

Phase 3 Participant Information Sheet for ACCO Staff (please retain a copy): Training-Pilot Study

Inclusive Practice Training for ACCOs working with LGBTQA+ Youth and their Families

A copy of this Information Sheet can also be found on <https://www.thekids.org.au/our-research/wellbeing-and-mental-health/youth-mental-health/>

What is this project about?

This project aims to strengthen the capacity of staff working in Aboriginal Community Controlled Organisations (ACCOs) to support Aboriginal and Torres Strait Islander youth (14-25 years) who identify as lesbian, gay, bisexual, transgender, intersex, queer/questioning, asexual (LGBTIQA+). There are currently no guidelines, and minimal resources and training in best-practice available for health professionals working with Indigenous LGBTQA+ youth.

In this phase of the project, we will trial and evaluate an inclusive training package for ACCOs.

This project runs from 2021-2026.

Our aims:

- Co-design an inclusive training package for ACCOs (i.e. determine what ACCO staff and Aboriginal and Torres Strait Islander LGBTQA+ young people want incorporated in inclusive training, what training delivery styles they prefer, etc.; Phase 1 and 2, completed)
- Collate output from the workshops into an *Inclusive training for Aboriginal and Torres Strait Islander LGBTQA+ youth and their families* package (Phase 1 and 2: completed)
- Develop locally-specific versions of the inclusive training package (Phase 1 and 2, completed)
- Pilot the locally specific version of the inclusive training package in Western Australia across three ACCOs (Phase 3, the focus of this study)

Who can take part:

You can take part in this study if you are:

- Employed or volunteer with a registered ACCO that has agreed to participate in this research
- 18 years or over
- Able to give informed consent to participate in research

Why me?

You are being invited to participate in this study because you work with an organisation that supports Aboriginal and Torres Strait Islander LGBTQA+ youth and their families.

What will I be asked to do?

You will be asked to participate in a 2-day (**8 hours each day, 16 hours total**) workshop to pilot the inclusive training package. The pilot workshop will be facilitated by an LGBTQA+ Aboriginal facilitator and a researcher on this project. The workshop will take place in person at your organisation.

In addition, you will be asked to complete a pre-training, post-training, and follow-up surveys as a part of this study. Each survey will take approximately 10-15 minutes. Once you have agreed to participate in the study, you will be sent the survey link to the pre-assessment (or request a paper copy of the survey). The pre-training assessment aims to explore prior knowledge, skills, attitudes,

behaviours and experiences you have regarding working with Aboriginal and Torres Strait Islander LGBTIQ+ young people in your role at your organisation. It will also ask generalist information regarding your role and experience at your organisation. Finally, your answers will help us gauge your expectations of the training. There are no right or wrong answers to these questions.

Following completion of the pilot training, you will be sent a survey link/paper copy to the post-training assessment. Three months after you complete the study, you will be sent a link/paper copy for the follow-up survey. These post-training assessments aim to explore any changes in knowledge, skills, attitudes, behaviours regarding working with Aboriginal and Torres Strait Islander LGBTIQ+ young people.

After these surveys are completed, your data will be deidentified and analysed to assess how effective the training was and collect your perspectives about what training elements might benefit from being changed to better participant experiences.

How will taking part in this project help me and my community?

By taking part in this project, you will increase your, and the capacity of ACCOs more broadly, to provide appropriate and inclusive care for Aboriginal and Torres Strait LGBTQA+ youth and their families.

Will I be paid for taking part in this research?

This workshop will take place during your ordinary work time. As such, you will **not** be reimbursed for taking part in this study, but you will be paid your standard wage/salary for your work time.

What happens if I don't want to take part?

You don't have to! Participation in this study is entirely voluntary, and written consent is required before you take part in the study. There are no expectations by the research team that you will participate. If you feel pressured to take part in this study, please contact our research team or speak with your organisation's training coordinator.

You can drop out at any time prior to deidentification of the data by 31st March 2026.

Who is involved in the project?

This project is paid for by grants from the Australian Government Department of Health, Disability and Aging Department of Health and the LGBT Health Alliance. It is run by researchers at the The Kids Institute, Murdoch University and Edith Cowan University. The team includes researchers who are Aboriginal, LGBTQA+, and Aboriginal *and* LGBTQA+. The Chief Investigator for this project is Prof Bep Uink. Please contact the Chief Investigator for the names of other researchers. Data from this project will also contribute to CIs Mirella Wilson's PhD thesis.

What will happen to my information?

The surveys will be aggregated into an inclusive training package evaluation report, peer reviewed journal article and as part of CI Wilson's PhD thesis. The evaluation report will be publicly available for ACCOs to use and will be given back to all participating organisations and passed on to other ACCOs who receive the training. However, all data will be deidentified and anonymous.

