QUEER YOUNG PEOPLE IN AUSTRALIA:

INSIGHTS
FROM THE 2021
AUSTRALIAN
YOUTH
BAROMETER

BLAKE CUTLER BEATRIZ GALLO CORDOBA LUCAS WALSH MASHA MIKOLA CATHERINE WAITE

MAY 2022

MONASH YOUTH POLICY AND EDUCATION PRACTICE



ABOUT CYPEP

The Monash Centre for Youth Policy and Education Practice (CYPEP) is a multi-disciplinary research centre based in the Faculty of Education at Monash University. We undertake research into the social, political and economic factors, forces and trends that affect young people's lives. By focusing on issues that affect young people, and on developing policy and educational interventions to address youth disadvantage and amplify youth advantage, CYPEP aims to identify the challenges to, and opportunities for, building thriving communities for young people today and throughout their lives.

ABOUT THE AUTHORS

Blake Cutler is a research assistant with CYPEP and the Monash Q Project in the Faculty of Education. His research explores issues of social justice and the role of research evidence in education, with a particular focus on the experiences of queer young people.

Dr Beatriz Gallo Cordoba is a research fellow in CYPEP with a specialty in quantitative data and statistics. Her research focuses on the study of disadvantage in young people using large administrative and survey data and statistical analyses to find evidence about inequalities and the implications for education policy and practice.

Professor Lucas Walsh is the director of CYPEP and Professor of Education Policy and Practice, Youth Studies in the Faculty of Education at Monash University. His work has included joint research, education and evaluation projects bringing together industry, philanthropy and government, youth entrepreneurs and change-makers, and educators.

Dr Masha Mikola is a senior research officer in CYPEP with expertise in migration and multiculturalism. Her research interests include exploration of practices of inclusion and exclusion, racism and discrimination, and the way they affect young people's lifeworlds.

Dr Catherine Waite is a research fellow in CYPEP. Her research investigates the experiences of young people in rural and regional Australia, with a focus on young people's digital lives.

ACKNOWLEDGEMENTS

The authors gratefully acknowledge the excellent work of Roy Morgan in collaborating with CYPEP on the 2021 Australian Youth Barometer, for which the data in this report was collected. The authors are also grateful to the team supporting our work, including Lorenne Wilks, Wendy Mears and Gina Chow, who have played a key role in bringing the complex array of data together in this report and communicating it to you. We also acknowledge the advice and guidance of our colleagues in the Faculty of Education and Monash University in making CYPEP, and consequently this report, possible. The authors are also grateful to Professor Ruth Jeanes and Dr Lefteris Patlamazoglou for their advice and reflections. Finally, thanks to the CYPEP Advisory Board, Youth Reference Group and Management Committee for their guidance, support and insights.

CITATION

Cutler, B., Gallo Cordoba, B., Walsh, L., Mikola, M., & Waite, C., Queer Young People in Australia: Insights from the 2021 Australian Youth Barometer. Monash University, Melbourne: Centre for Youth Policy and Education Practice; 2022. DOI: 10.26180/19719532



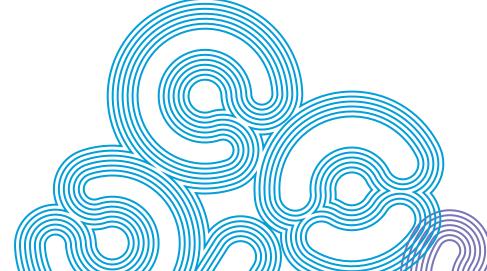


TABLE OF CONTENTS

01 PREFACE	01	FIGURES	
02 INTRODUCTION	03	Figure 1.	
03 EDUCATION	05	Sexual identity of Youth Barometer participants by gender identity	04
04 CITIZENSHIP AND BELONGING	07	Figure 2.	06
05 WORK	10	Satisfaction with educational experience	
06 WELLBEING	12	Figure 3. Rates of volunteering in different activities	08
07 CONCLUSION AND RECOMMENDATIONS	14	Figure 4. Employment status	10
REFERENCES	16	Figure 5.	
ANNEXURE A	17	Proportion of young people who sought mental health support in the last 2 years	13



O1 PREFACE

In 2021, we attempted to ascertain some of the pressures experienced by young people in the first Australian Youth Barometer, published at the end of the year. The data collected from our nationally representative survey of 505 young Australians and interviews with 30 more was rich and broad, encompassing areas such as education, employment, technology, health and wellbeing, finances, housing, civic participation and the impact of COVID-19.

In that report, we pointed to some of the pressures faced by queer young people in terms of their education, health and civic participation. However, these findings deserve greater discussion and deeper analysis in their own right.

The present paper is the first in CYPEP's series of deep dives into the Australian Youth Barometer. Herein, we delve into previously unpublished data about the experiences and realities for queer young people in Australia today.

The findings are particularly striking in relation to three areas: mental health and wellbeing, education, and employment. Queer young people can have markedly different experiences of belonging and exclusion. Some experience significant stress about interacting with other students and educators. Too many rate their mental health as poor and do not receive sufficient support.

By reporting on the disproportionate challenges faced by queer young people, we aim to highlight how these experiences reflect broader systemic influences in our society. As young people have clearly told us, more needs to be done to ensure safe and inclusive communities.

We hope that this report not only contributes to knowledge and discussion of this important issue, but stimulates action. We need to work together to build thriving communities for every Australian.

