

Where are the Rainbow Resources?



Understanding the
funding needs of the
LGBTIQ+ community
sector in Australia



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Acknowledgement of Country

We acknowledge the Traditional Owners of the lands on which this report was produced and pay our respect to Elder's past, present and emerging.

We extend this respect to all Brotherboys, Sistergirls and other First Nations LGBTIQ+ peoples whose courage and activism are paving the way to a more inclusive future for themselves and for all of us.

Aurora and GiveOUT are committed to working with First Nations LGBTIQ+ organisations and initiatives to mobilise the resources they need for their important work.

This always was and always will be Aboriginal land, and sovereignty has never been ceded.

Aurora & GiveOUT Chairs

We are pleased to present to you *Where are the Rainbow Resources? Understanding the Funding Needs of the LGBTIQ+ Community Sector in Australia*. This report is for the Australian philanthropic sector.

As both organisations that partnered to produce this report are LGBTIQ+ community-led funders, we proudly bridge both the community and philanthropic sectors. This unique perspective has allowed us to identify a demand for greater understanding and evidence in relation to LGBTIQ+ communities' needs and aspirations, and opportunities for funders to play a pivotal role in progressing social change for this under-resourced cohort.

The Australian LGBTIQ+ community sector is innovative and vibrant. It brims with both formal and informal initiatives through which LGBTIQ+ people are supporting themselves and each other, and taking action to create positive change and thriving communities.

As this report outlines, despite being a relatively new ecosystem, the sector has achieved a significant amount. It has forged new values and practices that not only benefit LGBTIQ+ community members but also wider Australian society in countless positive ways.

But we know there is so much more potential waiting to be unleashed by a well-resourced LGBTIQ+ community sector. The opportunities are as many as the needs are great, but a significant lack of funding for LGBTIQ+ causes persist.

We hope funders read this report and gain a deeper understanding of LGBTIQ+ communities, the sector landscape, and what to do next to fund effectively within it.

We hope LGBTIQ+ organisations read this report, are proud of what they have achieved, and find it useful in advocating for greater support for their important work.

Thank you.



Sam Turner (she/her)
Chair, Aurora

Sam Turner



David Anthony (he/him)
Chair, GiveOUT

David Anthony

Executive summary

Where are the Rainbow Resources? aims to increase understanding of the funding needs of, and subsequently support for, LGBTIQ+ communities in Australia. The report is based on a literature review, interviews with ten LGBTIQ+ community leaders, and a national survey of 108 LGBTIQ+ organisations commissioned by Aurora and conducted by Kate Whelan Consulting. The report is also informed by analysis from the Australian Charities and Not-for-Profits Commission's Charity Register.

HOW ARE AUSTRALIA'S LGBTIQ+ COMMUNITIES FARING?

Five years post-marriage equality, **LGBTIQ+ communities in Australia continue to experience isolation, discrimination, and poorer health and economic outcomes than their non-LGBTIQ+ peers:**

- LGBTIQ+ people have the highest rates of suicidality compared with any other population in Australia.
- Over three quarters of LGBTIQ+ people living in rural and regional areas do not have access to LGBTIQ+ inclusive mental health services.
- Less than half of LGBTIQ+ students feel safe at school.
- Non-consensual medical interventions are still frequently performed on people with intersex variations as babies, children, or adolescents. This internationally recognised human rights violation is still legal in Australia.
- One third of transgender people have experienced homelessness.

A DECADE OF ACHIEVEMENTS, AND BACKLASH

The LGBTIQ+ community sector has a strong history of achieving progress on many fronts, including:

- Amendments to the Sex Discrimination Act.
- Positive shifts in public perception and LGBTIQ+ representation.
- Marriage equality.
- The recent quashing of the Religious Discrimination Bill.

The LGBTIQ+ community sector has been central to the progress made so far, and is key to achieving equality for all Australians regardless of their sexual orientation, gender identity or sex characteristics.

WHAT DOES TODAY'S LGBTIQ+ COMMUNITY SECTOR LOOK LIKE?

LGBTIQ+ communities are one of the least common beneficiary groups served by Australia's charities.

Only 0.2% of all registered charities in Australia have LGBTIQ+ communities as their primary beneficiary, and only another 2.8% include LGBTIQ+ communities as a group that they serve.

LGBTIQ+ organisations are working across the country. However, 71% of LGBTIQ+ community sector survey respondents had their head office in either New South Wales or Victoria, with a heavy concentration in the capital cities (57% had their head offices in either Sydney or Melbourne).





LGBTIQ+ communities are amongst the least funded cohorts in Australia:

- 39% of LGBTIQ+ community sector survey respondents operate on a budget of less than \$10,000 per year.
- Registered LGBTIQ+ organisations receive just 5 cents out of every \$100 received by Australian charities.
- Transgender and intersex organisations are the least funded groups under the LGBTIQ+ umbrella.
- Almost three quarters of LGBTIQ+ organisations providing services to clients experienced an increase in demand over the past year, yet 33% said they ceased delivering a service or program due to lack of funding.

Historically, the Australian philanthropic sector has not invested in LGBTIQ+ communities. Seven out of every ten LGBTIQ+ community sector survey respondents said they received no support from philanthropic foundations.

The lack of funding for the LGBTIQ+ community sector means many organisations are under-staffed and depend on volunteers. More than half of the respondents to the LGBTIQ+ community sector survey said that they currently have no paid staff.



LGBTIQ+ organisations receive just **5 cents out of every \$100 received** by Australian charities

WHAT CAN FUNDERS DO TO SUPPORT THE LGBTIQ+ COMMUNITY SECTOR?



- **Provide additional philanthropic funding for LGBTIQ+ organisations,** with a particular focus on:
 - Sector and organisational capacity-building.
 - Programs led by people with lived experience or who are representative of the beneficiary cohort.
 - Funding for LGBTIQ+ communities nation-wide.
 - Additional resources for transgender and intersex communities.
- **Be explicit that you are interested in receiving funding applications or enquiries from LGBTIQ+ organisations** by specifically mentioning this cohort in your guidelines, and / or proactively reaching out to LGBTIQ+ groups.
- **Deepen your knowledge of LGBTIQ+ issues and experiences** by learning how your areas of focus intersect, or how LGBTIQ+ people show up in the issues you fund.
- **Be a good ally** by being loud and proud about your support for LGBTIQ+ projects, and encouraging others to fund in this space.
- **Engage with LGBTIQ+ community-led funders to get you started.** Reach out to organisations like Aurora and GiveOUT. We exist to help bridge the gap and increase the impact of philanthropic dollars by brokering relationships between funders and those doing work on the ground for LGBTIQ+ communities.

Introduction

“

We are confronted with some difficult and wicked social and environmental challenges in Australia. As the philanthropic sector seeks to address these challenges in partnership with charities and communities, we must adopt creative and nimble approaches and strategies. We must be open-minded, embracing innovation and taking calculated risks.”

Philanthropy Australia, 2018¹



On December 7, 2017, the House of Representatives erupted in rapturous joy, celebration and “I Am Australian” as the Federal Parliament overwhelmingly voted to amend the Marriage Act to allow two Australians to marry regardless of their sex or gender. For many Australians, marriage equality represented a watershed moment for human rights and progress in our society. For LGBTIQ+ communities, it represented an important milestone in the continuing journey along the path towards full legal and social equality. Building on this and decades of community expertise, resilience and trust, an ever-growing number of LGBTIQ+ community sector organisations are working throughout the country to address the needs of LGBTIQ+ Australians.

Where are the Rainbow Resources? was written by Georgia Mathews and Dave Scamell, with support from Tracey Martinovich. GiveOUT and Aurora partnered together to produce this report as a resource for the Australian philanthropic sector, to increase understanding of, and funding for, LGBTIQ+ issues in Australia. This report provides a snapshot of the current state of LGBTIQ+ communities in Australia, an overview of the historical context and factors from the last decade influencing these communities, a detailed

analysis of the LGBTIQ+ community sector (across issues, organisations, funding, and people and staffing) and an evaluation of the need for the LGBTIQ+ community sector. The report concludes with practical recommendations for how funders can partner with the sector to address discrimination and disadvantage, and work towards equality, fairness and inclusion in Australian society.

The report draws upon the findings of an extensive research project commissioned by Aurora in 2021 to gather data about the current state of the Australian LGBTIQ+ community sector. The research project included three components (seen below).

Kate Whelan Consulting conducted the research and analysis for this report, with support from Carla Stacey (ReachUP Consulting), Loma Cuevas-Hewitt and Cecilia Anthony.

The report also draws analysis of data from the Australian Charities and Not-for-Profits Commission (ACNC)’s Charity Register, in particular the ACNC 2019 Annual Information Statement (AIS) Data.²

More details regarding the methodology that informed this report can be found in Appendix 2.

1 Literature review



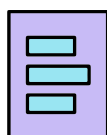
An extensive summary of the key legal, policy & social issues impacting Australian LGBTIQ+ communities.

2 Key informant interviews



With 10 individual LGBTIQ+ community leaders.

3 The LGBTIQ+ community sector survey



A survey of representatives from Australian LGBTIQ+ organisations. This survey was conducted online and had a sample of n=108 completing the core questions and n=96 going on to complete the entire survey.

1 Philanthropy Australia, *The Power of Advocacy: Making the Case for Philanthropic Support for Advocacy* (2019).

2 Australian Charities and Not-for-Profits Commission, *ACNC 2019 Annual Information Statement Data* (2019).

Defining key terms

LGBTIQ+ is an acronym that stands for: Lesbian, Gay, Bisexual, Transgender, Intersex and Queer, while the '+' symbol stands in for the other identity labels and experiences not represented in the acronym (including asexual, pansexual, nonbinary, etc). The LGBTIQ+ community is a 'community of communities' with some shared experiences of marginalisation on account of heteronormativity, cisnormativity, and other largely Western norms around sex and gender. The limitations of the term LGBTIQ+ and its variants should be acknowledged, since many people's lived experiences and understandings of their sexualities, sexes and genders are not adequately captured by it. Owing to this, other ostensibly more inclusive terms are coming into use, including SOGI (Sexual Orientation and Gender Identity) and SOGIESC (Sexual Orientation, Gender Identity & Expression, and Sex Characteristics). However, these terms are largely limited to academia and international human rights discourse, and tend not to be used by sexually, gender and bodily diverse people themselves. For this reason, we consistently use LGBTIQ+ to refer to the cohort being discussed in this report.

The LGBTIQ+ community sector is, for the purposes of this report, defined as any coordinated, not-for-profit activities for the benefit of LGBTIQ+ communities. The community sector, sometimes referred to as the non-profit, civil society, or social sector, encompasses much of that which falls outside of the public (government) and private (business / for-profit) sectors. Most of the actors that comprise the community sector are charities and community groups.

The LGBTIQ+ community sector survey is a survey of representatives from Australian LGBTIQ+ organisations. This survey was conducted online and had a sample of 108 people (n=108) completing the core questions and 96 people (n=96) completing the entire survey. Please note that anytime the LGBTIQ+ community sector survey respondents are referenced throughout this report, they will be referenced simply as 'respondents'. The same goes for the term LGBTIQ+ community sector survey, which will simply be 'survey'.

See the glossary in Appendix 1 for definitions of other terms used both above and throughout.



The organisations behind this report



The Aurora Group is a charity that raises funds to disburse to LGBTIQ+ organisations. It was started by a group of LGBTIQ+ friends in the wake of the AIDS crisis when support and visibility for AIDS charities was strong, but other LGBTIQ+ issues were largely ignored and unsupported.

