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# **Instructions**

To use this IDAHOBIT speech, simply edit the highlighted areas with information specific to you or your organisation. You are welcome to edit and adapt any other part of this speech to suit your IDAHOBIT event and audience.

This speech is approximately 4-5 minutes long.

# **Event Speech**

Welcome everyone,

Thank you for joining us to celebrate IDAHOBIT, the International Day Against LGBTQIA+ Discrimination.

[Start your speech by acknowledging the traditional owners of the land where you are on. If you don’t know this information, you can read this guide - [Know Your Country](https://www.knowyourcountry.com.au/how-to-know-your-country)]

Before we begin, I’d like to start by acknowledging the Traditional Owners of the land on which we are gathering today, the land of the [traditional owners] people. We pay our respects to Elders past and present. This always was and always will be Aboriginal land.

On May 17 we acknowledge IDAHOBIT as a day for our communities to go rainbow, and stand up against discrimination. Whether you’re part of the LGTBQIA+ community or you’re an ally – today we stand together.

But why May 17? This date commemorates the anniversary the World Health Organisation removed homosexuality from the International Classification of Diseases in 1990. Prior to this, homosexuality was classified globally as a mental illness.

That’s only 33 short years ago.

As recently as 1997, being gay was illegal in some parts of Australia – and until just five years ago, same-sex marriage was not recognised in our country. While we have certainly come a long way in the advancements of LGBTQIA+ equity, the unfortunate reality is that these milestones are very recent in our experience.

With this in mind, IDAHOBIT has two main purposes.

1. Today is an opportunity to celebrate the pride and allyship of the people who have worked to build equality around the world.
2. And to raise awareness of the discrimination LGBTQIA+ people still face today

Australia-wide research conducted by La Trobe University highlights the prevalence of discrimination still occuring around our country:

2 in 3 LGBTQIA+ youth experience harassment or abuse due to their identity. That’s 66% of our young people.

But discrimination of this kind is not contained to the classroom.

A study of almost 7,000 LGBTQIA+ people of **all ages** in Australia found that 1 in 3 people have experienced verbal abuse in the past 12 months because of their identity. This includes insults, humiliation and threats, just for being who they are.

It’s worth repeating again. One third of LGBTQIA+ people have experienced verbal abuse in the last 12 months.

When it comes to creating a world where everyone is safe to be themselves - there’s still work for us to do.

Here at [Your organisation name] we strive to create a place where all our people belong.

[For this part of the speech, it is useful to reference where this value exists. This could include sentences like:

* “This is reflected in our organisation's value of “Inclusion”, where we make the commitment to ensure that what we do and the way we work is inclusive of everyone – including those within the LGBTQIA+ community”.
* “As our CEO/Principal/Mayor regularly shares with us, we are a community of people, and we are stronger together when we all belong”.
* “As our website/strategic plan/diversity and inclusion plan states, we aim to be at the forefront of creating a brighter tomorrow – and this includes those who are LGBTQIA+.”]

Today, we are acknowledging IDAHOBIT as part of this commitment to creating a place where everyone belongs. We are:

[Think about the purpose of your event, and what its function is. This could be one or more of the following examples, or something else entirely:

* Acknowledging that there is still more work for us to do in creating a space where LGBTQIA+ people belong. This is an ongoing process, and we are committed to creating a safe and inclusive space for everyone.
* Celebrating the rich diversity of LGBTQIA+ people within our organisation/community and learning from their stories and experiences.
* Taking action to build LGBTQIA+ inclusion in our work every day. We are doing this by:
  + Engaging in LGBTQIA+ Inclusion Training.
  + Launching our new inclusion strategy.
  + Making a donation to IDAHOBIT in support of LGBTQIA+ youth.

Of course, creating a place where everyone belongs takes more than a single day.

[You may like to share some of the ways that you build LGBTQIA+ inclusion throughout the year.]

So, please join me today in the [continuation/start] of our journey in LGBTQIA+ inclusion. If I can ask one action of you today, it’s that we all:

[Think about one action that you are actively driving as part of your event in support of the LGBTQIA+ community. This could include actions such as:

* Donate towards IDAHOBIT, providing peer support and safe spaces for young people across Australia.
* Listen with an open heart and mind to the LGBTQIA+ people who are sharing their stories with us today.
* Read the links and further learning that we send around after today’s session.

IDAHOBIT is coordinated by Minus18, Australia’s charity for LGBTQIA+ young people across the country. You can find out more about the day, and discover information about identity and inclusion through the website [www.IDAHOBIT.org.au](http://www.idahobit.org.au). Check it out, there’s lots for us to learn.

Thank you for joining me in recognising IDAHOBIT. Together, we can build a world without discrimination, today and every day of the year.