Lucas Well L

Professor Lucas Walsh
Director, Centre for Youth Policy and
Education Practice

REFLECTIONS FROM THE CYPEP YOUTH REFERENCE GROUP

This paper points to the importance of safe and comfortable spaces for young queer people. Spaces where queer folk don't need to come out and explain themselves constantly. Schools and educational settings can be one of these spaces. However, they can also be extremely dangerous and traumatic spaces. What this research points to is the lack of protection for queer people in educational spaces and the importance and responsibility of community leaders such as educators and teachers, to intervene and condemn harmful behaviours. This is crucial to keep young queer kids safe, supported and most importantly, celebrated.

ISOBEL

To see some of these findings five years on from Australia's legalisation of same-sex marriage is a sobering reminder that true change takes time. Despite the progress we've made, it's noteworthy that interactions with peers, educators and colleagues at school and work were common sources of stress. What should be spaces of care, equity and personal fulfilment are sometimes the very opposite for queer young people. The role of these institutions in becoming the former cannot be understated. Cultural change and institutional commitments to allyship are still so necessary.

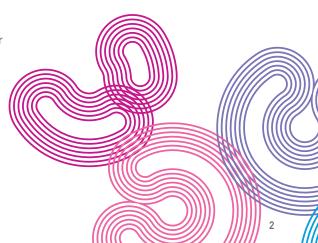
I grew up in a culture that is not very tolerant of queer communities. It is very sad to see that the queer community does not receive adequate support from society. I knew little about queer people before and this paper has provided me with a completely new insight into queer people that I will take forward with me. One notable finding is that some queer people experience significant stress and can face stigma at school and in the workplace. To address this stigma, we must listen to queer people's stories, experiences and concerns. The government, workplaces, and educators need to work together to listen to these challenges and address them.

CANDICE

I am astounded by the issues that disproportionately impact queer young people. I found the findings related to wellbeing particularly troubling as this has been an ongoing issue for queer youth for multiple generations. Queer youth should be able to access support services without fears of discrimination. More action needs to be taken to support queer youth, especially from the Australian Government and our society as a whole. Creating education, work and social environments where queer youth can feel comfortable is vital.

STEVEN

We live in a diversified world, where we have been offered the chance to create connections and celebrate differences. Sadly, we also live in a world of growing polarity. Queer young people have always been an essential group in the Australian youth community. They deserve a more inclusive environment to thrive, and it is our job to advocate and cheer for them. This paper offers vital insights into queer people's authentic experiences in Australia, it prompts us to re-examine the current queer-inclusive practices, and design more fundamental innovations for building a queer-inclusive social, educational and cultural environment.





O2 INTRODUCTION

In recent years, queer people's experiences and rights within Australian society have been the topics of incredibly public and political discussions. More often than not, these discussions are divisive, associated with significant media attention, and can place significant stigma-related pressures on queer people's physical and mental health. Those who participate in these discussions have diverse viewpoints, but there is often a common thread—a focus on queer young people and the role of education in their lives.

This paper presents a 'deep dive' into the experiences of queer young Australians from the 2021 Australian Youth Barometer,³ which surveyed over 500 young Australians aged 18 to 24 on topics including education, employment, health and wellbeing, finances, housing, civic participation and the impact of COVID-19. Just over one in five young people who participated in the Youth Barometer shared that they were a member of the queer community. Their responses provided us with insight into the strengths of queer young people and the disproportionate challenges they often face compared to heterosexual and cisgender young people. In highlighting these challenges, we aim to point to a path forward and call for action in the areas where queer young people can be better supported.

Much like the broader Youth Barometer, this paper does not provide a complete picture of queer young people, and nor would we claim to do so. We do, however, aim to highlight the systemic influences which impose disproportionate challenges on queer young people.

We recognise that research, especially quantitative research, has historically presented queer people from a deficit perspective and reinforced being heterosexual and cisgender as the social norm.⁴ For these reasons, we aim to place our findings within the context of other studies that have championed change for queer young Australians.

The queer young people we surveyed and interviewed for the Youth Barometer shared with us the terms that they use when referring to themselves. We did not feel that it was appropriate to possibly misrepresent or leave out their self-identification by using a form of the LGBTIQ+ acronym in this paper. For this reason, we purposefully use the term queer to refer to young people who use one or more of the identities represented within (and beyond) the LGBTIQ+ acronym.5 Our use of this term is not to imply that the experiences of all young people who are gender- and sexuality-diverse are alike. Rather, we must acknowledge that the individuality of queer young people's lives is not always captured adequately in quantitative research.4

To begin, this paper provides a brief overview of the methods for data collection and analysis. This is followed by a look into the pressures that queer young people face in education, belonging and citizenship, work and wellbeing, as well as the intersections between these areas. Finally, we discuss the implications of these findings for those working with queer young people.



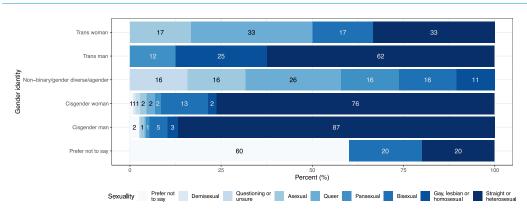
DATA COLLECTION AND ANALYSIS

This paper draws on survey and interview data collected from the 2021 Australian Youth Barometer.³ The survey was administered online, took approximately 15 minutes to complete and asked young people about topics such as education, employment, wellbeing, finances, housing, civic participation and the impacts of COVID-19. The survey also collected demographic information, including their gender and sexual identities. We aimed to collect this data in a respectful and inclusive way by allowing participants to select multiple options or describe their identities in open-text fields.⁶

Among the 505 survey participants in the Youth Barometer, there were 110 complete survey responses from queer young people. The survey participants were aged between 18 and 24 years, and were living in each Australian state and territory. None of the participants from the Northern Territory identified as queer (for further demographic details, refer to Annexure A). As demonstrated by Figure 1, there was considerable intersection between young people's gender and sexual identities.