For more than 20 years, Aurora has existed so that people can support a broad range of projects responding to the frontline needs of LGBTIQ+ communities. The Aurora Group is community-led, with a long-standing grants program, and focuses on granting to the emerging areas of LGBTIQ+ community need.

Aurora also organises unique fundraising events of celebration. These events, such as the Annual Aurora Ball, are important moments that not only raise funds, but also showcase the generosity, diversity and resilience of our community.

The Aurora Group also funds through giving and patronage programs.



GiveOUT is an LGBTIQ+ led organisation focused on increasing philanthropic dollars to rainbow communities.

GiveOUT achieves this through sector capacity building to increase financial resiliency, research and advocacy around LGBTIQ+ giving, and a national giving day (GiveOUT Day).

Over the past 5 years GiveOUT has distributed over \$1 million to over 100 LGBTIQ+ organisations.

Research

“

There is no substitute for lived experience. Queer people are always going to be best placed to serve the queer community.”

Key informant interviewee



How are Australia's LGBTIQ+ communities faring?

Justice and Human Rights

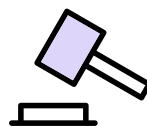
1997

Until 1997 homosexuality remained illegal in parts of Australia.³

Many workplaces and educational institutions can legally refuse or remove students and employees because of their sexual orientation or gender identity, on the basis of religious exemptions.⁴

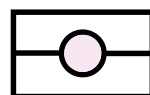


Conversion therapy is still legal in five Australian states and territories.⁵



Legal gender recognition (the ability of someone to change their official documents to reflect their gender) has been found to positively correlate with reduced rates of violence against trans people.⁶

Non-consensual medical interventions are frequently performed on intersex babies soon after birth, or children and teens, to fit them into one assigned gender or another. Such practices are 'internationally regarded as human rights abuses'.⁷



First Nations LGBTIQ+ people experience both disproportionate racism and homophobia when going through the criminal justice system.⁸

LGBTIQ+ asylum seekers are often required to produce 'evidence' of their sexual orientation or gender identity when making claims of asylum, despite the danger and illegality of being LGBTIQ+ in their home country being their reason for fleeing.⁹

³ Australian Institute of Health and Welfare, *Older Australia at a Glance* (2018).

⁴ Victorian Equal Opportunity and Human Rights Commission, *Promoting the rights of LGBTIQ+ Victorians* (2021).

⁵ SOGICE Survivors, *SOGICE Survivor Statement* (2020).

⁶ GiveOUT, *International Trends in LGBTIQ+ Giving* (2018).

⁷ Hill et al., *Private Lives 3: The health and wellbeing of LGBTIQ+ people in Australia* (La Trobe University, 2020).

⁸ Soldatic et al., *Social Inclusion and Exclusion for First Nations LGBTIQ+ People in Australia* (Social Inclusion, 2021).

⁹ McNair, *Briefing Document on Contemporary Issues for Refugees and People Seeking Asylum Who Have Diverse Sexual Orientation, Gender Identity and Expression, and Sexual Characteristics* (Pride Foundation Australia, 2019).

How are Australia's LGBTIQ+ communities faring?

Violence and Discrimination

4%

rise of reported cases of anti-LGBTIQ+ family violence occurred during COVID-19 lockdowns across Australia.¹⁰

Despite being the largest population within LGBTIQ+ communities, bi+ people are often less visible and experience worse outcomes than their gay and lesbian peers on a number of fronts.¹¹



Intimate partner violence is as prevalent in LGBTIQ+ relationships as it is amongst the rest of the population.¹²

Rates of verbal abuse experienced in past 12 months:

45% of trans men

51% of trans women

29% of cis lesbian, bisexual or queer+ women

33% of cis gay, bisexual or queer+ men¹³



The rate of sexual violence and coercion experienced by trans people is **four times** higher than in the general Australian public.¹⁴

International studies show that bisexual women experience higher rates of sexual violence than lesbian women.¹⁵

75%

of LGBTIQ+ young people in Australia have experienced abuse or harassment on the basis of their sexuality or gender identity.¹⁶

Only **21%**

of respondents to one study 'felt that their LGBTIQ+ identity was supported by the NDIS / disability support providers.'¹⁷

52%

of culturally and linguistically diverse LGBTIQ+ participants in one study reported coming out had affected their relationship with their family for the worse.¹⁸

bi+ people are more likely to belong to multiple marginalised groups and face greater problems as a result of this intersectionality.¹⁹

¹⁰ National LGBTI Health Alliance, *Annual Report (2020)*.

¹¹ Dias, A 2018, 'Young bisexual men are the least likely to have come out', TripleJ Hack, ABC (2020)

¹² Carman et al., *Pride in Prevention: A guide to primary prevention of family violence experienced by LGBTIQ+ communities*, Rainbow Health Victoria (2020).

¹³ Hill et al., *Private Lives 3: The health and wellbeing of LGBTIQ+ people in Australia*, La Trobe University, 2020.

¹⁴ Callander et al., *The 2018 Australian Trans and Gender Diverse Sexual Health Survey: Report of findings* (The Kirby Institute, 2019).

¹⁵ Centre for Disease Control 2010, *NISVS: An Overview of 2010 Findings on Victimization by Sexual Orientation*, CDC, retrieved 30 April 2020, https://www.cdc.gov/violenceprevention/pdf/cdc_nisvs_victimization_final-a.pdf

¹⁶ Minus18, *Queer Out Here Report: LGBTQIA+ inclusion in rural and regional schools (2020)*.

¹⁷ Hill et al., *Writing Themselves In 4: The health and wellbeing of LGBTQA+ young people in Australia* (La Trobe University, 2021).

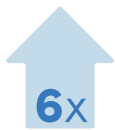
¹⁸ Asquith et al., *Home is Where Our Story Begins: Family, community, and belonging for sexuality and gender diverse CALD people* (2020).

¹⁹ Ross et al. 'Prevalence of Depression and Anxiety Among Bisexual People Compared to Gay, Lesbian and Heterosexual Individuals: A Systematic Review and Meta-Analysis', *The Journal of Sex Research* (2010)

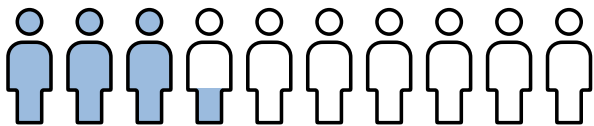
How are Australia's LGBTIQ+ communities faring?

Health and Wellbeing

LGBTIQ+ people have the highest rates of suicidality compared with any other population in Australia.²⁰



LGBTIQ+ people are almost **six times** more likely to have depression than members of the general population.²¹



Approximately **34% of people** who identify as LGBTIQ+ report hiding their sexuality or gender identity when accessing health services.²²

bi+ people across all race/gender groups are at higher risk of physical health conditions compared to their heterosexual, gay and lesbian peers.²³



It is estimated that LGBTIQ+ people use alcohol and other drugs at a rate **two to four times** higher than non-LGBTIQ+ people.²⁴

9.5% of bisexual men report being likely to have an alcoholic drink of any kind every day compared to **7.7% of gay men**.²⁵



Trans and gender-diverse adults are **11 times** more likely to attempt suicide than their cisgender peers in the LGBTIQ+ community.²⁶

56%

of intersex people have reportedly experienced discrimination in a healthcare setting in relation to their intersex variation.²⁷

LGBTIQ+ older people experience 'elevated levels of loneliness' at rates of almost twice that of non-LGBTIQ+ older people.²⁸

Just 17-18%

of LGBTIQ+ people in rural and regional settings report being able to access LGBTIQ+ inclusive mental health services.²⁹



Many Indigenous LGBTIQ+ people experience difficulties in maintaining cultural ties and family support as well as recognition of diverse sexual orientation and gender identity.³⁰

20 Australian Institute of Health and Welfare, *Australia's Health* (2018).

21 LGBTIQ+ Health Australia, *Snapshot of mental health and suicide prevention statistics for LGBTIQ+ people*, (2021).

22 Australian Institute of Health and Welfare, *Older Australia at a Glance* (2018).

23 Dyar et al. 'Physical Health Disparities Across Dimensions of Sexual Orientation, Race/Ethnicity, and Sex: Evidence for Increased Risk Among Bisexual Adults', *Arch Sex Behav*, (2020).

24 Hill et al., *Private Lives 3: The health and wellbeing of LGBTIQ+ people in Australia* (La Trobe University, 2020).

25 Leonard et al. *Private Lives 2: The second national survey of the health and wellbeing GLBT Australians*, GLHV, (2014).

26 Ibid.

27 Ibid.

28 Eres et al., *Loneliness, Mental Health, and Social Health Indicators in LGBTIQ+ Australians* (American Journal of Orthopsychiatry, 2021).

29 Hill et al., *Private Lives 3: The health and wellbeing of LGBTIQ+ people in Australia* (La Trobe University, 2020).

30 Australian Human Rights Commission, *Resilient Individuals: Sexual Orientation, Gender Identity & Intersex Rights* (2015).

How are Australia's LGBTIQ+ communities faring?

Education and Safe Schools

80%

of homophobic bullying involving LGBTIQ+ young people occurs at school and is proven to have a profound impact on their well-being and education.³¹

With the repeal of the Safe Schools program, there is no national publicly funded LGBTIQ+ education and support program in schools and no standardised LGBTIQ+ inclusive sex education curriculum.³²



Just **45% of LGBTIQ+ students** report feeling safe at school where no protective policies are in place.



As opposed to **75% of students** where they are.

It has also been proven that the more LGBTIQ+ affirming and inclusive schools are, the higher the academic and mental health outcomes of LGBTIQ+ young people in those settings.³³

34% of LGBTIQ+ TAFE Students

29% of university students

felt unsafe at their educational institution over the previous 12 months.³⁴



Trans people are more likely to 'have issues with school, including problems with academic progress'.³⁵

74% of trans men

68% of trans women

66% nonbinary people

surveyed in one study felt unsafe or uncomfortable at their educational institution.

40% For those participants who are part of LGBTIQ+ communities but are not trans, the rates drop to the low forties.³⁶

19%

of intersex respondents to one study failed to complete secondary school, compared to an Australian average of 2%.³⁷

75%

of respondents in another study said that intersex people 'were never mentioned in a supportive or inclusive way in any aspect of education'.³⁸

31 Hill et al., *Writing Themselves In 4: The health and wellbeing of LGBTQA+ young people in Australia* (La Trobe University, 2021).

32 Safe Schools Coalition Australia (2022).

33 Australian Human Rights Commission, *Face the Facts: Lesbian, Gay, Bisexual, Trans and Intersex People* (2014).

34 Hill et al., *Writing Themselves In 4: The health and wellbeing of LGBTQA+ young people in Australia* (La Trobe University, 2021).

35 Strauss et al., *Trans Pathways: The mental health experiences and care pathways of trans young people* (Telethon Kids Institute, 2017).

36 Hill et al., *Writing Themselves In 4: The health and wellbeing of LGBTQA+ young people in Australia* (La Trobe University, 2021).

