



OUT FOR LOVE

Understanding the issues that matter most
to Australia's LGBTQIA+ population
and their allies.

A report by The Body Shop in
collaboration with Minus18.



THE BODY SHOP

MINUS18

JUNE 2022

**Foreword from Shannon Chrisp,
The Body Shop Brand and Activism Director,
APAC**



At The Body Shop, we believe equality is a human right. **We are tired of young LGBTQIA+ voices being silenced and excluded from conversations and decisions that directly impact them.** So, we decided to do something about it.

Earlier this year, we partnered with our friends at Minus18 to elevate and support the voices of LGBTQIA+ young people around Australia. We handed the mic to the LGBTQIA+ community and their allies to tell us about their experiences at school, work, home and in the community; to share the issues that matter most to them, and voice the changes they want to see in the world.

According to our research survey, only 37% of LGBTQIA+ members and allies surveyed believe there are currently adequate formal channels in place that protect and recognise the rights of LGBTQIA+ community members.

just 5% of LGBTQIA+ members, and 9% of allies surveyed believe that leaders in Australia are doing enough to support LGBTQIA+ people.

This is a missed opportunity, and clearly highlights the importance of leaders and people in power consulting young queer people on issues that matter to them most.

We are sharing our report findings to drive positive change for those in the LGBTQIA+ community. Everyone has a vital role to play in reducing exclusion and discrimination, particularly against communities who face additional barriers in many areas of life.

Minus18 will also use data from our report to inform future programs and focus areas to support LGBTQIA+ young people.

ABOUT THIS SURVEY:

This study was conducted online between 9th February - 15th March 2022 with a total sample size of 3876 adults who opted in to take the survey. Of these 2,614 self-identified as members of the LGBTQIA+ community, and 1,262 self-identified as allies of the LGBTQIA+ community.

The survey was conducted by The Body Shop in partnership with Minus18, with support provided by YouGov through questionnaire design, aggregation of responses, and reporting.

LGBTQIA+ EXPERIENCES AT SCHOOL

Just 27% of LGBTQIA+ Australians, and 33% of allies surveyed say that their school is or was an inclusive place for LGBTQIA+ people, though it appears that times are changing for the better, with LGBTQIA+ community members aged 16-24 most likely to agree with this statement (41%).

However, when it comes to sex education, the survey results reveal there is still significant work to be done. Just 7% of LGBTQIA+ members and allies surveyed agree that sex education in high school is inclusive of LGBTQIA+ identities.

Interestingly, older generations are more likely to say that sex education in high school is inclusive of LGBTQIA+ identities, with 25% of LGBTQIA+ Australians aged 45 and over agreeing, compared to just 6% of those surveyed aged under 45.

Just 15% of LGBTQIA+ Australians surveyed believe members of the LGBTQIA+ community are accurately represented in Australian society and culture. Similarly, half (50%) the LGBTQIA+ Australians surveyed stated their parents and/or family have an adequate understanding of LGBTQIA+ identities, the other half disagreeing with the sentiment.

Those in rural areas are less likely than those from capital cities to say that their parents and/or family have an adequate understanding of LGBTQIA+ identities (44% compared to 51%).

When asked what **initiatives would make the biggest contribution to making schools safer for LGBTQIA+ students**, the community is looking to teachers and policy to lead the way:

- 93%** Undertaking LGBTQIA+ Inclusion Training for teachers and staff
- 91%** Teaching LGBTQIA+ topics in class
- 87%** Policies that explicitly include LGBTQIA+ people
- 74%** Engaging LGBTQIA+ guest speakers
- 71%** Undertaking LGBTQIA+ Inclusion Workshops for students
- 70%** Creating LGBTQIA+ Student Groups

LGBTQIA+ EXPERIENCES IN THE WORKPLACE

Our research found discrimination LGBTQIA+ Australians encounter at school extends to the workplace.

More than **two in five (44%) LGBTQIA+ members surveyed say they have faced bullying, harassment or discrimination** related to their gender identity or sexuality in their workplace or school, compared to just 11% of allies.

The research also suggests allies are less likely to be aware of discrimination against LGBTQIA+ community members in the workplace. Whilst 87% of allies say their workplace is or was an inclusive place for all LGBTQIA+ allies, just 74% of LGBTQIA+ people feel the same.

40%

LGBTQIA+ members surveyed say they have felt worried about applying for a job due to their identity.

Following this research, **The Body Shop has released its Work in Pride charter, a set of principles and initiatives to ensure LGBTQIA+ people are accepted and supported**, without exception, to be fully themselves in the workplace. The Body Shop has also made this charter available to wider businesses to inform their own approach to LGBTQIA+ inclusivity. **You can find the Work In Pride charter [here](#).**

THE IMPACT OF DISCRIMINATION, AND SUPPORT AVAILABLE

Almost half (49%) of the LGBTQIA+ community surveyed in Australia say they have experienced mental health issues as a result of any bullying, harassment or discrimination they have received due to their gender identity or sexuality.

