
OMG I'M
QTIPOC

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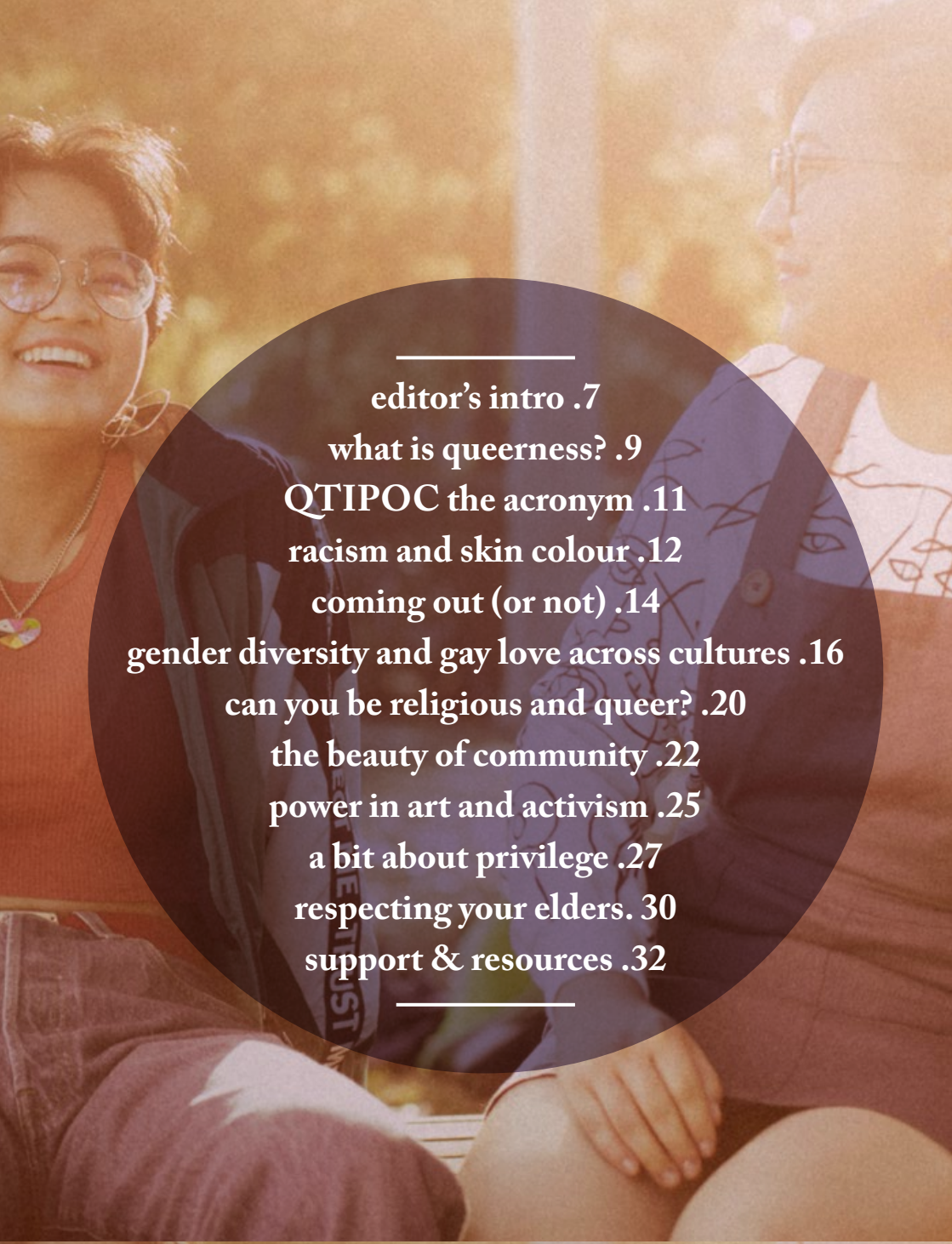




WE MADE THIS ↗


OMG I'M
QTIPOC
FEMME


BEING A QUEER,
TRANS AND/OR
INTERSEX PERSON
OF COLOUR
DOESN'T HAVE TO
BE AN OMG THING.



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We acknowledge the Wurundjeri people of the Kulin nation, on whose unceded land this resource was written and produced. Sovereignty has never been ceded and treaties have never been signed.

Aboriginal and Torres Strait Islander people were the first to inhabit this land and they remain our leaders today. As settlers on this land, the producers of this resource recognise the role of colonisation in disrupting First Nations genders and sexualities, many of which would be called queer and trans today.



editor's intro.

bobuq sayed

I was 18 years old when I moved to Melbourne to let the queer person hidden inside of me out and into the world. Where I grew up, my community and family scrutinised everything I did for the smallest signs of femininity and difference. But even after I moved here, I spent a lot of time in between houses and friendship groups, trying to find other people who understood me. Something was missing. It seemed like the people I was meeting were only engaging with part of me.

Finding other Queer, Trans and/or Intersex People of Colour (QTIPOC) made such a difference in my life. I still have all sorts of friends but being able to build connections with people who get what it's like made me feel like I belonged somewhere, like I had finally found a home. We're not perfect, but no one and no where ever is. I love our strength, our beauty and our solidarity, and I want younger QTIPOC to feel comfortable learning about their identity, intersectionality and meeting one another.

This resource is first and foremost for young QTIPOC, but it is also for their peers, their teachers, their families and the services that work with them. We can all learn how to be more intersectional and affirmative in our care.


