



LGBTQA Conversion Practices Ban: A case study on multicultural community engagement



Anti-Discrimination NSW

Presenters: Gillian Stokie and Claire Williams



Acknowledgement of Country

We would like to acknowledge the traditional owners of this land and pay our respects to Elders past, present and emerging.

Communications and Engagement team



Gillian



Jade



Claire



Zarlasht



Morlai



Narelle



Cai



Goranka

Content warning

The content of this presentation may be emotionally challenging at times (explainer video contain references to suicide).

Feel free to step outside – and remember, you can reach out to QLife, Lifeline or Beyond Blue for confidential support.



Our vision and purpose

**Our vision is a NSW that is
free of discrimination**

Our purpose:

We are committed to eliminating discrimination and promoting equality and equal treatment for everyone in NSW, including by resolving enquiries and complaints, raising awareness about discrimination and its impacts, and taking action to influence change

Our values: Service, Trust, Accountability, Integrity, Respect

About Anti-Discrimination NSW

Answer enquiries

Investigate and
resolve
complaints

Raise awareness
about
discrimination and
its impacts

Grant exemptions
to the Act

Advise
government about
discrimination
issues

Anti-Discrimination Act 1977



Under the *Anti-Discrimination Act 1977* (NSW), unlawful discrimination is when you are treated less favourably than somebody else because of your:

- race
- disability (includes diseases and illnesses)
- sex (includes pregnancy and breastfeeding)
- age
- marital or domestic status
- homosexuality
- being transgender
- carer's responsibilities.

Sexual harassment, vilification and victimisation are also against the law.

Vilification is a **public act** that could **incite hatred, serious contempt or severe ridicule** towards a person or group with the following characteristics:

- race
- religion
- homosexuality
- being transgender
- having HIV or AIDS.

LGBTQA

The term **LGBTQA** refers to people who are **lesbian, gay, bisexual, transgender, queer** or **asexual**. It is an acronym that can be used to refer to people questioning their sexuality or gender, those who identify as genderqueer, non-binary, gender non-conforming and more.

LGBTQA communities are diverse but are often grouped together because of a **shared history** of **challenges** and **discrimination**.

Background

On 22 March 2024, the NSW Parliament passed a bill that banned LGBTQA conversion practices. The law came into force on Friday 4 April 2025.

- **LGBTQA conversion practices are harmful practices** which seek to change or suppress an individual's sexual orientation or gender identity. They are sometimes referred to as 'gay conversion' practices or 'conversion therapy'. Evidence shows that conversion practices are dangerous, damaging and they don't work.
- **Conversion practices are not supported by medical research.** There is no evidence that sexual orientation can be changed or suppressed. While gender identity can be fluid, attempts to forcibly change it are harmful and ineffective.
- **Conversion practices can include** teachings, counselling, spiritual care activities, or other psychological or medical interventions based on the false ideology that there is something wrong or broken about people with diverse sexualities or gender identities.
- **Conversion practices can include** people receiving subtle and repeated messages, that with faith or effort, they can change or suppress their sexual orientation or gender identity.

Anti-Discrimination NSW can now accept reports about conversion practices (and formal complaints about conversion practices which began on or after 4 April 2025).

What does the Act say?

Conversion practices are against the law.

