

Inside  OUT

Enhancing Rainbow Inclusive Practice

Our Vision

All rainbow + takatāpui young people in Aotearoa New Zealand have a sense of safety and belonging in their schools and communities.

What do we mean when we say...

Rainbow - a term we use to include anyone with a diverse gender, sexuality and/or sex characteristics.

Used as an alternative to the acronym LGBTQIA+ so that it places all of these identities (especially culturally specific identities) at an equal level of visibility, rather than just being included in the '+' category

Takatāpui - A traditional Māori word that was originally understood to mean '*intimate friend of the same sex*'

It has since been embraced to encompass Māori with diverse genders and sexualities who choose to use this kupu.

This term is best understood within its cultural context and may mean something different to each individual.

By the end of this session you will:



- Hold a better understanding of the **experiences** of rainbow, intersex and takatāpui communities in Aotearoa
- Be more familiar with key **terminology** used to describe our communities
- Be aware of ways to **enhance your professional practice** when it comes to supporting intersex, takatāpui and rainbow communities
- Be able to **identify what resources exist** to support positive hauora for takatāpui, rainbow & intersex communities in your role



Key Terminology

*commonly used language in Aotearoa to describe gender,
sexuality and sex characteristics*

Terms Paradox



TERMS ARE MEANINGLESS

Terms tell you **almost none of what you need to know** to provide appropriate services or have **respectful, meaningful interactions.**

There has **never been consensus** on any rainbow-related term.

What you really need to know about rainbow people to support them doesn't come from an identity term.

TERMS ARE CRUCIAL

It is a way of conveying **respect and openness.**

The use of someone's terms tells them that you are **listening closely and respect their agency.**

Terms can **connect people to others** with shared identities and lived experiences, making them feel **part of a community**



Refers to categories based on biological aspects such as:

- reproductive functions
- hormones
- chromosomes
- secondary sex characteristics.

Intersex



Intersex is an umbrella term that's used to describe people born with innate **variations of sex characteristics** such as hormones, chromosomes, genitals and internal reproductive organs that do not necessarily fit binary notions of male or female bodies.

*Alternately, the term **endosex** is used for those born without variations of sex characteristics, whose bodies align with normative medical understandings of a male or female body*

Gender

Gender is based on an **internal sense of self.**

Gender is socially constructed, so how a person understands and describes their gender can depend on their **social** and **cultural context.**

People can express their gender in a variety of ways, and gender expression doesn't always equal gender identity.



Trans

Being **transgender** means that a person's gender is **not the same** as what was assumed at birth.

This can include people whose gender is **binary** (trans man or trans woman) as well people whose gender is **non-binary**.

***Cisgender** refers to a person whose gender is **the same** as what was assumed at birth*



Culture + Identity

Different cultures understand and express gender, sexuality, and identity differently, and these may not line up with Western/Pākehā ideas and terms.

*For example, the term **takatāpui** is used to encompass those who are **Māori and rainbow** and the fact that these two aspects of a person's identity are **deeply interconnected and cannot be separated**.*

*Many Pacific cultures have genders such as **fa'afafine** (Samoa) or **māhū** (Tahiti/Hawai'i) which can be roughly translated into Pākehā terms, but can only really be understood within their **cultural context***





Culture + Identity

Because of colonisation, many histories and identities that could be understood as rainbow have been actively erased, both in Aotearoa and for tauwi from other countries with a history of colonisation.

Some people may use both terms in English as well as culturally specific terms, depending on the context.

Others may only use culturally specific terms because their cultural identity is intrinsic to who they are. Others may only use terms in English.

It's really important to reflect the culturally specific language that people may use to describe themselves.



Sexuality

The **gender or genders** a person is attracted to. Can also describe the **degree** of, and **type** of attraction.

People may use more than one label to describe their sexuality, and the terms they use may change over time.

When we describe or define sexualities & sexual orientation, we do so based on the **gender of the people involved**, not based on sex or other physical characteristics.