37 Carpenter, *Education* (Intersex Human Rights Australia, 2021).

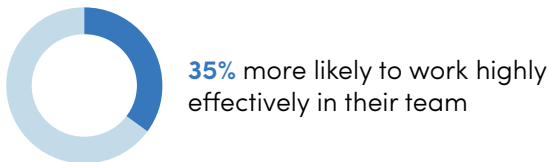
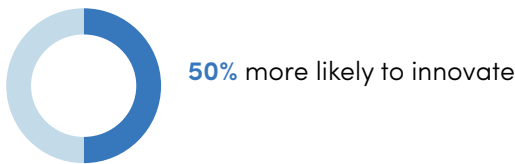
38 Hill et al., *Writing Themselves In 4: The health and wellbeing of LGBTQA+ young people in Australia* (La Trobe University, 2021).

How are Australia's LGBTIQ+ communities faring?

Employment and Economic Security

Over **50%**
of LGBTIQ+ employees are not
'out' at work.

Those who are 'out' at work are:



Experiences of homelessness:



Older LGBTIQ+ people often report having fewer financial resources available at retirement.⁴³

Many employers can still lawfully fire an employee on the basis of their sexual or gender identity.⁴⁰



LGBTIQ+ people are less likely to have secure employment, more likely to have lower personal incomes, and more likely to lose a job than their heterosexual counterparts.⁴¹

39 Brown et al., *Out at Work: From prejudice to pride* (Diversity Council Australia, 2018).

40 The Equality Project, *Australian LGBTIQ+ Policy Guide* (2020).

41 Copeland, *Despite Perceptions, Poverty has a Queer Face* (SBS, 2017).

42 Ibid.

43 Copeland, *Despite Perceptions, Poverty has a Queer Face* (SBS, 2017).

For more information on how LGBTIQ+ communities are faring, see the links to additional research in Appendix 3.

Because data collection by government and mainstream services has historically failed to account for sexual orientation, gender identity or intersex variation, many of these statistics, cited in the literature review, have come from one or more independent research initiatives.

We wish to note that lesbina, gay and bi+ communities are frequently highlighted together throughout the data, although experiences and outcomes for these groups differ. This is due to a limited amount of research disaggregating these cohorts.

We wish to note that trans and intersex communities are consistently highlighted together throughout the data because they are both uniquely underfunded and face ongoing discrimination and marginalisation to a greater extent than LGB communities on many fronts. This is an important point to note for funders. Beyond this, however, trans and intersex communities each face distinct issues and have distinct experiences. Intersex Human Rights Australia states that, *“A conflation of intersex with being transgender or gender diverse fails to recognise that most intersex people identify with sex assigned at birth. Assuming that we are all the same, or that we pursue the same goals, obscures the specific goals of the intersex human rights movement.”*⁴⁴

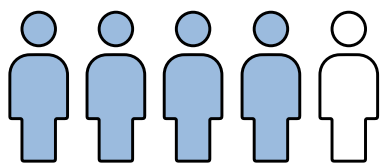
For definitions of trans and intersex, see the glossary in Appendix 1.



⁴⁴ Intersex Human Rights Australia website, accessed February 2022.

A decade of achievements, and backlash

The Australian LGBTIQ+ community sector has played a key role in achieving incredible social and legal gains in recent years. As recently as 1997, homosexuality was a crime in parts of the country. But by 2019, over four in five Australians believed that homosexuality should be accepted by society.⁴⁵ Globally, Australia's community driven response to HIV/AIDS is recognised as world-leading, largely due to the central role played by gay men, trans women and other affected groups, namely sex workers and people who use drugs. Mardi Gras, Midsumma and Feast have grown into important arts and cultural festivals and are being joined by a burgeoning number of annual pride celebrations across regional Australia.



Over **four in five Australians** believed that homosexuality should be accepted by society.

In the last decade, LGBTIQ+ advocates have achieved a range of legal and policy changes that are creating a more cohesive Australia, both with the support of philanthropic funding, and without. (See following page)

These very gains have also elicited backlash and opposition from certain parts of society, leading to setbacks impacting the lives of LGBTIQ+ Australians. While marriage equality is one of the key social reforms in Australia in recent years (see case study on page 18

for more detail), the divisive nature of the postal vote highlighted the extent to which homophobia, biphobia and transphobia exists across different parts of the country, and the ongoing negative impact that such discriminatory attitudes and beliefs have on LGBTIQ+ Australians.

The 'gay panic defence', a legal argument that a murder charge should be downgraded to manslaughter because the accused was 'provoked' into homicide by a sexual advance from the victim, was only outlawed in the last Australian jurisdiction just over a year ago. No state or territory has yet to enact laws to end unnecessary medical procedures modifying the sex characteristics of intersex people without their personal consent. After the Safe Schools program was rolled out nationally to create safe and inclusive schools for LGBTIQ+ students, families and staff, and combat school-based bullying / discrimination, the Federal Government pulled funding from the Safe Schools program in 2016. This shift was due to the backlash and politicisation of the program and claims it was 'inappropriate', despite these claims being wholly debunked by the Loudon Review in the same year. While the Religious Discrimination Bill has been shelved, at the time of writing: the Sex Discrimination Act (Cth) allows religious schools to discriminate against LGBTIQ+ teachers and children, and One Nation's Religious Discrimination Bill is still before the NSW parliament.

There is much more that needs to be done if we are to address discrimination and disadvantage facing LGBTIQ+ Australians. As the LGBTIQ+ community sector has been central to the progress made so far, so too is it key to achieving equality for all Australians regardless of their sexual orientation, gender identity or sex characteristics.

⁴⁵ Pew Research Center, *The Global Divide on Homosexuality Persists* (2020).

2016

The Victorian Premier formally apologised to the Victorian LGBTIQ+ community for historical legal discrimination and the New South Wales (NSW) Government made an official apology to the veterans of the first Sydney Gay and Lesbian Mardi Gras who were arrested and beaten by police in 1978.

2014–2021

Trans community advocates saw legislation passed in four states allowing transgender people to update their recorded gender without having to undergo gender reassignment surgery, with this reform still to be achieved in QLD and NSW as at 2022.

2020–2021

Conversion therapy was banned in Queensland, Victoria and the Australian Capital Territory (ACT) largely due to survivor advocacy and LGBTIQ+ led legal challenges.

2022

LGBTIQ+ advocates successfully lobbied to prevent the passage of the Religious Discrimination Bill in the Commonwealth Parliament. If the bill had passed, it would have removed protections for LGBTIQ+ people as well as women, people with disability, and others, if discriminatory practices were based in religion.

2013

LGBTIQ+ human rights advocates successfully had the Sex Discrimination Act 1984 (Cth) amended to include anti-discrimination protections for a person's sexual orientation, gender identity or intersex status.

Aged Care Act 2013 established 'Special Needs' status for LGBTI elders and removed 'faith-based exemptions' in federally funded aged care services.

2017

A coalition of Asia and the Pacific intersex organisations released the Darlington Statement, setting priorities and demanding rights for intersex people.

After an extended, nation-wide YES campaign, marriage equality for same-sex couples was legalised, following a contentious national plebiscite, when 61% of Australians voted in favour of the reform.

2018

The Northern Territory (NT) joins all other states and territories in passing legislation to enable same-sex couples to adopt.

2021

Countless years of advocacy by intersex people produced results as Australia signed a statement supporting the protection of rights of Intersex people at the UN Human Rights Council. The ACT and Victoria also made commitments to ban non-consensual and intrusive surgeries on intersex people.

What does today's LGBTIQ+ community sector look like?

Organisations

Organisations in the LGBTIQ+ community sector reflect the resilience and diversity of the community itself. For decades now LGBTIQ+ Australians and their allies have been addressing the HIV/AIDS crisis and the impact of discrimination on health outcomes, pushing for legal and policy reform for LGBTIQ+ people, and creating safe and accepting spaces and networks that address social isolation. Time and again, LGBTIQ+ Australians come together to create the organisations and structures needed to overcome stigma and discrimination, improve health, economic and social outcomes, and strive for equality in Australian society.

There is a wide variety in organisational types and structures in the LGBTIQ+ community sector. The sector is characterised by a large number of small, informal organisations, groups and initiatives, and registered charities of varying sizes. Half of all respondents to the survey said that they had no charitable status. Only 29% had DGR1 (Deductible Gift Recipient (item 1)) status and only 5% had DGR2 (Deductible Gift Recipient (item 2)) status.⁴⁶

The two most commonly selected governance structures for respondents were 'Incorporated Association' (34%) and 'Company' (22%). Only 9% of organisations were an 'Unincorporated Association' while 6% were either a 'Sole Trader' or 'Informal Community Group'.⁴⁷

LGBTIQ+ communities are one of the least common beneficiary groups served by Australia's charities. According to the ACNC's 2019 Annual Information Statement (AIS) dataset, there are 76 registered charities in Australia that list "gay, lesbian, bisexual, transgender, or intersex persons" as the main beneficiary group that they serve.⁴⁸ This represents only 0.2% of all registered charities in Australia. Another 1,314 registered charities (just under 3% of all charities) also reported "gay, lesbian, bisexual, transgender or intersex persons" as one of the beneficiary groups they served. An estimated 11% of all Australians (2.7 million people) have diverse sexual orientation, sex or gender identity,⁴⁹ causing significant pressure on the relatively small number of registered charities and informal organisations to support this community.

0.2%

There are **76 registered charities** in Australia that list "gay, lesbian, bisexual, transgender, or intersex persons" as the main beneficiary group that they serve, which **represents only 0.2% of all registered charities** in Australia.



46 n=96

47 n=96

48 Australian Charities and Not-for-Profits Commission, ACNC 2019 Annual Information Statement Data, (2019).

49 Australian Human Rights Commission, *Face the Facts: Lesbian, gay, bisexual, trans and intersex people* (2014).

The sector includes a spectrum of service providers, large and small. Most (64%) of the organisations who took part in the survey provide services to clients. Of those that do provide services,⁵⁰ the largest proportion (25%) had in excess of 1,001 clients in FY 20-21. Another 23% had between 26-100 clients, and a combined 35% had 100 clients or less⁵¹ (See figure 1).

Organisation type has an influence on access to financial and human resources. Among respondents to the survey, there was a fairly even split in how respondents described their organisation type.⁵² The two most common organisation types were 'Grassroots Community Groups' (28%)⁵³ and 'Service Providers' (27%).⁵⁴ This was followed by 'Advocacy Organisations' (18%)⁵⁵ and 'Arts and Culture Organisations' (12%)⁵⁶ (See figure 2).

When looking at the three largest organisation types in the sector (grassroots community groups, service providers and advocacy organisations), there is a significant gap in financial resources and paid staff⁵⁷ when comparing service providers to other organisation types. Only 17% of service providers had no staff, compared to 79% for grassroots community groups and 72% for advocacy organisations.

Additionally, only 4% of service providers have no external funding compared to 25% for grassroots community groups and 33% for advocacy organisations. Approximately 64% of grassroots community groups and 50% of advocacy organisations operated on less than \$10,000 a year, in contrast to only 17% of service providers. Service providers were more likely than other organisation types to report no barriers to finding, applying for or implementing funding.