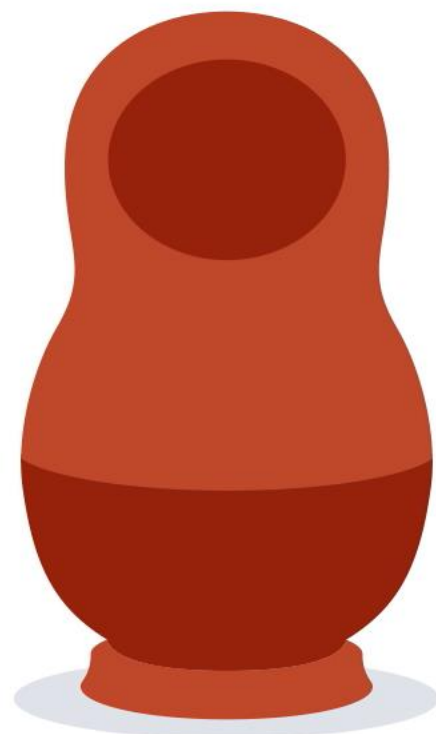
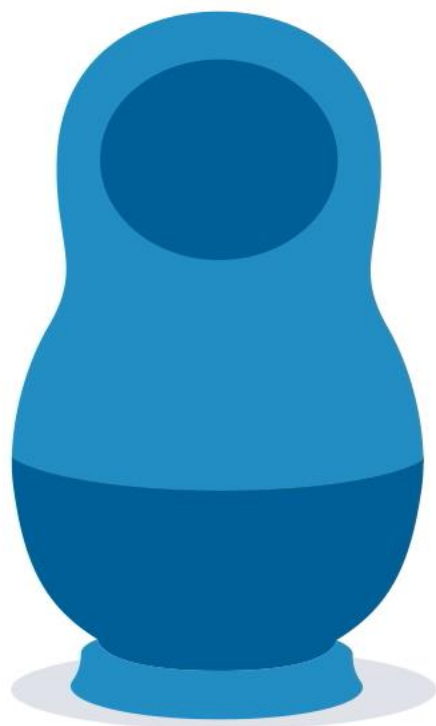
As stated in the *Conversion Practices Ban Act 2024 (NSW)*, a conversion practice means a practice, treatment or sustained effort that is:

- directed to an individual on the basis of the individual's sexual orientation or gender identity, and
- directed to changing or suppressing the individual's sexual orientation or gender identity.

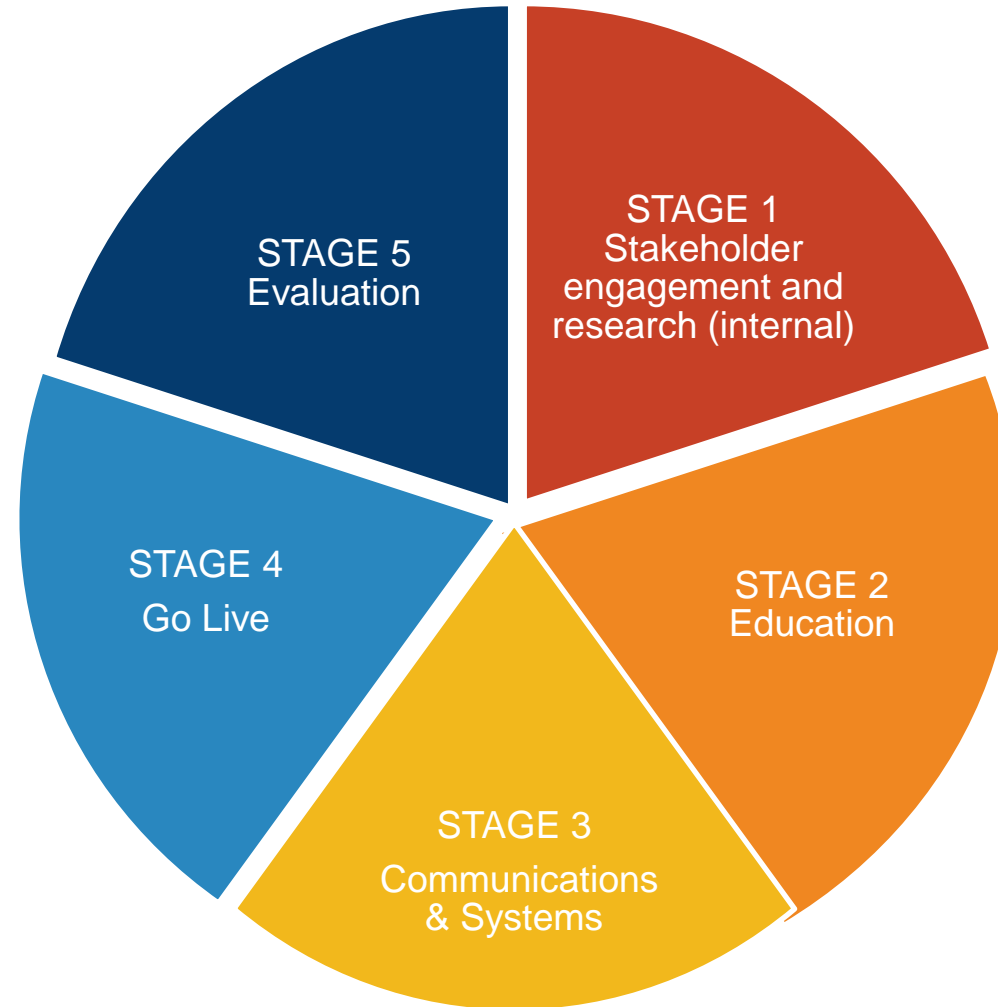
The Act also outlines what is not a conversion practice:

- stating what relevant religious teachings are or what a religion says about a specific topic
- general requirements in relation to religious orders or membership or leadership of a religious community
- general rules in educational institutions
- parents discussing matters relating to sexual orientation, gender identity, sexual activity or religion with their children.





Conversion Practices Ban: Project components



Acknowledging multicultural perspectives



ADNSW recognises that multicultural communities may:

- Hold strong cultural and religious beliefs
- Encounter misinformation and stigma related to the LGBTQA community
- Face language barriers that limit access to accurate information
- Have diverse perspectives on gender and sexuality, making discussions on these topics complex

LGBTQA individuals from culturally and linguistically diverse backgrounds may experience:

- Discrimination and exclusion
- Limited family and social support
- Increased vulnerability to violence within their communities.

Research shows that when LGBTQA people feel unsupported, they may experience significant harm.

***The Conversion Practices Act, 2024* does not stop anyone from holding beliefs about sexuality or gender or having conversations with others about those beliefs, however it does prohibit causing harm to others by trying to impose beliefs to change someone's gender or sexuality.**

Developing an appropriate community engagement approach

Engagement purpose and scoping

Creating our goals

Stakeholder mapping (including multicultural communities)

Identifying individuals, groups, organisations and communities that may be interested in or impacted by the new legislation

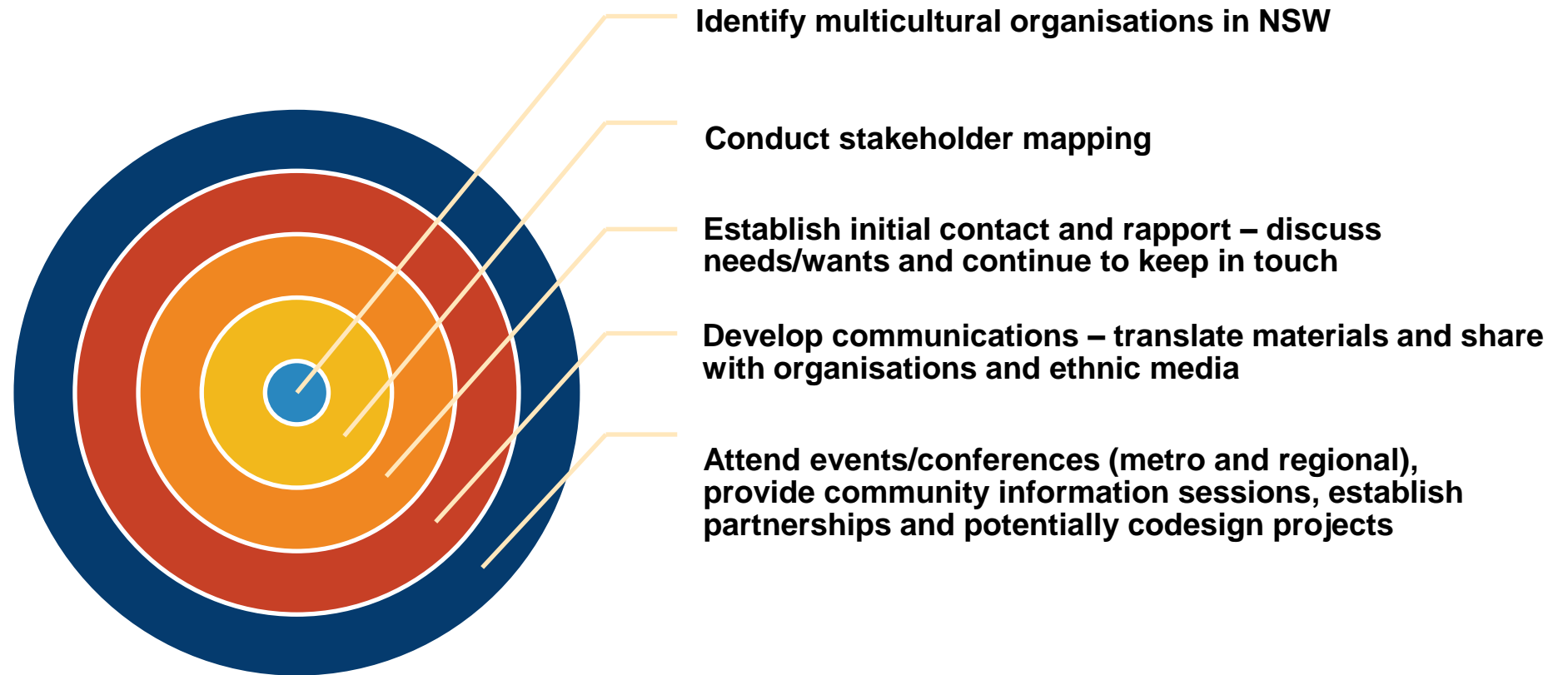
Identifying our community engagement approach

