

## 2021 Laneway Learning Inclusion Policy

### A guide to increasing inclusion and accessibility within our workshop practice.

Below are our new guidelines for increasing the inclusion and accessibility within our space. The goal of this policy is to help all LGBTQIA+ people feel safe, seen and celebrate within all Laneway Learning workshops.

Sadly, the most recent Australian research from La Trobe University (Writing Themselves In 4, 2021) on the wellbeing of LGBTQIA+ people shows us some really sad statistics in regards to queer people and their safety within daily life - including within educational settings.

In fact:

- [67.9% of trans and non-binary Australian](#) stated they did not feel safe or comfortable at their current educational institution.
- 40% of Australian LGBTQIA+ people felt unsafe or uncomfortable within their place of work.
- 40% said they had experienced verbal harassment based on their gender and sexuality in the last 12 months.
- Australian LGBTQIA+ people are also twice as likely to experience mental health disorders.
- [1 in 2 Australian transgender](#) people will attempt suicide within their lifetime.

So what can we do? We can implement simple strategies to help create safer and more inclusive spaces so all people can feel safe, seen and celebrated within our workshops.

To help everyone work towards this we have put together a new policy for all teachers to follow when they teach within Laneway Learning.

Please have a read of them below and then just shoot me back an email to confirm you have seen them.

I have also attached lots of other resources where you can read more about the experience of LGBTQIA+ people and strategies to become a more inclusive practitioner.

Feel free to also ask me any questions - my background is in LGBTQIA+ inclusion and developing safer queer spaces so I'm always here to support you as you implement these strategies. As a queer woman I've experienced the detrimental impact of not feeling safe in this world as a result of my sexuality - whether that was when I was a highschool teacher within the Catholic system and had to keep my same sex relationship secret or face being fired or when I was the target of [ongoing defemation](#) as a result of my work.

Together we are going to support lots of LGBTQIA+ people have a safe and wonderful experience at Laneway Learning AND help improve the mental health outcomes for people within our queer community through the wonderful benefits of community education.

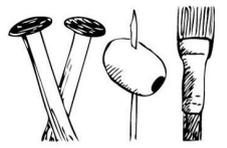
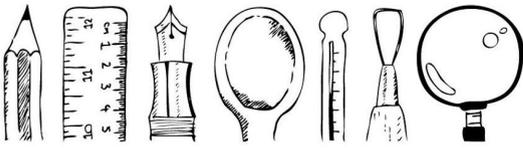
I will also be running a complimentary workshop on how to be a wonderful LGBTQIA+ ally for all Laneway Learning teachers super soon so feel free to come along to that too!

Thanks for taking the time to read this document and I look forward to seeing you all implement our exciting new policy!

Feel free to call or email me at any time with any questions.

**Increasing inclusion can be life changing.**

x delsi (she/her)



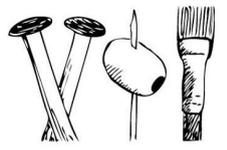
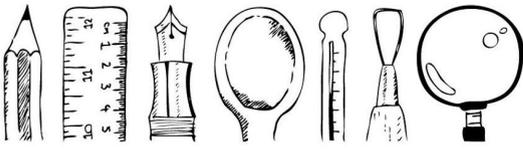
## 2021 Laneway Learning Inclusion Policy

**A guide to increasing inclusion and accessibility within our workshop practice.**

*Before you read about our inclusion policy you might like to watch this [video](#) on what it means to be transgender if this is a new concept to you. This resource is made from Minus18, the largest LGBTQIA+ youth organisation in Australia, and has heaps of great resources created by queer youth themselves!*

### **Laneway Learning teachers will:**

- **Begin every class with a name and pronoun round.** (I can demonstrate this for you within your next class and am also happy to do it for your classes until you feel comfortable to do this on your own).
- **Introduce their pronoun when introducing themselves at the start of each workshop.**
- **Add their pronouns within their Zoom nametag.**
- **Refer to our bathrooms as All Gender Bathrooms rather than 'male'/'female'.**
- **Avoid gendered language when addressing a whole group of people.** For example instead of “hey guys” or “ladies and gentlemen” - we will say “welcome everyone” or “could I have all of your attention”.
- **Not assume people are cis/straight as a default.**
- **Will turn on Closed Captions for all Zoom workshops.**



## Further Resources

[Transgender Victoria](#) - Largest trans specific organisation in Victoria

[Minus18](#) - Largest LGBTI+ Youth Organisation in Australia

[Writing Themselves in 4 - National Report](#)

[LGBTI National Health Alliance 2020 Snapshot of Mental Health and Suicide](#)

[Rainbow Health Victoria](#) - Australian LGBTQIA+ resources and research

[Unicorns](#) - links for LGBTQIA+ mental health services