Being queer has shaped the way I view the world. I'm a lot more open minded and exposed to heaps of different communities.
Milo Milton-Moon

what is queerness?

You've probably heard the word queer thrown around a lot lately. That singer everyone loves is queer, or the storyline of that TV show was so queer. But what does queer actually mean and how does a person become queer? It can seem daunting, especially if you haven't met a lot of queer people yet and the people you're around aren't speaking openly about gender and sexuality.

Maybe none of the letters in the LGBTIQA acronym fit you right now. That might change, or it might not. Either way, if you're starting to feel like straight and/or the gender you were assigned at birth doesn't fit you any more, then this is the resource for you.

Part of what we're going to do here is debunk a bunch of the popular myths about queerness and show you that there isn't one single pathway to get there. It's different for everyone. There is no better way to be queer and there's no one-size-fits-all guide to queerness. So don't freak out if you're not exactly sure what queer means or how it's different to LGBTIQA (most people would struggle to give a proper answer anyway).

The meaning of queer has actually changed heaps over the last couple of generations. Queer used to be a harsh insult, and lots of older people will never be able to bring themselves to use the word queer for that reason. But queer is a word and idea that young people have reclaimed. For us, it's an identity we celebrate being a part of.

A person can be queer because they don't feel comfortable with the gender given to them at birth (transgender and gender diverse) or because they aren't sexually or romantically attracted to the kinds of people that society expects them to be attracted to. Common queer identities include gay, lesbian, bisexual, pansexual, and transgender.

There are also other queer identities, such as intersex and asexual, but some members of these communities do not identity as queer. It's always better to ask someone privately if they're cool being called queer, because automatically assuming they're comfortable with it isn't always going to be true. Instead of making assumptions about someone's gender or queerness, most people prefer to be asked "are you queer?" or "what are your pronouns?"

Remember that queerness looks different to different people. Having coloured hair or multiple partners doesn't make anyone's queerness more valid. Likewise, how you present your gender can change depending on who you're with, where you are and how safe you feel in your body.

I guess that's the radical thing about the umbrella term queer – it shows that a person's sexual and gender identities don't fit the social understanding of normal, but it also opens doors to more specific language if needed. It's the most broad and inclusive word there is to describe anti-normativity.



I've grown up in a White household for most of my life and I never really knew what it was like to see another Islander person. Never seeing anyone who looked like me made it a struggle to relate to others - especially at 14 during puberty.

Luis Burns

QTIPOC the acronym.

Being a Person of Colour (POC) means that your family has this incredible and unique cultural heritage. Another way to think of being POC is that one or both of your biological parents are not White - like having an African, Latinx, Caribbean, Arab, Persian, Asian, Indigenous, Pacific Islander, Aboriginal, Torres Strait Islander or multiracial cultural background.

Your race is the specific identity of your heritage, like Kurdish or Jamaican, and POC is the wider term many people use to describe themselves. Your race is the answer you give people who ask the annoying question, "but where are you really from?" Remember: you don't have to give anyone an explanation of your identity or your story if you don't feel comfortable sharing it.

When we say Queer, Trans and/or Intersex Person of Colour (QTIPOC), it means that you not only have this cultural background, you also identify as queer, trans, intersex or are questioning your sexuality / gender.

For some, race is simple to define, whereas other people have a more unique story and may be mixed race, biracial or may not even know exactly who their people are. It can feel isolating to not feel connected to this culture. There are heaps of different ways to be QTIPOC and they each carry different histories.

Making general assumptions about race, or make treating someone like crap because of where their from is called *racism*. This includes making stereotypes about what people of different races can and can't do.

For example, someone might make the assumption that a person is good at maths because he's Asian, or that a classmate is only good at sport because she's Black. This type of thinking reduces a person down to their race, and completely ignores the individual person within.

Since Australia was first colonised by the British, power was violently taken from First Nations people and the dominant culture started becoming White. Australia is still predominantly White, and if you're Aboriginal or Torres Strait Islander, or if your family migrated here from another country, it can make it hard to grow up here. You can feel like an outsider, even if this is where you were born.

Most of us spend our childhoods trying to fit in and act like we're not that different to our classmates. You may want to keep the language you speak at home secret or you may make sure you only bring 'normal' sandwiches to school, even though the food you eat at home is better. You might even wish you could just blend in and be like everyone else.

It can sometimes take a while to find pride in your family, religion or the culture you're part of - but this is part of what makes you special. It's a strength and not a weakness! Being a QTIPOC means you have multiple identities and you can explore the multiple worlds that you belong to.

When talking about QTIPOC identities, It might take a while to get used to all the new acronyms and words - especially if English isn't your first language.

We have a list of these words and their meanings on Page 33 if it's new to you. It gets easier with time and practice, we promise!

racism and skin colour.

Race is a kind of complicated area to talk about because no one thinks they're racist, especially the LGBTIQA community. If that were true, though, we wouldn't need to talk about it. But we do. Desperately. No matter how kind a person is, queer or straight, every single person in the world can behave in ways that are racist. It's not your job to teach everyone how to be better, but remember that someone once taught you what you know.

Racial colour-blindness (when someone claims to not see another person's race) is a super damaging myth because it pretends like we don't see skin colour in other people, even though race plays a big role in all our lives. Acting like it doesn't ignores unconscious bias, which produces discrimination.

'Good intentions' or positively framed exclusions aren't any better. An example of this might be that your crush tells you he "prefers White people" and he's "just not into Asians." Having a racial preference *is* racist, because it implies that all Asians look alike. Same with if someone says they only date Latinx people, because not all people from the same racial category look or act the same.