Ensuring our approach is sensitive, trauma informed and inclusive

Identifying an engagement method

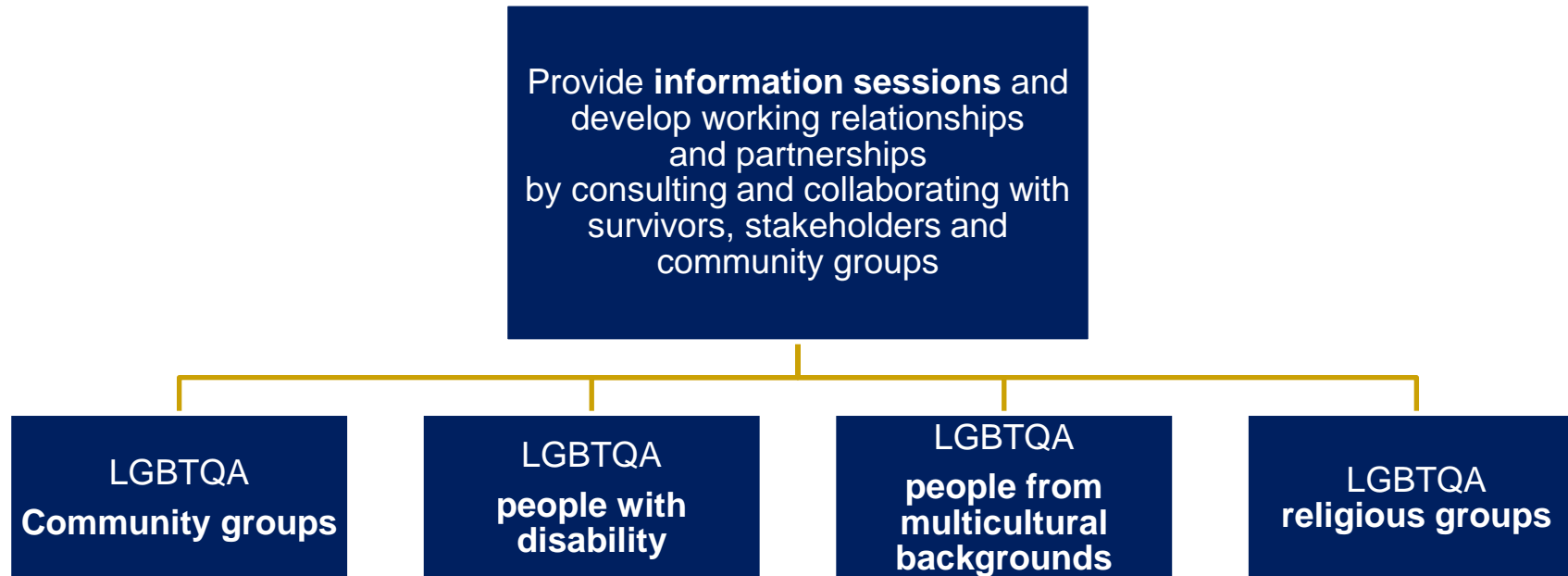
Listening to community and stakeholders to find out their needs/wants and working collaboratively to find solutions. Engagement methods: meetings, information sessions, stalls at events, speaking at conferences, webinars, partnerships and potentially codesigned projects

