

# Why Rainbow Mob Inclusion at Your ACCO?

## Why Rainbow Mob inclusion matters for ACCOs

- Building inclusivity ensures all Community members feel safe, valued, and supported.
- Many LGBTQIASB+ people avoid disclosing their identities due to a lack of safety.
- We know it's important to create cultural safety. Accountability for Rainbow Mob safety is equally important.
- Rainbow Mob have always been, and will always be a celebrated part of Aboriginal Communities.

## ACCOs are best placed to build Rainbow Mob inclusion

- The [Victorian ACCO model](#) provides a trauma-informed and inclusive framework.
- Leaders can role model inclusivity and empower their Communities to showcase, celebrate and embrace diversity.
- Rainbow Mob staff bring lived experience and strengths that can strengthen ACCOs.
- Rainbow Mob can prefer going to ACCOs, as they report ACCOs knowing how to work with LGBTQIASB+ people and using the right language ([Walkern Katadjin](#)).

## Rainbow Mob are part of our Communities

- 1 in 5 Aboriginal and Torres Strait Islander people identify as LGBTQI ([Goanna 2](#)).
- Rainbow Mob need, and deserve, safety to express their identity without fear of discrimination.

## Rainbow Mob inclusion needs to be targeted

- For impactful Rainbow Mob inclusion, targeted LGBTQIASB+ strategies are needed.
- Rainbow Mob need visible symbols to signal a sense of safety and acceptance ([Walkern Katadjin](#)). This needs to be supported by other LGBTQIASB+ inclusion work like staff Rainbow Mob training.
- As mainstream services must demonstrate cultural safety for Aboriginal people, ACCOs must show explicit inclusivity for Rainbow Mob.

## Rainbow Mob need for ACCO inclusion and support

**Higher rates of psychological distress:** 92% of Rainbow Mob experience high or very high distress levels, increasing for trans and gender-diverse mob ([Rainbow Realities](#)).

**Alarming suicide rates:** 45% of young Rainbow Mob have attempted suicide, with 19% attempting in the past year ([Rainbow Realities](#)).

**Safety concerns:** Nearly 60% of Trans Mob avoid using toilets due to harassment or fear, with 11% reporting health complications as a result ([Rainbow Realities](#)).

## Rainbow Mob challenging experiences

- Rainbow Mob can have negative experiences at ACCOs including hearing hurtful or ignorant comments about their identity ([Walkern Katadjin](#)).
- Many Rainbow Mob prefer other services with 41% preferring general health services, 37.4% preferring ACCOs and 36.6% preferring LGBTQI+ services ([Walkern Katadjin](#)).

## Positive duty under the law

- Employers have a legal duty to prevent discrimination on the basis of sexuality, gender identity and intersex status under the law ([Sex Discrimination Act 1984](#)). Creating safe, inclusive workplaces is everyone's responsibility.

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*Vibrant, healthy, self-determining  
Aboriginal and Torres Strait Islander communities*



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