ACKNOWLEDGEMENT OF TRADITIONAL OWNERS

QUT acknowledges the Turrbal and Yugara, as the First Nations owners of the lands where QUT now stands. We pay respect to their Elders, lores, customs and creation spirits. We recognise that these lands have always been places of teaching, research and learning.

QUT acknowledges the important role Aboriginal and Torres Strait Islander people play within the QUT community.

Dr Brodie Evans and Billie Stimpson
QUT Centre for Justice | QTWAV

Experiences of LGBTIQA+ workers in mainstream domestic violence men's behaviour change programs

Dr Brodie Evans and Billie Stimpson

QUT Centre for Justice | Queer and Trans Workers Against Violence (QTWAV)

Today’s presentation

- What we know about LGBTIQA+ workers in the DFSV sector
- The context of QLD’s DFV behaviour change intervention sector
- The gaps and needs or the LGBTIQA+ DFSV workforce
- The aims of our research



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What we know about LGBTIQA+ workers in the DFSV sector

Dr Brodie Evans and Billie Stimpson
QUT Centre for Justice | QTWAV

What is the work and who does it

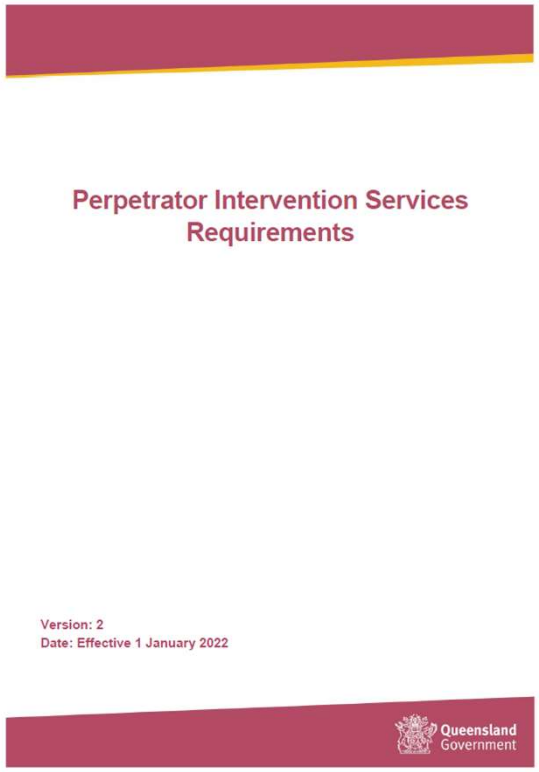


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- Most workforce surveys into the domestic and family violence sector in Australia do not collect any direct data, aggregated or disaggregated, on LGBTIQA+ workforces (e.g., see Cortis & Blaxland, 2024, p. 93).

- One survey indicated 15% of workers in DFV work identity as LGBTIQ (Seymour et al., 2025)

What is the work and who does it



- MBCP co-facilitation allows for multi-gender pairings rather than solely male/female from earlier MBCP regulatory requirements in QLD.

- There is no understanding if this regulatory change widened participation of non-binary facilitators or what happens to facilitators who experience a gender transition in the workplace

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Gendered work by a gendered workforce

- Gendered workers within a highly feminised industry.
- Traditionally a binary field of ‘women’s work’ supporting victim-survivors and ‘men’s work’ of perpetrator accountability.
- Deep roots of feminist lesbian activist contribution to the beginnings of Australian gendered violence work, often unacknowledged
- Bulk of literature examining LGBTIQA+ worker participation focuses on their being situated within services and programs targeting LGBTIQA+ communities (eg, Worrell et al., 2024)



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Employment issues for LGBTIQA+ workers

- Higher prevalence of community-based and workplace sexual harassment (Australian Human Rights Commission, 2022).
- 89% of organisations being surveyed had an LGBTQ employee reporting having been discriminated against (Australian Workplace Equality Index Survey, 2024).
- LGBTQ employees who had experienced bullying and harassment were less likely to report serious experiences than in previous years (Pride in Diversity, 2024).
- Limited investigations into specific industries
- Limited investigation that integrates the function of cisnormativity, heteronormativity or endosexism within its assessment of unique workplace risk factors

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Aims of our research

Dr Brodie Evans and Billie Stimpson
QUT Centre for Justice | QTWAV

Research questions

This research is interested in investigating the below questions:

- What pathways do LGBTIQA+ behaviour change facilitators' take into this line of work?
- What are LGBTIQA+ behaviour change facilitators' experiences of working within the 'mainstream' domestic violence workforce and engaging with 'mainstream' services?
- What are LGBTIQA+ behaviour change facilitators' experiences when working in behaviour change programs with men who use violence?
- What can be uniquely offered by LGBTIQA+ practitioners in the work of engaging men who use violence

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Research methods

- **QUT Ethics Approval Number: 10130**
- Research Assistant, Billie, will be conducting interviews (F2F or online) with folks who meet the criteria:
  - Current or former facilitator in DFV men's behaviour change programs
  - Identify as a member of the LGBTIQA+ community
  - Above 18 years of age
  - Speak English
  - Volunteer to participate
- Responses will be deidentified
- Participants will receive $50 gift card for contributing

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Thank you

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