To maintain anonymity of participants, we have not reported statistics for individual gender identities and sexualities due to the sample size. Instead we use the term queer to refer to those who identified in the survey as non-binary, gender diverse or agender; who disclosed that they had a transgender experience or identity: and/or who described their sexuality as gay, lesbian, homosexual, bisexual, pansexual, demisexual, queer, asexual, or questioning or unsure. This classification is based on three different survey questions: 'How do you describe your gender?' (response options: woman; man; non-binary/gender diverse; my gender is not listed; I identify as ___ __; prefer not to say); 'Do you have a transgender history, experience or identity?' (response options: yes; no; prefer not to say); and 'Which of the following best describes your sexuality?' (response options: straight or heterosexual; gay, lesbian or homosexual; bisexual; pansexual; queer; asexual; questioning or unsure; my sexual identity isn't listed in here; I identify as _: prefer not to sav).

FIGURE 1. SEXUAL IDENTITY OF YOUTH BAROMETER PARTICIPANTS BY GENDER IDENTITY (N=505)



03 EDUCATION

A typical young person in Australia spends eleven thousand hours completing compulsory education⁷, making education an important aspect of their lives. Education can also prepare them for a future in the workforce and is particularly influential in developing social connections and identities.

According to our survey data, enrolment rates were very similar between queer young people and the broader Youth Barometer population, regardless of the study hours (full-time or part-time) or mode of instruction (face-to-face or online). Overall satisfaction with their educational experience was also similar between queer and heterosexual/cisgender young people. However, there were specific aspects for which queer young people experienced different levels of satisfaction (see Figure 2).



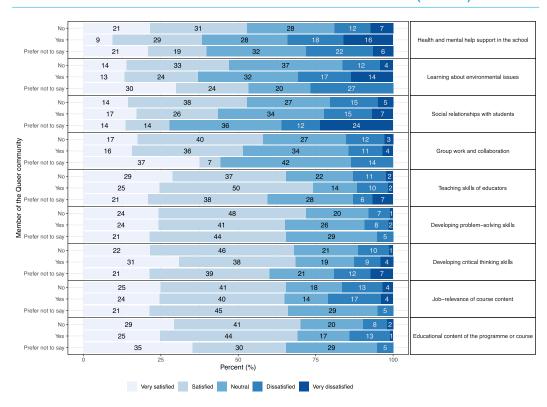


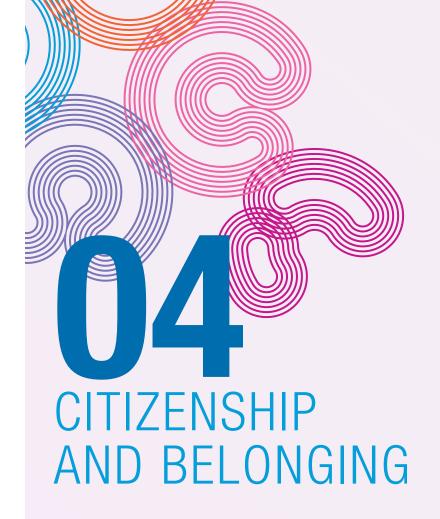
FIGURE 2. SATISFACTION WITH EDUCATIONAL EXPERIENCE (N=448)

Compared with the general Youth Barometer population, queer young people were 21 per cent less likely to be satisfied or very satisfied with their learning about environmental issues and 27 per cent less likely to be satisfied or very satisfied with the health and mental health support in their educational institution. As further discussed in the wellbeing section, this latter statistic has important implications for the educational experiences of queer young people given that schools can often be challenging environments.

Queer young people's satisfaction levels were also more polarised regarding their social relationships with other students. That is, they were more likely to report being either very satisfied or very dissatisfied, possibly reflecting different school experiences depending on their school context. Earlier research has pointed to the significant relationships between different aspects of school contexts and queer students' feelings and attitudes towards school.^{8,9} For example, queer students' feelings of connectedness and confidence are damaged in schools where they regularly experience marginalising language, yet these feelings are fostered in contexts where teachers regularly intervene if this language is used.9 Feelings of safety and comfort also vary in different educational settings, with queer

school students being more likely to feel unsafe compared with students in TAFE or university.¹⁰

According to the Youth Barometer survey data, there were different situations in educational settings that were a source of significant stress, particularly for queer young people. For instance, compared with cisgender and heterosexual young people, queer young people were 33 per cent more likely to experience significant stress at least sometimes when interacting with other students. They were also 11 per cent more likely to experience significant stress in relation to interacting with educators. This is perhaps unsurprising given the prevalence of harassment and discrimination directed at queer young people in educational institutions, often by other students.9,10 In one study of queer young people, 37 per cent heard other students use homophobic language 'almost every day'.9 In most cases (84 per cent) this was in front of teachers; however, only six per cent of queer young people indicated that teachers always intervened. This is important given that the regularity at which teachers intervened in these incidents was correlated with queer young people's feelings that their teachers cared for them and their sense of personal agency.9



Given the challenges faced by queer young people in educational settings, it was unsurprising that they were 21 per cent less likely than the broader Youth Barometer sample to agree that they feel like they belong at their educational institution. In interviews, queer young people spoke more about feeling a sense of belonging at events run by the queer community where there were no concerns around social relationships or repercussions for being themselves. For instance, one 20-year-old non-binary person noted:

"

There are a few times when I really had [those] really strong feelings [of belonging], but they very quickly disappeared again, if that makes sense. A lot of the time, the only time I really feel like that will be at events run by the trans community. Even then, as soon as you leave that event, it's almost like you have to hold your breath again. It's kind of suffocating ... Being in those [community-created] spaces, it gives the opportunity to just be yourself without any fear of judgement or repercussions. I think that's really important to have.