Figure 1
Number of clients
Organisations Providing Clients Services (n=61)

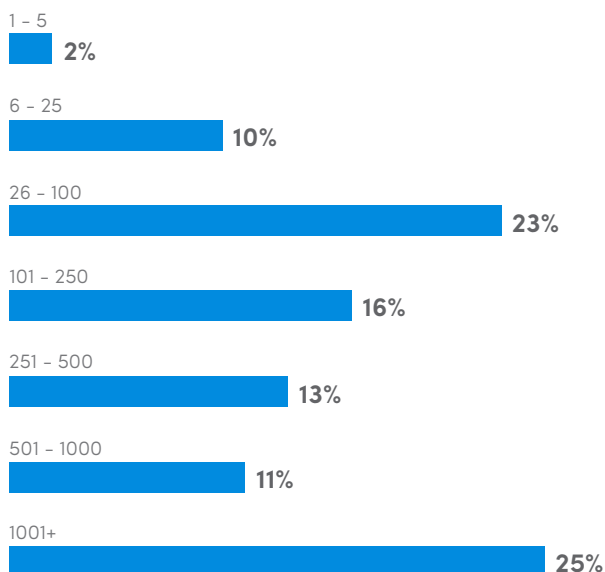
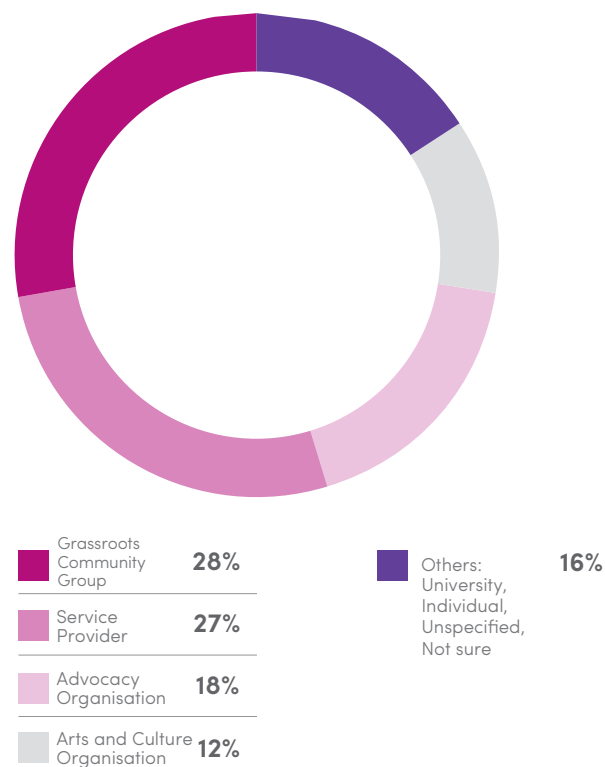


Figure 2
Organisation Description



50 n=61
51 n=61
52 n=108
53 n=30
54 n=29
55 n=18
56 n=13

57 These questions refer to part ii. of the survey, completed by n=96 organisations. The relevant sample sizes for the organisation types in this and the below paragraph are 'Grassroots Community Groups' (n=28), 'Service Providers' (n=23), 'Advocacy Organisations' (n=18) and 'Arts and Culture Organisations' (n=12).

LGBTIQ+ organisations have been addressing the needs of LGBTIQ+ communities across the country for decades, but the sector is young compared to organisations serving other groups.

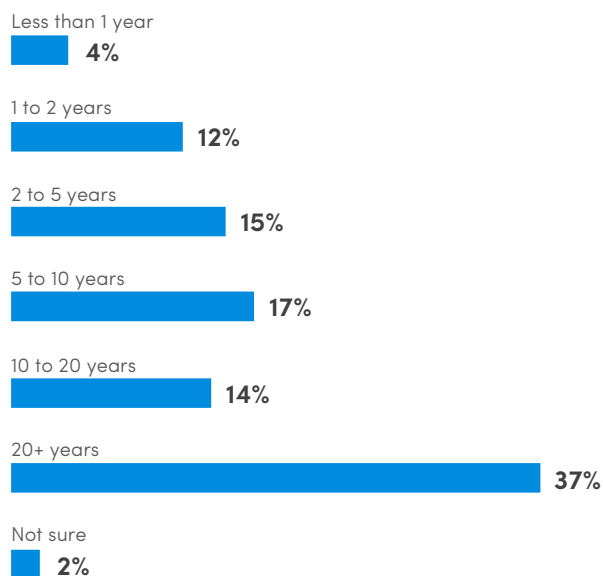
The largest proportion of organisations who took part in the survey had been in operation for 20+ years (37%). A further 14% had been in operation for 10–20 years, and 17% had been in operation for 5–10 years. Combined, over 51% had been in operation for 10+ years while 68% had been operating for 5+ years⁵⁸ (See figure 3).

LGBTIQ+ organisations are working across the country. Only 38% of respondents said that they provide services across Australia, and 17% said that their headquarters were outside of a capital city.⁵⁹ However, the sector is skewed toward organisations headquartered in NSW and Victoria, and in particular, Sydney and Melbourne.⁶⁰ Of the 76 registered LGBTIQ+ charities in 2019, 37% were based in NSW and 33% in Victoria.

This reflects the historical concentration of LGBTIQ+ people in Sydney and Melbourne which led to visible and organised communities that could support a larger number of organisations serving distinct functions. In turn, this made it easier to attract and mobilise resources from governments as well as non-government funding sources that are more concentrated in these two cities. Among the 15 LGBTIQ+ charities classified as large in the ACNC AIS dataset, only NSW and Victoria have more than one organisation represented and only those states have large LGBTIQ+ charities (as defined by the ACNC) that are not HIV/AIDS organisations (which have been predominantly funded by state and territory governments since the early stages of the HIV/AIDS pandemic).⁶¹



Figure 3
Length of Operation



58 n=108

59 n=108

60 71% of respondents to the LGBTIQ+ community sector survey had their head office in either NSW or Victoria, with a heavy concentration in the capital cities (57% had their head offices in either Sydney or Melbourne).

61 Australian Charities and Not-for-Profits Commission, ACNC 2019 Annual Information Statement Data (2019).

Issues

LGBTIQ+ organisations are working on a range of issues impacting the community they serve. Analysis of responses to the survey highlight the diversity of issues that many LGBTIQ+ organisations work on. While most organisations within the sector would have a particular focus, such as health promotion and service delivery, arts and cultural production, and youth development, the reality is that many conduct activities that address multiple issues facing the LGBTIQ+ community sector. This may be explained in part by the relatively small number of resourced LGBTIQ+ organisations across the country and the size of the LGBTIQ+ community sector which limits the capacity of organisations to specialise. At the same time, it also highlights the interconnectedness that many LGBTIQ+ organisations see between the different issues impacting LGBTIQ+ communities. (See figure 4)

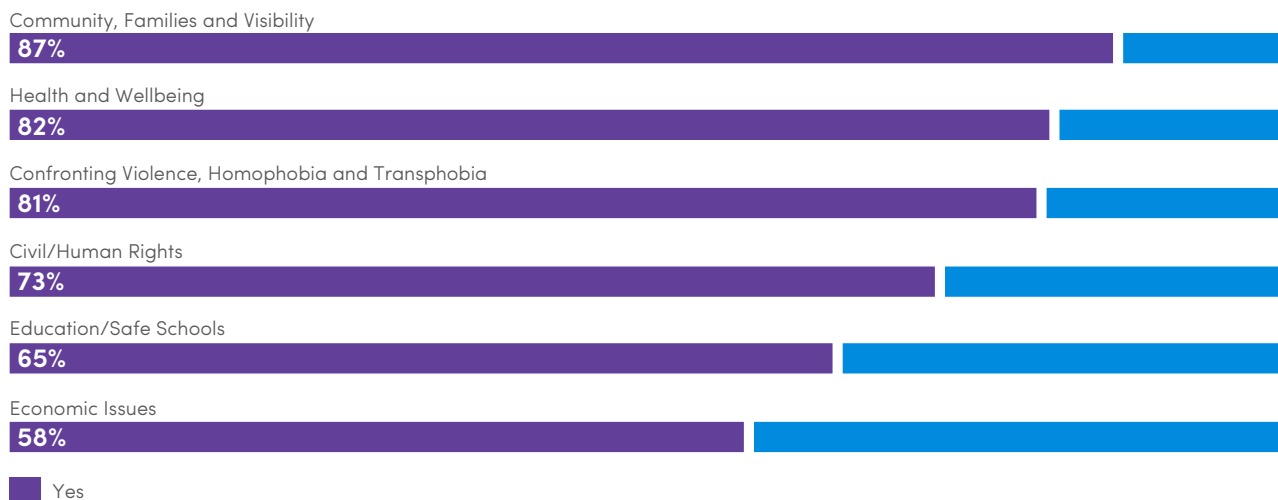
LGBTIQ+ organisations are addressing complex social challenges that disproportionately affect LGBTIQ+ communities. Given that LGBTIQ+ communities experiences some of the poorest mental health outcomes of any group in Australia, it is unsurprising that 'Mental Health/Minority Stress/Loneliness' was listed as one of the most common issues that respondents to the survey worked on (62%), or would like to work on if they had more resources (26%).⁶² Numerous organisations within the sector provide therapeutic mental health interventions delivered by mental health professionals. Other organisations, particularly those that focus on community

development and fostering peer networks, are working towards improved mental health outcomes by addressing social isolation and loneliness, and often act as a referral into mental health services run by either LGBTIQ+ or mainstream organisations.

Similarly, the higher levels of poverty and economic insecurity experienced by parts of LGBTIQ+ communities led to LGBTIQ+ organisations either working on, or wanting to work on, tackling this problem. One in five respondents said that they worked on poverty and economic security, while 54% said that they would if they had more resources.⁶³

Many LGBTIQ+ organisations are, or want to address intersecting issues facing LGBTIQ+ community members. Many LGBTIQ+ Australians have a complexity of issues that extend beyond those specific to their sexuality, gender identity or expression, or sex characteristics. Responses to the survey highlight that many organisations are either delivering programs and services, or would like to with more resources, that recognise and address the intersecting identities, issues and needs of LGBTIQ+ community members. One third of respondents are working on challenging racism, while an additional 45% said they would like to work on anti-racism if they had more resources. Similarly, 30% of respondents said that they work on 'Justice for First Nations LGBTIQ+ People' while 47% said they would like to if they had more resources. Only 24% of respondents work on migration and refugee issues, and 47% would if they had more resources. Similarly, 24% work on anti-ableism but 50% said they would like to work on anti-ableism if they had more resources.⁶⁴

Figure 4
Issues Worked On



62 n=108

63 n=108

64 n=108

Funding

The LGBTIQ+ community sector is severely underfunded. Almost one in five organisations who participated in the survey received no funding in the financial year 2020–2021. A further 21% received \$9,999 or less. **Combined, this represents 39% of organisations in the survey who operate on less than \$9,999 annually.** Just 25% of the organisations in the survey had a financial year 2020–2021 budget of more than \$500,000.⁶⁵

When asked to list key challenges to serving LGBTIQ+ communities, 'Funding to do our work' was selected by more than two thirds of respondents as a challenge and by 49% – or almost half – as their 'key challenge'.⁶⁶ (See figure 5)

An analysis of the financial statements of the 76 registered LGBTIQ+ charities showed that these organisations received a combined income of \$88.7m in 2019. Just over half (56%) of that income, representing \$50m, came from government funding, with donations and bequests (\$14.1m) and revenue from goods and services (\$14.8m) accounting for 16% and 17% respectively.

