



WORK PLACES TOOLKIT

MAY 17

INTERNATIONAL DAY AGAINST
HOMOPHOBIA, BIPHOBIA
INTERSEXISM, & TRANSPHOBIA

POWERED BY

 MINUS18

IDAHOBIT.ORG.AU
MINUS18.ORG.AU

 IDAHOBITaus
 IDAHOBITaus



GETTING YOUR WORKPLACE INVOLVED

HOW CAN WE CELEBRATE ON MAY 17?

1

WEAR RAINBOW

Start simple. Rally everyone to stand out against homophobia, biphobia and transphobia at work by wearing a splash of rainbow for the day. Send out an email alert to let everyone know what it's all about.

2

GO FULL RAINBOW

Get your entire workplace involved. Turn your social media profile pics rainbow, decorate your workplace with posters, and post messages of support from your organisation to the LGBTIQ Community.

3

RUN AN EVENT

Run an event, like a BBQ, morning tea, trivia night or after work drinks. Simple ideas are usually the best, and the most likely to get heaps of people involved.

4

RAINBOW RIBBONS

Order rainbow ribbons or get your mates together to make your own. You can give these out for people to wear at the start of the day, or provide them in exchange for a gold coin donation.

5

CEO SUPPORT

Ask your CEO to write a blog or article in support of LGBTIQ staff and customers with information on how your workplace is supporting LGBTIQ diversity.

6

LAUNCH A PROJECT

Use IDAHOBIT as a way to launch a project that supports sexual and gender diversity. It could be the formation of an LGBTIQ committee or announcing a plan to support the LGBTIQ community.

7

SHOUT IT PROUD

Use your networks to promote your involvement in the day. Share photos from your events on the day using the hashtag #IDAHOBIT and show the world why supporting LGBTIQ employees and consumers is so important.

8

RAINBOW EDITION

If your workplace sells merchandise, create a limited edition rainbow product to celebrate IDAHOBIT.

9

GIVE A LITTLE

Use your IDAHOBIT activity to raise much needed funds for LGBTIQ youth projects. You can donate directly to LGBTIQ youth at idahobit.org.au

IDAHOBIT MAY 17

On May 17, 1990, the World Health Assembly of the World Health Organization approved the International Statistical Classification of Diseases and Related Health Problems (ICD 10), which no longer listed homosexuality as a diagnosis. International Day Against Homophobia, Biphobia & Transphobia (IDAHOBIT) launched in 2004 to celebrate LGBTIQ people globally. Today, in Australia, we wear rainbow and use the day to make change and raise funds for LGBTIQ youth.

IDAHOBIT.ORG.AU

MINUS18.ORG.AU

[f IDAHOBITaus](https://www.facebook.com/IDAHOBITaus)

[t IDAHOBITaus](https://twitter.com/IDAHOBITaus)



RUNNING EVENTS

TIPS FOR RUNNING A TOP NOTCH EVENT

GET PLANNING

Getting in early means a successful event. Think of something that best suits your friends or colleagues. Usually it's simple ideas that are the most effective.

REGISTER YOUR EVENT

Hop on to idahobit.org.au and register your workplace or community event. We'll send you out rainbow posters and other merchandise that you can use to promote and celebrate the day.

PROMOTE YOUR EVENT

Make flyers, alert staff, send calendar invites, click attending to the official Facebook event, and make sure everyone knows what's happening for IDAHOBIT. You can even download posters from idahobit.org.au

DONATION MATCH

Ask your employer to match donations. It's a great way to get people excited about giving to a cause, as it means their personal donation goes even further.

RUN YOUR EVENT

Enough said! The hard work is done - now it's time to put your event into action.

SEND LOVE & THANKS

Send out a thank you to everyone involved. If you raised money for Minus18, take a photo and announce how much online. You can download thank you certificates from idahobit.org.au

EVENT IDEAS TO GET YOU STARTED

GUEST SPEAKER

Invite a guest speaker to your event. It could be on 'celebrating pride in the workplace' or 'why our workplace supports gender diversity'.

MORNING TEA

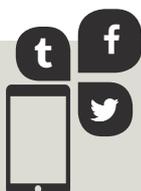
Organise everyone's favourite baked goods for a morning or afternoon tea. Fairy bread: It's rainbow and amazing.

TRIVIA NIGHT

Host a trivia night for your friends and colleagues. Throw in a stack of LGBTIQ related questions to keep everyone on their feet.

BBQ / AFTER WORK DRINKS

Gotta love a BBQ and after work drinks. We're sure you have this one figured out.



EXAMPLE POST

We're going rainbow for #IDAHOBIT May 17 to support @minus18youth and LGBTIQ youth. You can too: idahobit.org.au



THE PARTY DOESN'T HAVE TO STOP HERE

There's heaps you can do to continue supporting LGBTIQ diversity.

IDEAS TO KEEP THE GOOD VIBES GOING

1

LGBTIQ COMMITTEE

Setting up an LGBTIQ Committee of staff is a great way to create ongoing projects throughout the year. The committee can set goals, create events, review policies and keep the momentum going.

2

WORKPLACE TRAINING

You might like to organise LGBTIQ diversity training for your workplace. Training enables your workplace to better support LGBTIQ employees, clients and customers. For training providers contact info@inus18.org.au

3

LGBTIQ+ HISTORY MONTH

October is LGBTIQ+ History Month, a chance to learn more about the inspiring history of LGBTIQ people and events.

4

SPEAK UP

Don't be a bystander. When you feel safe to do so, challenge homophobic, biphobic and transphobic language and behaviour. It starts with you - but there's also plenty of help out there if you need it.

5

ADD IT TO YOUR CALENDAR

Add IDAHOBIT to your work calendar for next year, and a reminder to start planning early!

AFTER YOUR EVENT

SMILE BECAUSE YOU JUST DID GOOD!

How good is celebrating sexual and gender diversity? Thank you for your work. Don't forget to post photos, blogs and let the world know about your work.

IF YOU WERE AWESOME AND RAISED MONEY

You can donate any money raised by credit card at minus18.org.au/donate - or if you need to make an electronic funds transfer, email info@minus18.org.au and we'll sort you out.

POST YOUR SUCCESS ONLINE

Share how good you did. Show us your IDAHOBIT events with #IDAHOBIT.

GET YOUR WORKPLACE INVOLVED

Get your workplace wearing rainbow on May 17, and raise funds for LGBTIQ youth.

Sample Email

Here's a sample email / invitation you can use to send out to everyone at work to encourage them to get involved.

IDAHOBIT
MAY 17

We're wearing rainbow on May 17!

Wednesday May 17 is International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT). It's a day to stand with the LGBTIQ community and support young people.

To mark the day, we'll be hosting a Rainbow Morning Tea at 11am. Wear a splash of rainbow and bring a donation to give to the Minus18 Foundation who support LGBTIQ young people.

Last year workplaces all over Australia got involved and celebrities and corporations participated too! We'll be posting a photo of us to our Facebook page, so dress up!

To find out more about the day, you can go to www.idahobit.org.au

See you all there!

[Your Name]