Society makes it hard to properly talk about race by either ignoring the topic completely or, worse, using it to paint POC negatively and push a political agenda. But we don't have the luxury of ignoring race. We don't get to choose whether we want to be political, because our lives are made to be political. We have a responsibility to know how race impacts our lives, so we're gonna break it down clean and simple.

There are two main components that make up a person's race. The first is their family or bloodline and the second is their skin colour. The reason these are seperate is because some people are adopted or mixed, which means they could look different to one or both of their parents. Your connection to your family is about more than just the features you share. The education you receive, the amount of money you can fall back on in case of emergency and the kind of treatment you receive in society can all be related to race.

Skin colour is a common sign of a person's race, but it doesn't tell the whole story. Those of us with darker skin get racially profiled by police or in stores by people who think we're criminals. Going through society without people immediately knowing you're a POC is a privilege. The flip side is that having darker skin is one way that POC identify and relate to one another when we're out and about, which makes being a light skinned POC tough, too.

People may mistake light coloured skin as White or say things that question your authenticity, even though you have the bloodline. It's super important to be careful about this, especially when you're on Aboriginal land. Many First Nations people here have fairer skin, and may not know who their mob is, due to the Stolen Generations, which was a brutal time in Australian history where the government took Black children away from their parents by force and tried to 'civilise' them in Christian mission camps.

When both POC and White people don't accept you, it can make you feel like you don't belong in either world. That's one of the hard parts about being a QTIPOC, but as you get older you learn skills to handle this kind of thing.





We come out in actions rather than words, because we have to navigate our gender and sexuality in terms of a very different cultural profile. Terms like 'gay', 'trans' and 'non-binary' aren't universal. They have radically different meanings in different cultural contexts.

Asiel Yair Adan Sanchez

coming out (or not).

Telling your friends, family and community about your gender and sexuality can be a lot of pressure. For some of us, the stress of worrying how people will react and what will happen afterwards can be really overwhelming. I mean, straight and cisgender people never have to come out, so why do the rest of us have to?

There's no rush to tell anyone anything, though. No one needs to know everything about who you love and what your gender is. It's up to you to decide who you share this information with. Some QTIPOC come out in high school, some come out as adults and some of us never come out to everyone, and that's cool too.

At the end of the day, how you identify is your own personal business and the language you use to describe it is yours to define. Some people are out to their friends, but not out to the people they work with. Other people are out to their immediate family, but not out to their wider community of relatives and family friends.

Some people will advise you to just get it over and done with and to come out to everyone, but they don't consider how hard it can be in our families. QTIPOC can do things differently. Families can have trauma, outsider status or work longer just to get food on the table, so even finding time to sit down and talk isn't always easy.

Finding the right words to explain what you're going through and who you are inside can be a struggle, especially if you're having hard chats with people who aren't experts in English.

Growing up, you might've even heard people in your family casually say some real awful stuff about queer people, which can make you want to stay quiet about it. Wait until you feel ready and like the time is right. Let people you really trust know first and then see how you feel. There's no right or wrong way to come out, it all depends on your own journey and your own family.

To your parents or guardians, queerness may be foreign. They might connect it with Whiteness or sin, without properly understanding what it's like to be queer or trans and that it isn't a choice. They might tell you "it's just a phase" or "you've been influenced by the other kids" when you know that your queerness is not going anywhere. It's a tough situation that a lot of QTIPOC can go through - so know that you are not alone.

If someone comes out to you, try to be chill about it and remember to respect them if they ask you to keep it a secret. Queerness is not gossip and spreading rumours that someone might be queer or trans can cause a lot of hurt.

Having some options for coming out if things don't go as planned can be a good idea as well. Is there somewhere else that you can go if things at home become too much and you need some space? Do you have a friend or relative you can crash with?

At the end of the day, coming out (or not) is completely up to you.



My Javanese culture has a third gender of trans feminine people called the Waria. Traditionally, they work as entertainers or in caring roles. So for me, being a singer, it was beautiful to find my gender identity had a place in my cultural identity.

Mama Alto

gender diversity & queer love across cultures.

Experiences of gender differ all over the world. There are heaps of cultures that have long established roles for gender non-conformity and third gender people and have formed specific language to reflect this.

Throughout India, some gender diverse people use the term 'Hijra', many Native American tribes use the term '2-spirit' and in Samoa many use the term 'Fa'afafine'. In places like Pakistan, transgender people are legally protected under the law and have an accepted role in society.

Some Aboriginal and Torres Strait Islander people use the term 'Brothaboy' or 'Sistagirl' to describe their experiences of gender. The English-speaking world has a lot to learn from other cultures in describing trans and gender diverse experiences; the ideas that White people invented queerness and that gender diversity is a new concept, just don't hold up.

Historically, there are heaps of records of homosexuality and bisexuality across cultures. The difference is that they probably didn't use the English words 'gay', 'bi' or 'lesbian' to describe their experiences. Today it can seem like there's more pressure to pick a label and stick with it than there used to be in the past, but the way you feel and identify can always change.

When White people in boats rocked up, they brought their ideas of gender and sexuality with them. This is called colonisation. Before that, sexuality in some cultures was more fluid, the roles for men and women were different, and people didn't always fit neatly into male or female binary genders.

Some colonised cultures have managed to hold onto their native sexualities and genders, but many have been changed. Part of undoing colonisation is embracing and redisovering the different spectrums of sexuality and gender. It's kinda weird to think that your great-great-great grandparents could have been queerer than your own parents.