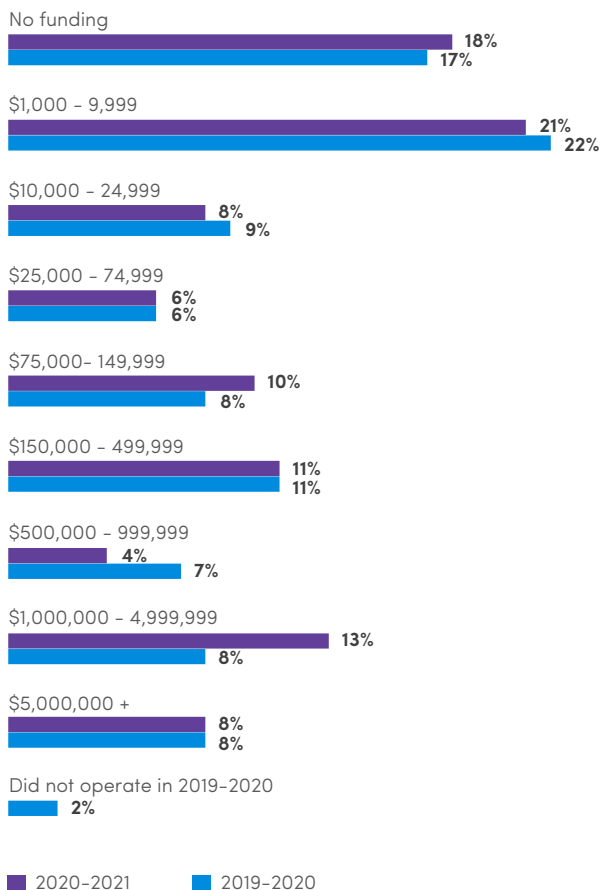
To put this into perspective, in 2019 registered LGBTIQ+ charities received only:

- 5 cents out of every \$100 received by Australian charities.
- 6 cents out of every \$100 of government funding received by Australian charities.
- 12 cents out of every \$100 of donations and bequests received by Australian charities.
- 3 cents out of every \$100 of revenue made from goods and services by Australian charities.



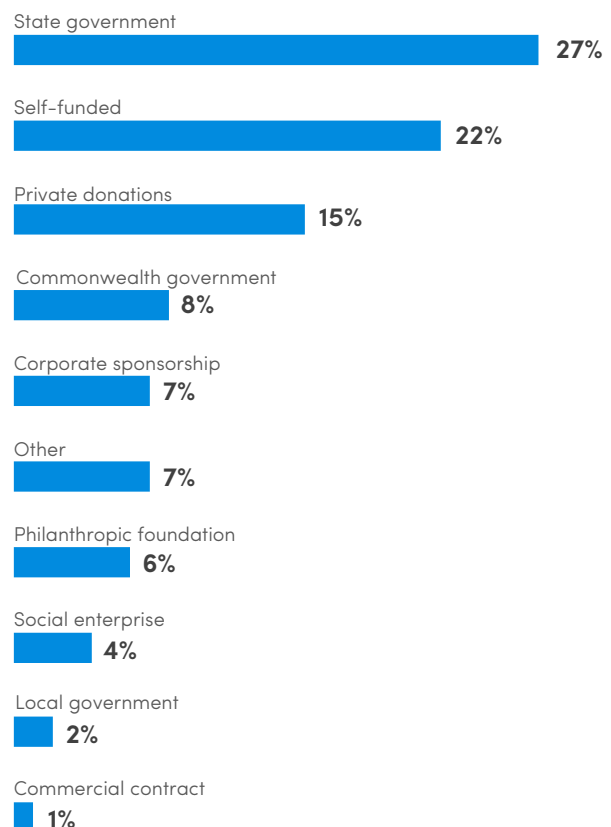
Whilst this report is primarily concerned with philanthropic funding, it is relevant to note that, as demonstrated above, LGBTIQ+ organisations are also underfunded by the government. HIV/AIDS and to a lesser extent other areas of health, have received government support; overall levels of funding from this sector are disproportionately low, as are donations from the corporate sector and individual donations from the general public.

Figure 5
Annual Funding



65 n=96
66 n=96

Figure 6
Sources of Funding, Respondent Averages



The Australian philanthropic sector has not been known to invest in LGBTIQ+ communities historically.

While LGBTIQ+ organisations of all sizes need more resources from all sources, a key finding of the survey was the limited amount of support that organisations received from philanthropic sources. When asked to indicate what percentage of funding their organisation received from a list of funding sources, on average respondents said that only 6% of their funding came from 'philanthropic foundations'. In comparison, the three funding sources that provided the largest average percentage of funding were 'State Government' (27%), 'Self-Funded' (22%) and 'Private Donations' (15%).⁶⁷ (See figure 6)

Seven out of every ten respondents said that they received no support from philanthropic foundations. Only five respondents said that funding from philanthropic foundations accounted for more than 25% of their total annual income.



What LGBTIQ+ organisations shared in the survey aligns with previous research from Our Community and GiveOUT, which found that in 2018 only 0.4% (\$1.5m out of a recorded \$374.5m) of all philanthropic funding shown on Philanthropy Australia's Foundation Maps went to LGBTIQ+ specific projects.⁶⁸ This figure has since decreased further, with a recorded total of just 0.3% (\$1m out of a recorded \$350m) going to LGBTIQ+ specific projects in 2019, 2020 and 2021 combined.⁶⁹

In comparison, more than 450 philanthropic foundations in the United States provided a combined US\$299m in funding to LGBTIQ+ issues in 2017 and 2018 alone.⁷⁰ While recognising the size of the philanthropic sector in the US is significantly larger than in Australia, this data reinforces that LGBTIQ+ issues are yet to be prioritised by the Australian philanthropic sector.

\$20,000,000

Philanthropists Tom Snow and Brooke Horne leveraged their own gift of **\$2.25 million to raise nearly \$20 million in cash** and in-kind donations resourcing the Marriage Equality Campaign.



As one key informant interviewee told us:

"We pretty much don't engage with philanthropy at all, we really don't see, or we haven't experienced, philanthropy as being an income source."

- Key informant interviewee

Another key informant interviewee highlighted the challenge for LGBTIQ+ organisations in receiving philanthropic support, including from within the community itself:

"The stigma and discrimination we generally face as a community carries over to philanthropy. Even from members of our own community who could be philanthropic. They are more likely to see the ballet, opera, environment, or international issues as a place for their donation - not their own community."

- Key informant interviewee

When the philanthropic sector has funded LGBTIQ+ issues in the past (and there are a number of great instances of this), impressive outcomes have been achieved.

A recent example is the Australian Marriage Equality Campaign. 'In collaboration with some of Australia's leading philanthropists and foundations, [philanthropists] Tom Snow and Brooke Horne leveraged their own investment of \$2.25 million (the largest private gift to an LGBTIQ+ cause ever in Australia) to raise nearly \$20 million in cash and in-kind donations, resourcing the Equality Campaign to employ over 80 full-time equivalent (FTE) staff and manage 15,000 volunteers just 18 months after its incorporation. The success of the Equality Campaign has set a new precedent for the potential of collaboration and a co-designed vision for success between philanthropy, business, civil society and the broader community.

Had the success of the postal survey result been replicated in a Federal Election, it would have been the highest electoral vote in history.⁷¹

67 n=96

68 GiveOUT & OurCommunity, *Funding to LGBTIQ+ Causes in Australia* (2019).

69 It should be noted that Foundation Maps reporting is voluntary and this figure is therefore unlikely to be exhaustive.

70 Global Philanthropy Project and Funders for LGBTQ Issues, *2017-2018 Global Resources Report* (2020).

71 Philanthropy Australia, *PA Awards Best Large Grant 2018: The Tom Snow and Brooke Horne Family Trust for the Equality Campaign*, Philanthropy Australia website, accessed Feb 2022.

People

The lack of funding for the LGBTIQ+ community sector means that many organisations are under-staffed and depend on volunteers. More than half of the respondents to the survey said that they currently have no paid staff. Almost one in three (29%) had five or fewer FTE staff; 15% had just one FTE staff member.

Only 8% of organisations had between six and 20 FTE staff (with just 2% between 10-20) and only 12% had 21 or more FTE staff.⁷² (See figure 7)

In contrast, 90% of respondents said they had volunteers working with their organisation.⁷³ Organisations had a large variation in the number of people volunteering, reflecting the varying size and capacity of organisations in the sector. (See figure 8)

! In total, 80% of LGBTIQ+ organisations had five or fewer paid staff (including organisations that had no paid staff).

Figure 7
Number of FTE Staff

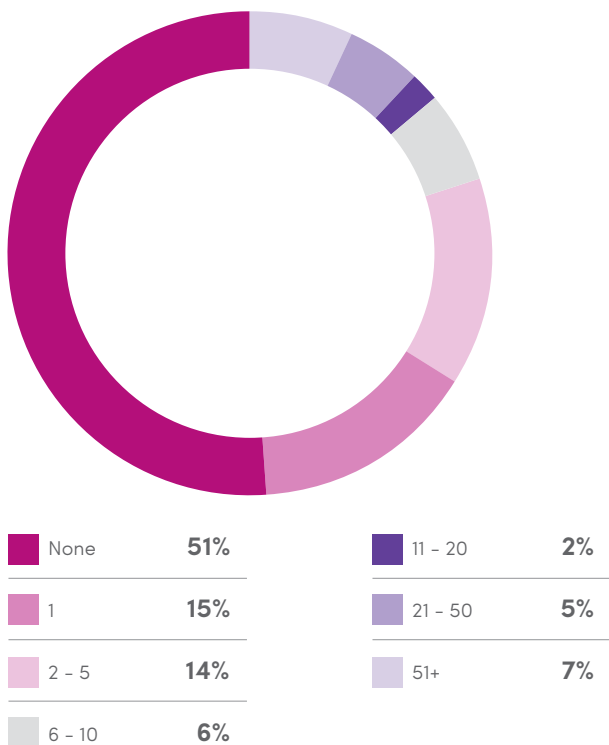
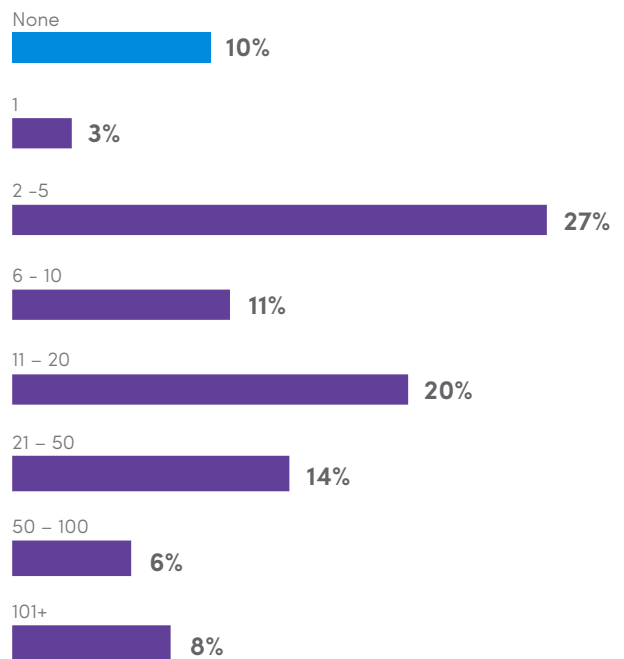


Figure 8
Number of Volunteers



72 n=96

73 n=96



It is important to highlight that sector participation by community members produces benefits in and of itself. LGBTIQ+ communities have significantly higher rates of voluntarism than the non-LGBTIQ+ population, with many citing participations in community initiatives as an important part of their journey to self-acceptance and building connection with peers.

