



IDAHO BIT

MAY 17 

WORKPLACE TOOLKIT

SUPPORTING 

MINUS18 CHAMPIONS FOR LGBTQIA+ YOUTH

IDAHOBIT **MAY 17**



WHAT IS IDAHOBIT?

IDAHOBIT is the International Day Against LGBTQIA+ Discrimination: a day to grow visibility, educate on inclusion, and change the world for LGBTQIA+ communities.

May 17 marks the anniversary of the World Health Organization removing homosexuality from the Classification of Diseases and Related Health Problems in 1990.

WHY IT'S IMPORTANT

68%

of LGBTQIA+ employees in Australia are not out to everyone at work.¹

77%

of Trans & Gender Diverse people report being discriminated against in the past 12 months.²

35%

of LGBTQIA+ Australians have experienced verbal abuse in the past 12 months.²

39%

of LGBTQIA+ people have experienced depression in the past 12 months.²

33%

of LGBTQIA+ people have experienced anxiety in the past 12 months.²

COMPARED TO

6.2%

of the general population having experienced depression in the past 12 months.³

¹ Out at Work (2018) Diversity Council Australia

² Private Lives 3 (2020), La Trobe University
tinyurl.com/privatelives4

³ Beyond Blue
beyondblue.org.au/the-facts

THE DIFFERENCE WE CAN MAKE TOGETHER

291,279

Australians attended registered IDAHOBIT events in 2021.



98%

said celebrating IDAHOBIT had a positive impact on their organisation or community

74%

of activity organisers report the day sparked ongoing LGBTQIA+ inclusion initiatives.

100%

of the net proceeds raised go towards improving the lives of LGBTQIA+ Youth in Australia.

STUDENT SUPPORT

This year, we're providing 250 Free Rainbow Flag Raising Ceremony packs to 122,750 secondary students across Australia, thanks to American Express.



IDAHOBIT MAY 17

IDAHOBIT.ORG.AU

3 EASY WAYS YOU CAN GET INVOLVED

1 HOST A RAINBOW ACTIVITY & CREATE VISIBILITY

Host a rainbow activity at work to start building visible LGBTQIA+ inclusion! Think morning tea, after work drinks, Lunch n' Learn, rainbow digital meeting, or a workplace fundraiser – it all raises important awareness. Deck your office out in rainbows with a Pride Pack, with all profits supporting LGBTQIA+



2 EDUCATE AND LEARN ABOUT LGBTQIA+ INCLUSION

There's a lot to understand about LGBTQIA+ inclusion and, whether in person or digitally, IDAHOBIT is the perfect time to learn. Head online to check out our range of conversation cards, digital keynotes, professional training, shareable content, and educational resources.



3 CHANGE THE WORLD & BUILD LGBTQIA+ INCLUSION

IDAHOBIT is one day of the year, but it's also a perfect catalyst for you to create lasting change and build LGBTQIA+ inclusion.

Integrate a fundraising component into your activation, and start year-long conversations about inclusion.

100% of the funds donated to IDAHOBIT go towards Minus18 - improving the lives of LGBTQIA+ youth in Australia.



1 CREATE VISIBILITY



HOST AN ACTIVITY

At work, school, or in your community, going rainbow sends a vital message of support to LGBTQIA+ youth. Have fun, get learning, fundraise, and do it your way!

Simple activities tend to work best. Think about what YOUR team will enjoy – and the more rainbow, the better!

ACTIVITY INSPIRATION

IN PERSON

- ✓ LGBTQIA+ Awareness morning tea
- ✓ Lunch n' Learn with LGBTQIA+ speakers
- ✓ Rainbow Fundraiser Friday drinks
- ✓ Screen an LGBTQIA+ film or videos

WORKING FROM HOME

- ✓ Rainbow themed digital meeting
- ✓ Attend digital inclusion training
- ✓ Digital trivia night fundraiser
- ✓ Host a digital keynote speaker

ONLINE

- ✓ Create a message of support for your social media platform
- ✓ Share LGBTQIA+ education information created by LGBTQIA+ groups
- ✓ Host an online fundraising drive

MAKE IT A FUNDRAISER

- ✓ Use your event to raise funds for LGBTQIA+ charities – instant impact!
- ✓ Ensure this important work continues throughout the year.

GRAB A PRIDE PACK



WE'VE MADE IT EASY

Grab everything you need to host your rainbow activity and champion inclusion throughout the year – as an individual or as a whole workplace.

And the best bit: proceeds improve the lives of LGBTQIA+ youth.

LGBTQIA+ INCLUSION MERCH



[VIEW MERCH](#)

✓ Get your orders in by late April / early May to avoid stress (especially large orders!).

