

Inclusive Pathways

Supporting LGBTIQ+ Families in Maternity and Child and Family Health

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If we don't consciously include LGBTQ+ families within our services, will we unconsciously exclude them?

Jacaranda's Story



Health
South Eastern Sydney
Local Health District

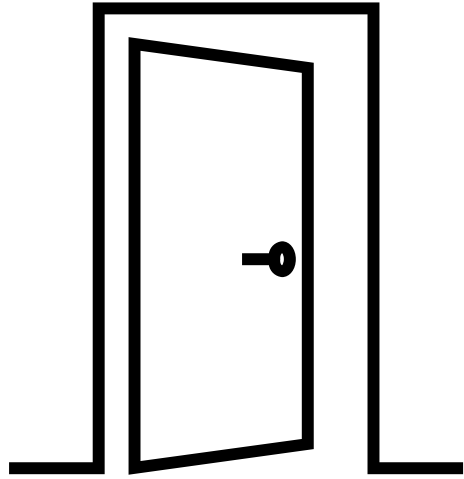


rainbow families
connecting • supporting • empowering

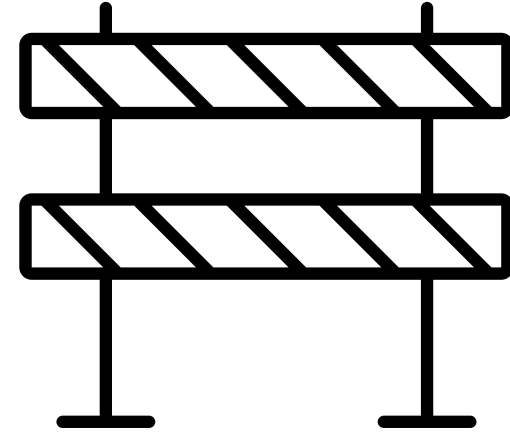


**THE GENDER
CENTRE
INC**

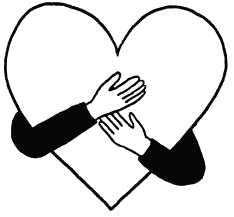




4 Enablers



4 Barriers



Enabler 1: Kind & Respectful Staff

85% treated with kindness and compassion

72% felt their individuality was respected

“Our midwife and her team were amazing both times. Their care was outstanding and **so inclusive and respectful**. I felt like they genuinely cared.”

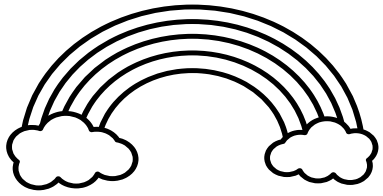
“Our midwife is **culturally sensitive**, clued in about LGBTQI+ matters and what might be important to us, she is curious and non-assuming, sensitive and questioning.”



Enabler 2: Quality Healthcare



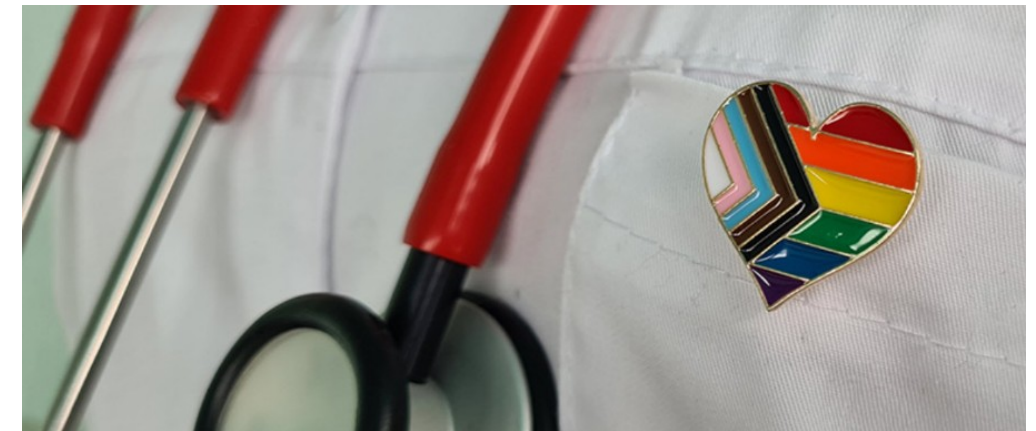
- International surrogacy
- Public fertility services



Enabler 3: Visible Inclusion

“Going into the hospital, I have this **fear** in the back of my head about whether it is going to be safe for me to be who I am.