20-YEAR-OLD NON-BINARY PERSON

As with the general population of young Australians, feeling that their point of view was appreciated, solving problems together, and providing support to others were important for queer young people to feel like they belong. The same participant reflected:

"

I feel like the last time I really felt like [I belonged] would probably be at a local event that was featuring lots of other queer people, like myself, and raising awareness for that kind of stuff.

20-YEAR-OLD NON-BINARY PERSON

9 Arts and cultural activities 9 6 Environment-related activities Prefer not to say 5 6 17 No 3 9 Heritage/conservation groups 6 10 Nelfare-related care and services (e.g. Red Cross, care for homeless, etc. Emergency services 6 10 25 14 Student government 5 9 Religious or spiritual organisations

FIGURE 3. RATES OF VOLUNTEERING IN DIFFERENT ACTIVITIES (N=505)

Compared with the broader Youth Barometer population, queer young people were more than twice as likely to declare that sharing a similar ethnic or cultural background with others is not at all important for them to feel like they belong. This could be interpreted as queer young people seeing the diversity of the queer community as a strength, as noted by one 23-year-old man:

25 50 75

Percent (%)

Very often Often Sometimes Rarely Never

"

Last year, actually, I [went] to my first Mardi Gras parade in Sydney and it was just really good to see so many LGBTIQ people of all different skin colours, different nationalities, who identify as male or female, gender fluid. I think that was where I felt like I belonged. Just because it's not your every day. If I was to walk out of the house now, I guess I wouldn't see that. I felt safe.

23-YEAR-OLD MAN

This openness towards people with different ethnic and cultural backgrounds has also been explored in the literature. It has been suggested that within the young queer community there is a general understanding and acceptance of people's intersecting identities, such as their culture, ethnicity, and disability. This does not mean, however, that people from diverse cultures and ethnicities always feel fully included within the queer community. There is a need to give more visibility to and recognition of the issues faced by First Nations queer people. Acceptable 11,15,16

In addition to our interview data, other research suggests that queer young people are active members of their community. For instance, Hill et al.10 report that 58 per cent of queer young Australians had participated in or volunteered for at least one event that was supportive of the queer community within the previous 12 months. Although the Youth Barometer did not ask specifically about queer-supportive activities, queer young people were as likely as the broader population to volunteer in one or more activities. They were 13 per cent more likely to volunteer in arts and cultural activities, and 17 per cent less likely to volunteer in political parties or organisations (see Figure 3).

Although queer young people formally participated less often in political parties or organisations than cisgender or heterosexual young people, they were 20 per cent more likely to agree or strongly agree that they want the government to provide more social services. The need for the government to listen to queer people's concerns and provide extra support in relation to issues of visibility and positive social change was made clear in our interviews:

"

I think that when it comes to, especially with the government and trying to get them to listen to people who need help with different things, I think that there's definitely [a need there]. We definitely need to be raising the question, but I think that there is a lot of struggle to actually get [the government] to really hear what people are trying to say, if that makes sense. For example, as a trans person, it's often really disheartening. Seeing that for a lot of things, it's almost just like, we don't exist. A lot of the time, it's treated as though we're not here.

20-YEAR-OLD NON-BINARY PERSON

The same participant supported this point with the example of the 2021 Australian census survey:

"

We were included in the sense that there was the option of male, female, or non-binary option, meaning we could type in what we identify as. However, in the actual statistics, we weren't put into another category to say this is the other group, we were decided by a bunch of criteria, and slotted into either a male or female category, essentially removing the entire point of having the option in the first place. So, it's things like that where it becomes really disheartening when you work towards things, and you don't see that change happening.

20-YEAR-OLD NON-BINARY PERSON

In addition, some interviewees also criticised the government for their handling of key public debates surrounding the queer community, especially when they felt that the government had strategically engaged with these issues for political gain:

"

The government doesn't care about same sex marriage. The only reason they looked like they cared about it is because it affected whether or not they got votes.

24-YEAR-OLD NON-BINARY PERSON

The need for the government to listen to queer people's concerns and provide extra support in relation to issues of visibility and positive social change was made clear in our interviews.



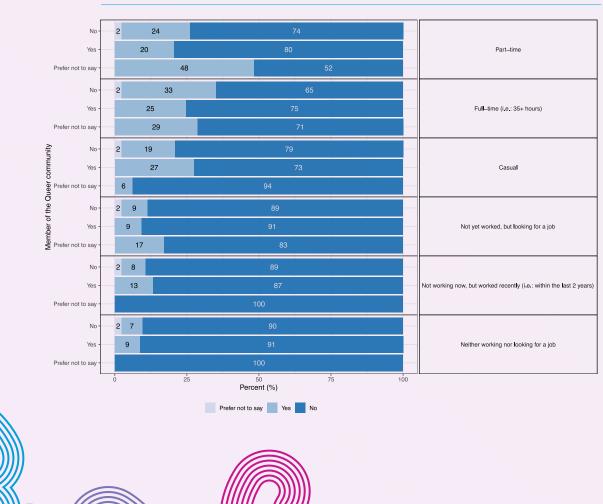


Overall, queer young people reported different employment experiences to the broader population of the Youth Barometer.