The Intellectual Property for the inclusive training package will be shared between the research team, ACCOs and youth that took part in developing the package. Any publications that arise from

this research will be the shared Intellectual Property of the research team and any community member that co-authors the publication.

All data collected in this project is overseen by an Aboriginal Data Governance Committee.

Information about the project data governance can be found here

https://www.rainbowknowledge.org/files/ugd/7ca884_c5d1fbd40818464ab0299688df0927b1.pdf

or by requesting a copy of the study data management plan from the researchers.

Will anyone else know what I've said?

Your name will not be included in the pre-training, post-training, or follow-up assessment data, nor any published results, and nothing you've written will be linked back to you.

What are the possible risks?

We will run activities about difficult topics related to working with Aboriginal and Torres Strait Islander LGBTIQ+ young people – who they are, their experiences, well-known Aboriginal and Torres Strait Islander LGBTIQ+ people, our shared histories, their wellbeing and health outcomes. Further, the training will cover difficult topics such as racism, homophobia, and oppression, discrimination and bias. This content may make you feel upset or comfortable. The research team will mediate any conflict and end the workshop if it is unable to progress because of disagreement between participants, however this is very unlikely to happen.

The research team will provide you with a wellness plan, including a list of places you can go for support, before the workshop begins. If you require further support after participating in this research, you can call Lifeline on 13 11 14, 13 YARN on 13 92 76 or your Employee Assistance Program.

Cultural information

You are not expected to tell us about any cultural information or practices that should not be shared. Please let a member of the research team know if you are unsure whether there are cultural restrictions around any information you share.

Complaints

If you would like to complain about the project, you can speak to:

- Western Australian Aboriginal Health Ethics Committee (WAAHEC)
 - Ph: 08) 9227 1631
 - Online enquiry form:
<https://www.ahcwa.org.au/contact-us/>
 - When contacting WAAHEC, reference approval number HREC1213 when enquiring or making a complaint regarding this project
- Office of the Australian Information Commissioner
 - Online enquiry form:
https://forms.business.gov.au/smartforms/servlet/SmartForm.html?formCode=APC_ENQ
 - Phone: [1300 363 992](tel:1300363992) (call-back service)
 - All contact details and complaint information available at:
<https://www.oaic.gov.au/about-us/contact-us/>

Ethics Approval

The ethics of this research project have been approved by WAAHEC: HREC1213, Murdoch University Human Research Ethics Committee: 2023/152

If you have questions or worries about the study, please contact Bep Uink at b.uink@ecu.edu.au

Phase 3 Participant Consent Sheet for ACCO Staff. Training-Pilot Study

Train-the-trainer pilot delivery

By signing this form, you agree that:

- I agree voluntarily to take part in this study.
- I have read the Information Sheet provided and been given a full explanation of the purpose of this study, the procedures involved and of what is expected of me.
- The researcher has answered all my questions and has explained possible problems that may arise because of my participation in this study. I am satisfied with the answers given.
- I understand that I will be taking part in a 2-day training about working with Aboriginal and Torres Strait Islander LGBTIQ+ young people with approx. 10 other staff members of my organisation. I know that the workshop will take place in person at my organisation.
- I understand the potential risks of participating in this research and how the researchers will help reduce and manage these risks. I am aware of places that I can go for support if I need it.
- I understand that I personally will not be reimbursed for participating in this research.
- I am aware that I do not have to share culturally sensitive information, and I will let the research team know if any of the information I do share may be culturally sensitive.
- I understand I am free to withdraw from the study at any time without needing to give any reason and there will be no repercussions. I understand that my information will be included in the results unless I withdraw from the study before cut-off date.
- I understand I will not be identified in any publication or report arising out of this study.
- I understand that my name and identity will be stored separately from what I say, and these are accessible only to the researcher.
- I understand that all information provided by me is treated as confidential and will not be released by the researcher to a third party unless required to do so by law.
- I understand that all information provided by other participants is treated as confidential and I am not to release another person's information unless required to do so by law.
- I understand that I may be contacted by the researcher later to verify a quote of mine that is being used in a publication.
- I understand that I am allowed to ask the researchers to remove anything I have said from their records.
- I give permission for my answers to the pre-training assessment survey, post-training assessment survey, and follow-up assessment surveys to be collected and analysed, if I have not dropped out of the study.
- I am aware of the Data Governance process for this project which will decide how my data is used and shared.
- I know who to contact if I have complaints about this research project.

Name: _____ Signature: _____

Date: _____ Email: _____

Phone: _____

For researcher: I confirm that I have provided the Information Letter concerning this study to the above participant; I have explained the study, I have answered all questions asked of me, and I believe that the participant has understood that explanation.

Signature of researcher: _____ Date:/...../.....