Direction

The gender or genders a person is attracted to

pansexual

bisexual

Degree

The amount of attraction felt or the conditions in which it occurs

asexual demisexual

Type

The type of attraction felt, such as romantic, platonic or sexual

homosexual

homoromantic



Setting the scene

Statistics and current challenges related to Aotearoa's rainbow & takatāpui communities + their experiences

content warning: mention of suicidality, self harm & mental health distress

The image features a background of horizontal rainbow stripes. A white rectangular box is centered on the page, containing the text. The text is in a bold, black, sans-serif font.

4.2%

of the New Zealand population identify as transgender, non-binary (0.8%) or as a sexual minority (any sexuality other than heterosexual) (3.7%)*

*Statistics NZ Household Economic Survey, year ended June 2020

16%

of young people identify with a minority sexuality (e.g. gay, bisexual), or are questioning their sexuality.*

1.6%

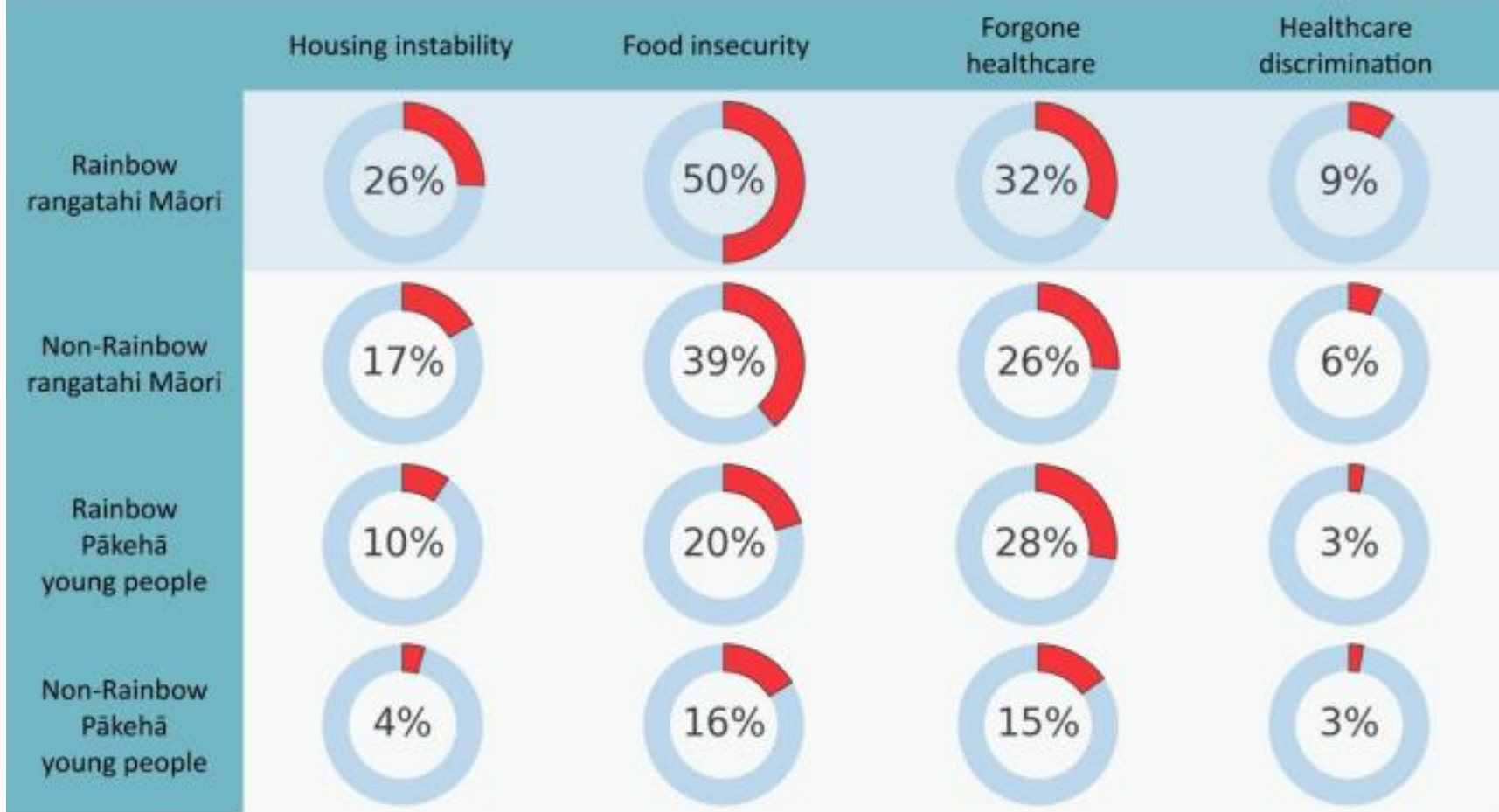
of young people identify with a minority gender (e.g. trans, non-binary), or are questioning their gender.*

