

SBS NEWS AND STORIES

International Day against Homophobia, Biphobia, Intersex Discrimination and Transphobia

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Hello everyone!

Today, Friday 17th May marks the date in 1990 that Homosexuality was removed from the World Health Organisation's classification of diseases. Known as the **International Day Against Homophobia, Biphobia, Intersex Discrimination and Transphobia (IDAHOBIT)**, the day is a reminder that whilst we've come far, there remains significant stigma and discrimination against the LGBTQI+ community across the world and closer to home here in Australia.

Did you know that according to Equality Australia...

- 68% of LGBTQI+ employees are not 'out' at work?
- 2 in 3 LGBTQI+ youth have experienced verbal or physical abuse due to their identity?
- 35% of LGBTQI+ Australians have experienced verbal abuse in the past 12 months?

These sobering statistics show us that our work to create a more inclusive society and workplace where everyone can bring their best and most authentic self into every space is far from done.

What can I do to be a better ally?

We all play a role in ensuring that homophobia, biphobia, intersex discrimination and transphobia have no place here at SBS. We've pulled together a number of resources that you may wish to access to enable you to be a more effective ally including:

- Reviewing SBS's [Gender Affirmation Guidelines](#). These guidelines outline the support we provide to employees undergoing a gender affirmation process, but they also include information about how you can be a supportive manager and/or colleague for members of your team who may be undergoing a gender affirmation process now, or who may be considering undertaking this process in future.
- Watch the Pride in Diversity ['LGBTQ+ Voices at the Heart of Change IDAHOBIT Panel recording'](#) – our partners at Pride in Diversity work with us to assist us in creating best in class inclusive workplace environments that enable all employees to bring their authentic selves to work.
- If you see something, say something. Discrimination thrives when good people see bad things happen and do nothing. If you see inappropriate behaviour in the workplace, speak up. Firstly check in with any individual who may have experienced the poor behaviour and ensure they are ok. Then, talk to your manager, your director, your P&C Business Partner, or a trusted colleague so that SBS can support you and your colleagues to ensure such behaviours are addressed.
- Sign up for the upcoming [Trans and Gender Diverse Awareness Online Training](#) run by ACON next week on the 21st from 3pm to 4:30pm

SBS Pride & Allies



From: SBS Pride
Sent: Wednesday, 27 March 2024 3:55 PM
To: All Staff
Subject: Trans Day of Visibility March 31st + Co-Chair Announcement



Hello all!

Sunday 31st of March marks Trans Day of Visibility (TDOV), encouraging everyone to consider and celebrate Transgender conversations, and attending events.

How did TDOV come about?

TDOV was created by Transgender activist Rachel Crandall of Michigan in 2009 as a reaction to the lack of recognition and frustration that the only well-known Transgender-centered day was the Transgender Day of Remembrance, which memorialized those who had died but did not acknowledge and celebrate living members of the Transgender community.

The first Trans Day of Visibility was held on the 31st of March 2009. The day is inclusive of people who are Intersex, which is distinct and has its own Intersex Awareness Day on the 26th of October.

How to be a Trans ally

- Always affirming someone's identity based on the information they have shared with you and not making assumptions
- Taking your own thoughts and feelings somewhere confidential. If you are confused or don't understand what gender affirmation is, it's ok to take some time to process these feelings. However, recognise that these feelings are not your own, and do not share them in front of your Trans colleague, or expect for them to have to educate or explain their situation to you.
- If you see a Trans colleague being disrespected, don't be a bystander. Say something, or escalate the matter if necessary.
- Avoid outing someone as Trans without their permission, asking invasive or personal questions or treating Trans people differently than you would treat any other member of the SBS team

More information on being an ally as a [colleague](#) and [generally](#)

Read SBS's [Gender Affirmation Guidelines](#)

How to be an Intersex ally

- Recognise that many Intersex people are heterosexual, and many are not.
- We understand that being Trans and Intersex are different things, but we acknowledge there is intersectional challenges.
- Acknowledge that sex is assigned or assumed based on observed sex characteristics.
- Acknowledge the complexity of sex determination for Intersex people.
- Recognise that some Intersex people identify with male or female sex assigned at birth and some do not.
- Recognise that the Intersex population includes infants and children who don't have agency to freely express
- Understand some of the more common Intersex variations, such as androgen insensitivity, congenital adrenal
- Respect individual choices about terminology, and understand how these choices are influenced by our edu
- Disaggregate data; treat Intersex as a distinct intersectionality in its own right.

