and training (within scope and capacity) as the main form of education delivery.

Other considerations for further education presented by participants included:

EDUCATION RESOURCES

Both teachers and LGBTQIA+ youth identified a need for physical and digital resources to support education within their schools, which speak to the life experiences of LGBTQIA+ young people within their region. This could include:

- Stories and content written by LGBTQIA+ youth.
- Videos sharing the experiences of young people unique to their region.
- Information for teachers on ways to advocate for and support LGBTQIA+ young people within their region.
- Information and support for teachers to discuss LGBTQIA+ topics in the classroom.
- Information for schools to implement institutional and cultural change in support of LGBTQIA+ students.

AWARENESS AND VISIBILITY MATERIAL

LGBTQIA+ young people and students identified a desire to participate in school-wide activities that support LGBTQIA+ inclusion, such as assemblies or pride days. The provision of instructional materials was desired from teachers to support schools to do this, including:

- Event and planning instructions or guides.
- Posters and other awareness raising materials.

SOCIAL AND SUPPORT SPACES

LGBTQIA+ youth identified the enormous, positive impact other LGBTQIA+ people had had on their wellbeing, and a desire for others to have this same support.

The provision of social support spaces, such as school based "queer-straight alliance" groups, or community-based organisations, were suggestions to support this.

Critically, young people shared that these spaces should be clear and accessible to youth (or for school staff to be able to provide this information to students) while maintaining the privacy of participants.

DIVERSE IDENTITIES

Regardless of the model of education, it's essential that this work represents the lived experiences of LGBTQIA+ young people with a variety of identities, abilities and cultural backgrounds. This includes LGBTQIA+ youth in regional and rural areas who are:

- Aboriginal & Torres Strait Islander
- Culturally and linguistically diverse
- Trans and gender diverse
- Intersex
- Living with a disability
- Neurodiverse

THANK YOU

Queer Out Here could not have succeeded without the community members and organisations who champion LGBTQIA+ inclusion within their regions and generously shared their relationships and networks with Minus18.

We acknowledge the exceptional work taking place in regions all over Australia—often through the tireless effort of volunteers—and feel privileged to have contributed to it.

YOUTH GROUPS

Yum Cha (Warrnambool)
Skittles (Portland)
Minus18 Teens (Digital)

PARTNER ORGANISATIONS

University of Western Australia
SHINE SA
Griffith University (QLD)

FUNDING PARTNERS

The Alfred Felton Bequest (managed by Equity Trustees)
BHP (sponsored by Jasper Pride Group)
MinterEllison

SPECIAL THANKS TO OUR COMMUNITY CHAMPIONS

Brophy Family and Youth Services
Portland Council
Wimmera Pride
Headspace Moreland
Headspace Horsham
Healthy, Equal, Youth (HEY)
Partner Members

MINUS18

AUSTRALIA'S CHARITY IMPROVING THE LIVES OF LGBTQIA+ YOUTH

You don't have to go it alone. Minus18 can help you on your journey of LGBTQIA+ inclusion.



Visibility Merch and Resources

When it comes to rainbow stickers, lanyards or posters for your workplace, Minus18 has you covered with discounts for bulk purchases of workplace pride and ally merchandise.

Find this, plus access to helpful information and resources, via the Minus18 website.

Youth & Student Workshops

Minus18 offer keynotes, youth and student workshops. Delivered by young people, they're a relatable and empathetic way to bring your cohort along on the journey of LGBTQIA+ inclusion and cultural safety.

LGBTQIA+ Training & Partnerships

You don't have to do the heavy lifting alone. Minus18's high-impact LGBTQIA+ training is designed to equip all workplaces with the tools needed to champion LGBTQIA+ inclusion each and every day.

We can also join forces through a partnership to develop specific programs and initiatives to support LGBTQIA+ youth.

100% OF PROCEEDS SUPPORT LGBTQIA+ YOUTH

→ [MINUS18.ORG.AU](https://minus18.org.au)



WORKING WITH US SUPPORTS YOUTH

MINUS18

As Australia's LGBTQIA+ Youth charity, working with Minus18 means that 100% of all proceeds go towards improving the lives of LGBTQIA+ youth in Australia, through:



YOUTH EVENTS

Making friends and having safe community builds confidence and improves mental health. Minus18 host events across Melbourne, Sydney and Adelaide to give young people a space to truly be themselves.



SCHOOL WORKSHOPS

Providing schools with access to training can often be prohibited by cost. Proceeds from working with Minus18 provide subsidies so that schools most in need don't miss out.



PEER SUPPORT

We offer peer support through articles, interviews and video content, so young people and their families are able to access free help online no matter what part of Australia they're from.

LEARN MORE AT [MINUS18.ORG.AU](https://minus18.org.au)

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LGBTQIA+ YOUTH