

HIV & Sexual Health

Townsville – 8ppl	Cairns – 15ppl	Gold Coast – 5ppl	Sunshine Coast – 7ppl	Toowoomba – 13ppl	Brisbane - 9ppl	Staff
<ul style="list-style-type: none"> • Retreats were good • Need general community awareness. • Need info on transgender sexual health. • Need info on lesbian sexual health. • Need to include msm/bisexuals in our work. 	<ul style="list-style-type: none"> • Transgender & lesbian to be included x 8. • General public education x 6. • Education of GPs on sexual health and LGBT issues x5. • School education – push to include in curriculum x 4. • Beat outreach & awareness x 3. • Continue existing program. – Gaydar outreach & use of smart phone apps (e.g. Grinder) x 2. • Include trans in HIV research as often left out x 2. • More poster campaigns like Rip & Roll x 1. • More money to assist above x 1 • More awareness of STIs – different types. • More major safe sex promotions and adverts in the mainstream. • Hidden group of men who have sex with men who don't know risks and don't see themselves at risk. • Google searches for gay need to direct to website. 	<ul style="list-style-type: none"> • Qld needs better data, more publically available. • Advocate for rapid testing in clinical and community settings. • Follow the epidemiology. • Lesbian & trans sexual health. 	<ul style="list-style-type: none"> • Low profile of HIV – ‘myth of the cure’. • Need more mainstream coverage e.g. in schools. • Roadshow touring to region centres. 	<ul style="list-style-type: none"> • Need more focus on young people. • Produce education on safe sex and healthy relationships. • Produce info in a form people can easily and quickly take away with them. • Build partnerships with organisations – sharing resources. • Support for young people in dealing with sexual orientation, sex & gender identity. 	<ul style="list-style-type: none"> • More advertising and outreach on gay websites. • Address high discussion/practice or bare-backing – in community, on websites. • Challenge view that medications deals with HIV (i.e. everything ok). • Update people's current knowledge of living with HIV. • Info on premature ageing. • Lesbian & trans sexual health (inc. Male partners of lesbians). 	<ul style="list-style-type: none"> • Supporting flexible HIV testing e.g. rapid tests x 10 • Resources – lesbian, trans, bi x 6 • Workshop for young people in the phase of moving from youth support – being adult support x 6. • Risk reduction strategies x 4. • Extra office in central Qld x 4. • Train up /up skilling of stakeholders outside of HC reach – services, volunteers, regional & remote x 3. • School based education – consistency x 3. • 2 Spirits need more staff to cover TSI region x 3 • More office space for 2 Spirits Cairns x 2 • YouTube, new media x 2. • Identifying key areas for research & gaps x 2. • CALD focus, international students x 2. • Diversification in the delivery of messages x 2. • More health promotion – less community development x 2. • New technologies to engage remote communities e.g. skype x 2. • Not gender specific e.g. include lesbian x 2. • Clinic role x 2. • Dams – broad education regardless of gender x 1. • Increasing heterosexual transmission and how this relates x 1. • Early intervention – prevention focus x 1. • Increased collaboration with QPP and PD x 1.

						<ul style="list-style-type: none">• Trans included x 1.• Sexual health testing technologies• SOPV outreach• NPrep for other STIs• Data on trans community• Consistency of data• Network better with groups interstate i.e. trans• Ageing• I'm ? health promotion tool• Flexible & timely adaptation to research & evidence• Must have community development• Mental health impact on sexual health
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LGBT Health