Whilst this issue impacts LGBTQIA+ Australians in both rural and metro areas, **it is more pertinent for LGBTQIA+ members in rural towns** (58% compared to 47% in capital cities). Similarly, 64% of those who live in rural areas say they have felt unsafe or targeted because of their gender identity or sexuality, compared to 57% of those living in capital cities.

Members of the LGBTQIA+ community surveyed are more likely to say that they have felt lonely or disconnected in the last 12 months compared to allies (79% vs. 55%).

Amongst those that have come out, LGBTQIA+ Australians surveyed often cite **friends over family as their strongest support**, with over 9 in 10 (91%) saying close friends helped them on their coming out journey, whilst just 46% cited siblings and 37% cited parents or carers.

One solution to this could be creating safer spaces for LGBTQIA+ people to gather, particularly for older generations. In fact, a third (33%) of LGBTQIA+ members and allies surveyed aged 45-54 say the issue that matters the most to them is creating safer spaces for LGBTQIA+ people, whilst it was top of the agenda for 22% of those aged 35-44.

LOOKING TO THE FUTURE

Despite this report revealing the work still to be done, it does suggest things are moving in the right direction, with over four in five (83%) LGBTQIA+ Australians and allies surveyed agreeing Australia is becoming more accepting of LGBTQIA+ people.

Through the work of organisations like Minus18, and the continued amplification of LGBTQIA+ voices we can drive positive change, with the issues identified by the LGBTQIA+ community as needing the most attention including:

- 41%** **Fighting discrimination against LGBTQIA+ people**
- 20%** **Removing legal barriers for trans and gender diverse people to affirm their identity**
- 19%** **Creating safer spaces for LGBTQIA+ people**
- 12%** **Supporting trans and gender diverse people in their gender affirmation**
- 5%** **Access to gender affirmation surgery**

To support their work creating safe and accessible spaces that amplify and celebrate the voices of queer young people

THE BODY SHOP IS DONATING \$10,000 TO HELP SUPPORT THE MINUS18 YOUNG LEADERS PROGRAM*. THE PROGRAM HELPS TO DESIGN, CREATE AND DELIVER NEW EVENTS FOR LGBTQIA+ YOUNG PEOPLE TO BE AFFIRMED AND CONNECT WITH THEIR PEERS.

“Minus18 has partnered with The Body Shop to pass the mic to LGBTQIA+ young people.

LGBTQIA+ communities continue to be scrutinised in public discourse at alarming rates. The Marriage Equality postal vote, Religious Discrimination Bill, and most recently the targeting of transgender students during the federal election are all events affecting young people while excluding them from the conversation.

The team at Minus18 posed the challenge to The Body Shop to use their platform to launch a nationwide survey for LGBTQIA+ youth to be heard. With nearly 4,000 responses in a matter of weeks it's now time for us to listen.

The findings from the Out For Love report will be used by Minus18 to inform our future work empowering the next generation of LGBTQIA+ young leaders across Australia.”

Micah Scott
CEO of Minus18

*\$2 from every Out For Love Highlighter sold will be donated to Minus18 from February 1 2022 – June 30 2022, to a maximum donation of \$10,000.

ABOUT THE BODY SHOP:

Founded in 1976 in Brighton, England, by Dame Anita Roddick, The Body Shop is a global beauty brand and a certified B Corp™. The Body Shop seeks to make positive change in the world by offering high-quality, naturally-inspired skincare, body care, hair care and make-up produced ethically and sustainably. Having pioneered the philosophy that business can be a force for good, this ethos is still the brand's driving force. The Body Shop operates about 3,000 retail locations in more than 70 countries. Along with Aesop, Avon and Natura, The Body Shop is part of Natura &Co, a global, multi-channel and multi-brand cosmetics group that is committed to generating positive economic, social and environmental impact. Sample was comprised of people who opted in to take the survey via The Body Shop stores or via social media reach outs/ microsite. The survey is only representative of those who chose to participate and is not necessarily a representative sample of the Australian population.

SAMPLE DETAILS

The Sample was comprised of people who opted in to take the survey via The Body Shop stores or via social media reach outs/ microsite. The survey is only representative of those who chose to participate and is not necessarily a representative sample of the Australian population.

Age:

- 16-24 years – 1417
- 25-34 years – 1600
- 35-44 years – 164
- 45+ years – 73

State:

- NSW – 1179
- VIC – 1269
- QLD – 637
- SA – 288
- WA – 322
- ACT – 89
- TAS – 66
- NT – 23
- Other – 3

