

NEXT

GENERATION

PRIDE

LGBTQIA+ YOUTH CONSULTATION REPORT

ABOUT

The Victorian Pride Centre will be a hub for LGBTQIA+ services and a space for all members of the community to come together. In order to include the youth voice in creating safe and inclusive spaces for all, Minus18, in partnership with Victorian Pride Centre, launched Next Generation: Pride; a project that explores and presents the ideas, perspectives and priorities of LGBTQIA+ youth looking to feel welcome in a community space. With funding from The Gandel Charitable Foundation, we were able to complete this project in three phases; surveying, voting on ideas and group consultation.

We have compiled our findings in this report, with the intention that any LGBTQIA+ youth group, organisation or space can look to this in order to best understand how young people want to see and be part of shaping more inclusive, accessible and engaging environments.



Our office is located on the land of the Wurundjeri and Boon Wurrung people. We acknowledge Australia's First People and Traditional Custodians of the lands where this project took place. This always was and always will be Aboriginal land.



METHOD OVERVIEW



DIGITAL SURVEY

404 participants responded to a digital survey inviting feedback on their experiences of LGBTQIA+ safe spaces, connection to community and the events they find engaging and want to see more of.



ONLINE VOTING

The survey responses were reviewed and transformed into voting cards for social media. LGBTQIA+ youth were then invited to vote for the ideas which were most important to them. 700 votes were cast by 270 LGBTQIA+ youth.



GROUP CONSULTATION

These ideas were then explored further in a group interview with 11 LGBTQIA+ youth from Victoria.

1. DIGITAL SURVEY

404 participants responded to a survey inviting feedback on their experiences of LGBTQIA+ safe spaces, connection to community and events they find engaging and want to see more of.

We promoted this through our Minus18 network of social media followers (over 50,000) and youth database. The survey was also promoted through community partners, Victorian Pride Centre and Rainbow Network.

The survey featured 25 questions to understand the demographics of our participants, their previous experiences, and their priorities when accessing spaces.

The purpose of this survey was to lay a foundation of the terms LGBTQIA+ young people use, their priorities for accessing safe spaces and understanding previous events they've enjoyed or found welcoming.

The surveying period was from September 27th - October 4th, 2020.