Townsville	Cairns	Gold Coast	Sunshine Coast	Toowoomba	Brisbane	Staff
<ul style="list-style-type: none"> Localised stats & research. Programs in schools – all levels, including anti-discrimination. Support networks for young people. Need counsellor e.g. grief. Need face-to-face contact with a locally based person. Travelling roadshow to connect with LGBT people. Localised research – state/national not listened to. Army population a key target. Mental health a priority. Accessing wider LGBT community, esp suburban, regional or rural. Discrimination, violence & harassment a big issue in Townsville. Parenting rights – especially if biological parent dies. 	<ul style="list-style-type: none"> Ageing group funding x 8. Continue to update website – some info old x 6. Work with Dep't of Education to improve sexuality education in schools x 4. Trans & lesbian – provide access & support to groups, e.g. meeting rooms, internet x 4. Funding for trans, lesbian, bisexual & intersex people x 3. More school education x 3. Outreach to isolated communities x3. Youth focus, engagement of younger people x 2. Facilitate dialogue between trans community & Cairns sexual health x1. Disability – more support services for LGBT, links to carers issues x 1. Education for other community members to understand smaller groups in community x1. Issues around suicide (youth), anxiety around stigma x 1. Skills up mental health 	<ul style="list-style-type: none"> Mental health, anxiety, depression – especially among young people. Alcohol, tobacco & others drugs – especially for young people. TAFEs and Uni – gaps for supporting LGBT ppl. Continue ageing work – develop case studies from work with Care Connect, link with local government. 'Rover' program to address drug use. Domestic & family violence (e.g. Gold Coast integrated response). Ensure LGBT issues included in "Love Bites" training in schools. Develop training courses, notes that others can use. Dep't of Communities should fund training around 'how to guide'. Gap in young people 18+ - volunteering, mentoring, transition from under 18, partnership work. Put on an LGBT interagency, training 	<ul style="list-style-type: none"> Support for young people to come out to parents. Challenge idea that if you have a mental illness and you are gay, it must be because of illness. Promote social networks so LGBT people can talk to others. Need higher profile and more peer support. Focus on young people – mental health & suicide, drug use, building a positive self worth, info for new parents and parents for teenagers on LGBT issues, develop supportive environment for LGBT young ppl. Support for families to embrace difference inc sex & gender diversity. How to get info out to LGBT people not connected to LGBT community. Education to primary school teachers and doctors. Group for people with disability – physical or intellectual – social 	<ul style="list-style-type: none"> Generate/utilise allied health workers in support for LGBT seniors. Do LGBT health or sexual health as part of holistic intervention (e.g. Pit Stop). Referral information easily available. QH needs to do better of LGBT health – look to CALD & A&TSI initiatives. Keep doing cultural awareness training for health and community sector. Develop accredited courses (e.g. thru nursing colleges). Attend health expos where services display wares. Develop static display that volunteer could put out, but not be staffed. Attend interagencies (e.g. SWAN). Need work with deaf LGBT ppl. Directory of support services. Endorsement system for services e.g. Rainbow Tick (HC to audit for a fee). Safe support for coming out. Ageing – certify old 	<ul style="list-style-type: none"> Van to transport older LGBT ppl to events, outings etc. Working with developers to build LGBT seniors accommodation. Small projects , e.g. animation on young people's issues. Mentoring program – younger and older LGBTI. More social gatherings for LGBTI ppl. Info days – e.g. mental health. Info evenings on various topics e.g. Centrelink. Dealing with drop in income support for couples through Centrelink. Support for LGBT ppl to form a family/children. Seniors social group (e.g. Burnie Brae). Suicide prevention. 	<p>New</p> <ul style="list-style-type: none"> Funded lesbian work x 9. Trans sexual health work x 5. More effective evaluative work x 4. Drop-in space driven by community x 3. Diverse recruitment x 2. Include intersex and lesbian x 1. Diversification of media/delivery of messaging x1. 2 Spirits workers to do broader lesbian health and trans/sistergirl Free/low cost counselling <p>More</p> <ul style="list-style-type: none"> Mental health x 8 Suicide prevention x 5. LGBT home care & respite x 3. Men's health x 2. Social media – creative & innovative x 1 Collaborating with youth services x 1 Ageing population x 1 Body image x 1. Newsletters that flow to lesbian & trans issues/images Keep Pride and other community development events going Website Salaries Sector specific funding for LGBT awareness training Suicide prevention, housing, casework Inclusion of bisexuality in LGBT work Community consultation increased around issues Housing ATODS