Doing a quick google search into the history of gender and sexuality from whichever culture you're apart of and the region you're from in the world can help you understand your culture and identity better. If you can't find one that fits this exactly, research around your region. There are often similarities between the way gender and sexuality are thought about between neighbours. Don't feel pressured into meeting other people's LGBTIQA cultural norms. We carry the histories of our ancestors with us.

Only you can truly know your own specific intersections of culture and gender because you're the only one living them. Don't worry about how other people look - do what feels right for you instead.





can you be queer and religious?

In addition to race, a lot of queer people also have a religion that influences how they see the world and the way their family raised them. In families that are strict about religion, the expectation can be even higher to stick with strict gender roles and sexual identities.

Even if you don't believe in any God/s now, the religion of your parents or your guardians can still play a role in the kind of rituals you learned growing up and the events you participated in.

Religion can also make being queer and/or trans even harder, because a lot of holy books can be narrow minded and exclusionary in the stuff they say about LGBTIQA people. Just remember that those books were written centuries ago and, anyway, religions are supposed to adapt to the times. The core values of all religions are love and goodness, and reconciling your sexuality, gender, race and even religion is a journey that can sometimes take a lifetime. Any God/s loves everyone, no matter what.

Some people might even try to tell you that you can't be both queer and religious, and that you have to choose one or the other. Honestly, that's such an outdated way to think. I have gay friends who wear hijab and the openly gay Muslim Imam, Nur Warsame, lives and works in Melbourne. There are practising Sikhs who attend queer events regularly and Jewish trans people who make great art about their experience. Religion adds another dimension to being queer.

You don't have to observe every rule of a religion to follow it. Everyone practices in a different way. Plus, LGBTIQA people have been part of every religion since the very beginning of time, even if we weren't always super visible. We were probably erased from history books, but we're still here and we're not going anywhere.

Maybe you'll choose to practice your religion like your parents, maybe you'll abandon it altogether, or maybe you'll carve out a way to believe what's true to you. Whichever you do, make sure you respect the path that other people choose to take. Organised religions might cause some people harm harm, but they can also enable spiritual growth and empathy for others.

For support, here are some places you can reach out to for different religions:

MARHABA MELBOURNE
For people of Muslim backgrounds
marhaba.melbourne@gmail.com

ALEPH MELBOURNE
Jewish heritage
aleph.org.au or 9807 6673

ACCEPTANCE MELBOURNE
Catholic backgrounds
melbourneacceptance@gmail.com or 0403 578 522 (Pat)

MELBOURNE INCLUSIVE CHURCH
Christian backgrounds
pastor@michurch.org.au or 0457 575 000

METRO COMMUNITY CHURCH
Christian backgrounds
mccmelbourne@gmail.com or 0468 342 476



If I could sum up my own personal relationship with Buddhism, it would be believing in a force greater than myself and understanding suffering.

Vibol Hy

the beauty of community.

There are a lot of beautiful and incredible parts to being QTIPOC - especially the communities that exist - but it can feel lonely before you find these communities. Growing up, you rarely see yourself reflected in movies, TV, politics or books, it's even less likely these stories do justice to the complexity of what it's like. The people of colour you see are cis and hetero, and the queer people are always White. There are times when it feels like there's no one else like you in the world.

Finding other QTIPOC is important because we often become each other's chosen family. It's so important to have chosen family when some of us don't really have good relationships with our biological family. Meeting other people with similar stories who who may also have families that struggle to accept them is a huge step to realising your identity is not wrong and you're not alone in this.

And yeah, your White and straight friends can be good allies. They can listen to what you're going through and support you in some ways. But there are some things that only other QTIPOC will ever be able to fully understand, like the experience juggling multiple identities at the same time, especially when those identities don't mesh super well together. Only QTIPOC know that you won't ever be able to pick one or the other. It's not as easy as that.

The QTIPOC community is out there as a reminder that people like us exist who have our back, even if we haven't met them yet. When I've been at my lowest, other QTIPOC are always the ones who hold me together. Don't be afraid to reach out for help. You deserve to feel good. If you're doing well, pay it forward and buy another QTIPOC a meal if they aren't having a good time or get them a cute gift to remind them you care. One day, you'll appreciate someone doing the same for you.

Finding physical spaces where QTIPOC come together like (in)visible project events or the QTIPOC space at Minus18 parties can help link you up with community and chosen family.

If you're living outside of a major city, finding those spaces online, like the Facebook group 'qtipoc qtpies', can be really helpful too. For many of us, online communities were a huge help in building connection with people from across the world when feeling lonely. Places like forums, social media sites, websites and other online groups can introduce you to people and conversations that can be especially useful when you don't necessarily have heaps of QTIPOC friends yet.



By seeing people like me in queer communities of colour, I was able to truly see myself and started feeling less alone. Community's let us see each other and see ourselves, so that we can know we are never alone.

Mama Alto


WE NEVER NEEDED
YOUR APPROVAL TO
EXIST.

power in art & activism

IMAGE: CoffinBirth

With big POC stars like RuPaul, Frank Ocean and Janelle Monáe coming out as queer, the world is realising the talent and power of our community is real. It might seem like there aren't many people to look up to, but the reality is that QTIPOC have been leading the charge in art, music and activism for ages. Giving voice to our experience can snowball in unexpected ways and inspire others to do the same.

Most of the time, when our stories are told, it's super sad and makes it seem like we're not badass people who do a bunch of creative stuff and look damn cute doing it. What people don't realise is that having multiple identities actually makes our lives richer.