The Youth 19 University of Auckland study showed that of the young people of other minority sexualities:

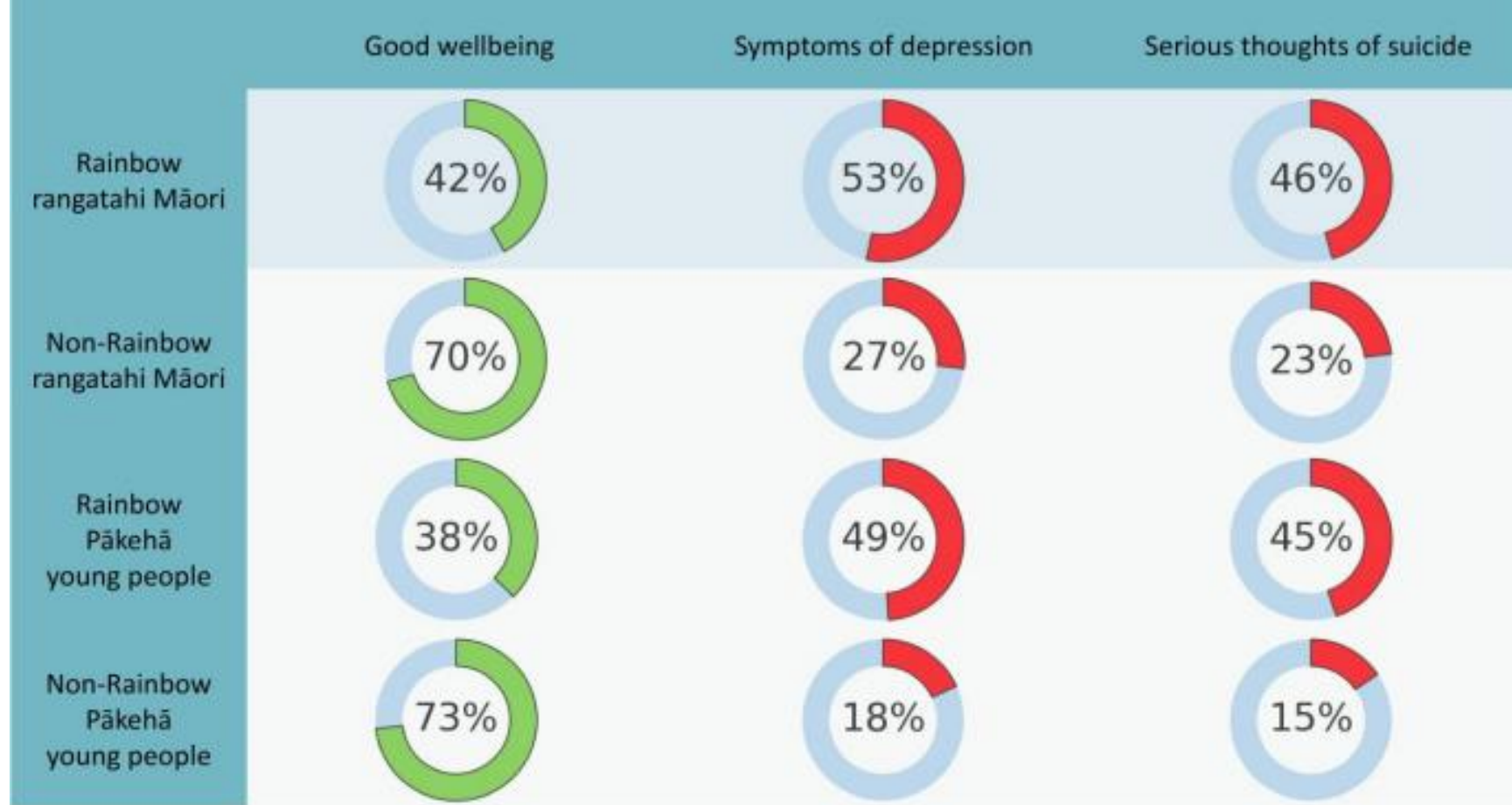
- Were **more than twice as likely to have attempted *suicide* or to have deliberately self-harmed** than their non-rainbow peers.
- ***Depressive symptoms* have increased from 27% in 2001 to 53.1% in 2019** while the symptoms in heterosexual young people have remained consistent and much lower
- Young people in rainbow communities are *more likely* to drink alcohol weekly; smoke cigarettes weekly; use cannabis on a weekly basis; have tried other drugs; or, binge drink alcohol.