Queer young people were six per cent less likely to have experienced underemployment (wanting to work more hours but unable to) in the last two years, although the duration of periods of underemployment was similar to that of cisgender and heterosexual young people.

On the other hand, queer young people were 29 per cent more likely to be unemployed and also reported slightly longer periods of unemployment. When they did find employment, queer young people were 42 per cent more likely to be employed as casuals (see Figure 4).

FIGURE 4. EMPLOYMENT STATUS (N=505)



As with the general population of young people, queer young people identified their communication skills, the availability of more jobs in their local area, and the availability of flexible hours as the three most important aspects for finding and securing a job. Yet, queer young people were 18 per cent less likely than cisgender and heterosexual young people to consider volunteering as an important factor to get a job. In interviews, some queer young people discussed how other factors, such as their physical appearance, played a role in their ability to secure a job. For example, one participant noted:

"

[In my field,] I think the key to preference towards males is [related to their] physical attributes. Men who present as slightly more feminine seem to be picked up for their roles a lot more. I'm not clean shaven, and I'm, like, physically large. ... If I was more sort of physically predisposed to that sort of work, I feel like I would have been presented with more opportunities.

24-YEAR-OLD NON-BINARY PERSON

Compared with cisgender and heterosexual young people, queer young people were six per cent less likely to feel satisfied or very satisfied with their current or most recent job. This may be because social relationships with others in the workplace were significant sources of stress. Queer young people were 58 per cent more likely to report that interacting with other people at work was often or very often a significant source of stress. They were also 50 per cent more likely to report that feeling underappreciated at work was a significant source of stress.

This appeared to have flow-on effects for queer young people's expectations about their future jobs. For example, compared with the broader Youth Barometer population, queer young people were 85 per cent more likely to feel pessimistic or very pessimistic about working in a meaningful job. Furthermore, they were twice as likely to feel pessimistic or very pessimistic about achieving financial security. This is understandable given existing data about gueer young people's experiences of the workplace. For example, one study reported that one in three gueer young people have felt unsafe or uncomfortable in the workplace due to their sexuality or gender identity. 10 Many queer young people are also uncomfortable about disclosing this information, as just under half (43 per cent) of queer young people had disclosed their identity at work.¹⁰ For this reason, workplace leaders play an important role in creating safe work cultures, as noted in one of the interviews:

"

Work culture is definitely a big thing, especially your managers. If you get along with your manager, and your manager is very friendly, or they care about you, it makes work a little bit more enjoyable.

23-YEAR-OLD MAN

OG WELLBEING

There is a large body of research that identifies how queer young people's experiences of social stigma, discrimination and prejudice negatively impact their mental health and wellbeing. ¹⁰ Evidence of this was also seen in the Youth Barometer data, where queer young people were 1.4 times more likely than heterosexual and cisgender young people to rate their own mental health as poor or very poor.

However, queer young people can face challenges when accessing support. In one study, almost one in three (32 per cent) trans young people who sought support from a psychiatrist in relation to their gender identity were not satisfied with the service that they received. ¹⁷ In an interview, a 20-year-old trans person spoke about the specific healthcare challenges they faced:

I have a few health problems myself [and] being trans, there are a lot of issues getting into the healthcare system to try and figure things out. ... So essentially, being a trans person, there is a fifteen-month to twoyear waiting list, to even be able to see a gender specialist in hospitals and healthcare systems. A lot of transgender-based medical things that you have to go through have one and a half to two year plus waiting lists, and there are very minimal places that actually offer the treatment that a lot of people are seeking, if that makes sense. Very few hospitals actually offer a lot of the psychological and bodybased specialities, I guess.

20-YEAR-OLD TRANS PERSON

In our survey, queer young Australians were 84 per cent more likely than cisgender and heterosexual young people to have sought and received mental health support in the last two years, and were 71 per cent more likely to have sought but not received this support in the same time period (see Figure 5). Those who received mental health support were as satisfied as cisgender and heterosexual young people with that support. However, as mentioned in the Education section, queer young people were 27 per cent less likely to be satisfied or very satisfied with the health and mental health support in their educational institution.

This is consistent with previous research demonstrating that queer young people are more likely to share their feelings and experiences with a counsellor outside of their educational institution, compared to one within.⁸ In another study, only 39 per cent of gender diverse young people considered the 'relevant inclusive counselling' provided at their educational institution to be 'mostly appropriate', whereas 32 per cent considered it 'mostly inappropriate'.¹⁸

Queer young people represented in the Youth Barometer were more likely to seek assistance from health or mental health professionals when confronted with an issue that was causing significant concern. They were less likely than the broader population to seek support from religious mentors or those in their immediate home environment, such as parents/guardians or relatives. This is of particular significance given the current context of the COVID-19 pandemic. For instance, recent research on the impact of stay-at-home orders pointed to a moderate decline in queer people's wellbeing when the home was not a safe or supportive environment.¹⁹ One Youth Barometer interviewee reflected on the importance of a supportive family environment for them and their friends during lockdowns:

"

Mental health is a big problem because now [during COVID-19] that people are at home, there's a lot more people who are experiencing domestic violence or abuse within their own families, who typically would have escaped ... Just speaking from my experience, it has been positive because my family is accepting. However, I am a gay Muslim, I'm living with my mum, but let's say if I was living with another family, they might not be accepting and that could be challenging. I have spoken to a few people in the gay community whose parents are not accepting, who have had it worse. Some people are not themselves because of lockdown, they are in these tough situations. I think that has put a toll on some people's mental health.