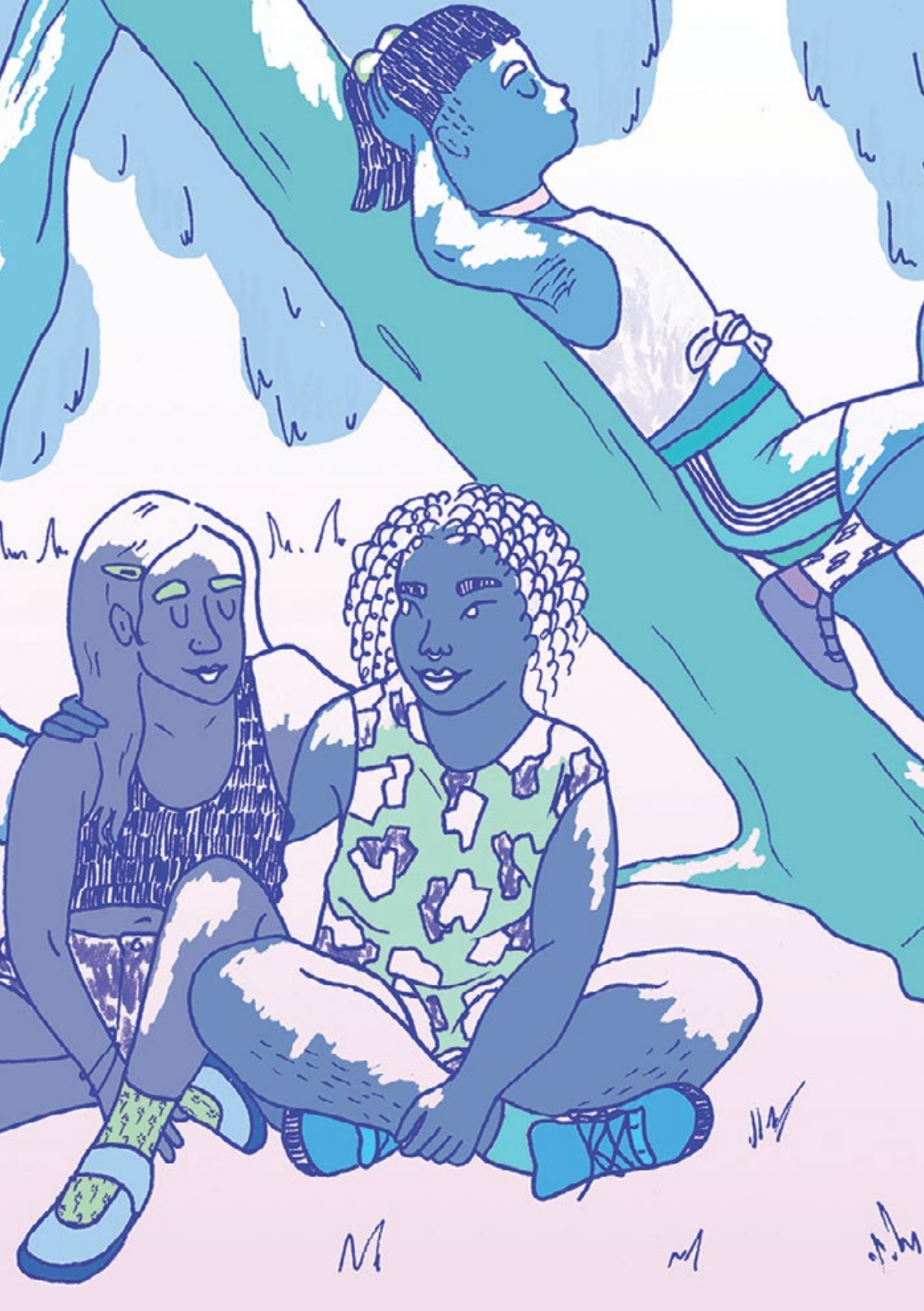
While QTIPOC often get ignored or bullied, we also have the thickest skin! All around the world, people like us use art and creativity as a way to express identities and create community with each other.

Art is a great way to tell your story and experience when words just don't cut it. In some cities there are performing arts nights that specifically showcase art by QTIPOC, spaces where QTIPOC are given opportunities to develop their creative skills, and there are huge communities online that exist for QTIPOC to share their art with each other.

Yeah, there might not be heaps of representation out there of gay Black love or trans Asians living their truth, but that's our job to make right. Only we have the power and knowledge to tell our own stories, and we get to be some of the first people to do it. That's pretty cool.

Heaps of historical figures were queer, like the Persian poet Rumi, civil rights icon Audre Lorde, singer Freddie Mercury, movie star Whoopi Goldberg and visual artist Frida Kahlo. In the present day, musicians like Hayley Kyoko and Kehlani are living their QTIPOC truths and even the Australian politician, Penny Wong, whose father is Malaysian Chinese, is out and proud and lives openly with her female partner.

Many of us come from a long line of oral storytellers. Today, we can continue that legacy of sharing stories while also experimenting with new mediums and technologies in ways that challenge and complicate stereotypes. We can fight for our beliefs in many ways: attending protests and marches, calling in your problematic relatives and/or creating art that resists the powers that be.



a bit about privilege

IMAGE: Hiro Mcl

You may have heard the word 'privilege' thrown around, but what does it mean? Privilege is a concept that helps us notice how some people get more opportunities in life than others. Just like being born into a wealthy family can make it easier to succeed in life, being born with other traits can too.

This can include a lot of things, like gender, sexuality, skin colour, cultural identity, family wealth or even just how our bodies look.