The Youth 19 University of Auckland study showed that of the young people of other minority genders:

- **57% had significant depressive symptoms** and the **same percentage had self-harmed** in the previous 12 months.
- **26% had attempted suicide** in the last year.
- Were **more than 4x more likely** than their cisgender peers to experience **bullying at school on a weekly (or more frequent) basis**



A Youth19 brief: Rainbow rangatahi Māori, Greaves, L., Fleming, T., Roy, R., Fenaughty, J., Sutcliffe, K., & Clark, T. (2021)



A Youth19 brief: Rainbow rangatahi Māori, Greaves, L., Fleming, T., Roy, R., Fenaughty, J., Sutcliffe, K., & Clark, T. (2021)



26%

of trans or non-binary people reported that their **family or whānau** had either **stopped speaking to them for a long time** or had **ended the relationship** because of their gender identity
(Counting Ourselves 2019)

Why?

- Colonisation
- Minority stress
- Stigma & discrimination
- Rejection from family/friends
- Feeling isolated and disconnected
- Lack of respect and understanding of the diverse forms of sexuality, sex, and gender
- Feeling torn between communities (faith, culture)

**Making your professional
practice more rainbow affirming**

Strengths-based approach

Sex characteristic diversity, sexuality and gender identity are a positive resource for mental health and recovery.

A strong **sense of identity** contributes to **positive wellbeing, life satisfaction** and **resilience***, and is a strength in recovery from mental distress and in building positive social connections.

**Henrickson, M., and Neville, S. (2012). Identity Satisfaction Over the Life Course in Sexual Minorities. Journal of Gay & Lesbian Social Services*

62%

of trans or non-binary people
reported that they were **proud of
their gender identity** (*Counting
Ourselves 2019*)

Protective factors



- International research* has found that if rainbow young people have even just **one supportive, affirming adult in their life** that this significantly decreases their reporting of suicidality and mental health distress.
- Having a **strong sense of belonging to community** is also known to provide protection against adverse mental health outcomes
- For trans, non-binary and gender diverse communities, having **access to the gender-affirming healthcare** that they need is a key protective factor

*The Trevor Project, ‘The Trevor Project Research Brief: Accepting Adults Reduce Suicide Attempts Among LGBTQ Youth’, published June 2019

“Every time I see people who I haven’t seen in a while they comment that I seem happier and more myself. **I feel optimistic every day, no matter how hard things are getting.** I love my body and its changes, even the stressful ones, because they are now all my choice and a reflection of my affirmed gender. I am getting gendered correctly by strangers more and more often. **I am happy in my own skin. I feel like my body loves me back too”**

Pākehā, 17 years old (Identify Survey 2022)