Targeting culturally diverse communities

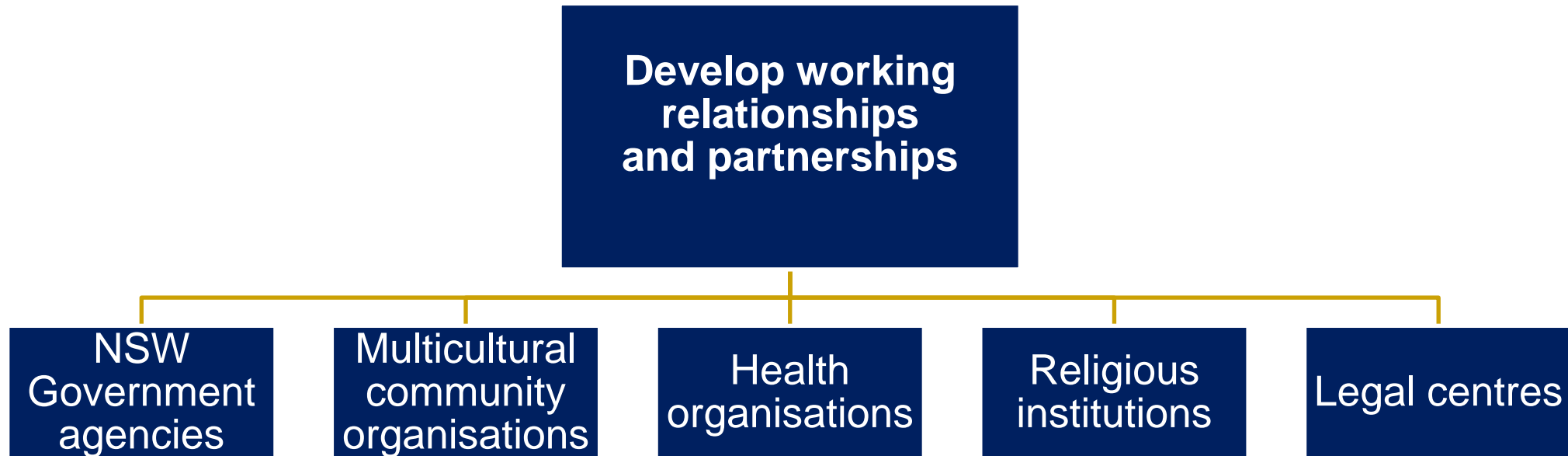


Stakeholder mapping and education

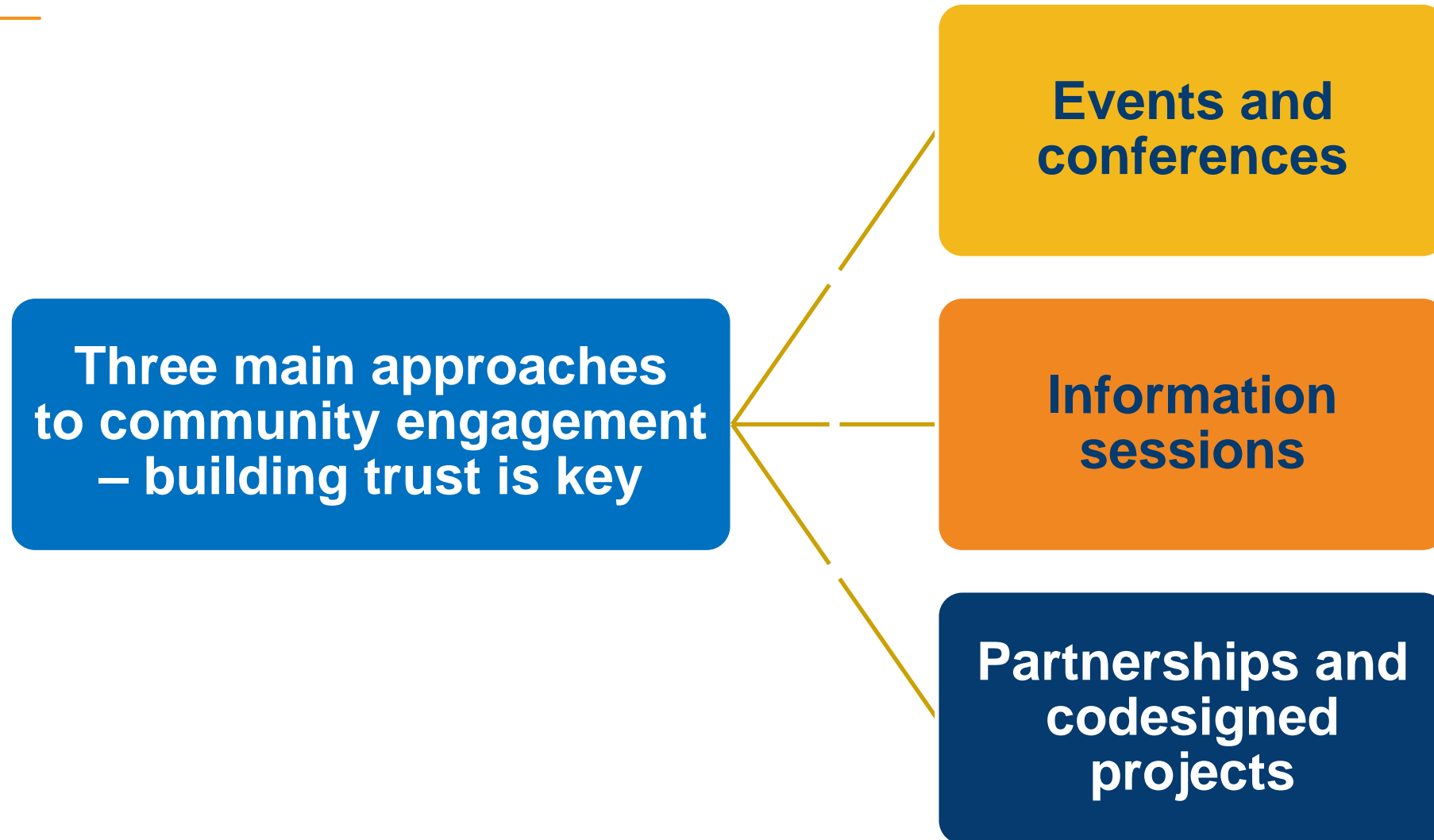
LGBTQA community stakeholders



Stakeholder mapping and education: Mainstream government and community organisations



Three-pronged approach



ADNSW Conversion Practices Ban

Advisory Group



- ADNSW set up an advisory group consisting of subject matter experts and people with lived experience of conversion practices to guide and inform our work
- The Advisory Group was established to provide a mechanism for ADNSW to be trauma informed
- Members provide independent advice and guidance for key aspects of the implementation of the conversion practices ban, including the development of information resources (internal and external) and community awareness and education initiatives
- The group is made up of many survivors of conversion practices, leaders in the field and people from a multicultural background

What has been achieved so far

- Enquiries being received from community members from multicultural backgrounds regarding conversion practices
- Stronger relationships with community organisations
- Translating materials into community languages
- Running targeted social media campaigns
- Participating in community events and festivals
- Increased awareness within faith-based communities
- Partnering with faith leaders to foster inclusive discussions
- Partnering with LGBTQA agencies to consider joint projects in the future

LGBTQA conversion practices are now against the law in NSW. [Find out more.](#)



العربية

Tiếng Việt

中文

Ελληνικά

Italiano



Listen



Anti-Discrimination
New South Wales



Discrimination ▾

Complaints ▾

Organisations & community groups ▾

Tools & resources ▾

About us ▾

Need help?