More information can be found [here](#)

Continuing challenges – birth certificates in NSW

This year we are reminded of the unique struggles and strengths of the Trans and gender diverse community. For evidence of a 'sex affirmation procedure' or otherwise can't change the sex on their birth certificate.

This means many people who do not identify with the sex of their birth – Transgender, gender-diverse and Intersex constantly throughout life when their birth certificate is requested. This can cause embarrassment, raise privacy conc

Click the links for more information on how to change your gender marker in [ACT](#), [Northern Territory](#), [NSW](#), [Queensla](#) [Western Australia](#).



Announcement of SBS Pride & Allies Co-Chairs

s22 from s22 has officially joined s22 from SBS Media as Co-Chair of SBS Pride & Allies to 2024/25 so please join us in congratulating the team!

Interview with s22 on what Trans Day of Visibility means



Read on the intranet [here](#)

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Events and Training:

For those wanting to learn more, SBSU offers modules on LGBTQI+ inclusion and health organisation ACON has offer
Please register here: [Trans and Gender diverse training](#).

Sydney, NSW:

- Cook + Phillip Park Pool Open day for Trans and gender diverse communities <https://www.facebook.com/>
- Trans & Gender Diverse Swim Night at Ashfield Aquatic Centre <https://www.facebook.com/events/>
- Trans & Gender Diverse Art Exhibition at Blue Mountains Cultural centre <https://www.facebook.com/>
- ICLC Panel Discussion for Trans Day of Visibility hosted by Colin Biggers & Paisley, Sydney <https://www.eventbrite.com.au/e/iclc-panel-discussion-for-trans-day-of-visibility-tickets-857610515137>
- Queer Reads at Waverly Library <https://www.eventbrite.com.au/e/queer-reads-tickets-485673130407?aff=ebdssbdestsearch>

Melbourne, Victoria:

- Trans Day of Audibility 2024, - tune in via AM, Digital, online, OR join us in at 21 Smith Street, Fitzroy for <https://www.3cr.org.au/transdayofaudibility2024#:~:text=Listen%20up%20as%20community%20radio's,fo>

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- Trans Day Of Visibility - Trans/gender diverse variety show extravaganza at UNASSIGNED GALLERY <https://events.humanitix.com/trans-day-of-visibility-ht626m8y>
 - Gay Life Drawing Celebrates Trans Day of Visibility at Grouse Melbourne Fitzroy <https://events.humanitix.com/day-of-visibility>
 - TRANS GIG NIGHT is a night for Trans and gender diverse folk to come and put music on a stage! You <https://events.humanitix.com/trans-gig-night-ft-autumn-automatic-jack-harris-and-samara-marzola>

SBS On Demand also has a [Celebrating Pride collection](#) showcasing LGBTIQ+ content for those wanting to laugh, cry

SBS Pride & Allies



Your Passion, Your Pride

Wear It Purple Day started in 2010 in response to global stories of real teenagers, real heartache and their very real responses. In 2010 several young Trans and Gender Diverse people sadly took their own lives following bullying and harassment of their sexuality, gender or both.

As the world saw the faces of precious young lives lost, some young people found a new sense of conviction and purpose to ensure others would feel supported and loved.

Wear It Purple Day has continued to develop into an international movement and new generations of young, rainbow people continue to be dedicated to promoting this annual opportunity to express support, acceptance and love.

Here at SBS we believe everyone has a right to be proud of who they are.

1. Attend our Wear It Purple Day 'In Conversation' event in the Artarmon Atrium and via livestream

Wednesday 28 August, 11am-12pm

Join SBS Journalist, [s22](#) in conversation with Pride in Diversity's Relationship Manager of Health, [s22](#) [Bookhouse](#) and SBS Cyber Security Analyst, [Sara Jones](#) for an insightful exploration on the diversity of the Trans and

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Come by or tune in, grab a cupcake if you're in Sydney or Melbourne and listen to the stories of our incredible guests.

Join the livestream [here](#)

2. Bring your purple best

Wherever you are, don't forget to wear purple on Wear It Purple Day on **Friday 30 August**. You can also show your support in the office by wearing Purple on **Wednesday 28 August** for our panel event.

3. Tune into SBS On Demand and check out our [Wear It Purple Day collection](#)

The SBS On Demand curation team have pulled together [a collection of queer content](#) aligning with this year's theme – Your Passion, Your Pride. The collection has a splash of colour across the key artwork and will be prominent on the SBS On Demand homepage throughout the week.

[Learn more about Wear It Purple Day here](#)