I’m always **scanning new environments** for **signs of safety**. I think all queer people do this. We have this heightened surveillance, looking for any red flags, or anything that tells me I am safe here. A rainbow flag might not look like much, but its **impact is powerful.**”



Enabler 4: Targeted Health Pathways

“The best thing we were given was the chest-feeding resource. It **became our bible**. We even sent this to friend overseas who didn’t have access to this great resource.”

“One of the best things about my experience was being linked in to the Rainbow Families New Parents Group. Here I found community, **support and friendship**”

“It was clear that the pamphlets and written information we were provided were written with a **focus on heterosexual couples**. My experience would have been better if the literature was more inclusive.”



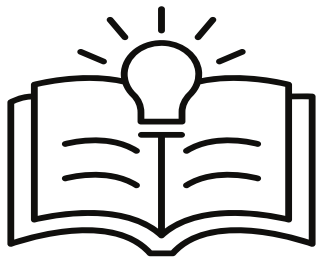


Barrier 1: Information not Collected

"It's a little **frustrating** to have to explain my family unit every time I see someone. The **assumption** is always made that I have a husband or boyfriend. Having to correct people makes me nervous because I **fear I will be judged**"

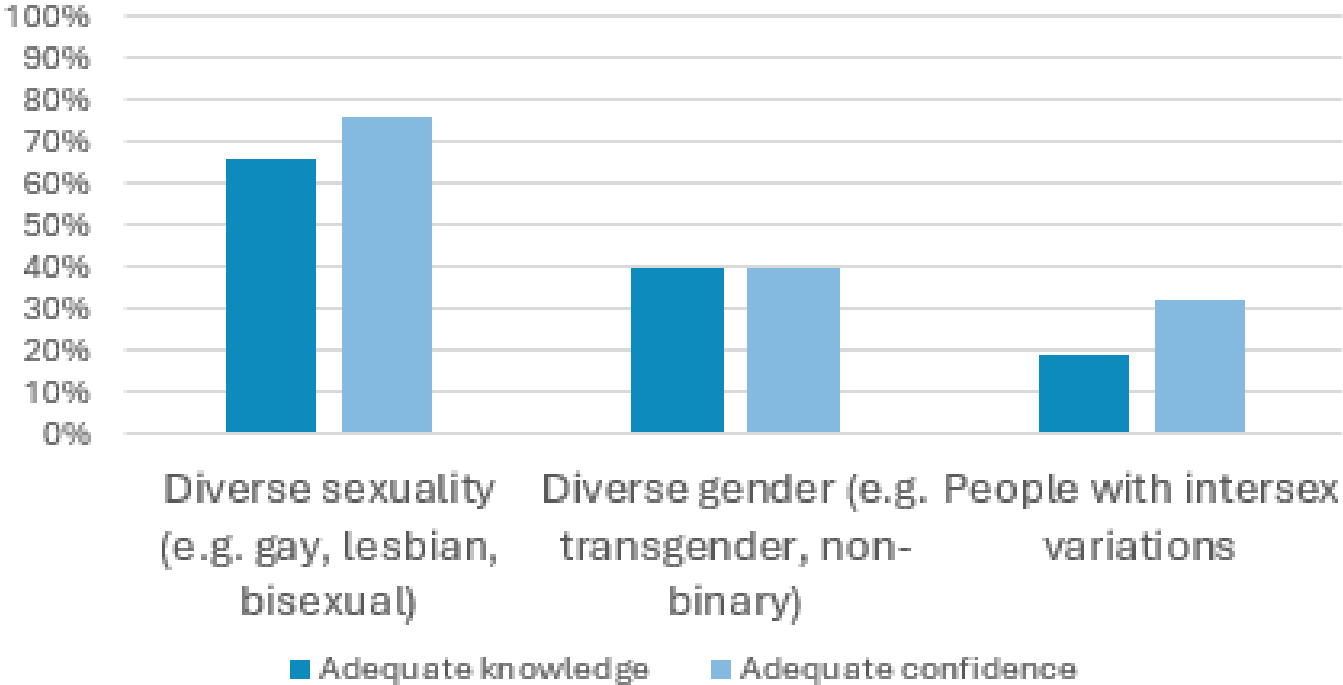
"There was no way to tell them that my partner is a man who is pregnant when we were booking in. We **didn't feel safe** to just turn up without them knowing this before we got there".



