

Rainbow Organisations

FACT SHEET

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Rainbow Organisations promote themselves as representing the interests and needs of Lesbian, Gay and Bisexual people, however they have shifted their focus to the trans, queer, non-binary and other identity groups' interests.

They actively promote the adoption of gender ideology into as many mainstream business, government and educational institutions through their training and accreditation schemes. They treat the 'rainbow community' as a cohesive group and fail to recognise the conflict of rights between same sex attracted people (the LGB community) and the TQI+ community.

The conflict of rights

Many of these organisations' programs have been developed **without consulting** the LGB community. They frequently promote concepts, definitions and beliefs that are homophobic, including redefining homosexuality as same-gender attraction rather than same-sex attraction.

Rainbow organisations push gender ideology that promotes vague gender identity over science and biological sex. They encourage staff to use "gender" rather than "sex". This erasure of sex as a descriptor removes the ability of staff to refer to their experiences of sexism, homophobia, sexual harassment and differences in pay based on sex.

Compelled speech

Rainbow Organisations aim to confuse by promoting the use of complex and inaccessible language. For example: deadnaming, cisgender, heteronormativity, pansexual, non-binary. Staff who undergo their diversity and inclusion training, are compelled to use a language based in gender ideology. This is divisive and results in a culture of fear. If staff do not use "correct" language it limits their ability to speak freely for fear of repercussions.

What about diversity, equality and inclusion?

Diversity, equality and inclusion are worthy aims of any organisation. True diversity accepts a plurality of views, beliefs and ideas. True inclusion is reciprocal and does not require adherence to a single ideological belief system. True equality is merit based and does not use punitive approaches to suppress freedom of belief and expression and does not suppress same-sex attracted people from speaking about their experiences and lives.

Rainbow homophobia

In 2023 rainbow organisations actively participated in a human rights campaign against same-sex attracted women. These organisations include: Drummond Street Services; Midsumma; Switchboard; Equality Australia; Q+ Law; Rainbow Rights Watch; Victorian Pride Centre; Australian GLBTIQ Multicultural Council; and the Victorian Commissioner for LGBTIQ+ Communities.

LGB not TQI+

The TQI+ acronym includes transgender, queer, 'intersex', pansexuals and others who self-identify under the + umbrella. This grouping holds to gender ideology and they do not believe in same-sex attraction - a foundational understanding and experience of homosexuals. The LGB represents sexual orientation (who one is attracted to), while the T represents gender identity (one's internal sense of gender); this important difference means there is no historical or necessary alliance of interests and needs. In many cases, goals conflict.

Want to learn more?

Visit LGB Alliance Australia
<https://www.lgballiance.org.au/resources>

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