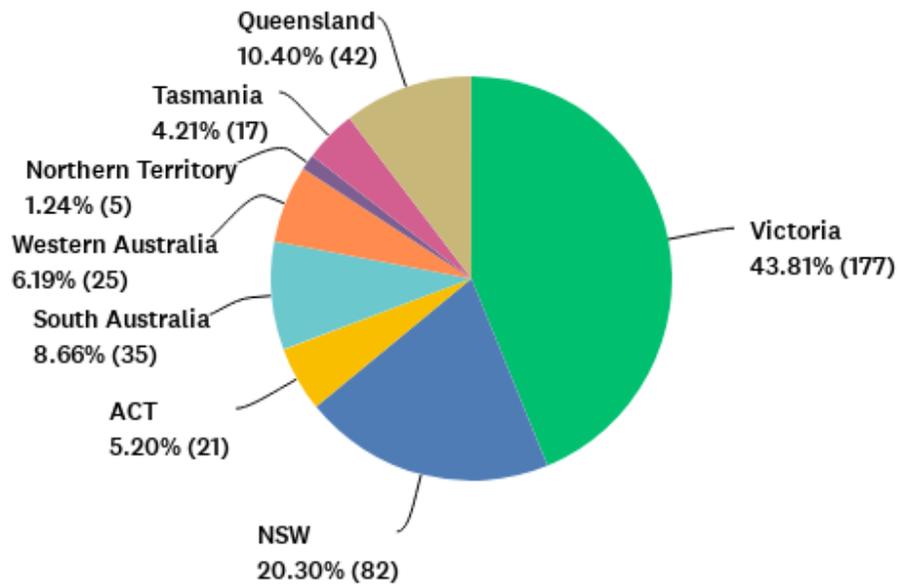
404
Survey Participants

AUSTRALIA WIDE
Responses

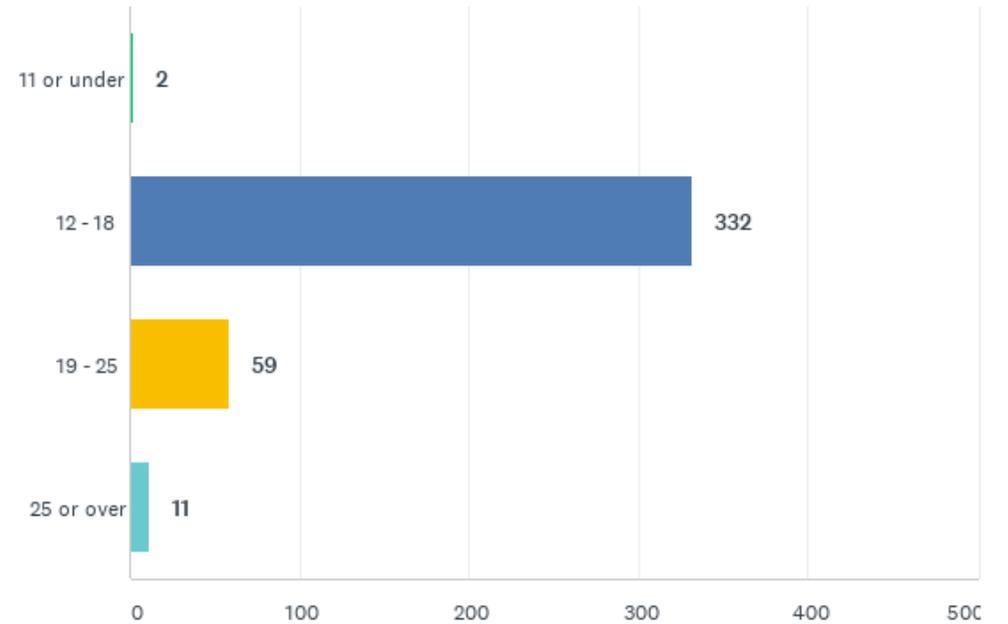
DEMOGRAPHIC OVERVIEW

404 PARTICIPANTS

Q4 Where are you located?



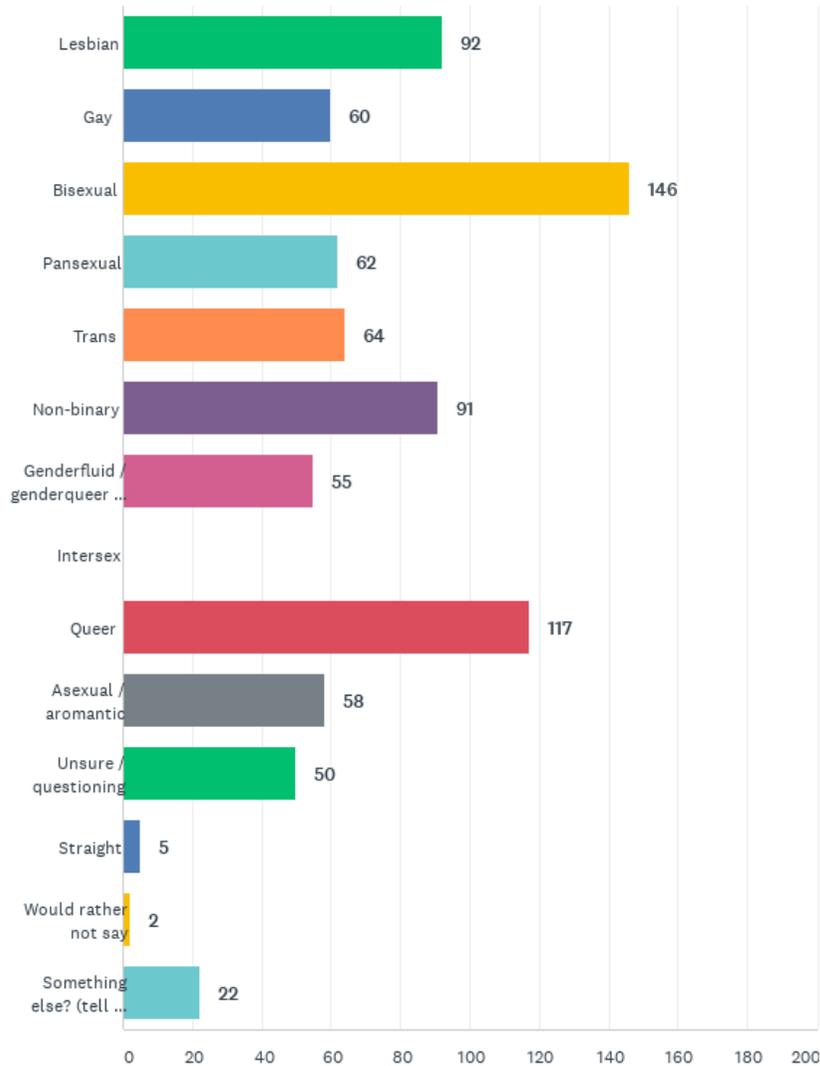
Q1 How old are you?