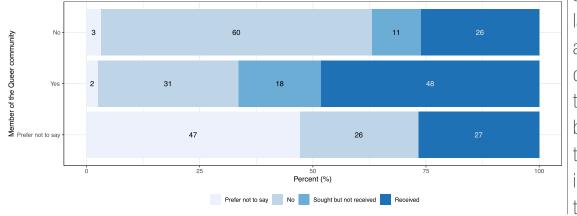
23-YEAR-OLD MAN

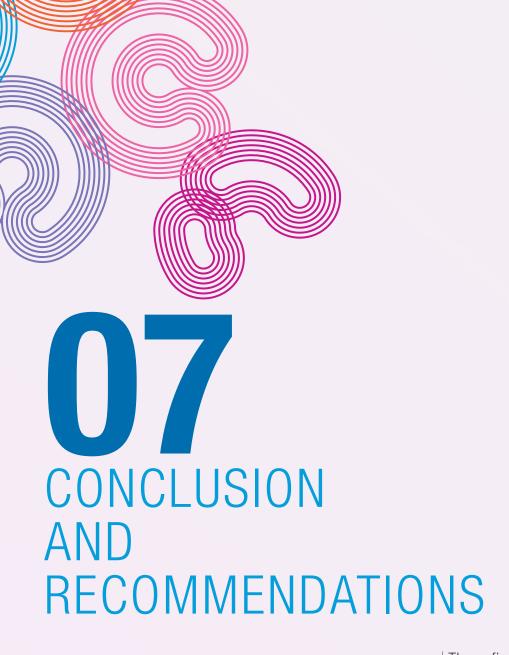
According to the survey data, most young Australians saw these supportive environments as being affected, with 80 per cent reporting that the pandemic affected their relationships with their family and with their romantic partners. This was not significantly different for queer young Australians.

When asked to consider the future beyond COVID-19, queer young people were concerned about their financial security. Specifically, they were 38 per cent more likely than cisgender and heterosexual young people to believe that they will be financially worse off than their parents. Despite saving with similar frequency as the general population of young people, queer young people were 52 per cent more likely to report experiencing financial difficulties often or very often in the last two years.

Queer young Australians were 84 per cent more likely than cisgender and heterosexual young people to have sought and received mental health support in the last two years, and were 71 per cent more likely to have sought but not received this support in the same time period.

FIGURE 5. PROPORTION OF YOUNG PEOPLE WHO SOUGHT MENTAL HEALTH SUPPORT IN THE LAST 2 YEARS (N=505).





These findings highlight how queer young people in Australia face more pronounced challenges than cisgender and heterosexual young people.

These challenges influence their sense of belonging at their place of work or study, their perspectives about the future, and their overall mental health. Accordingly, this paper has several implications for policy, workplaces and educational practice, for which we suggest some examples of practical evidence-based actions that could better support queer young people.

RECOMMENDATIONS FOR THE AUSTRALIAN GOVERNMENT

The Youth Barometer data indicates that queer young people are aware of the challenges faced by their community, but feel that their concerns are not being heard, especially by the Australian Government. The Australian Government has a responsibility to consult with queer young people and provide support to address the concerns they raise. For this reason, we recommend that the Australian Government:

 Includes inclusive questions about gender and sexuality in formal information gathering processes, such as the Australian census, in order to develop and provide more targeted support services for the queer community.

RECOMMENDATIONS FOR WORKPLACES AND WORKPLACE LEADERS

Workplaces are settings where queer young people experience significant stress about interacting with other people and can feel unsafe. These concerns appear to have flow-on effects about queer young people's expectations for meaningful future employment and achieving financial security. Given the role that workplace leaders play establishing and sustaining safe work cultures, we recommend that they:

 Organise inclusive workplace training to empower their staff to proactively address the barriers that queer young people face.
 For example, evidence-based training programs are delivered by Rainbow Health Australia²⁰ and Minus.^{18,21}

RECOMMENDATIONS FOR HEALTH CARE PROVIDERS

Our survey and interview data highlight the need for greater access to queer-friendly health and mental health support, especially transaffirming care. This is of particular importance in educational institutions where queer young people reported lower levels of satisfaction with these services. Consequently, in addition to the workplace recommendation above, we encourage health services, especially those in educational settings, to:

 Undertake audits to review their ability to deliver inclusive services. There are several resources available, including the Rainbow Tick Framework²³ for health and human services organisations and the Safe Schools' Guide²⁴ for education settings.

RECOMMENDATIONS FOR TEACHERS AND SCHOOL LEADERS

It is essential to create educational environments which positively represent queer identities and topics. These environments can support queer young people to feel comfortable about being themselves, to have their voices heard, and to have their contributions recognised. Teachers and school leaders play an important role in meeting this goal⁹ and should be confident and comfortable to adopt queer-inclusive practices.²⁵ For these reasons, we recommend that educators:

- Adapt and implement evidence-based policies, such as Bartholomaeus and Riggs'²⁶ policy for transgender and non-binary people, in their settings.
- Undertake inclusive classroom training²⁷ and explore queer-inclusive teaching resources, such as All of Us²⁸, to consider how to positively discuss queer topics in the classroom.

