



Rainbow Hub
Waikato

PRESENTS

RAINBOW PRIDE GROUP

RESOURCE



ABOUT US

Rainbow Hub Waikato is a non-profit organisation that began as “Waikato Queer Youth” in 2005. We started as a small group of people passionate about supporting young people to have a community that affirms their identities.

In May 2021 we restructured our organisation to recognize and grow the support we provide for rainbow folks of all ages and Rainbow Hub Waikato was created to reflect our communities.

Today we support people across the Waikato and are in an exciting period of growth as we establish and collaborate on new projects and services.

Enabled by a passionate group of employees, volunteers and community members, Rainbow Hub Waikato is focused on offering hope to people of all ages.

We strive to empower spaces for people to celebrate who they are, through positive, identity-affirming community building, fun and friendships.



We promote **safe and welcoming spaces** and support for sex, gender, and sexually diverse individuals in the Waikato through our 1-1 support services. Our staff provide access to services such as gender-affirming health care, counseling, and safe housing. We offer a listening ear and guidance to those who need support around their identity and connect them with external resources as needed.



Rainbow Hub Waikato provides **customized education** on sex, gender, and sexual diversity to promote safe and inclusive spaces for individuals of diverse gender and sexuality. We work with rainbow communities, schools, organisations, and families in the Waikato/Hauraki region to deliver training and support.

Our education delivery focuses on **staff professional learning and development, Gender & sexuality 101 workshops, and establishing rainbow support groups in schools.** We also offer community education to upskill in rainbow knowledge and competencies and professional education to ensure workplaces are safe and inclusive for all staff, regardless of their gender and sexual identities.



HOW COULD YOU START A SCHOOL PRIDE GROUP?

It's important that students are the ones who drive this and are there for the whole process!

Who's invited?

Put your feelers out and see who might also be interested! Decide on what you want together!

Leaders.

Who could be the core group members that would be able to co-facilitate these spaces.

Teachers.

Find a couple of teachers that are part of the Rainbow community or a supportive ally.

When? Where? What?

What does your group look like?

When do you meet?

How often do you meet?

Where do you meet?

What is my purpose?

Are you here for the social aspect? support? action? all three?

How will you run it?

Will it be facilitated with activities, conversations, check-ins, etc? Is it just a drop-in space? Is it both?

POLICIES AND PROCEDURES

Now that you have all of your bases covered, it's time to make sure your policies and procedures are met. This ensures the safekeeping of the group, meeting guidelines, etc.

Follow your school guidelines for establishing groups by looking at your school's procedures. This is to help avoid any backlash over the group's establishment.

Get the approval needed to start your group. You can achieve this by connecting with the staff members you have already identified as the support staff. They will be able to ensure you take the correct steps towards establishing a thriving rainbow group.

By having two support staff, the core group of students involved in running the group will be able to report back to these staff for support and supervision. This will help ensure the group is running safely and smoothly for all involved.

When making initial decisions, ensure that everyone is involved so that all contributors feel seen, heard, and can give their input in a validating environment.

As a group create a vision and decide what your group is holistically. What is your group name? How will it be advertised? What is your descriptor for the group? What is your group's purpose?

Establish the group rules, responsibilities, and behavioural guidelines. How can you create a healthy culture and community within this space, while ensuring that people's privacy and safety is your number one priority. Essentially this will be your code of conduct.

SCHOOL PRIDE WEEK EVENT IDEAS!

NZ rainbow
history exhibit

Rainbow
guest
speakers

Rainbow
prom

Rainbow
bakesale

Rainbow
related
class
lessons

Mini
market

Talent
show!