“My friends, our activism, and our group activities... help me feel wanted, included and a part of something greater than myself.”⁷⁴

- Key informant interviewee

However, the scarcity of paid staff presents a significant challenge for many LGBTIQ+ organisations. Just over half the respondents identified ‘Finding the right people’ as an organisational challenge and 9% said it was the biggest challenge they faced.⁷⁵ Given the chronic underfunding of the sector, LGBTIQ+ organisations can struggle to pay competitive salaries and therefore, the sector misses out on talent. Human resource challenges constrain the capacity of organisations to deliver on

their plans, hinder the ability of smaller grassroots organisations to achieve growth, make long term plans, attract funding, professionalise and can lead to burnout for those involved in the sector.

“You can see some organisations just running on empty, chasing their tails with burnt out leaders. The sector needs healthy, happy leaders supported by paid staff with enough capacity to mobilise and engage with potential volunteers and people that want to support our communities.”

- Key informant interviewee

For intersex and trans organisations and groups, as well as LGBTIQ+ organisations focused on intersecting populations, the smaller number of leaders (paid or volunteer) means the same people are continually called on to publicly represent their community, provide advice to mainstream and LGBTIQ+ organisations, and speak on panels and to the media.

⁷⁴ Strauss et al., *Trans Pathways: The mental health experiences and care pathways of trans young people* (Telethon Kids Institute, 2017).

⁷⁵ n=96

Key challenges for the LGBTIQ+ community sector

ACCESSING ADEQUATE FINANCIAL RESOURCES

As highlighted above, the biggest challenge facing LGBTIQ+ organisations in the survey is a lack of funding. Almost half the respondents said it is the key challenge that their organisation faces.⁷⁶

LGBTIQ+ organisations face challenges in both accessing and applying for funding. Three quarters of respondents said they faced barriers to finding funding and around the same number (77%) said they faced barriers to applying for funding. When asked about whether they faced barriers to implementing funding (delivering on commitments, reporting etc) the number dropped to 39%, though this is still a considerable number.⁷⁷

Across the three categories, the most common barriers to funding were:

- Do not have DGR status (31%).
- Unsure where to find funding ('No one in my organisation knows how/where to find funding') (23%).
- Aware of donors but unable to find opportunities to apply (23%).⁷⁸

A further 17% said that a barrier to accessing funding was that websites and open calls were not interested in funding LGBTIQ+ issues. This highlights an important point that LGBTIQ+ organisations, particularly those with limited capacity, may not apply for funding opportunities if the grant opportunity does not explicitly state that LGBTIQ+ issues or LGBTIQ+ communities are a focus of the funding.

“What support do we need to secure philanthropic donations? Insider knowledge on how to go about the process. First, the awareness of what is available. Especially [those] who would be willing to donate to an organisation like ours. Second, the networks, whether structured or informal, to have the ability to ask for support.”

- Key informant interviewee



76 n=96

77 n=96

78 n=96

MEETING DEMAND

This lack of funding directly impacts the lives of many LGBTIQ+ Australians who rely on the services of LGBTIQ+ organisations. According to the survey, 41% of the organisations who provide services to clients said that they could only 'Rarely' (13%) or 'Sometimes' (28%) meet demand for their services.⁷⁹ (See figure 9)

A significant 72% of organisations providing services to clients said they had experienced an increase in demand over the past year; 54% of those said that demand had increased 'a lot'. At least a third of the organisations providing services to clients have a waitlist for those services. Despite this increased demand, one in three organisations said that they had ceased delivering a service or program or undertaking an activity due to a lack of funding in the past year.⁸⁰ (See figure 10)

DEALING WITH THE IMPACT OF COVID-19

The pandemic has presented challenges across the Australian charities sector, including for organisations working to support LGBTIQ+ communities. According to the survey, 'The impact of COVID-19' was selected by 63% of respondents as one of their challenges and 13% as their 'key challenge'.⁸¹ Public health restrictions have disrupted the work of LGBTIQ+ organisations that focus

on community development programming, such as regular community events and workshops, with only those with sufficient human and financial resources able to adapt to online programming. For those that rely on fundraising through community events, including Aurora, the pandemic has impacted their revenue streams. As is shown above, the pandemic has led to an increase in demand for services for many organisations in the sector - in particular mental health services.

FACING DISCRIMINATION AND A LACK OF UNDERSTANDING WITHIN AUSTRALIAN SOCIETY

Progress in legal reform and social attitudes towards LGBTIQ+ communities has been made in recent decades as demonstrated by the achievement of marriage equality, amongst other wins. While this represents a significant social reform, the vitriol in the plebiscite campaign, particularly towards trans and gender diverse people, and ongoing debates around religious freedoms highlights persisting discrimination and stigma towards LGBTIQ+ communities. This impacts the work of the LGBTIQ+ community sector. According to the survey, 'Discrimination against our community' was 'a challenge' for 32% of respondents and the 'key challenge' for 5% of organisations.⁸²

Figure 9

Ability to Meet Demand

Clients Services (n=61)

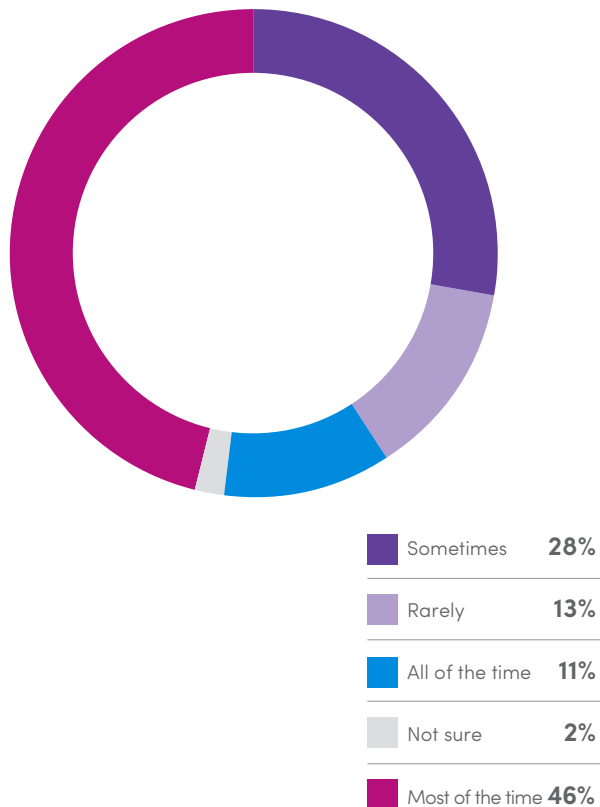
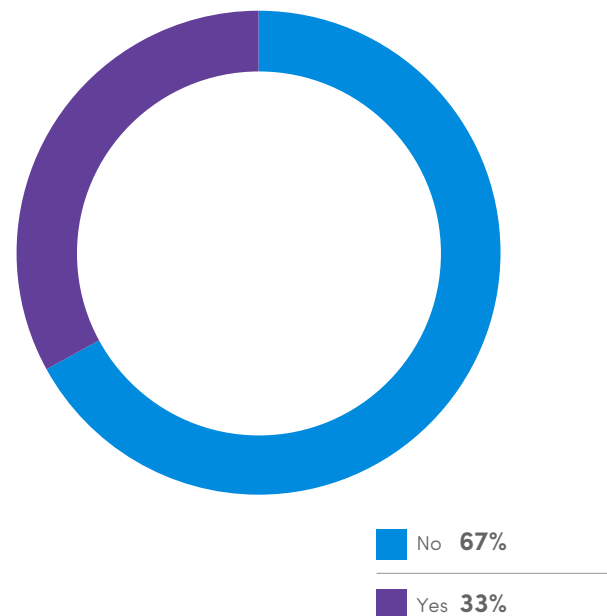


Figure 10

Defunded Programs



79 n=96

80 n=96

81 n=96

82 n=96

The passage of marriage equality, while very important for LGBTIQ+ communities, did not address the range of issues and needs of the community. Health, economic, social and legal inequalities persist, which some within the LGBTIQ+ community sector feel are not understood by or of interest to mainstream Australian society. One in three respondents to the survey listed 'Lack of public interest in/understanding of the needs of the community/ies we serve' as 'a challenge' and 6% of organisations listed it as the 'key challenge'.⁸³ This lack of understanding and interest makes it more difficult for LGBTIQ+ organisations to attract funding.

"Invisibility of our communities is a big issue. It has long-lasting impacts when we can't see ourselves made visible, it's much easier for us not to be funded if we're invisible."

- Key informant interviewee

Facing misconceptions and a lack of awareness about distinct priorities and issues of populations within LGBTIQ+ communities.

While the LGBTIQ+ acronym is used to both identify a community, it is also an umbrella term that encompasses a number of different communities that exist around people's diverse sexuality, gender identity and expression and sex characteristics. The LGBTIQ+ umbrella is an important term for drawing together people with common experiences of discrimination, stigma and status as minorities within a society where most people are cisgender, heterosexual and endosex. Increased acceptance within mainstream society has led to greater recognition and use of the LGBTIQ+ umbrella. However, it can also lead to the specific issues, priorities and needs of LGBTIQ+ communities, often bi+, trans and gender diverse, and intersex people, being overlooked and consequently under-resourced. Assumptions can be made that organisations within the broader umbrella have the in-house experience and capacity to address the needs of all parts of the community.



83 n=96

“Assuming a LGBT organisation can meet the needs of the intersex people, family and communities is wrong.”

- Key informant interviewee

With limited resources, intersex-led organisations and trans-led organisations have achieved important victories in legal and social reform in Australia and are vital to meeting the needs of the communities they represent. However, the lack of funding available makes it harder for the growth and sustainability of intersex-led and trans-led organisations. At the same time, LGBTIQ+ organisations that have moved towards increasing their in-house capacity, knowledge and programming to better support the needs of intersex and trans and gender-diverse people also face the challenge of securing sustainable funding for that work.

“The trends we are seeing from demographic of identities accessing us for information is skewed trans, gender diverse and bisexual... More and more young people entering the community are less likely to identify as gay or lesbian but as queer, bisexual, pansexual or don’t identify [with a specific sub-community] at all.”