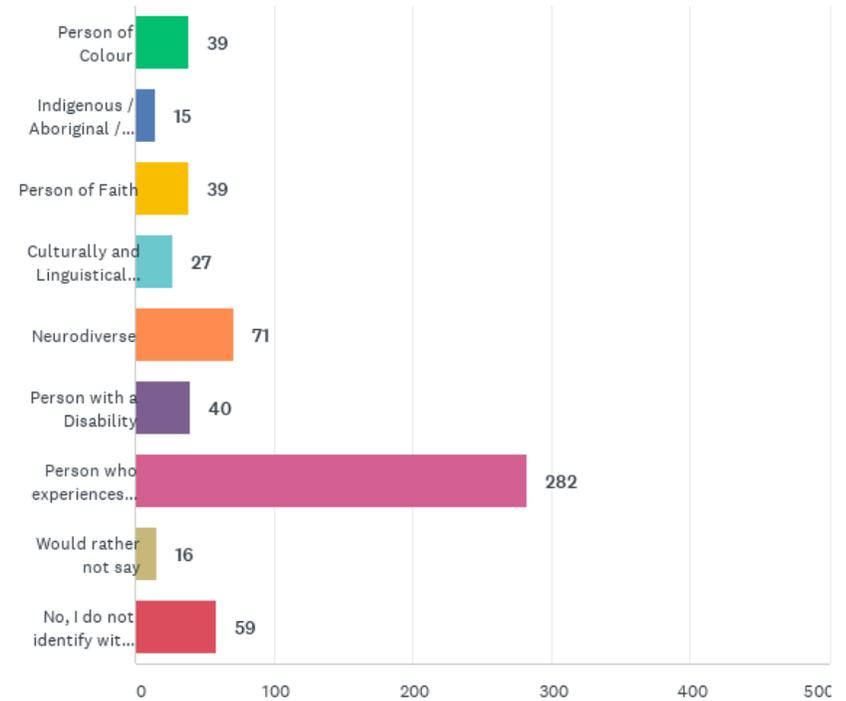
DEMOGRAPHIC OVERVIEW

404 PARTICIPANTS

Q2 Do you identify with any of the following?



Q3 Do you identify with any of the following?



EXPERIENCE OF SAFE SPACES

64%

did not have access to a space where LGBTQIA+ young people can feel safe and comfortable.

79%

had not heard of the Victorian Pride Centre before.

99%

desired more inclusive spaces for LGBTQIA+ youth.

WHAT MAKES A SAFE SPACE FOR YOU?

Others make me feel safe through their interactions with me	62.59%
It is run by an LGBTQIA+ organisation or group	61.90%
The staff are really welcoming and understanding	50.34%
There are visible displays of LGBTQIA+ identities (posters etc.)	48.30%
There are NOT parents, families or too many adults in the space	37.41%

EXPERIENCE OF ACCESSING EVENTS

76%

attend LGBTQIA+ events, or plan to attend LGBTQIA+ events in the future.

of these respondents:

85%

identified that they access LGBTQIA+ spaces independently or with friends, and not with members of their family.

96%

reported that they would feel safer attending events at the Pride Centre if they were specifically for young people.

WHAT TYPE OF YOUTH EVENTS DO YOU WANT TO SEE AT THE PRIDE CENTRE?