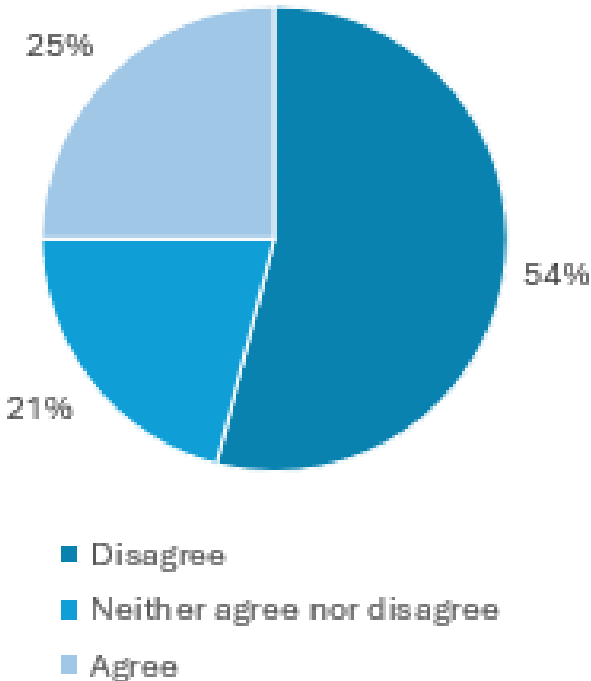


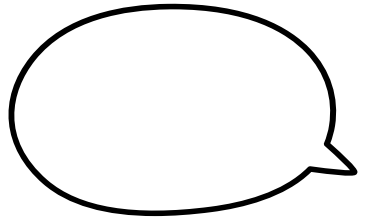
Barrier 2: Gaps in Staff Knowledge

Staff ratings of their knowledge and confidence to support LGBTIQ+ families



Consumer ratings of staff knowlege and skills related to LGBTIQ+ topics





Barrier 3: Language & Assumptions



*"Going into the hospital I was like, 'oh, I'm different to everybody else' because everybody kept asking, 'where's the dad' or 'when's your husband going to be here'.
I just had to keep saying, 'oh, my wife's coming soon'.*

Assumptions like that don't make you feel welcome if you have to constantly be outing yourself or describing your family".



Barrier 4: Limited Partner & Family Support

“Our prenatal classes were very heterosexual.

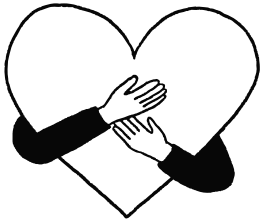
When we had to break into sections
I had to go with the dads.

Everyone was really nice, but that group didn't really fit for me and there wasn't any information geared to the non-biological mother, it was only about dads.”