Your Feedback



Give us a call

If you've been discriminated against, sexually harassed, vilified or victimised in NSW, we can help. Our services are free.

Call 1800 670 812

Read our FAQs



Discrimination

What is discrimination

Types of discrimination

Sexual harassment

Vilification

Victimisation

LGBTQA conversion practices

Community language information

Frequently asked questions

LGBTQA conversion practices



On 22 March 2024, the NSW Parliament passed a bill that bans LGBTQA conversion practices. The ban will come into force on 4 April 2025.



LGBTQA conversion practices explainer

What are conversion practices?

LGBTQA conversion practices are harmful practices which seek to change or suppress an individual's sexual orientation or gender identity. They are sometimes referred to as 'gay conversion' practices or 'conversion therapy'. Evidence shows that conversion practices are dangerous and damaging.

Conversion practices are not supported by medical research. There is no evidence that sexual orientation or gender identity can be changed or suppressed. While it may appear possible for



Support services

You can get further help and support by contacting these organisations:

[Expand all](#)

[Collapse all](#)

LGBTQA support organisations



Advocacy and legal services



Affirming faith organisations



Crisis and mental health support



Frequently asked questions

On this page

Are conversion practices legal in NSW?

Why have conversion practices been banned?

What are examples of conversion practices?

Can conversion practices happen online?

What about prayer and the teaching of abstinence and celibacy?

What is not a conversion practice?

What other practices are permitted?

What can health practitioners do?

Have I experienced a conversion practice?

Who can report a conversion practice?

If I report a conversion practice, what will Anti-Discrimination NSW do?

If I make a formal complaint, what outcomes can I expect?

What can I do if I experienced a conversion practice in NSW before 4 April 2025?

What if I participated willingly, asked for help or consented to the change or suppression attempts?

Will I be identified if I report a conversion practice? Will I have to talk to the person I am reporting?

Do I need legal advice or representation?

What are the penalties for conversion practices in NSW?

What happens if someone makes a complaint against me or my organisation?



LGBTQA conversion practices

Easy Read version



Community language information



Need an interpreter?

Call TIS National on [131 450](tel:131450) [🔗](#) (free service) and ask the interpreter to call Anti-Discrimination NSW.

Information about LGBTQA conversion practices is available in different languages.

Select your preferred language below:

Arabic

العربية



Chinese Simplified

简体中文



Chinese Traditional

繁體中文



Greek

ΕΛΛΗΝΙΚΑ



Korean

한국어



Vietnamese

Tiếng Việt







What's next

- Media release being translated into community languages and distributed to ethnic media
- Explainer video being translated into community languages
- Continuing to reach out to multicultural organisations to offer free information sessions
- Identifying multicultural events and conferences
- Partnering with Multicultural NSW to explore additional ways to reach culturally diverse communities
- Developing trusted relationships which may lead to codesigned projects
- Developing case studies – and specifically case studies of people from culturally diverse backgrounds

Evaluation

Increased awareness of the conversion practices ban and the civil complaints scheme

- Monitoring conversion practice **enquiries** and **complaints**
- **Communication objectives** achieved (including targets related to reach, engagement, page views, open rates, click through rates and downloads)
- **Feedback** after information sessions
- Potential **survey** to stakeholders

Website page and support services



1800 184 527
3pm to midnight



13 11 14
Available 24 hours



1300 22 4636
Available 24 hours

Anti-Discrimination NSW contact details



Enquiries and complaints

Phone 02 9268 5544

Toll free number 1800 670 812

complaintsadb@justice.nsw.gov.au

Telephone interpreter service

131 450

Website

antidiscrimination.nsw.gov.au

Subscribe to
[Equal Time](#)



How we work with community partners

- Present at conferences
- Provide information sessions
- Attend events



Getting in touch



Gillian Stokie

Manager, Communications & Engagement

Gillian.Stokie@justice.nsw.gov.au

Claire Williams

Community Engagement Officer

Claire.Williams@justice.nsw.gov.au



Questions?