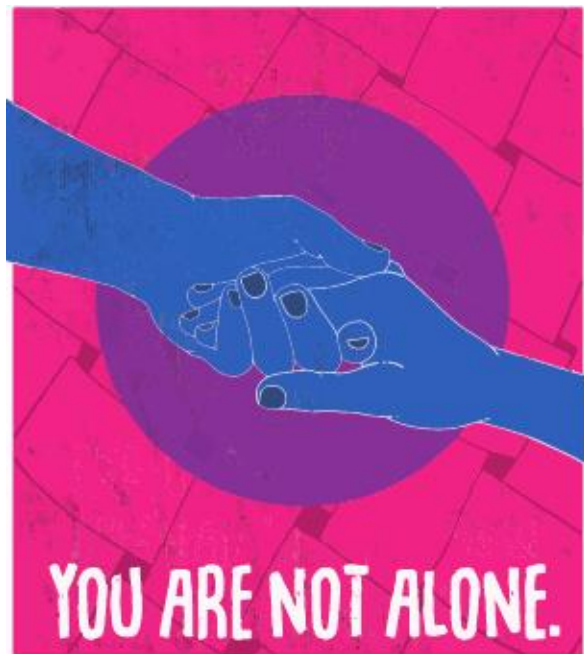
Visibility



A big part of supporting rainbow people involves making it **clear and explicit that you do support them** as many rainbow people will hesitate to be out unless they **know for sure it will be safe** for them.

This could look like:

- **Gender neutral facilities** in your spaces wherever possible, ie. wharepaku
- **Supporting** a rainbow staff group/network and the rainbow community eg. sponsorship, fundraising
- **Clear channels** for people (both staff and service users) to report anti-rainbow bullying, discrimination harassment, complaints - ideally with the option of being anonymous
- **Inclusive forms + documents** (where relevant, ie. when people need to enter personal details; allowing them to declare pronouns and true (rather than just legal) name)
- **Visible signs of support** and **rainbow inclusive resources** in your online and physical spaces



BE-THERE.NZ



TRANS
PEOPLE ARE
WHĀNAU



To find out more about supporting rainbow people, visit rainbowmentalhealth.nz



Language



Use inclusive or expansive language that **doesn't assume** and **makes room for everyone** (eg: *'people of all genders', not gendering body parts*)

Reflect the language that a person uses back to them, whether this be a client or colleague. **Respect that they are the expert** about their own identity/ies and lived experience

MARTIN

I think our linguistic choices are crucial, particularly as minorities. That's kind of how we relate to the world, by choosing certain words to describe us, our behaviours, our histories, whatever. I think it's really important to honour pronouns and names (...) if I call myself transgender don't call me a transsexual. I think our word choices are deliberate and I don't like seeing other people mess with those.

Respect self-determination



- Let the person you are supporting determine the extent to which their sexual orientation, sex or gender is something **they want to discuss with you**
- Don't assume a person's rainbow identity **is** or **isn't** linked to the reasons they are needing support
- **Ask questions before you ask questions** (ie. 'Are you comfortable with me asking you a question about ____? I completely understand if not')
- **Check in** with each person you are supporting **about how they would like to be addressed in different contexts**, ie. in the waiting room, in correspondence, with support people or other staff

Intersectionality



- **Many people in takatāpui, rainbow & intersex communities belong to other minoritised communities as well.** Their experience engaging with institutions and individuals is unique to the specific identities that they hold.
- Consider **how systemic discrimination intersects** across gender, sexuality, disability, race, religion, immigration status and more. **This includes appreciating how upholding Te Tiriti means ensuring tāngata takatāpui & rainbow Māori thrive**
- It is crucial to **acknowledge the ways that our history of colonisation here in Aotearoa informs where we are at today**, especially for our rainbow, intersex and takatāpui whānau.

Supporting Parents & Whānau

What to do when parents or whānau aren't supportive

- Where possible **follow the individual's lead** and affirm their identity
- Consider **safety** - if a person is at risk due to their gender diversity or other rainbow identity, respond as you would any other time a person you were supporting was at risk
- **Seek support** for yourself and the person you're supporting. This maybe be from within your organisation or from an external organisation
- Try to support the parents + whānau and **focus on the wellbeing of the person**- some 'unsupportive' parents + whānau may just be unaware or scared.