'Fitting in' to other people's expectations, or being born a particular way can open up doors in life that other people might need to work harder for.

Having 'privilege' doesn't automatically make life easy - but it does mean that you might not encounter the same challenges that other people face. Here're some examples of different privileges that exist:

Settler Privilege
Anyone who isn't Aboriginal or Torres Strait Islander. If your parents or ancestors are not native to Australia, you may not experience the same challenges as someone whose parents are.

White Privilege
The opportunities and allowances that White people are granted, because they don't experience racism. This includes housing, employment, desirability, representation, wages, wealth, acceptance and trust.

Light Skinned/White Passing/Biracial Privilege
When the colour of your skin is closer to White, it's possible to experience some of the same privileges of White privilege, like access to jobs. For some QTIPOC though, having lighter skin can actually be *more* challenging, and may cause them to feel like they don't belong in their families or cultural communities, because they don't look the same.

Able-Bodied Privilege
People who are in good health don't face the same challenges that someone who is disabled, mentally unwell or, chronically ill may face. This can include having access to a broader range of jobs.

Straight Privilege
When you are straight, or in a male-female relationship, you may not experience challenges like homophobia. This might include feeling more comfortable holding your partners hand in public.

Cisgender Privilege
People who are not transgender or gender diverse may be more likely to feel a sense of comfort and belonging in their own body. This might include being safer and more comfortable to express themselves in public.

Male/Masculine Privilege
Masculine people, both cis and trans, may not face the same challenges that female, non-binary and feminine people face. This might include masculine people having more access to higher paying jobs.

Non-Black POC Privilege
QTIPOC people can have privilege too. People who are not Black, but who are QTIPOC may experience more respect than those who are Black. It's important to acknowledge and respecte the roots of other people's language and culture.

Class Privilege
Your class is about how much money and property you and your parents own. People who come from more wealthy families may have more access to food, education and employment opportunities.

Remember you never know what someone else is going through. Someone having privilege doesn't automatically make someone's life easy, nor is it an excuse to treat them bad. Everyone has challenges they experience - and most of the time we don't see these. Be kind to people regardless of whether you know them well or not.

mental health & self care.

It's normal to go through challenging periods in our lives, feeling a bit crap from something that's happened, that's on your mind, or just in general. But sometimes it can feel like a dark cloud has taken over for no apparent reason - so what can we do to feel better?

It can be even harder if your family don't understand mental illness, or tell you to "get better" without properly understanding what's going on. Everyone expects a lot from you, but no one knows what it's like to be inside your head.

Asking for help can take energy you might not even be able to muster. Plus, seeing a psych or going on a holiday can be costly, and just might not be an option.

Reaching out, and getting help is such an important step to take: if not from your biological family, then from your friends and chosen family. Here are some cheap and easy ways you can get support:

Find Community
Having other people around you who understand you can be a really amazing support. If you're part of a group of people working on the same project, in the same youth group or class, or even in an online community, you can all support each other. When one person is getting a little overwhelmed it means someone else can step in and help them out.

Just having other people who understand what you're going through and care helps heaps and bouncing off others is extremely validating.

You're not annoying anyone by needing support. People that care will want you to feel better.

You could also get involved in a cause you believe in - like volunteering with a community organisation you're passionate about. Adding extra work can at times be a bit draining, so it's important to not over commit and to know your limits. An hour a week or fortnight doing something fun that you love can go a long way in making you feel good.

Do things you enjoy...differently.
You could try

- watching some old episodes of a show you like, but do it somewhere different.
- getting out in nature, going for a walk, and not looking at your phone.
- follow an online recipe and make a dish from your culture for a friend or your family.
- make a reverse checklist of all the things you've already done this week. Include the little things, and be proud of what you've achieved.
- consensually cuddle a living thing, like a friend or a fluffy pet.

You gotta care for yourself first and foremost, but we also have to look out for one another. Once you've found people you care about, and start to put together your chosen family, check in with them from time to time, especially if you know they're having a rough one.

Self-care is all about unplugging from life stresses and re-engaging with things that make us feel positive. A great website to check out with a QTIPOC focus on mental health is **restforresistance.com.**

For counselling you can access from the comfort of your own bed, you can call QLife on 1800 184 527 or use their webchat between the hours of 3pm and midnight any day of the week from anywhere in Australia.

Talking to someone a bit older who is queer can be a really great way to vent about what's going on and they can help you find a pathway to getting happy again.

respecting your elders.

Growing up, it seemed to me like all the older queers had it figured out already. Either they have jobs, skills in art or music, or they know what they want to do when they leave school. It can make you feel like you're not doing as much as you should be doing or that you're behind the crowd.

Turns out, no one really knows what they're doing, and there definitely isn't a manual to help figure it out. We're all just floating on a rock in space trying to do good with the time we've got. Having older people around who are QTIPOC can be really helpful spiritually, because their life and their experience show us that an awesome future is possible.

QTIPOC elders have been through similar experiences and have life advice that isn't the black and white thinking that some others might provide. They understand that you can't just cancel your family, and that genuine progress takes time and commitment. Sure, some of the language they use is bound to be a bit different, because we're from different generations.

In the same way they might not feel comfortable with queer, they might use words that sound real weird to us. Just remember that real community shouldn't be ageist and thrives in its diversity, so including people of all ages, abilities, races and genders sustains growth.