Talent
show

Pride
parade

Movie
night

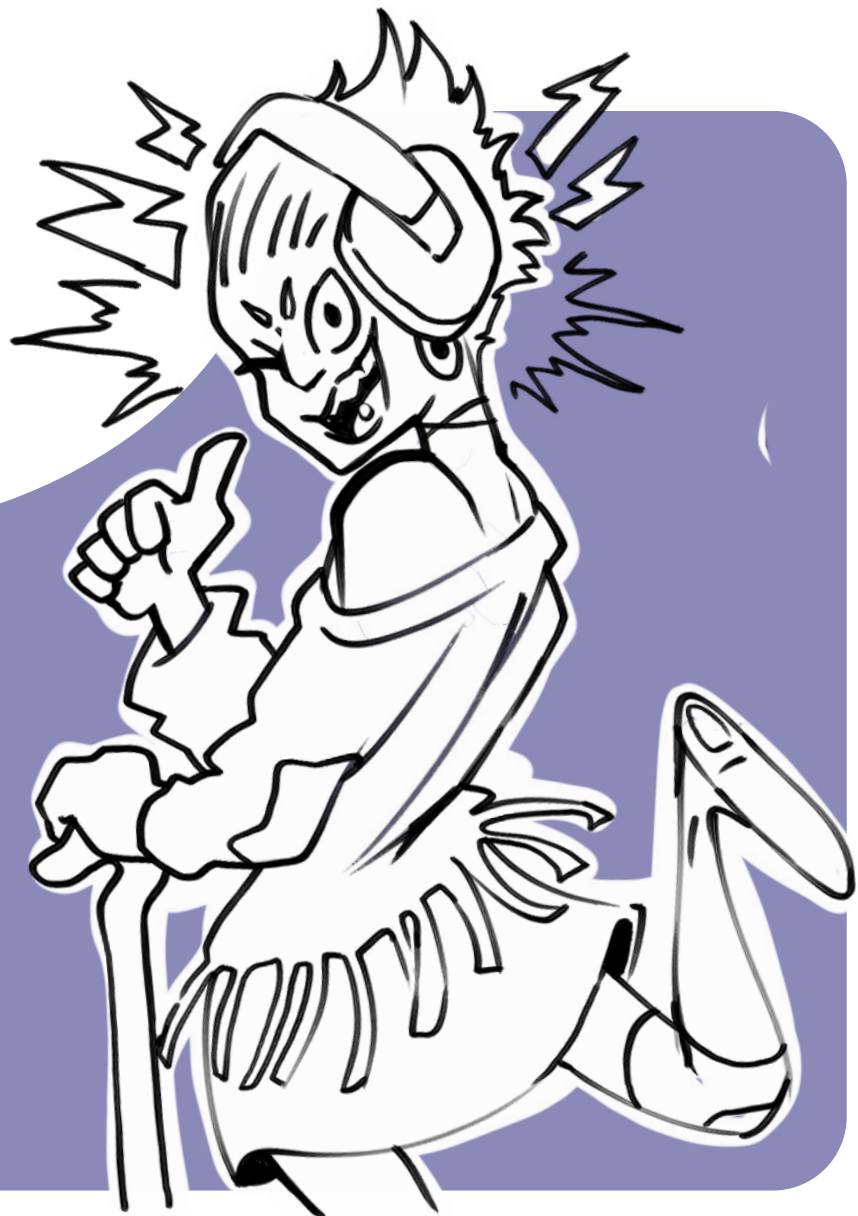
Art
competition



HOW CAN YOU BETTER SUPPORT YOUR RAINBOW COMMUNITY AT SCHOOL?

One of the best things you can do is continue to keep yourself, and your rainbow support group, informed. Find education based organisations and invite them to do a workshop with your rainbow group or better yet your whole school. Share your pronouns and encourage your teachers to use them as well, this will help normalize it in your school culture. Change the way you use your language; instead of more gendered phrases like "Hey guys!", maybe try "Hi everyone!"

HEY!



If you hear someone say something like “*that’s gay*”, remind them that this statement could make someone feel **unsafe** or **less-than** and encourage them to use other language instead.

If someone in your rainbow group is experiencing bullying or other negative behaviours, help them to seek support from a trusted staff member or adult if you witness a student in an unsafe situation, make sure you get an adult to intervene in the situation immediately, and let the student know they have wrap around support.

Look at ways you can promote rainbow inclusion in your school such as running events during pride week to help show the beauty and diversity of the rainbow community!



HOW CAN YOU SUPPORT GENDER DIVERSE AND INTERSEX YOUTH?

The first step to create a supportive environment for gender diverse individuals is to respect others. This means listening to each other, respecting each others values, respecting their pronouns, respecting their gender identity, and how they show up in the world.

Use the pronouns they ask to use. By doing this you allow that person to feel seen, and to feel respected.

It may be hard to get this right to start with, but over time this will get easier, and you will see just how much this actually means to the person you are using the pronouns for.

Ultimately, if you cannot remember their pronouns, just use gender neutral **“they/them/theirs,”** 9/10 you cannot go wrong with that!



Advocate for policy change: Advocate for policy changes within your school that promote gender diversity and inclusion, such as implementing gender-neutral restrooms or updating school dress codes.

Stand up for your gender diverse community.