Access & Inclusion

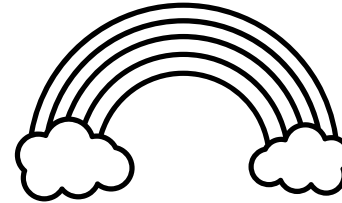
Enablers



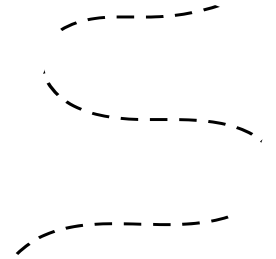
**Kind & Respectful
Staff**



**Quality
Healthcare**



**Visible
Inclusion**



**Targeted Health
Pathways**

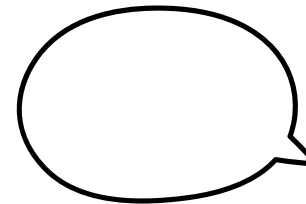
Barriers



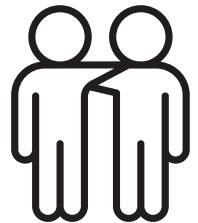
**Information Not
Collected**



**Gaps in Staff
Knowledge**



**Language &
Assumptions**

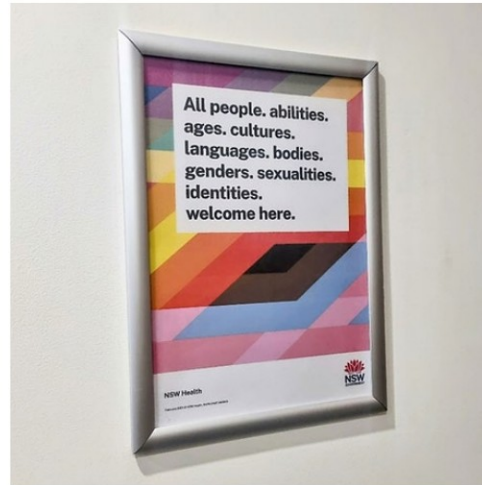


**Limited Partner &
Family Support**

Recommendations



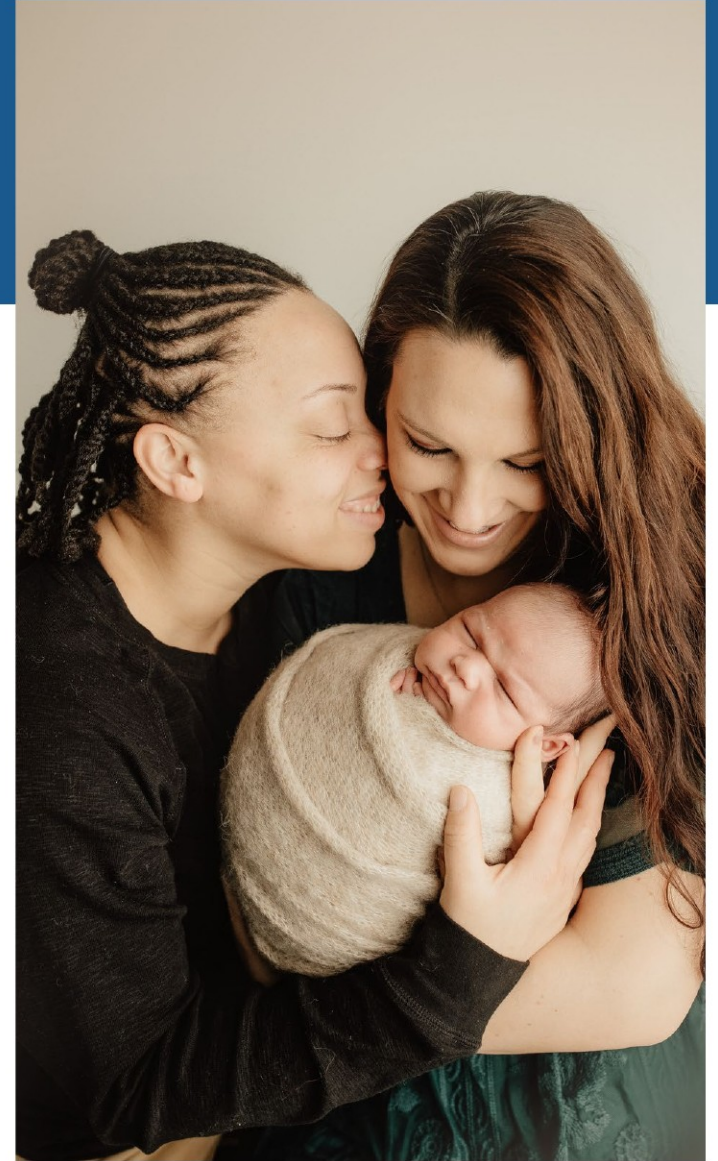
Staff Training & Resources



Visibility and Inclusive Communication in Services



Active Inclusion & Advocacy



References & Resources

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