



## INCLUSIVE EDUCATION MAKES EVERYONE SAFER

"I have come to see that the gaps and silences in our schools and curricula around LGBTIQ students and diverse families contribute to bullying. They leave ALL our students growing up with the false belief that there is something wrong with being who they are. This creates an environment that allows violence, discrimination, ridicule, and bullying to occur. Unless we all do something, we allow this."

( primary school teacher - south )



## BACKGROUND

Community organisation **Working It Out** is Tasmania's gender, sexuality and intersex status support, education and advocacy service. WIO has worked with the Tasmanian Department for Education, Children and Young People for over twenty years.

Working It Out is a member of DECYP's **LGBTIQA+ Working Group**. We are a contributor to the development of the **Supporting Sexuality, Sex and Gender Diversity in Schools Policy**, as well as the *Guidelines for Inclusive Language* document.

This work led to the creation of the **Valuing Diversity Framework (VDF)**. The **VDF** takes a holistic, long-term approach to supporting schools to reduce stigma, celebrate diversity and create inclusion.

The LGBTIQA+ School Inclusion Officer roles are state government funded positions whose services are available to DECYP schools free of charge.

## VDF PILLARS

### Community

- Engaging with community & school associations
- Advising on policy development

### Learning

- Delivering PL to staff in schools
- Developing inclusive curriculum resources

### Affirmation Planning

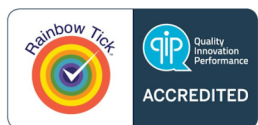
- Safety planning
- Working with students, carers / parents and schools

### Pride / Diversity Groups

- Training pride group adult advisors
- Supporting student-led Pride groups in schools and colleges

80% OF  
LGBTIQA+ YOUNG  
PEOPLE  
EXPERIENCE DIRECT  
OR INDIRECT  
DISCRIMINATION  
AT SCHOOL.

Working It Out's Valuing  
Diversity Framework takes a  
whole of school approach to  
assist, educate and inspire  
schools to be safe and inclusive.



CONTACT US:

LGBTIQA+ School Inclusion Officers

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BUILDING  
INCLUSIVITY +  
COMBATTING  
LGBTIQA+  
BULLYING IN  
TASMANIAN  
SCHOOLS



Tasmania's gender, sexuality and intersex  
support, education & advocacy service