✓ Remember to back up your visibility with real action in support of LGBTQIA+ inclusion.

2 EDUCATE & LEARN

Showing allyship to LGBTQIA+ people is more than just waving flags. We've developed specific training and keynote speaker opportunities that bring your cohort along on this journey. It's all easy to understand and engage with.



BUILDING LGBTQIA+ INCLUSION

LIVE WEBINAR • Q&A SESSION AND PROFESSIONAL DEVELOPMENT

- ✓ Overview of IDAHOBIT.
- ✓ LGBTQIA+ identities and terms
- ✓ Best practice LGBTQIA+ inclusion tools.
- ✓ Dedicated Q&A time with presenters.

BOOK NOW

This is a ticketed event.
Limited places available.

OR BOOK IN A PRIVATE GROUP SESSION

INCLUSION TRAINING

Book in professional development for your cohort with the Minus18 Education Team.

WORKPLACES

KEYNOTES

Book in a guest speaker for your IDAHOBIT Week activity or event.

WORKPLACES

3 CHANGE THE WORLD



SET UP YOUR FUNDRAISER

Back up your IDAHOBIT activity with real impact! Host a fundraiser for charities that support the community all year round.

[LEARN MORE](#)

FUNDRAISING PLATFORMS



facebook

TILTIFY

gofundme

WORKPLACE GIVING PROGRAMS

goodcompany
Giving Solutions

good2give

benevity

globalgiving

Get in touch if you can list Minus18 in your workplace giving program.



WHERE THE MONEY GOES

MINUS18

THE FUNDS RAISED GO TOWARDS IMPROVING THE LIVES OF LGBTQIA+ YOUTH ALL YEAR ROUND.



EVENTS

Your donation creates life-affirming spaces for young people. During isolation, Minus18 has supported more than 5,300 young people to stay connected and mentally well via digital events.



PEER SUPPORT

When further support is required, we host free digital resources for young people and their families. Accessed by almost one million people each year, your donation keeps this vital service online for free, always.



WORKSHOPS

Minus18 educates the whole community about LGBTQIA+ identities and inclusion. We head into workplaces, councils and schools to provide training to adults and young people alike.

\$20

Can provide a young person with resources to help understand their LGBTQIA+ identity.

\$50

Can send one LGBTQIA+ young person to Minus18's Queer Formal for free.

\$188

Can provide LGBTQIA+ resources to an entire Australian classroom.

MAKE A TAX-DEDUCTIBLE DONATION



VIA CREDIT CARD

Make your donation online at minus18.org.au or use the button below:



VIA CASH DEPOSIT

Name: Minus18 Foundation
BSB: 013132
Number: 264971206



CREATE A FUNDRAISER

Collect multiple donations using GoFundMe, Facebook, or GiveNow.

DONATE HERE

SHARE YOUR SUPPORT

TAG US IN YOUR POSTS



f @i @t @l **MINUS18YOUTH**

Today I'm going rainbow to stand against LGBTQIA+ Discrimination #IDAHOBIT

I'm going rainbow in support of the 35% of LGBTQIA+ Australians have experienced verbal abuse in the past 12 months. #IDAHOBIT

Sending LOVE to the LGBTQIA+ community today by wearing rainbow and donating to Minus18 #IDAHOBIT

LGBTQIA+ Australians are 5x more likely to have experienced depression due to discrimination. That's why I'm doing #IDAHOBIT



Photos (left to right)

@andymullens

@cavoodle.and.a.moodle

@kathebbss

@jack.hunter93

@queerevents2

@usqedu

@portraitau

@earlgreyschnauze

f @i @t @l **MINUS18YOUTH**

IDAHOBIT.ORG.AU

FURTHER RESOURCES



ZOOM BACKGROUNDS

Spread visibility in your digital calls by using our zoom backgrounds.

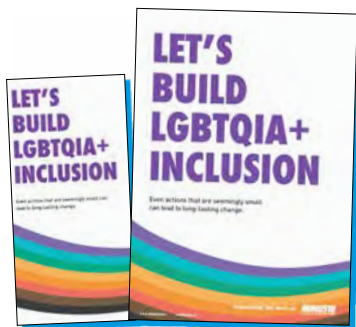
[DOWNLOAD](#)



EVENT DOWNLOADABLES

Share graphics for your event, or try our print-at-home posters to promote your initiative.

[DOWNLOAD](#)



EDUCATION CARDS AND POSTERS

Want to provide more in-depth information about the week to your team? We've made printed education cards and posters.

[FIND OUT MORE](#)



FURTHER RESOURCES

Not sure where to begin? We've packed together even more tips, tips and inspo for your activities!

[FIND OUT MORE](#)