Casual Youth Drop-in Space	84.64%
Movie Night	83.70%
Learning about Queer Histories	80.88%
Youth Support Group	73.04%
Arts & Crafts Sessions	68.97%
Friendship Facilitation	68.03%
De-stress Workshop	63.01%
Drag or Makeup Tutorials	57.68%
Open Mic / Performance Showcase	57.37%
Reading or Writing Club	52.35%

2. ONLINE VOTING

Our Youth Programs team reviewed the survey and responses from LGBTQIA+ young people across Australia, turning these into a series of ideas and solutions.

We grouped these into three key themes:

- LGBTQIA+ events
- LGBTQIA+ spaces, with a focus on the Victorian Pride Centre
- Access & Inclusion

With each section, there were four ideas or solutions (12 total), which we shared in our private facebook group Minus18 Teens, where

LGBTQIA+ young people aged 12-19 could vote on their favourite ones.

A total of 700 votes were cast by 270 unique voters, highlighting popular ideas such as secondary school excursions to the Victorian Pride Centre and more youth events celebrating LGBTQIA+ history. We now had some amazing ideas to take to our youth consultation!

The voting period was from October 11th - October 14th, 2020.



700
Votes were cast

270
Unique Voters

VOTING CARDS POSTED ON PRIVATE 'MINUS18 TEENS' FACEBOOK GROUP

#1 GENERAL EVENTS

There should be more events celebrating LGBTQIA+ history.

= 1 VOTE = 3 VOTES

#2 GENERAL EVENTS

Youth events should be separate to family events.

= 1 VOTE = 3 VOTES

#3 GENERAL EVENTS

Events should be safe for youth, and be separate from other adults.

= 1 VOTE = 3 VOTES

#4 GENERAL EVENTS

LGBTQIA+ youth should be asked what events we want to see created.

= 1 VOTE = 3 VOTES

#5 PRIDE CENTRE

All Pride Centre staff and volunteers should be trained in LGBTQIA+ youth inclusion.

= 1 VOTE = 3 VOTES

#6 PRIDE CENTRE

There should be free resources, like booklets, for young people at the Pride Centre.

= 1 VOTE = 3 VOTES

#7 PRIDE CENTRE

There should be information on how to create events and pride groups at the Pride Centre.

= 1 VOTE = 3 VOTES

#8 PRIDE CENTRE

Secondary Schools should be supported to host excursions to the Pride Centre - and teach LGBTQIA+ lessons.

= 1 VOTE = 3 VOTES

#9 ACCESS & INCLUSION

Regional & Rural youth should have supported access to LGBTQIA+ spaces like the Pride Centre.

= 1 VOTE = 3 VOTES

#10 ACCESS & INCLUSION

The Pride Centre should have specific services for LGBTQIA+ People of Colour and People of Faith.

= 1 VOTE = 3 VOTES

#11 ACCESS & INCLUSION

The Pride Centre should have specific avenues to support LGBTQIA+ young people's mental health.

= 1 VOTE = 3 VOTES

#12 ACCESS & INCLUSION

The Pride Centre should have quieter, comfortable spaces for LGBTQIA+ young people to visit without needing to attend an event.

= 1 VOTE = 3 VOTES

WHAT MATTERS TO YOU MOST AT THE VICTORIAN PRIDE CENTRE?

Secondary schools should be supported to host excursions to the Victorian Pride Centre and teach LGBTQIA+ lessons **73 VOTES**

Youth events should be separate to family events **63 VOTES**

The Pride Centre should have specific avenues to support young people's mental health **63 VOTES**

LGBTQIA+ youth should be asked what events we want **62 VOTES**

All Victorian Pride Centre staff and volunteers should be trained in LGBTQIA+ youth inclusion **62 VOTES**

There should be free resources, like booklets, for young people at the Victorian Pride Centre **62 VOTES**

There should be more events celebrating LGBTQIA+ history **61 VOTES**

Regional and rural youth should have supported physical access to the Victorian Pride Centre **58 VOTES**

The Pride Centre should have specific services for People of Colour and People of Faith **53 VOTES**

Events should be safe for youth by being separate from adults **52 VOTES**

The Pride Centre should have quieter, comfortable spaces for LGBTQIA+ young people to visit without attending an event **52 VOTES**

There should be information on how to create events and pride groups at the Victorian Pride Centre **49 VOTES**

3. GROUP CONSULTATION

Taking the ideas and solutions from the Minus18 voting and survey, our Youth Programs team engaged with LGBTQIA+ young people from across Victoria for a consultation discussion via Zoom.