They don't even need to be that much older than you. A few years is a lot of time in the QTIPOC world. If there is someone who shares a similar experience to you and is where you wanna be when you're older, get in touch with them. See if they'd be cool meeting up with you and being asked for advice. Usually, if they have time, an older person will be happy to get a coffee with someone a bit younger or have a phone chat, and they can probably point you in the right direction for getting more help.




MORE THINGS
THAT YOU
MIGHT FIND
USEFUL

new words.

QTIPOC: Pronounced 'cutie-eye-pok.' Queer, Trans and/or Intersex Person of Colour. Also written as QTPOC when not referencing intersex people directly. It's worth noting that about half of intersex people do not wish to be associated with the LGBT acronym, but half do.

POC: Person of Colour. Someone of African, Latinx, South American, Arab, Asian, Indigenous, Pacific Islander, Aboriginal, Torres Strait Islander, Caribbean or multiracial cultural background. People mixed with White can still identify as POC.

Bla(c)k: A racial identity found across the world. The c in brackets emphasises the inclusion of people of African descent as well as First Nations people who can identify as Blak or Black.

Whiteness: The dominant cultural force in Australia and the English-speaking world, represented by people whose cultural origins are European. White people were the first to colonise most of the world, including the lands of Aboriginal and Torres Strait Islander people; what we now know as Australia.

Biracial & Mixed race: Language used by some people to describe the complexity of their racial makeup. Broadly speaking, biracial means White mixed with another race, whereas mixed race suggests both of your parents are people of colour, but from different places.

Microaggressions: Casual actions and comments made by people and spaces, whether on purpose or not, that target a person based solely on their race, queerness, ability or class. This can include projecting stereotypes onto POC about food they should eat or clothes they should wear, cultural appropriation and/or objectifying a person by touching their afro or braids.

Transgender: People who feel that the gender they were assigned at birth doesn't match the one they identify with now. Sometimes transgender people change their name, their clothes or their bodies. Sometimes they don't. Broken down into two separate identities: binary and non-binary. Binary means a person is as a man or woman, whereas non-binary means a person isn't either man or woman. Commonly written as trans for short.

Gender Diverse: Some people don't use transgender because they have better word(s) for their gender in their own language. It is an umbrella term that makes space for people who aren't cisgender but have a unique cultural identity they identify with.

Non-binary: A broad term used to describe people whose genders don't fit squarely into either male or female. A person can be a mixture of genders, genderfluid, have no gender at all, or identify with their own cultural version of gender non-conformity, like Two-Spirit people for Native Americans.

Aromantic/Asexual: A lack of romantic attraction and a lack of sexual attraction. Both happen on a spectrum. Also known as aro and ace.

Pronouns: In English, people often use gendered words like 'he' or 'she' when talking about people. If you don't feel comfortable with those words, alternative pronouns like 'they/them' can be used instead, to help people around you recognise your gender.

Cisgender: The opposite of transgender, it means that a person identifies with the gender they were assigned at birth. It is usually written as 'cis' for short.

Intersex: People born with natural variations in their body that differ from what we might expect to be 'typically' male or female. This can include (but is not limited to) hormones, chromosomes and sexual organs.

Ally: A person who actively stand in support of you, politically and personally. More than just saying that they have your back, the title of ally is earned through actions.

Chosen Family: Used in opposition to biological or bio family. The kind of close friends and community you choose to become tight with, instead of the ones you're born related to.

The N-word: An offensive word with a violent history rooted in the slave trade. If you're not Black and you use it knowing that, you're upholding its racist legacy.

Family Violence

Family violence is any behaviour that is controlling, threatening, forcing or dominating another family member through fear, including:

- Physical abuse, such as hurting or threatening to hurt yourself, another family member or a pet or damaging your property
- Sexual abuse, such as forcing or pressuring you to do sexual acts against your wishes
- Emotional or psychological abuse, such as calling you abusive names, repeated derogatory taunts or threatening to tell people your sexual orientation against your wishes.

If you're under 18, the law says that you have experienced family violence if you see one family member being violent to another family member. This means that you can be protected by family violence laws even if you weren't directly subjected to that behaviour.

A family member can include:

- A parent or a parent's partner
- A brother, sister or sibling
- Someone you share an intimate personal relationship with, even if it is not sexual
- Any relative of yours by birth, marriage or adoption including a step-parent or step-sibling
- People who treat you like a family member including a carer or a person who you're related to within the family structure of your culture

If you have experienced family violence and are in fear of your safety, you can seek protection by applying for a Family Violence Intervention Order. The police can also apply for an intervention order on your behalf.

An intervention order is a court order that prohibits a family member from doing certain things to a protected person. The conditions on the intervention order will prohibit the family member from using family violence and may also stop them from attending a home, school or workplace of the protected person or not contacting the protected person.

If your parent also needs to be protected by an intervention order, they can apply for an intervention order and ask for you to be named as a protected person.

It is important to remember that intervention orders are only one part of keeping safe.

Rental Properties

There are rules about what landlords and real estate agents are and aren't allowed to do. For example:

- They must give you notice before visiting
- They must keep the property "in good repair"
- They must give you notice before putting up your rent
- They must give proper notice if they want to end the tenancy

In return, as a tenant, you have to keep the property in the same way you found it, not disrupt the neighbours, tell the landlord when something is damaged and allow them to come visit the property during an agreed upon time.

A landlord cannot discriminate against a potential tenant because of the tenant's age. If you believe you have been refused accommodation or treated unfairly by your landlord or real estate agent because of your age, race, religion, sex, marital status, impairment, sexual preference, political beliefs, or because you have children, this could be discrimination.