Resources for parents + whānau

Parents of Transgender Children NZ

A website for people and organisations who support transgender and gender diverse children in New Zealand, their parents and caregivers. They also have a facebook group you can access from their website

<https://www.transgenderchildren.nz/>

Portal Group to Secret Group for Parents

[Search “Portal Support for NZ Parents of Transgender and Gender Diverse Children”](#)

This group is secret for safety reasons, but the portal group can be found by anyone.

Help! Is My Child Transgender?

genderminorities.com/2017/04/01/help-is-my-child-transgender/

A resource from Gender Minorities Aotearoa

Storm Clouds and Rainbows A resource made by and about parents of trans children and young people in Aotearoa, with reflections about the experience and guidance around how best to support trans children

Your Child is a Taonga - a guide for parents of intersex rangatahi, developed by Intersex Aotearoa. Has great key messages to keep in mind for working with intersex young people and their families

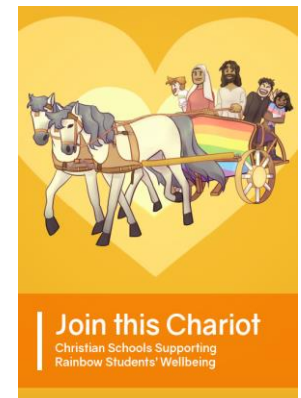
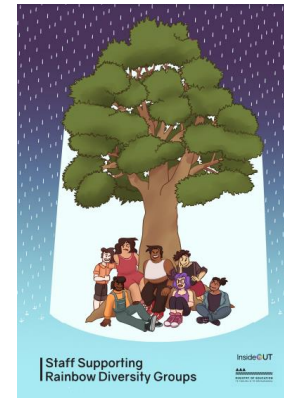
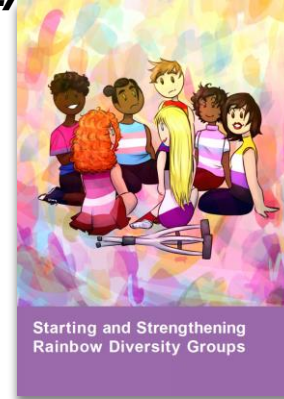
BE-THERE.NZ

“Aotearoa’s rainbow rangatahi are loved. We’re here for them, and we’re here for you.”

InsideOUT's Resources

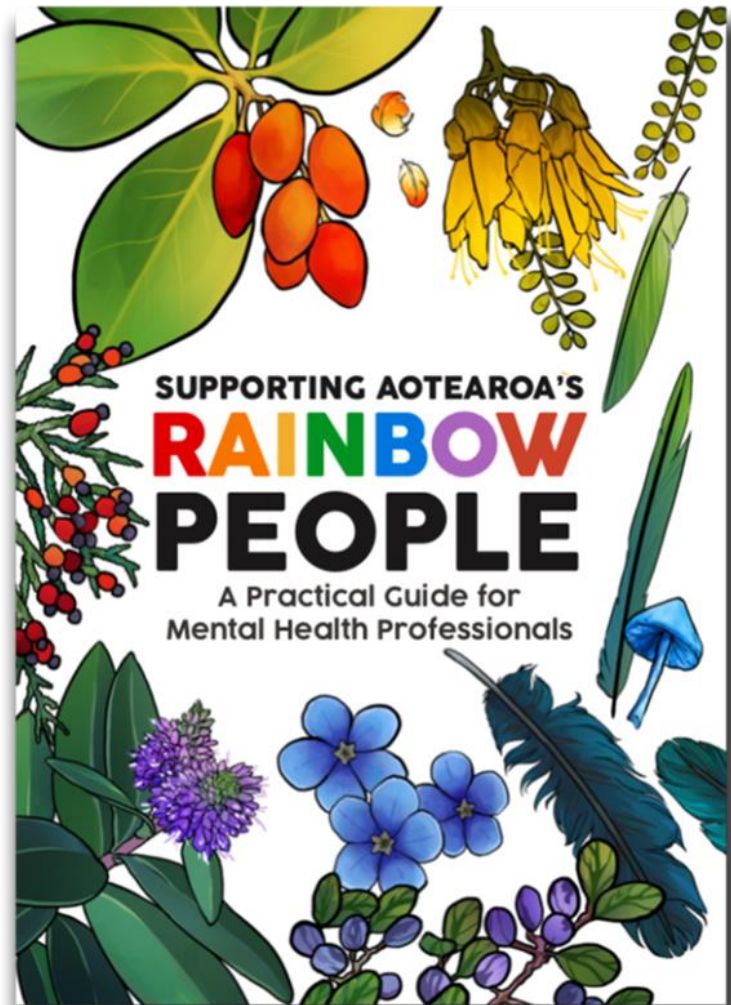
InsideOUT offers free resources and we have new ones freshly available! you can order them from our website at insideout.org.nz/resources

