



Multicultural Communities  
Council of WA **United We Stand**

LGBTQI+ affirmative training module

# **Topic 2: Intersectionality & Multicultural/Multifait h LGBTQI+ communities**



LGBTQI+ affirmative training module

# Learning Objectives

Learn about the intersectionality between Multicultural/Multifaith (MCMF) and LGBTQI+ communities. Learn how to engage and support MCMF LGBTQI+ people.

- Increased sensitivity and awareness
- Identify cultural safety and social issues



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What is  
intersectionality?

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Multicultural/Multifaith  
(MCMF) LGBTQI+  
communities

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Engagement and  
support



LGBTQI+ inclusion in the workplace

Part 1:

# What is intersectionality?



LGBTQI+ inclusion in the workplace



# Intersectionality

**Intersectionality** refers to the ways in which different aspects of a person's identity can expose them to overlapping forms of discrimination and marginalization.

There is a key focus on the intersecting identities of people from historically marginalised groups, for example, ethnic minorities, LGBTQIA+ communities, First Nations communities, people with low income, and people with disabilities.



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## Aspects of a person's identity can include social characteristics such as:

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- Aboriginality
- gender
- sex
- sexual orientation
- gender identity
- ethnicity
- colour
- nationality
- refugee or asylum seeker background
- migration or visa status
- language
- religion
- ability
- age
- mental health
- socioeconomic status
- housing status
- geographic location
- medical record
- criminal record



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**Attitudes, systems and structures in society and organisations can interact to create inequality and result in exclusion.**

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**These include:**

- sexism
- racism
- homophobia
- biphobia
- transphobia
- interphobia or endosexism
- ableism
- ageism
- stigma



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**When these aspects or characteristics combine:**

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**there is a greater risk of people experiencing family violence and mental health issues**

**people find it harder to get the help they need due to systemic barriers**

**there is increased risk of social isolation**



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Part 2:  
**Multicultural/Multifaith  
(MCMF) LGBTQI+  
communities**



LGBTQI+ inclusion in the workplace

# MCMF and LGBTQI+

There is extensive evidence to show that the distribution of mental ill-health is not equal. Groups who are less advantaged in terms of power and access to resources experience worse mental health outcomes compared to those who are more advantaged.

Systems of oppression (i.e. racism) can lead to experiences of structural and individual discrimination, which can increase susceptibility to mental ill-health. They might also influence a person's opportunity, ability and willingness to access mental health care when they need it.

Intersectionality acknowledges that multiple social identities can lead to **multiple marginalization**, which can compound social determinants and increase the risk of mental ill-health.



# MCMF and LGBTQI+

The people who fall into the intersection between MCMF and LGBTQI+ communities are at higher risk of marginalization and suffer from disadvantages such as:

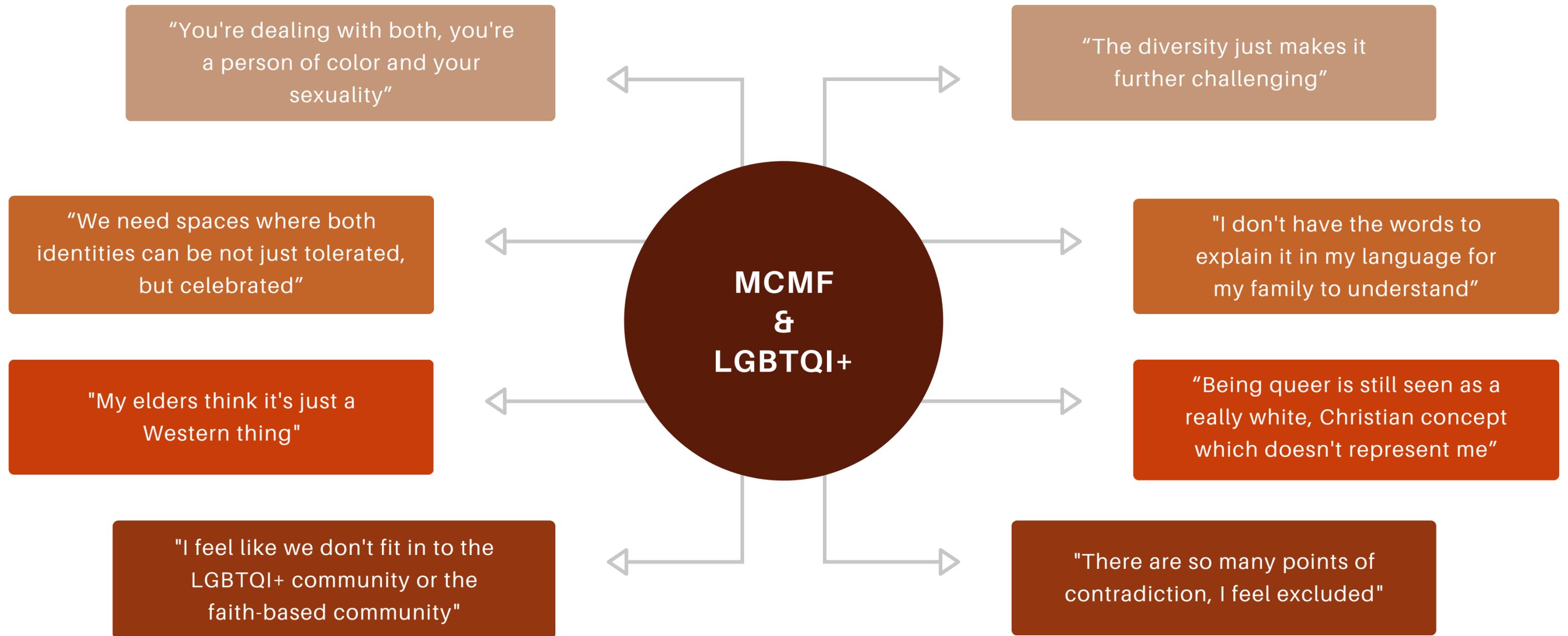
- lack of culturally appropriate services and support
- lack of services and support in diverse languages
- conflict between faith/cultural beliefs and values with their gender identity/sexuality
- added stressor of race-based discrimination

Values such as respect for elders, religious values, and concern with not bringing shame on themselves, their family or their community may contribute to decisions not to disclose sexual feelings, orientation, gender identity or intersex status.

LGBTQI+ people can be excluded or marginalized in mainstream religious traditions, resulting in distress and anxiety. Views on LGBTQI+ identity as contrary to their scriptures can also contribute to feelings of shame.



# What are the needs and concerns?





Part 3:

# Engagement and support



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# Language/Culture

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People who are LGBTQI+ from Multicultural/Multifaith backgrounds can be supported through connections with other people who are LGBTQI+ who share a common language or culture and networks with broader LGBTQI+ populations (some of which may include programs or services specifically targeting diverse populations).

These networks can be particularly critical for newly arrived migrants, refugees and asylum seekers who may lack social support.



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# Religion/Faith

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LGBTQI+ people from a faith background may require extra support in navigating their traditions. Breaking of religious regulations may lead to guilt, intimidation and excommunication from the family and community.

It is important when working with people who have a religious faith to be cautious in suggesting they expose their sexual identity by coming out too quickly.



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# How can you support MCMF LGBTQI+ people?

- Recognize, name and address racism, religious bigotry and other discriminations that prevent MCMF individuals from joining and staying engaged within LGBTIQ community structures and organizations
- Provide MCMF young people with formal and informal access to older role models and mentors who can provide appropriate support and encouragement
- Provide a safe space for people to come along and talk about everything or anything that they feel they would like to talk about, knowing that no one will judge them



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**You have  
completed:  
"Intersectionality &  
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