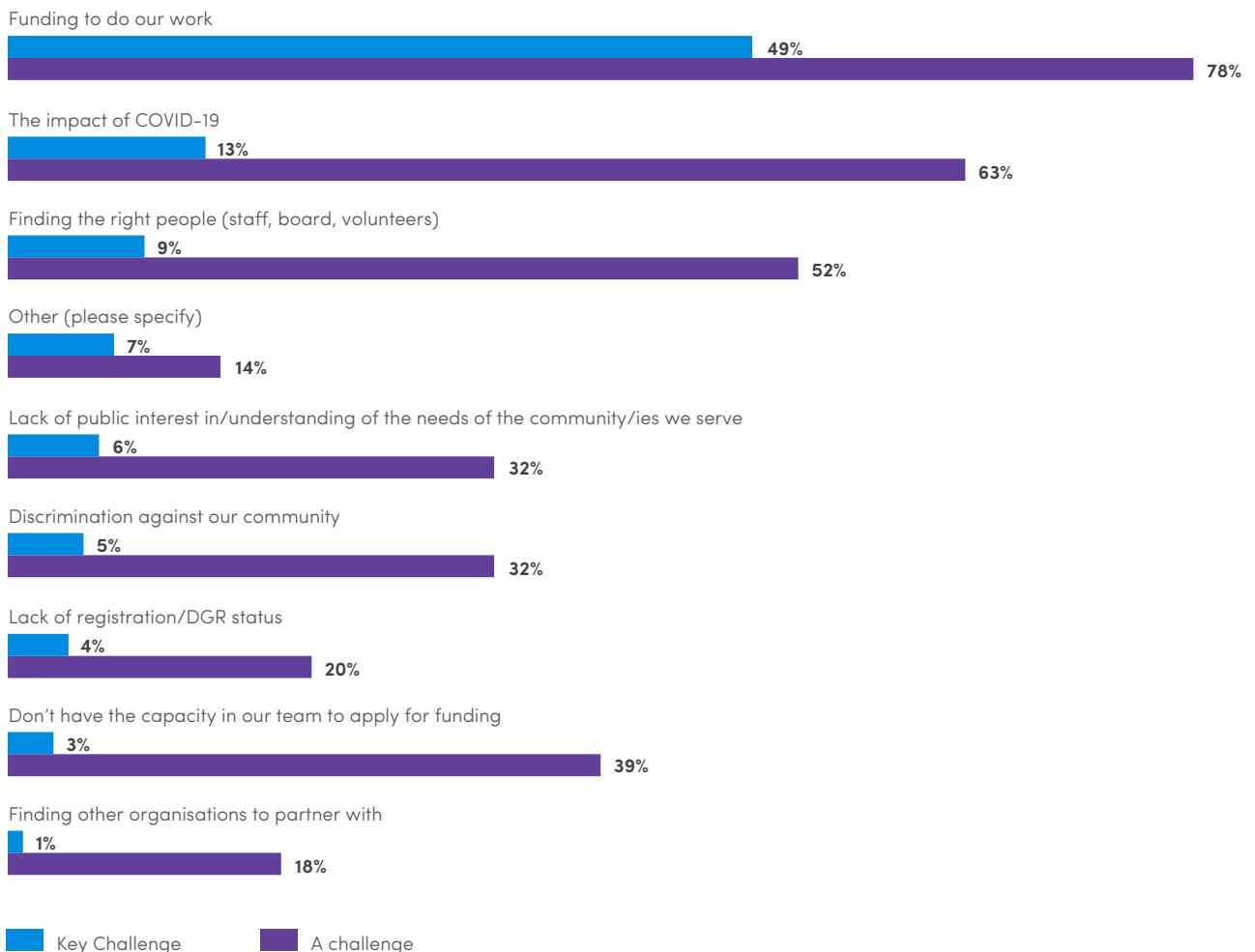
- Key informant interviewee

“While we know [gender identity] is an issue of great concern, the funding is just not there to create new services or bolster existing services.”

- Key informant interviewee

Figure 11

Challenges facing LGBTIQ+ organisations



Why is the LGBTQ+ community sector essential?

“There is no substitute for lived experience. Queer people are always going to be best placed to serve the queer community.”

- LGBTQ+ community sector survey respondent

Community-led support is highly valued and effective. The value of community-led LGBTQ+ organisations in addressing the issues and challenges facing LGBTQ+ people is clearly recognised by the sector and the community as a whole. Nine in every ten respondents agreed that ‘Community-led LGBTQ+ organisations are best placed to deliver services to the LGBTQ+ community’. A significant 70% strongly agreed with this statement.⁷⁹

Organisations commonly said that the value of community-led LGBTQ+ organisations delivering services was based on their lived experience, and therefore their empathy and understanding.

“In our experience even the greatest allies and supporters, with the best of intent, miss crucial opportunities to engage, service and hold space for LGBTQ+ people from all walks of life and of all ages and backgrounds.”

- LGBTQ+ community sector survey respondent

“Cultural safety is paramount. LGBTQ+ organisations are places we know we can go where we will be recognised and valued for who we are. No awkward questions. No strange stares.”

- LGBTQ+ community sector survey respondent

In recognition of the importance of community members leading interventions, the sector has been particularly successful in identifying the value of, and creating, effective peer support models, enabling civic engagement of/activism by LGBTQ+ community members around their own rights, employing community development methodologies, and achieving the establishment of essential community infrastructure.



84 n=96

This comes with its own challenges:

“This work is difficult. Providing people peer support can come at a high personal cost to the peers providing it. This is not recognised and not funded. It is so important, as the intersex experience is so unique.”

- Key informant interviewee

Achieving progress for LGBTIQ+ communities means achieving progress on many fronts.

The LGBTIQ+ community sector does not only focus on people’s sexual orientation, gender identity and sex characteristics. As demonstrated in previous sections of this report, LGBTIQ+ communities are overrepresented in many other areas of disadvantage and, as a result, LGBTIQ+ organisations are stepping up to meet these challenges.

Just over half the LGBTIQ+ organisations that responded to the survey said they provided specific programs/services to youth aged 16–25. Around four in ten provided specific programs/services to people living in regional and remote areas (41%) and culturally and linguistically diverse peoples (39%). A high number provided specific programs/services to people experiencing mental health issues (36%), people aged over 50 (34%), people with disability (34%), and First Nations people (31%).⁸⁵

LGBTIQ+ organisations play an essential role in advising and partnering with ‘mainstream’ organisations that also benefit LGBTIQ+ communities.

It is not only LGBTIQ+ community-led organisations that are required to improve outcomes for LGBTIQ+ communities. In recent years, there has been an increase in the number of non-LGBTIQ+ organisations providing programs and services to address the needs of LGBTIQ+ people. However, this started with a low number of organisations as a baseline. Analysis of the ACNC 2019 AIS Data shows that a small percentage of registered charities include LGBTIQ+ people as one of their beneficiary groups. This number becomes smaller still when analysing the data for registered charities in Australia whose primary beneficiaries are the key disadvantaged groups listed above.

“LGBTI led orgs are fantastic and needed, but realistically we need to build capacity for mainstream services to provide more accessible, safe and visible support for LGBTIQ+ people outside metropolitan areas.”

- LGBTIQ+ community sector survey respondent

Organisation’s primary beneficiary (ACNC charity register)	Percentage that also work with LGBTIQ+ people (ACNC charity register)	Percentage of LGBTIQ+ organisations that work with.... (LGBTIQ+ community sector survey)
People aged 16–25	5.9%	52%
People in regional and remote areas	2.2%	41%
Culturally and linguistically diverse peoples	2.9%	39%
First Nations people	3.4%	31%
People with disability	4.0%	34%

Beginning work to ensure that a charity’s programs or services address the specific needs of gay, lesbian, bisexual, trans and intersex people requires cultural competency and understanding of how to work effectively with the community. LGBTIQ+ organisations hold years to decades of experience in working with LGBTIQ+ communities. They have an important role to play in working with mainstream service providers, particularly those focused on other disadvantaged groups, to ensure that LGBTIQ+ people have access to the best services that the Australian community service sector provides.

“Our community knows how to connect with our community and speak and engage in the right way.”

- LGBTIQ+ community sector survey respondent

⁸⁵ n=96

Key Findings

“

In our experience even the greatest allies and supporters, with the best of intent, miss crucial opportunities to engage, service and hold space for LGBTIQ+ people.”

LGBTIQ+ community sector survey respondent



1

LGBTIQ+ communities in Australia are far from equal

LGBTIQ+ people are overrepresented in areas of disadvantage, and underrepresented in areas of power and influence. Marriage equality, among other hard-fought wins, has meant significant progress over the past decade, but inequality persists. Trans and intersex communities, and those that face additional barriers because of race, age, location or disability, are particularly impacted. When these groups are supported, they are incredible contributors to local communities and broader society.

2

The LGBTIQ+ community sector has achieved a great deal

In a relatively short period, the LGBTIQ+ community sector has achieved a great deal. A strong culture of voluntarism and community organising has been its superpower. Not only are there more places for LGBTIQ+ people to seek community-led support than ever, but also LGBTIQ+ activism has seen some significant reforms, and increased levels of acceptance, despite backlash from certain segments of society.

3

The LGBTIQ+ community sector is chronically under-resourced

LGBTIQ+ communities receive less funding from both government and philanthropy than almost any other group. Organisations are unable to meet demand and are in need of capacity building and sustainability support if they are to meet the challenges that remain.

4

The LGBTIQ+ community sector is much loved and essential

LGBTIQ+ people volunteer at higher rates than the general population. Taking part in community work is an important rite of passage for many LGBTIQ+ people, and there is an overwhelming view that they are the only ones that can provide the type of peer support that's most effective. Lived experience is highly valued by beneficiaries, as well as mainstream service providers seeking to make their services inclusive to LGBTIQ+ clients.

So, what needs to be done...?

Recommendations

“

We have expertise and lived experience in our own communities. If we had appropriate funding and reach, our impact would be huge.”

LGBTIQ+ community sector survey respondent

1

Fund LGBTIQ+ organisations

Maximising community benefit with the dollars you have is often a matter of finding gaps in government or other private spending and addressing unmet needs. A sector already doing so much with so little represents an opportunity to have a high impact, if support is offered in the right way.

When making funding decisions, think about:

CAPACITY

- Fund core costs, organisational capability, sector infrastructure, and capacity building. Ensure you're setting organisations up for success and enabling them to break out of a hand-to-mouth existence.
- Be mindful of the burden you place on LGBTIQ+ organisations when they apply for or expend grants. Very few have a fundraising team.

“With grants there can be so little money and they require so much effort. Because they don't fund admin you can spend more money than what you get by the time you factor in management and reporting.”

- Key informant interviewee

REPRESENTATION

- Fund community-led organisations, or ensure genuine community voice and participation in program design and delivery at mainstream organisations.
- Make sure mainstream organisations are paying for the LGBTIQ+ expertise they seek.
- Don't assume an LGBTIQ+ organisation will be able to effectively deliver support for a particular sub-community, especially if they don't have representation in their team and / or amongst their leadership.
- Support programs and services that are designed and led by intersex people to address their needs.
- Support programs and services that are designed and led by trans people to address their needs.

GEOGRAPHY

The vast majority of LGBTIQ+ organisations across Australia are underfunded, but you may wish to consider:

- Prioritising funding organisations outside of Victoria and NSW, and outside of metropolitan areas.
- Supporting national LGBTIQ+ organisations to undertake projects outside of Victoria, NSW and metropolitan areas.

“Where is the need greatest? [We] need to fund the other States, not Victoria. We [Victoria] get more combined funding. Focus on Tasmania, Queensland, Western Australia, and the NT.”

- Key informant interviewee

2

Be explicit that you are interested in receiving funding applications or enquiries from LGBTIQ+ organisations

As shown in this report, LGBTIQ+ communities are often disproportionately affected by areas funders more commonly focus on, like mental health or housing stress, but LGBTIQ+ organisations addressing these issues often feel excluded from mainstream funding because they are not named as a target population. Add them to your guidelines or reach out proactively and make them feel safe and welcome to approach you for funding.

3

Deepen your knowledge of LGBTIQ+ issues and experiences

A lack, or perceived lack, of awareness or understanding of LGBTIQ+ issues and experiences amongst funders breeds hesitation and potential failed attempts at supporting progress for this cohort. Be curious and get informed! (The list of resources in Appendix 3 is a good place to start).

Learn how your other areas of focus impact LGBTIQ+ communities. As highlighted in this and other reports, LGBTIQ+ people are more likely to experience disadvantage and poorer health, economic and social outcomes across a range of indicators. Therefore, any comprehensive philanthropic strategy should consider how LGBTIQ+ communities are affected by the particular issue or challenge that the funding is seeking to address.





4

Be a good ally

LGBTIQ+ communities can't thrive alone. Be loud and proud of your support for LGBTIQ+ projects, and encourage others to fund in this space. Connect LGBTIQ+ organisations to other funders and give them advice on how to engage. And of course, call out homophobia and transphobia when you see it.

"Training and capacity building for grant writing would absolutely be useful. I definitely think there is a space in the market for that sort of learning and development and capacity building initiative to occur."

