Queensland public sector
LGBTIQ+ inclusion strategy
Frequently asked questions

What does LGBTIQ+ stand for?
The acronym stands for lesbian, gay, bisexual, transgender, intersex and queer. The + recognizes the acronym does not capture the entire spectrum of sexual orientations, gender identities and intersex variations, and is not intended to be limiting or exclusive of certain groups.

Why do we need an LGBTIQ+ inclusion strategy?
As the state’s largest and most diverse employer, we have a responsibility to reflect the diversity of the community we serve. We are working to ensure we have workplaces that are diverse, safe, and inclusive of all employees. That includes the estimated 23,000 Queensland public sector employees that identify as gender or sexually diverse.

To be a truly inclusive and diverse public sector, LGBTIQ+ employees need to feel safe, valued and supported to bring their whole selves to work.

What benefits does LGBTIQ+ inclusion bring?
For an individual, an inclusive workplace can have a significant impact on their physical, mental and emotional wellbeing. This is especially true for those who continue to experience discrimination, violence, isolation or marginalisation in their personal lives.

For the public sector, the benefits are just as great.

1. **When people feel safe bringing their whole selves to work, everyone benefits.**
   Open, inclusive workplace cultures create an environment where an employee knows they will be safe, valued, and accepted, because no one has to expend energy hiding who they are. This in turn leads to increased engagement and career satisfaction, and more open and respectful relationships with colleagues, all of which contribute to a high performing sector. Eighty-five percent of LGBTIQ+ employees see inclusion as more important than all other job factors.

2. **To best serve the community we need to understand and embody its diversity.**
   As a public sector, we have a responsibility to serve and make the best decisions for all our customers, including LGBTIQ+ citizens. Actively recognising the diversity that exists within that community and valuing differing perspectives and experiences, enables a deeper understanding of the community’s needs, creates empathy, promotes new ways of thinking and drives innovation.

3. **LGBTIQ+ inclusion positions us as an employer of choice.**
   To attract and retain the best talent, the public sector needs to demonstrate genuine inclusion of all diverse groups. And it is not just LGBTIQ+ people that value inclusivity. Our next generation of workers, Gen Y and beyond, increasingly perceive a potential employer’s diversity and inclusion track record as critical.
What does this mean for employees who identify as LGBTIQ+?
This strategy is designed to create inclusive workplace cultures where LGBTIQ+ employees feel safe, valued and supported to bring their whole selves to work. It does not require anyone to share any personal information they are not ready to share.

What are our responsibilities under the strategy?
Creating and fostering sustainable change for all employees requires a collective and holistic approach. Commitment and action from all parts of the public sector is necessary.
All agencies are encouraged to identify and implement the actions that will best work for them and their employees. Which approach is chosen may depend on the agency’s size, approach to inclusion and diversity, or existing LGBTIQ+ inclusion initiatives.

Is this connected to the rainbow lanyards?
Correct! In October 2016 the Public Service Commission launched an LGBTIQ+ employee network pilot, where rainbow lanyards with the message ‘We support our employees’ were distributed. Employees from five agencies participating in the pilot were encouraged to wear the lanyards as a sign that they are an LGBTIQ+ ally, and openly support our LGBTIQ+ employees bringing their whole selves to work.

Tell me more about the network?
The Queensland public sector LGBTIQ+ employee network provides LGBTIQ+ employees, their friends and allies with opportunities to connect, share information, and foster inclusive and supportive workplaces.
You can join the network in one of two ways:
1. Join the network mailing list, which will keep you informed on all events
2. Join the virtual network on QG Yammer, our platform for discussion, sharing resources and networking. You can access QG Yammer by emailing join.qgyammer@qld.gov.au

Read more about the LGBTIQ+ employee network.

Where can I get a rainbow lanyard?
We welcome employees who identify as LGBTIQ+ or an ally to wear the lanyard to show your support for LGBTIQ+ inclusion. The design for rainbow lanyards has been provided to agencies and your human resources team can let you know if they have any stock, or plans to purchase their own.

Where can I get more information?
For more information visit the LGBTIQ inclusion webpage, read the LGBTIQ+ inclusion strategy or contact your human resources team.
If you still have questions about the strategy, contact the Workforce Strategy team at the Public Service Commission.