If you are ever in a space where any form of micro aggressions or negatively impacted conversations about trans and gender diverse people occur, don't be afraid to speak up! Be the voice for that community when they are not in those spaces.

Amplify voices: Use your platform as a student to amplify the voices of gender diverse individuals in your school community. You can do this by showcasing their artwork or writing, sharing their stories, or inviting them to speak at school events.

If a gender diverse person, and also the wider rainbow community, needs support outside of school for whatever reason, see if they would like to get in touch with the OUTline Helpline (0800 688 5463).

This helpline focuses on topics around sexual orientation, gender identity, and diverse sex characteristics, and helps you to find trusted information sources, connection to communities, and rainbow inclusive medical and mental health services.

DON'T FORGET!





IT CAN ALSO HELP TO...

Support local organisations that work to support the gender diverse community, such as volunteering or fundraising for LGBTTQIA+ youth organisations or attending rallies and events that support LGBTTQIA+ rights!

Overall, it's important to recognize that supporting the rainbow community goes beyond simple gestures or surface level actions. It requires ongoing education, advocacy, and commitment to creating a more inclusive and equitable society for all.

REMEMBER!



Your
own safety
comes first! Always
try and get a staff
member or adult for
support rather than
intervening yourself
to ensure the proper
channels are
followed.

RAINBOW GLOSSARY

Sexuality/attraction

The way you describe sexual, emotional, and physical feelings or attractions you have towards another person.

Asexual

Experiencing little or no sexual attraction to others and/or a lack of interest in sexual relationships/behavior.

Aromantic

Experiencing little or no romantic attraction to others and/or a lack of interest in romantic relationships/behavior.

Bisexual

A person who experiences attraction to people of their gender and another gender. Attraction does not have to indicate a level of interest that is the same across genders.

Demisexual

Little or no capacity to experience sexual attraction until a strong romantic connection is formed with someone, often within a romantic relationship.

Pansexual

Sexual, romantic, and/or emotional attraction towards people regardless of their sex or gender identity.

Straight/heterosexual

Attraction to the opposite gender of yourself.

Gay

A person who identifies as male experiencing sexual and/or romantic attraction to the same gender. May also be used by people who identify as non-binary, it may also be used as an umbrella term like rainbow.

Graysexual

Considered the gray area between asexuality and sexuality, in which a person may only experience sexual attraction on occasion.

Lesbian

A person who identifies as female experiencing sexual and/or romantic attraction to the same gender. May also be used by people who identify as non-binary.



RAINBOW GLOSSARY

Gender

Gender or gender identity is how someone identifies themselves.

Cisgender

When someone identifies with the gender they were assigned at birth. Eg. they were assigned male at birth and they identify as male.

Demigender

Demigender is an umbrella term for nonbinary gender identities that have a partial connection to a certain gender. This includes the partly female identity demigirl, and the partly male identity demiboy.

Non-binary/Genderqueer

Umbrella terms for gender identities that cannot be defined within the margins of just male and/or female.



Gender Fluid

A person who is gender fluid may feel like a mix of the two traditional genders, but may feel more masculine some days, and more feminine other days.

Transgender

Someone who identifies with a gender which differs from what is culturally typically associated with the gender/sex they were assigned at birth.

Transitioning

Taking steps to affirm as someone's identified gender rather than someone's birth assigned sex/gender. This can but does not have to include social elements, physical appearance, and/or medical support.

Transmasculine

An umbrella term that refers to people who were assigned female at birth but identify with masculinity.

Transfeminine

An umbrella term that refers to people who were assigned male at birth but identify with femininity.

RAINBOW GLOSSARY

Gender continued...

Gender or gender identity is how someone identifies themselves.

Agender

Someone who identifies as not having a gender, although some define it more as having a gender identity that is neutral.

Mx

An honorific that does not indicate a gender, used in place of mr/ms. Honorifics for people who may be non-binary.

They/Them

Genderless Pronouns that can be used in place of words like he/him/her/his when a person may be non-binary or you do not know/remember the persons gender pronouns.