- **Starting + Strengthening Rainbow Diversity Groups/Staff Supporting Rainbow Diversity Groups:** one guide each for staff and students involved in (or hoping to start) a QSA/Rainbow Diversity Group
- **Legal Rights at School:** recently updated; an overview of rainbow students' legal rights in a school setting. Accessible for both students and staff
- **Join this Chariot:** aims to support Christian schools to be welcoming and safe places for rainbow rangatahi. Has context, information and advice for schools around the rainbow-faith intersection.



Supporting Aotearoa's Rainbow People: A Practical Guide for Mental Health Professionals

- A guide for working with Aotearoa's rainbow people. Available in English, Te Reo Māori, Chinese, and large print.
- Provides an accessible rundown of different identities and experiences, particularly in the context of mental health care
- Very useful for those working with people with mental health challenges



Making Schools Safer (2nd ed.)

- For school staff (also whānau and students) supporting trans, gender diverse, intersex students
- Includes info on legal frameworks, different areas of school life, cultural considerations
- Website-only content sits alongside resource (e.g. tips for parents/caregivers, responses to community concerns, gender support plan)
- Orderable from our website



Making Schools Safer

A practical resource for schools on supporting transgender, gender diverse, and intersex students in Aotearoa

Creating Rainbow-inclusive School Policies and Processes

- Resource to support school boards and staff implementing rainbow-inclusive school policies and processes
- Outlines relevant legal and education frameworks, offers practical guidance including policy checklists for schools to use as a self-audit tool
- To be used in consultation with school communities - adaptable, rather than copy-and-paste.



Creating rainbow-inclusive school policies and processes

A resource for school boards, leaders, teachers, guidance counsellors, and school communities

Further Opportunities

- InsideOUT can provide **support for your organisation to be more safe and equitable** for our takatāpui and rainbow communities.
- Our Workplace Services team can provide **tailored education** and also **consultation** about anything relating to the kaupapa of rainbow inclusion and best practice in this space. **Check out insideout.org.nz/for-workplaces** for more info!
- We have **Regional Schools Coordinators** all throughout Aotearoa who can provide tailored support to schools of all year levels. **Check out insideout.org.nz/for-schools** for more info!

Other resources

www.insideout.org.nz - free resources, project info, schools support, volunteer opportunities, training and consultancy

0800OUTLINE – free phone line where all counsellors are from the rainbow community, also provides some face to face counselling

https://takatapui.nz/ - resource hub for takatāpui and whānau

Intersex Trust Aotearoa NZ

Gender Minorities Aotearoa - resources for trans and gender diverse people, friends and whānau

Youth '19 Young People Attracted to Same/Multiple Sexes Report

Youth '19 Transgender Young People Fact Sheet

Counting Ourselves

rainbowmentalhealth.nz - provides accessible explanations of terms, concepts and ways to support rainbow communities

Manalagi repository - an open-access archive that centres Pacific LGBTQIA+ MVPFAFF communities in Aotearoa and the Pacific diaspora.

Final Questions?

insideout.org.nz

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