RECOMMENDATIONS FOR ALL

Overarching each of these recommendations is our responsibility as individuals and as a society to be informed and empowered allies of the queer community. The onus for addressing the challenges outlined in this paper does not rest with queer young people. Rather, we all have important roles to play in amplifying queer people's voices and working with queer people to address their concerns.¹⁰ In this vein, we recommend that allies, friends, family members and colleagues:

- Familiarise themselves with inclusive language guides²⁹ to adopt inclusive language practices, as well as learn how to recognise and intervene when marginalising language is used by others.
- Understand and follow the best practice guidelines for supporting queer young people as outlined in the resources published by youth-focused queer platforms and organisations, such as The Rainbow Owl³⁰, Minus1831 and The Trevor Project.³²





REFERENCES

- Law B. Moral panic 101: Equality, acceptance and the Safe Schools scandal. Quarterly Essay. QE67, September 2017.
- Verrelli S, White FA, Harvey LJ, Pulciani MR. Minority stress, social support, and the mental health of lesbian, gay, and bisexual Australians during the Australian Marriage Law Postal Survey. Australian Psychologist. 2019;54(4): 336-346. doi: 10.1111/ap.12380
- Walsh L, Waite C, Magyar B, Gallo Cordoba B, Mikola M, Cutler B. 2021 Australian youth barometer. Melbourne: Monash Centre for Youth Policy and Education Practice; 2021. doi: 10.26180/16910956
- Strunk KK, Hoover PD. Quantitative methods for social justice and equity: theoretical and practical considerations, in KK Strunk & LA Locke (eds), Research methods for social justice and equity in education, Cham: Springer International Publishing; 2019; 191-201. doi: 10.1007/978-3-030-05900-2_16
- Gray EM, Harris A. Marked presence/unremarkable absence: queer teachers, 'identity' and performativity, in A Harris & EM Gray (eds), Queer teachers, identity and performativity, London: Palgrave Macmillan; 2014; 1-10. doi: 10.1057/9781137441928
- Barclay A, Russell M. A guide to LGBTIQ-inclusive data collection. Canberra: Canberra LGBTIQ Community Consortium; 2017. Available from: https://genderrights.org.au/wp-content/uploads/2020/03/LGBTIQ-Inclusive-Data-Collection-a-Guide.pdf
- Organisation for Economic Co-operation and Development. Education at a glance 2021: OECD indicators, Paris: OECD Publishing; 2021. doi: 10.1787/ b35a14e5-en
- Robinson KH, Bansel P, Denson N, Ovenden G, Davies
 C. Growing up queer: issues facing young Australians
 who are gender variant and sexuality diverse. Sydney:
 Young and Well Cooperative Research Centre; 2014.
 Available from: https://www.twenty10.org.au/wp-content/
 uploads/2016/04/Robinson-et-al.-2014-Growing-upQueer.pdf
- Ullman J. Free2Be... yet?: the second national study of Australian high school students who identify as gender and sexuality diverse. Penrith: Western Sydney University; 2021. doi: 10.26183/3pxm-2t07
- 10. Hill AO, Lyons A, Jones J, McGowan I, Carman M, Parsons M, et al. Writing themselves in 4: the health and wellbeing of LGBTQA+ young people in Australia. Melbourne: Australian Research Centre in Sex, Health and Society; 2021. doi: 10.26181/6010FAD9B244B
- 11. Ward R. 'I just want to be myself': how we can challenge homophobia, transphobia, and racism in Australian schools. Journal of Intercultural Studies. 2017;38(4):469-470. doi: 10.1080/07256868.2017.1341397
- 12. Wright HK, Xiao Y. 'We've worn out the use of that word': Australian new youth on multiculturalism, and the politics of identity, difference and belonging. Diaspora, Indigenous, and Minority Education. 2022; Advance online publication:1-17. doi: 10.1080/15595692.2022.2028136
- Hodge D, editor. Colouring the rainbow: Blak queer and trans perspectives. Life stories and essays by First Nations people of Australia. Mile End: Wakefield Press; 2015. 332 p.
- 14. Spurway K, Sullivan C, Leha J, Trewlynn W, Briskman L, Soldatic K. 'I felt invisible': First nations LGBTIQSB+ young people's experiences with health service provision in Australia. Journal of Gay & Lesbian Social Services. 2022;Advance online publication:1-24. doi: 10.1080/10538720.2022.2045241
- Low L, Pallotta-Chiarolli M. 'And yet we are still excluded' reclaiming multicultural queer histories and engaging with contemporary multicultural queer realities, in F Mansouri (ed), Cultural, religious and political contestations: the multicultural challenge, Cham: Springer International Publishing; 2015; 169-184. doi: 10.1007/978-3-319-16003-0_11