Gender/Sex assigned at birth

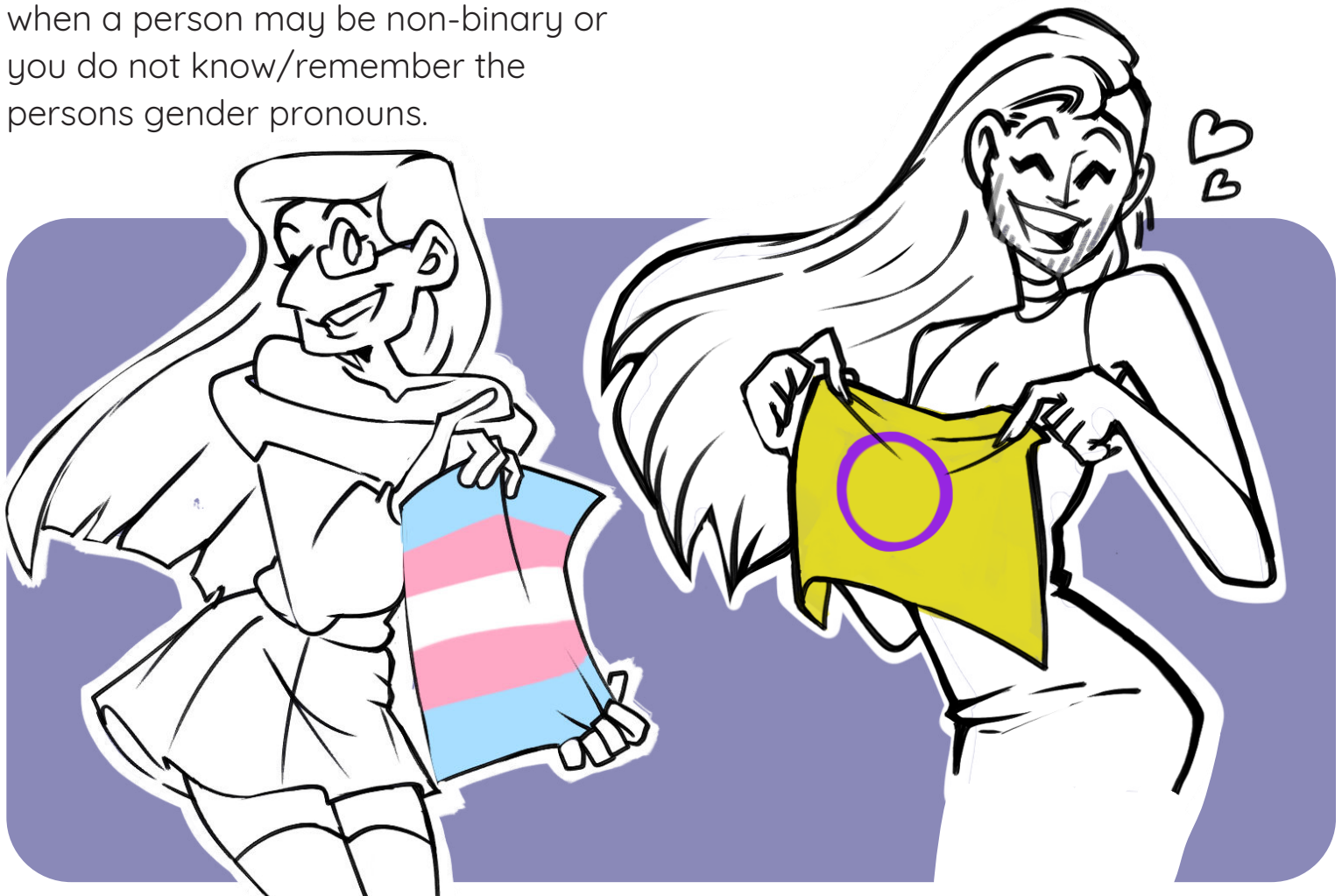
The label a medical professional gives a baby when it is born.

Sex

Primarily associated with physical and physiological features such as chromosomes, gene expression, hormones, and reproductive anatomy.

Intersex

An umbrella term used to describe a range of natural variations in sex characteristics.



RAINBOW GLOSSARY

Maori & Indigenous identities

Takataapui

The traditional meaning of takataapui is 'intimate companion of the same sex'. Many Maori people have adopted this term to describe themselves instead of or in addition to terms such as lesbian, gay, bisexual, queer, or transgender. It refers to cultural and sexual/gender identity.

MVPFAFF+

A new emerging acronym used to encompass the diverse gender and sexuality expressions and roles across the pacific cultures. Below are the origins:

Fa'afafine (Samoa)

Mahu (Tahiti/Hawaii)

Vaka se lewa lewa (Fiji)

Palopa (Papua New Guinea)

Akava'ine (Cook Islands)

Fakaleiti/leiti (Tonga)

Fakafifine (Niue)

Pinapinaaine/Binapinaaine (Tuvalu & Kiribati)

Rae rae (Tahiti)

Haka huahine (Tokelau)

Ira tangata

Intersex.

