

Additional Resources for Te Rito from InsideOUT

Key Tips for making your Practice Rainbow Inclusive

- Assess your **policies and procedures** - do they include considerations for trans and gender diverse individuals? Both in terms of client safety **AND** staff/volunteer safety.
- **Be aware** of other services that are potentially unsafe or retraumatising for people in the rainbow community to engage with eg. sexual health clinics
- Hold awareness of how **small** rainbow communities are and the **risks** of breaking confidentiality
- **Do not make assumptions** about the **gender** of a perpetrator – ask **open** questions if the information is needed.
- **Ask and mirror** the survivor’s use of language for their bodies, body parts, partners, relationships, pronouns and identities.
- Do not make assumptions about homophobia, biphobia or transphobia being more common in some cultures – **listen to survivors’ experience** of their families and communities.
- Seek **rainbow sensitivity training** for all staff and ensure this area of competency is considered in hiring and induction processes. How will new staff upskill in this area? How will you keep building on initial understandings?
- Be a **rainbow inclusive employer** – having visible staff from the community can make a real impact! **BUT** staff should not at all be pressured to be out, or expected to be responsible for all rainbow clients.
- **Respond to any homo/bi/transphobic language or discrimination** you hear, even if it is from clients, their support people or other staff members.
- **Connect with local rainbow groups** – how can you support them or work together? eg. promotion, providing them with a space to meet, referral system
- **Use gender neutral language** e.g. ‘do you have a partner?’ and ensuring your language doesn’t assume gender. Give people the space to share what language they use
- **Gender neutral bathrooms** (this can be as simple as changing a sign).
- **Everyone** – trustees, staff, youth should know the **organisation values diversity** and is

there to **support rainbow clients**. Have it specifically mentioned in your policy, strategic plan etc.

- **Forms** – have a write in option for gender and preferred name, as well as legal name (if this is necessary). If not possible, include a gender diverse option, or multiple diverse gender options. Consider collecting data on sexuality as well as gender (optional not mandatory).
- Have **resources, posters and pamphlets** in your center from local rainbow groups/services. (you can find, print or order some posters here: <https://be-there.nz/news/printable-posters>, genderminorities.com/buy-trans-products/, <https://www.rainbowmentalhealth.com/download-resources>)
- Ensure your **online presence acknowledges and welcomes rainbow people** (eg. explicitly saying it, sharing related articles on your facebook page, linking to rainbow services on your website).
- **Celebrate/acknowledge awareness days** such as International Day Against Homophobia, Biphobia and Transphobia and Transgender Awareness Week.

When supporting parents, caregivers and whānau...

- **Consider safety** - if a child is at risk due to their gender or sexuality, respond as you would any other time a child was at risk
- **Seek support** for yourself and the family. This may be through supervision or an external organisation
- **Focus on the wellbeing of the rainbow person**- some 'unsupportive' parents or whānau may just be unaware or scared.

Important Further Reading

[InsideOUT.org.nz](https://insideout.org.nz) - free resources, project info, schools support, volunteer opportunities, training and consultancy

[More Than Four](#) - our YouTube video resource on rainbow identities in Aotearoa

[0800 OUTLINE](#) – free phone line where all counsellors are from the rainbow community, also provides some face to face counselling

Takatapui.nz - resource hub for takatāpui and whānau

thecoconet.tv- has a number of great documentaries about Pasifika rainbow identities, including this [Weaving Rainbows](#) series

Genderminorities.com- resources for trans and gender diverse people, friends and whānau in Aotearoa

[ITANZ](#) - resources on the intersex community, their experiences and the issues they face

[Pronouns](#) - contains more info about pronouns, and why they're important

[I'm Local](#) - sexuality and gender 101 comic and posters, free to download or order

[Disclosure](#)- the trailer from the brilliant Netflix documentary about trans representation in media, which explores the intersection of gender with race, as well as the roots of transmisogyny

[Faith and Religion](#)- a resource page put together by RainbowYOUTH that looks at how different faith spaces can affirm rainbow communities.

[Outerspaces](#) - local rainbow youth groups for peer support - School's Out (12-18yrs) and Tranzform (12-30). Also Naming NZ

Resources for Parents/Whānau & Support People

[0800 OUTLINE](#) - free phone line where all counsellors are from the rainbow community, also provides some face to face or Skype counselling and advice for people supporting rainbow loved ones (including a resource for whānau: <http://www.outline.org.nz/families/>)

Parents of Transgender Children NZ - A facebook page/group for people and organisations who support transgender and gender diverse children in New Zealand, their parents and caregivers. <https://www.facebook.com/transgenderchildrennz/>

[Be There](#)- the site for the campaign launched this year for whānau wanting to support rainbow rangatahi

Reports and Research

[Youth '19 Young People Attracted to Same/Multiple Sexes Report](#)

[Youth '19 Trans and Gender Diverse Young People Fact Sheet](#)

[Youth '19 Rainbow Rangatahi Māori Report](#)

[Counting Ourselves](#) - 2019 report on trans and non-binary people's experiences within Aotearoa

[Hohou Te Rongo Kahu Kura - Outing Violence](#)

[Thursdays In Black - In Our Own Words Report](#)

[Good Practice Guidelines - Doing Our Best for LGBTQ+ Survivors - TOAH-NNEST](#)

[The Rainbow Mental Health Support Experiences Study](#)- summary report of the findings from Gloria Fraser's study of rainbow people in Aotearoa's experiences accessing mental health services

[New Zealand Crime and Victims Survey 2019- Ministry of Justice](#)

See below for a version of the power and control wheel that includes specific examples of what abusive dynamics can look like in rainbow relationships

POWER AND CONTROL WHEEL FOR RAINBOW RELATIONSHIPS

Most **Rainbow relationships** are based on love and mutual respect. People are able to be themselves, communicate what they want, negotiate and feel free to say no to things they don't want to do. Everyone involved feels listened to when they speak.

But sometimes what's happening in our relationships doesn't feel alright. These are the forms of controlling behavior in Rainbow relationships identified in community hui hosted by **Hohou Te Rongo Kahukura - Outing Violence**.

A Rainbow relationship is any relationship where at least one person identifies under the sex, sexuality and gender diversity umbrellas.



To find out more about building Rainbow communities without violence, visit: www.kahukura.co.nz

*Adapted from the Duluth LGBT Wheel