- Key informant interviewee

"The biggest barrier is [philanthropic sector] knowledge and connection. But more broadly even with knowledge it is the time and resourcing to do that work."

- Key informant interviewee

5

Engage with LGBTIQ+ funders to help you get started

LGBTIQ+ led funding bodies in Australia have a deep understanding of both philanthropy and the LGBTIQ+ community sector, not to mention what it is like to be a member of LGBTIQ+ communities. If you want to give but aren't sure where to start, reach out to organisations like **Aurora** and **GiveOUT**. We exist to help bridge this gap and increase the impact of your dollars by brokering relationships between funders and those doing work on the ground. Supporting the work of funding intermediaries is a smart way to build sector capacity,⁸⁶ or give via community-led grant rounds and funding programs like GiveOUT Day.

86 Aurora Group & Oliver Wyman, *The Case for Intermediaries: Navigating Australia's LGBTIQ+ not-for-profit landscape* (2021).

Contacts us

Contact us to book in an in-depth discussion about funding LGBTIQ+ communities:

AURORA

hello@auroragroup.org.au
auroragroup.org.au

GIVEOUT

info@giveout.org.au
www.giveout.org.au

Thank you

Our deepest thanks to all survey respondents and key informant interviewees who gave their valuable time to fuel the findings in this report.

Thank you to all the volunteers that power the LGBTIQ+ community sector, including Aurora and GiveOUT.



Appendix



Appendix 1

Glossary

Bisexual: A person who has the capacity to form enduring physical, romantic, and / or emotional attractions to those of the same gender, or to those of another gender. It may also be defined to include romantic or sexual attraction to people regardless of their sex or gender identity, which is also known as pansexuality or bi+.

Brotherboy: A term used by Aboriginal and Torres Strait Islander people to describe gender diverse people that have a male spirit and take on male roles within the community.

Cisgender: A term used to describe people who identify as the same gender assigned to them at birth (typically male or female). This is in contrast to transgender people who do not identify with the gender assigned to them at birth.

Community-led: Describes an approach or organisation that is led by the needs and lived experiences of the community it services.

Conversion therapy: The pseudoscientific practice of attempting to change an individual's sexual orientation from homosexual, lesbian, or bisexual to heterosexual or their gender identity from transgender / gender-diverse to cisgender using psychological, physical, or spiritual interventions. There is no reliable evidence that sexual orientation or gender identity can be changed, and medical institutions warn that conversion therapy practices are ineffective and often harmful.

Endosex: Refers to someone whose innate sex characteristics fit normative medical or social ideas for female or male bodies.

Gay: The term used to describe people whose enduring physical, romantic, and / or emotional attractions are to people of the same sex (e.g., gay man, gay people). Sometimes lesbian (n. or adj.) is the preferred term for women.

Grassroots: The term used to describe an organisation or movement that comes from the local community or core population affected by the issue, rather than elite or external actors working to do something for communities they are not a part of. Grassroots organisations can be large in scale and reach, but their origins must be from within the community.

Heterosexual: An adjective used to describe people whose enduring physical, romantic, and / or emotional attraction is to people of the opposite sex. This is also referred to as straight.

Intersex: An umbrella term for people born innate physical sex characteristics do not fit medical and social norms for female or male bodies. There are at least 40 known intersex variations, with diverse characteristics, including genetic, anatomic and chromosomal variations. These traits can be apparent prenatally or at birth, or emerge later in life, often at puberty.

Lesbian: A woman whose enduring physical, romantic, and / or emotional attraction is to other women.

Minority stress: A term that describes well documented chronically high levels of stress faced by members of stigmatised minority groups (such as LGBTIQ+ communities). It may be caused by a number of factors, including poor social support and low socioeconomic status; well understood causes of minority stress are interpersonal prejudice and discrimination.

Non-binary: A term used to describe genders that do not fall into binary definitions of male or female.

Queer: A term used by some people, particularly younger people, whose sexual orientation is not exclusively heterosexual (e.g., queer person, queer woman). Typically, for those who identify as queer, the terms lesbian, gay, and bisexual are perceived to be too limiting and / or fraught with cultural connotations they feel don't apply to them. Some people may use queer, or more commonly genderqueer, to describe their gender identity and / or gender expression. Once considered a pejorative term, queer has been reclaimed by some people to describe themselves; however, it is not a universally accepted term even within LGBTIQ+ communities.

Sistergirl: A term used by Aboriginal and Torres Strait Islander people to describe gender diverse people that have a female spirit and take on female roles within the community.

Trans / Transgender / Gender-Diverse: 'These are umbrella terms that describe people who identify their gender as different to what was assigned to them at birth. Some trans people position "being trans" as a history or experience, rather than an identity, and consider their gender identity as simply being female, male or a nonbinary identity. Some connect strongly with their trans experience. The processes of transition may or may not be part of a trans or gender diverse person's life' (Stardust et al. 2017).

Appendix 2

Detailed research methodology

The findings in this report are drawn from the original research of Kate Whelan Consulting, ReachUP consulting and Loma Cuevas-Hewitt commissioned by Aurora in 2021. The detailed methodology for each of the stages is included below.

STAGE 1: LITERATURE REVIEW

This component of the project was conducted by Loma Cuevas-Hewitt under the direction of Kate Whelan Consulting.

The role of this literature review was to provide an overview of the key legal, policy and social issues impacting Australian LGBTIQ+ communities.

Due to time and other resource constraints, the literature review was illustrative but not exhaustive. Priority was given to literature produced within the past five years by nongovernmental organisations (NGOs) who had the following attributes:

- LGBTIQ+ community-led
- National scope
- Incorporated

Where appropriate, literature from mainstream non-LGBTIQ+ NGOs was consulted, as was that of state-based NGOs, provided their work had nationally relevant implications. Only a few exceptions were made when it came to informal, unincorporated community organisations (ranging from social media-based groups to activist collectives to peer support networks, and so on). Aside from NGOs, select literature from academia, government and the private sector was consulted as well, particularly in instances where crucial context on the range of issues affecting LGBTIQ+ communities is provided.

This literature review relied on desktop research and consisted of the following steps:

1. Initial list of organisations and resources provided by the Aurora Group.
2. Further resources added to the list by consulting the websites of select LGBTIQ+ organisations.
3. Relevant peer-reviewed journal articles sourced through academic journal databases.
4. Key reports from the university, government and private sectors sourced via Google using search terms including, but not limited to: *Australia*, *Australian*, *LGBT*, *LGBTI*, *LGBTIQ*, *LGBTIQA*, *LGBTQ*, *LGBTQI*, *LGBTQIA*, *Report*, *SGD* [Sexuality and Gender-Diverse], *SOGI* [Sexual Orientation and Gender Identity], *SOG/ESC* [Sexual Orientation, Gender Identity & Expression, and Sex Characteristics], *Study*.
5. Framework for thematic analysis (i.e., a 'coding framework' or 'code frame') built using NVivo software, following parameters identified by the Aurora Group.
6. Thematic analysis of all texts undertaken in NVivo.

In both the review of the literature and the write-up of the review, it should be noted that the author was guided by a strengths-based, intersectional approach.

STAGE 2: KEY INFORMANT INTERVIEWS

This component of the project was primarily conducted by Carla Stacey (ReachUP Consulting) under the direction of Kate Whelan Consulting.

Ten key informant interviews were undertaken with participants being selected from a larger list of individuals that worked in the sector to advocate for or service members of LGBTIQ+ communities.

Verbatim quotes from interviewees were used to support the findings and they are not attributed to a specific source. Participation was confidential.

The participants came from a range of geographic locations and parts of the sector that reflect the diversity of communities under the LGBTIQ+ banner.

STAGE 3: ONLINE SURVEY OF LGBTIQ+ ORGANISATIONS

This component of the project was conducted by Kate Whelan Consulting.

This was an online survey, hosted by Momentive (previously Survey Monkey). The survey was open from the 9th September to the 15th November 2021.

In order to reach the primary target sample, the survey was distributed via:

- Aurora's network (via email)
- Aurora's social media presence (LinkedIn, Facebook & Twitter)
- Kate Whelan Consulting and an assisting researcher's own informal networks

Contacts were asked to forward the survey invite to other appropriate contacts.

The report was based upon n=108 responses for part i., with n=96 going on to complete part ii.

Kate Whelan Consulting designed the questionnaire in consultation with Aurora. Data table preparation, analysis and reporting were undertaken by Kate Whelan Consulting. SPSS Statistics, Excel and Momentive were used to analyse the results. Open-ended questions were analysed manually.

The survey data was cleaned to remove organisational duplicates, and poor-quality responses or responses where the organisation could not be verified (i.e., where people had written N/A in the organisation name question response box). The data was not weighted.

The report also draws analysis of data from the ACNC's Charity Register, in particular the ACNC 2019 AIS Data. When reviewing the organisations that were listed as having 'gay, lesbian, bisexual, transgender or intersex persons' as their main beneficiary group, two organisations were excluded on the basis that their activities directly cause harm to LGBTIQ+ communities and two organisations whose main beneficiary group had been incorrectly coded as "gay, lesbian, bisexual, transgender or intersex persons'. One organisation whose main beneficiary group is LGBTIQ+ communities, based on the group's website and public facing documents, but was not coded as such in the AIS dataset, was included in the analysis of LGBTIQ+ registered charities. Four organisations that had voluntarily revoked their registration status were excluded from the analysis.

Appendix 3

Research landscape

As noted within the report, a lack of quality data is an ongoing challenge for the LGBTIQ+ sector, and this challenge extends to funding data.

Encouragingly, an increasing amount of community-led and academic research has been produced in the past five years or so that supports our understanding of both the state of affairs for LGBTIQ+ Australians, and the state of funding for this cohort.

- **The Case for Intermediaries: Navigating Australia's LGBTIQ not-for-profit landscape** by Aurora and Oliver Wyman (2021) explains how community funding infrastructure plays a role in mitigating some of the structural issues facing the LGBTIQ+ community sector.
- **Funding to LGBTIQ Causes in Australia** by GiveOut and Our Community (2019) demonstrates the lack of funding to the LGBTIQ+ community sector.
- **The National LGBTIQ+ Community Impact Report** by Collective Impact and THREE for All Foundation (2018) demonstrates the lack of capacity within the LGBTIQ+ community sector to achieve large-scale change.

- A multitude of relatively current issue-specific research including but not limited to:
 - La Trobe University, [Private Lives 3](#) (Health and wellbeing)
 - LGBTIQ+ Health Alliance, [Snapshot of Mental Health and Suicide Prevention Statistics for LGBTIQ+ People \(Mental health and suicide\)](#)
 - La Trobe University, [Writing Themselves In 4](#) (Young people)
 - The Equality Project, [Australian LGBTIQ+ Policy Guide 2020](#)
 - Equality Australia, [There's No Safe Place at Home \(Domestic and family violence\) | COVID-19 and Australian LGBTIQ+ communities](#)
 - Diversity Council of Australia & RMIT, [Out at Work](#)
 - ACON & Western Sydney University, [Home is Where Our Story Begins](#) (CALD people)
 - [The Darlington Statement](#) (Intersex people)
 - Pride Foundation Australia, [Briefing Document on Contemporary Issues for Refugees and People Seeking Asylum](#)
 - Deakin University, [More Than Ticking a Box](#) (People with disability)

This report aims to complement these existing bodies of work.

For a list of LGBTIQ+ organisations operating around the country, go to www.giveout.org.au and 'browse projects'.