Taahine

Mixed gender, sometimes non-binary: a blend of taane and wahine.

Irawhiti

Transgender: gender that changes, moves, or crosses over, or is associated with change.

Ira tangata taane

Trans man, with the spirit or gender of a man.

Ira tangata wahine

Trans woman, with the spirit or gender of a woman.

Whakawahine

Trans woman: to create or be in the manner of a woman.

Whakataane

Trans man: to create or be in the manner of a man.



RAINBOW GLOSSARY

Other language/terminology

LGBTTQIA+

An acronym that stands for lesbian, gay, bisexual, transgender, takataapui, queer/questioning, intersex, asexual/agender, and more diverse sexualities, genders, and sex characteristics.

Rainbow, Queer

Umbrella terms, like LGBTTQIA+, describing people of diverse sexualities, genders, and variations of sex characteristics.

Drag/Drag Queen/Drag King

The act of dressing in gendered (often exaggerated) clothing as part of a performance. This performance does not necessarily indicate a person's sexuality, gender, or sex.

Androgyny

A gender expression that has elements of both masculinity and femininity.

Advocate

A person who advocates for members of a minority group. For example, an ally to rainbow people is a straight and cisgender person who supports and advocates for rainbow people's rights.

Ally

A (typically straight and/or cisgender) person who supports and respects members of the rainbow community. We consider people to be active allies who take action in support and respect.

Coming out

The process through which a person discloses their gender, sexuality, or sex characteristics. Most people first come out to themselves before sharing this information with others. Coming out is a lifelong process for many rainbow people, rather than a one-off event.



SUPPORT AND EDUCATIONAL SERVICES

Youthline

A your for youth support line
for kiwi teens aged 12 - 24
Free Call 0800 376 633
Free text 234

OUTLine NZ

Free, nationwide specialist helpline and
counselling support service for the
Rainbow community (including those
questioning).

Takatapui.nz

Information and resoures related to
Takataapui.

Lifeline Aotearoa

Suicide prevention helpline
phone 0800 543 354
Text 4357

Depression helpline

phone 0800 111 757
text 4202

www.intersexaotearoa.org

Provides affirmation, advocacy and
referral for intersex people and their
whaanau.

Sex 'N' Respect

A website for young people about
healthy sexual relationships and
consent
www.sexnrespect.co.nz

Love is respect

Resources for young people about
unhealthy relationships and dating
violence.
www.loveisrespect.org

InsideOUT Kōaro

A national charity working to make
Aorearoa safer for all rainbow young
people. they provide resources,
workshops, consulting, advocacy and
support for anything concerning
rainbow communities
insideout.org.nz

0508 Tautoko Suicide Crisis Line

provides a 24/7 confidential and free
telephone counselling and support
service for those who may be thinking
about suicide. and for those who are
concerned about friends or family/
whaanau
0508 828 865

Rainbow Youth

Work towards creating social change
by providing support, information,
resources and advocacy for queer,
gender diverse, takataapui and
intersex young people across
Aotearoa
ry.org.nz

SUPPORT AND EDUCATIONAL SERVICES

The Lowdown

A website to help young New Zealanders understand depression from their own points of view.
Free text a trained counsellor: 5626
www.thelowdown.co.nz

Shakti Youth Services

A website that offers culturally competent and culturally appropriate information and support catered to the needs of youth in ethnic communities.
youth.shakti.org.nz

Gender Minorities Aotearoa

a nationwide transgender organisation. It is run by and for transgender people; including binary and non-binary, intersex and irawhiti takataapui.
genderminorities.com

Rainbow Hub Waikato

A non-profit organisation that creates spaces and works alongside communities to embrace, celebrate and support diversity and identity, where all people thrive and feel empowered to be themselves.
rainbowhubwaikato.org.nz



rainbowhubwaikato.org.nz/



schools@rhw.org.nz



[instagram.com/rainbowhubwaikato/](https://www.instagram.com/rainbowhubwaikato/)



[facebook.com/RainbowHubWaikato](https://www.facebook.com/RainbowHubWaikato)



If you would like to make a booking, connect with our team, or to learn more simply send us an email via schools@rhw.org.nz, and we will be in touch to discuss how we can support you and your rainbow cohort!