We engaged 11 LGBTQIA+ participants aged 12-25. Participants had varying backgrounds and experiences, including being four hours from Melbourne in regional & rural communities, living with a disability and those who grew up within a culturally and linguistically diverse family.

The consultation was over a 2 hour period.

During the consultation, we explored, discussed and brainstormed on topics such as:

- What makes an inclusive and accessible event?
- What services would you go to the Pride Centre for?
- What makes an event FUN?

We also had open conversations around what our young people want to see from LGBTQIA+ environments, such as specific types of events or spaces.

This took place on October 17th, 2020.



11
Participants

2 Hour
Online Session

SCREENSHOTS TAKEN FROM THE GROUP CONSULTATION

These interactive whiteboard screenshots show participant ideas and responses. The heart symbols represent participant votes.

WHAT WOULD YOU GO TO THE PRIDE CENTRE FOR?

- PRIDE EVENTS, Where it purple, IDAHOBIT, Spirit Day
- free mental health services
- Binder Clinic
- VR ROOM
- Craft
- Chill out / socialise area
- Video game space!!!
- Pride Family Events
- Just Peer support? Life/adulting 101 workshops eg. how to do taxes
- specialised mental health and physical health services
- cafe/library/study area
- inclusion workshops for
- pride events
- roof top party
- soft skill class
- pride Parents Event
- programs and services that people can sign up to
- hangout spaces
- Queer library
- Craft area
- Events and even just to chill
- queer book swap book thing
- DISCO SPACE
- legal services
- career counsellors
- Queer sport events
- radio interviews
- Minister Events
- yass, queer cinema study space place to view queer films
- queer health (transitioning etc) services
- counsellor/mental health services
- video game station?
- Games!!!!!!!
- when the event is n
- Family and friends
- Positive people!
- good music and everyone else enjoying the music with you
- rawr
- flashmob (?)
- Chill out space with a chance to connect with other attendees!
- having some laid back time just to socialise.
- for
- have someone to talk to
- Music!
- glitter
- constant snacks
- PUPPIES!!!!!!!
- karaoke
- a theme
- FOOOOOOOOD
- birthday parties
- Comfy chairs
- Animals
- DOGS IN COSTUMES
- interactive sessions, activities
- optional seats
- Performances and the lipsync battles -> like halloween and the glitternova event
- Lollies
- when the event is naturally accessible pre ahead and i dont have to spend my time advocating and just relax and have
- crafting opportunities
- kahoot :)

What makes an event / space / service INCLUSIVE?

- understanding intersexuality, while we are all part of the LGBT community some people are also part other communities and the space needs to be inclusive to
- affordable
- Unisex bathrooms
- having options of accessibility, eg auslan, translators, scribes
- a separate area for people to relax (at loud dance events) that aren't devoid of visual stimulant - NCV having the opportunity to
- USLAN interpreters
- free myki's
- visual displays that reassure people as soon as they walk in that they'll be accepted (posters, flags someone greeting people)
- Free events
- Staff that are respectful
- Having staff that are diverse Eg. Indigenous, POC, Trauma informed
- Notice of the event on social media
- Quiet spaces
- Youth workers present
- diversit ways of information expressed



WHAT DOES ACCESSIBILITY LOOK LIKE TO YOU?

Physically Accessible Spaces

- » Elevators
- » A functioning disabled bathroom
- » Chairs to sit while waiting
- » Having tables that a wheelchair can fit under
- » Ramps

Low Sensory Spaces

- » Not to have super bright lights and options to adjust
- » Quiet low sensory rooms
- » Having sensory supplies available - such as headphones
- » No loud music

Accessible Information

- » Options for diverse informational resources (voiceovers, large font, videos, Auslan Interpreters and captioning)
- » Give event details ahead of time so people know what to expect
- » Auslan interpreter at events
- » Having brail throughout the buildings (signs)
- » Information for events and spaces delivered with advanced notice

Accessible and Diverse People

- » Staff and volunteers who are
 - » Young people
 - » Educated on the disabled community
 - » Of diverse identities (especially People of Colour, and Indigenous)
 - » People who can speak Auslan

Youth Inclusive Spaces

- » Youth workers available
- » Public transport plans and tickets provided
- » Free tickets to events for youth
- » Spaces where it is ok for young people to be loud and silly

IN THEIR OWN WORDS

Safety is feeling welcome and accepted for who you are whilst your needs are catered for and not being in any physical or emotional danger.