If you receive a notice to leave or be evicted from your property or if you are in a dispute with a landlord about the condition of your property, you should seek legal advice as you may need to sort out the issue through legal action.

Centrelink

Centrelink provides social security payments, including rent assistance, disability support pension and youth allowance.

Youth Allowance is for young people who need financial support while studying, training or

looking for a job. You may be eligible for youth allowance if you are:

- a full-time student or apprentice aged 16 to 24
- aged 16 to 21 and are looking for a full-time job or combining part-time study with looking for work
- a full-time student or apprentice over age 25 who was receiving Youth Allowance before you turned 25 and you are still in the same course of study or apprenticeship
- a student aged 22 to 24 who is temporarily unable to study full time because of health issues.

You may also be able eligible if you're aged between 15 and 21 and independent, meaning:

- you are an orphan, a refugee or homeless
- your parents can't provide a home support
- you have a dependent child
- you have lived with a partner in a de facto relationship for longer than a year, or are married
- you have been assessed as having a partial capacity to work.

You could also be receiving Abstudy if you are a person of Aboriginal or Torres Strait Island descent who is studying or undertaking an apprenticeship. The rate of payment you may be eligible for depends upon your age, whether you live at home and if you have children.

If you are a young person under 22 years with a disability that affects your ability to work, you may also be able to receive a Youth Disability Supplement.

You can ask for a review by an authorised review officer if you disagree with a Centrelink decision. If you disagree with the authorised review officer's decision you can then appeal to the Administrative Appeals Tribunal, which is an external body that is independent of Centrelink. Get legal advice if you're not sure how to get your decision reviewed.

Fines and Penalties

People mainly get fines for actions like driving offences and parking offences, littering, not having the right ticket on public transport, being drunk in public or indecent language

If you are fined you will get an infringement notice that tells you, what law you have broken, how much you have to pay, when you have to pay the fine.

You usually have 21 days to take action. Make sure you check the date your payment is due. Getting a fine can be really overwhelming, especially if you don't have the money to pay it.

It's important that you don't ignore fines, because if you don't pay by the due date, you may have to pay more or go to court. If you can't pay your fines by the due date, there are options for you to ask for a payment plan or get the fine reviewed. Your options include:

- paying the fine in full by following the instructions on the infringement notice
- asking the agency for a payment plan if you need more time to pay
- asking the agency to review your fine if you do not agree with their decision
- choosing to go to the Magistrates' Court to challenge the fine
- in some circumstances, completing activities under a 'Work and Development Permit' instead of paying.

A person can apply to have a fine cancelled if they:

- had special circumstances when they were fined and
- found it difficult to avoid breaking the law.

This means that because of their condition or circumstances they:

- were unable to control the conduct that resulted in the fine or
- did not understand that their conduct was against the law.

support.

THE (IN)VISIBLE PROJECT
A drum/drummond street program that specifically works with young QTIPOC, building community through events, workshops, panels, screenings, reading groups, excursions and more.

facebook.com/invisiblethedrum/

MINUS18
Australia's national organisation for LGBTIQA youth, smashing queerphobia through events, campaigns, resources and workshops.

Minus18 can come to your school or workplace to run workshops and training on LGBTIQA inclusion.

minus18.org.au

BLACK RAINBOW
Offers social, cultural and mental health support and agency to Aboriginal and Torres Strait Islander people who identify as LGBTIQA.

blkrnbow@gmail.com

RAINBOW INTERNATIONAL STUDENTS NETWORK (RIS'N)
Support group for LGBTIQA international students in Melbourne to meet up and get a better scope of the scene and opportunities available here.

facebook.com/rainbowstudents

ZOE BELLE GENDER COLLECTIVE
Works with LGBTIQ+ and mainstream health providers to improve support for young trans and gender diverse Victorians and their families, including trans and gender diverse communities.

03 9448 6141 **zbgc.org.au**

QLIFE
Provides telephone and online chat support to LGBTIQA people of all ages from 3pm to midnight.

1800 184 527 **qlife.org.au**

GASP
Support and social group for LGBTIQA young people in or around the Geelong area

gaspgeelong.net.au

DIVERSITY
Support and social group for LGBTI young people in and around the Shepparton area.

facebook.com/diversitygroup

VICTORIA LEGAL AID
Provides advice for those without much money, especially around discrimination, police accountability, migration, Centrelink, and justice.

legalaid.vic.gov.au

QUEERSPACE
Counselling, Partner violence, Family violence and Alcohol and Drug service with support available from people who are QTIPOC.

queerspace.org.au **03 9663 6733**

medical.

When you make contact, you are able to ask for practitioners who are QTIPOC.

CENTRE CLINIC
Located in St Kilda, with multiple QTIPOC and QTIPOC-sensitive practitioners.

vac.org.au **03 9525 5866**

EQUINOX HEALTH CENTRE
Located in Fitzroy. Specialises in trans and gender diverse people.

equinox.org.au **03 9416 2889**

NORTHSIDE CLINIC
Located in Fitzroy. Queer and trans affirmative psychologists and doctors. Specialises in LGBTIQA people, people living with HIV, and those wanting to get on PrEP (preventative HIV medication).

northsideclinic.net.au **03 9485 7700**


the legends who
support our work
phn
NORTH WESTERN
MELBOURNE
An Australian Government Initiative
EQUAL
HEY
YOUTH
GRANTS
HEALTHY
Zoe Belle
Gender Collective
queerspace
our health in our hands



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thanks for reading
drummond
street services
wellbeing for life
the
drum
YOUTH SERVICES
MINUS18


OMG I'M
QTIPOC