	<p>& ATODS in LGBT issues.</p> <ul style="list-style-type: none"> • Workshops for trans. • Advocating for trans & funding directly. • Training for groups. 	<p>events, networking, conference for Qld.</p>	<p>support.</p> <ul style="list-style-type: none"> • Peer support services, especially around mental health/illness. 	<p>people's homes, education for staff and boards.</p> <ul style="list-style-type: none"> • Don't just focus on doctors, include community health workers. • Mental health – appropriate services, not just mental illness, isolation, loneliness, pressure. • Promote GLWA more. • Work with Council community development officers. • Provide info for general practice on how to support LGBT ppl. 		<ul style="list-style-type: none"> • Queer parenting, adoption, surrogacy etc. • Relationships – increase counselling. • Homelessness • Disability • Therapeutic workshops • Positive social spaces • Broader LGBT health • Sexual dysfunction • Interaction of women's health and men's health movements • Standardisation of all Qld Health funded services and agencies for sexuality & gender diverse inclusiveness
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Community Building & Advocacy

Townsville	Cairns	Gold Coast	Sunshine Coast	Toowoomba	Brisbane	Staff
<p>Office/Resource Centre</p> <ul style="list-style-type: none"> • Reemphasis need for office Townsville. • Work together with other groups to co-locate. • Have a range of services that ppl want (e.g. needle exchanges, condoms, deal with presenting and secondary issues). • Need to recruit someone local – have knowledge, contacts, experience & empathy. • Wealth of local experience in Townsville re: community centres, groups etc. • Not necessarily an LGBT identified building. <p>Other</p> <ul style="list-style-type: none"> • Have a unifying presence – events, space, face. • Need community development officer or facilitator. • Drop-in or coffee shop + services & support in the background. • Get promotional merchandise around. • Need community 	<ul style="list-style-type: none"> • Continue links between social groups e.g. Culture, email circulation lists x 10. • Rural youth, Broader youth community networking, connect with youth x 4. • In-service training – Healthy Communities -> sexual health, ATODS, police – strong focus on gender issues & transitioning (+ Ergon, Centrelink) x 2. • Promote Healthy Communities Cairns LGBT Resource Centre as such (not Base Camp) x 2. • Support & promote PFLAG state-wide groups x 2. • Invite health professionals, police to resource centre x 2. • Training to police liaison officers – nothing on trans or bisexual issues x 1. • Address needs of elderly e.g. housing x 1. • Options for gender on intake forms x 1. • Advocacy Officer for trans issues to state 	<ul style="list-style-type: none"> • Events and activities for LGBT people (not in Brisbane). • Support for transport to/from Brisbane – safety. • Keep doing partnerships & advocacy on Gold Coast. • Medicare Locals – inform health & wellbeing plan, link with partnerships & community engagement officer, get on advisory groups. • Develop champions within organisations – train the trainer, work with communities, collecting stats & narrative. • Gold Coast Gay Day – partner with Tropical Fruits to put on or Uni/TAFE event management students. 	<ul style="list-style-type: none"> • Tackling stigma & discrimination – schools, normalising, integration. Double stigma of sexuality & mental illness. • Facilitate connections between people. • Support for families of LGBT ppl. • Discrimination in LGBT community about mental illness. • Encourage greater role for volunteers (e.g. reception). • Greater use of social media. • Greater is of uni students for projects. 	<ul style="list-style-type: none"> • Homophobic environment – support/work with parents e.g. PFLAG. • Formal MOUs with supporting organisations. • Representation of LGBT in services e.g. posters. • Link with Medicare Locals to get to general practice. • Provide advice on gender neutral language in consultations (e.g. partner). • Need whole of government statement on LGBT issues. • Community mediator or facilitator. • Need an LGBT business or shop front that can be a hub or connection point (e.g. Out Video, coffee shop). • Too cliquy – need unity in community. • Promote network of businesses and services that support LGBT ppl. • Put info in libraries. • Promote what's on and what support is available. 	<ul style="list-style-type: none"> • More community engagement – reach out to LGBT groups, reach out to people in suburbs. • Produce newsletter/distribute info. • Centrelink payments reduced to couples. • Produce publicity for smaller groups, events and groups listings. • Policy issues, marriage/civil unions, police liaison, schools (inc. TAFE). • Prepare for change of government. 	<ul style="list-style-type: none"> • New staff role – community development workers – funded, not just in Brisbane x 12. • Graphics team to take on newsletters x 8. • Up-skilling community members x 5. • Resource centre on Gold Coast/Tweed x 4. • More community development work for trans x 4. • Communication & media position x 4. • LGBT specific housing x 3. • Standardise and better data/evidence x 3. • Homelessness, disability, mental health x 2. • Age of consent x 2. • Incorporate 'inclusiveness' planning step into all our activities planning x 2. • Government bureaucratic position or LGBT work x 1. • Broader LGBT health not just sexual health x 1. • Lobbying (without fear of losing funding) & greater analysis of what MPs etc are saying – push them to put their money where their mouth is x 1. • Challenging/educating out homophobia x 1 • More capacity in HC to respond more and enable us to be better advocates x 1 • Working in schools x 1. • Networking/improving capacity of other groups x 1. • Service provision with international students x 1.