- 16. Pallotta-Chiarolli M, Sweid R, Sudarto B. 'You can't be gay and do religion': understanding Muslim LGBTIQ+ experiences of accessing support services. Journal of Intercultural Studies. 2022;43(1);148-165. doi: 10.1080/07256868.2022.2012136
- 17. Strauss P, Cook A, Winter S, Watson V, Wright Toussaint D, Lin A. Trans pathways: the mental health experiences and care pathways of trans young people. Perth: Telethon Kids Institute; 2017. Available from https://www.telethonkids.org.au/projects/past/trans-pathways
- 18. Smith E, Jones T, Ward R, Dixon J, Mitchell A, Hillier L. From blue to rainbows: the mental health and well-being of gender diverse and transgender young people in Australia. Melbourne: Australian Research Centre in Sex, Health and Society; 2014. Available from http://hdl.handle.net/1959.9/561123
- Grant R, Gorman-Murray A, Briohny Walker B. The spatial impacts of COVID-19 restrictions on LGBTIQ wellbeing, visibility and belonging in Tasmania, Australia. Journal of Homosexuality. 2021;68(4):647-662. doi: 10.1080/00918369.2020.1868188
- 20. Rainbow Health Australia. Training programs [Internet, cited 2022 Mar 11]. Available from: https://rainbowhealthaustralia.org.au/training-programs
- Minus 18. Inclusive workplaces [Internet, cited 2022 Mar 11]. Available from: https://www.minus18.org.au/workshops/workplace
- 22. Mackie G, Lambert K, Patlamazoglou L. The experiences of psychologists working with transgender young people in school counselling: an Australian sample. Counselling Psychology Quarterly. 2021;Advance online publication;1-24. Doi: 10.1080/09515070.2021.2001313
- 23. Jones J, Fairchild J, Carman M, Kennedy P, Joseph S, Parsons M. Rainbow tick standards: a framework for LGBTIQ cultural safety. Melbourne: Rainbow Health Victoria; 2020. Available from: https://www.latrobe.edu.au/data/assets/pdf file/0015/1205601/Rainbow-Tick-standards-A-framework-for-LGBTIQ-cultural-safety.pdf
- 24. Department of Education and Training Victoria. Guide to making your school safe and inclusive for LGBTI students. Melbourne: Department of Education and Training Victoria; 2017. Available from: https://www.education.vic.gov.au/Documents/about/programs/health/safeschoolsguide.pdf
- 25. Cutler B, Adams M, Jenkins L. Working towards LGBTIQ-inclusive education: perceptions of pre-service teachers' comfort and emotional experience. Asia-Pacific Journal of Teacher Education. 2021; Advance online publication:1-16. doi: 10.1080/1359866X.2021.2010274
- 26. Bartholomaeus C, Riggs DW. Transgender and non-binary students, staff, and family members in schools, in K-A Allen, A Reupert & L Oades (eds), Building better schools with evidence-based policy: adaptable policy for teachers and school leaders, London: Routledge; 2021;183-191. doi: 10.4324/9781003025955
- Minus 18. Inclusive classrooms [Internet, cited 2022 Mar 11]. Available from: https://www.minus18.org.au/workshops/schools
- 28. Bush C, Radcliffe J, Ward R, Scott M, Parsons M. All of us: understanding gender diversity, sexual diversity and intersex topics for yeas 7 and 8. Melbourne: Safe Schools Coalition Australia and Minus18; 2015. Available from: https://www.minus18.org.au/resources/all-of-us
- 29. State Government of Victoria. LGBTIQ+ inclusive language guide. Melbourne: State Government of Victoria; 2022. Available from: https://www.vic.gov.au/inclusive-language-guide
- 30. The Rainbow Owl. Welcome [Internet, cited 2022 Mar 11]. Available from: https://www.the-rainbow-owl.com
- 31. Minus18. Resources [Internet, cited 2022 Mar 11]. Available from: https://www.minus18.org.au/resources
- 32. The Trevor Project. Resource centre [Internet, cited 2022 Mar 11]. Available from: https://www.thetrevorproject.org/resources

APPENDIX

ANNEXURE A

DESCRIPTIVE STATISTICS FOR SURVEY RESPONDENTS FROM THE QUEER COMMUNITY

	n	Percentage
Gender identity		
Cisgender man	22	20
Cisgender woman	60	54.5
Non-binary/gender diverse/agender	14	12.7
Trans man	8	7.3
Trans woman	6	5.5
Sexuality		
Straight or heterosexual	7	6.4
Gay, lesbian or homosexual	16	14.5
Bisexual	47	42.7
Pansexual	9	8.2
Queer	13	11.8
Asexual	10	9.1
Questioning or unsure	6	5.5
Demisexual	2	1.8
Age (years)		
18	5	4.5
19	14	12.7
20	14	12.
21	26	23.6
22	11	10
23	19	17.5
24	21	19.
State		
ACT	5	4.5
NSW	31	28.2
VIC	30	27.3
QLD	22	20
SA	10	9.
TAS	3	2.7
WA	9	8.2
Location		0
Metro	95	87.2
Regional/Rural	14	12.8
Living situation	17	12.
Family home	53	48.
House sharing	30	27.3
-	14	12.
Independent single Independent family/couple	13	11.8
SES (postcode)	13	11.0
	15	10.6
Low	15	13.
Medium	46	42.2
High Birth location	48	
		0.4.4
Australia	93	84.
Abroad	17	15.
First Nations		
Yes	10	9.
No	95	86.4
Don't know/prefer not to say	5	4.5
Disability		
Yes	33	30
No	77	70





FACULTY OF EDUCATION

MONASH UNIVERSITY

WELLINGTON ROAD CLAYTON, VICTORIA, 3800 AUSTRALIA

T +61 3 9905 2876 E CYPEP@MONASH.EDU

FOLLOW US ON TWITTER **@MONASHCYPEP**

MONASH.EDU/EDUCATION/CYPEP

CRICOS PROVIDER: MONASH UNIVERSITY 00008C