My bank kept dead naming me after I asked multiple times to call me by my preferred name. I want a space where I don't even need to worry about this.

I would love schools to come to the pride centre, a way for students to know about the community taught by the community not by some random teacher who knows nothing... I think there should be another tour that is more in-depth so LGBT students have a space to ask questions and not feel uncomfortable.

The things most important to me are

- Distance (I travel from Werribee to St Kilda)
- Language (for people who have English as their second language)
- Parents' permission (for those of us who are not out to their family yet)

KEY OUTCOMES

Based on the responses from participants engaged across the digital survey, online voting and group consultation, 4 key outcomes have been summarised. They are:

- » Accessibility, fun and inclusion are non-negotiables for building trust with young people.
- » Young people desire events that are exclusively for and/or explicitly inclusive of them.
- » Young people desire to be engaged in the creation and implementation of spaces for them.
- » The events and spaces young people are interested in are as diverse as they are.

OUTCOME 1

Accessibility, fun and inclusion are non-negotiables for building trust with young people.

Having a space that is safe, fun, and welcoming were the highest priorities for young people throughout the consultation.

Accessibility expectations extended not just for LGBTQIA+ identities, but also to intersectional identities. Young people look to these factors in the promotion and activation of events as signals of safety—even if the young person does not need these accessible requirements. They are likely to be a determining factor in whether they attend, or return.

Engaging young people requires their trust.

This can be built through:

- direct connection to young people
- a demonstrated track record of positive and inclusive experiences
- or working with others who have forged this trust already

This trust is delicate, and young people spoke of not returning to a space or an event after experiencing just one instance they felt did not meet their expectations of fun, accessibility or inclusion.

OUTCOME 2

Young people desire events that are exclusively for and/or explicitly inclusive of them.

Young people desired youth events that cater to their specific age group, and are separate from all-age events, and from family events (that are inclusive of parents and children 0-12 years old).

In addition, young people expressed instances of not feeling welcome or safe at all-age events, and as a result look for signals of explicit youth inclusion in spaces that include people over the age of 18. Participants highlighted that just because they are allowed to attend, does not mean it is safe and inclusive for people their age (under 18).

Planning for and explicitly including young people within all-age events is also an important factor in demonstrating consideration for child safety standards. This may include:

- Separate youth spaces at events with over 18s.
- Separate youth advertising methods and ticketing costs.
- Diverse young people represented visually (staff, volunteers, emcees, performers).
- Qualified youth workers in attendance when there are people under the age of 18.

OUTCOME 3

Young people desire to be engaged in the creation and implementation of spaces for them.

In the facebook voting stage of the consultation, LGBTQIA+ youth identified a desire to be involved in deciding the events and spaces that were run for them. When explored further, there were a number of different methods proposed for this:

Youth Planning Group

A youth spaces planning group could be established to inform the development spaces and events for young people.

Regular Consultation and Feedback

Regular small consultations (surveys, face to face meetings) focused on specific events and activations could be held to ensure evolving perspectives and desires are met. Regular feedback could be captured during or after other youth events.

Collaboration with Organisations

Work in collaboration with organisations who work with young people.

The flow on effect of implementing this outcome is an increased connection between event organisers and young people, and strengthened networks to promote the space, and increase participation.

OUTCOME 4

The events and spaces young people are interested in are as diverse as they are.

Throughout all stages of the consultation, the types of events and spaces young people desired were varied and diverse.

Maintaining close connection to young people in the engagement of these, as per Outcome 3, will ensure they remain relevant and engaging.

The common themes between the spaces that the young people desire are:

- Spaces where they can talk to one another, with facilitated support to make friends with people their own age.
- Spaces that were activity based, and where they could participate even if they were not confident enough to talk to others.
- Spaces that were fun, relevant to their interests, and kept them engaged.

MINUS18

**AUSTRALIA'S CHARITY IMPROVING
THE LIVES OF LGBTQIA+ YOUTH**

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