<p>planning or consultation.</p> <ul style="list-style-type: none"> • More events not alcohol based. 	<p>government x 1.</p> <ul style="list-style-type: none"> • Social support group for ageing people – volunteer. • Lobby Qld health to have more. • Work with St Vinnies, women's refuge & other health organisations who have male and female dorms and put trans woman into male dorm. • Get 'Culture' online and easier to view (page flipper). • Extend resource centre by 50% or more. 					<ul style="list-style-type: none"> • Info/counselling/resources for community group governance & sustainability x 1. • Staff to have more input into health. • Advocate for services to provide support for LGBT. • Working more with interstate campaigns. • Less reinvention of the wheel. • Greater consultation in community.
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The Way We Operate

Townsville	Cairns	Gold Coast	Sunshine Coast	Toowoomba	Brisbane	Staff
<ul style="list-style-type: none"> • Value lifetime, volunteer experience in position recruitment. • Incorporate all people in work on community. • Local support to be available. • Understand unique culture of Townsville – transient, miners & defence, welcoming if look ‘normal’, great place to live, family oriented, cliques – diverse but not connected. • Transparency important. • Vision is bigger than current capacity – be clear about that. • Spread info widely across community. • Don’t just fly-in and fly-out. • Do more consultations. 	<ul style="list-style-type: none"> • Produce list of all LGBT groups. • More local decision making (e.g. on spending money). • Formal trans person on staff. • Promote more that we are an LGBT organisation, not an HIV organisation. • Better promotion around town, including websites. • Utilise more communication channels – change website. • Use more diverse images of LGBT ppl. • Get involved with schools, young people, rural & isolated. • Engage young people, not just those “at risk”. • More inclusion of groups within LGBT community. • Hold discussion groups, workshops etc. • Recognise diversity of opinions (not all LGBT think the same). • Keep 2 Spirits going. 	<ul style="list-style-type: none"> • Programs working together more. • Stand back and support/enable communities control. • Make sure no decrease in staff in Gold Coast. • Work in partnerships with mainstream. 	<ul style="list-style-type: none"> • Get into networks to promote organisation and LGBT issues. • Higher role for media presence – proactive & reactive. • Need more money. • Need more research, particularly at the local level. 	<ul style="list-style-type: none"> • Utilise goodwill outside areas where don’t have an office. • Need volunteer coordinator to support volunteers. • Generate income from community, volunteers. • Have a presence at mainstream community events (e.g. Apple & Grape Festival). • Communicate better what the organisation is doing. • Need on the ground work in Toowoomba – visibility. • Toowoomba volunteer group, supported by HC, training. • Identify key supporters/influencers/champions for HC. • Work more with CALD communities, inc. Students. 	<ul style="list-style-type: none"> • Make more use of social media. • Free/low cost morning tea/BBQ each week (i.e. drop-in). • More awareness and access to HC in LGBT community. • Monthly email very good – need to build email list. • Bring people together around key issues. • Link with community services – partnerships with mainstream organisations. • Use more public/outdoor advertising. 	<ul style="list-style-type: none"> • New website x 13. • Better functioning IT x 7. • Building the Healthy Communities brand x 6. • LGBT interagency x 6. • Professional human resources worker x 5. • Single Brisbane office x 5. • Better broadcasting of successes x 4. • More interactive interventions x 4. • Include artwork in logo (see 2 Spirits) x 2. • More sophisticated public relations/marketing x 2. • Review 360 degree appraisal process x 2. • Summary of policies and how to use them x 1. • Draw more on other HIV/LGBT orgs x 1. • Continue diverse recruitment x 1. • Social enterprise projects x 1. • Cohesiveness between HIV services. • More management • Better internal communication • Expand Organisational Support section