



YOUTH PROJECT

TRANS & GENDER DIVERSE INCLUSIVE PRACTICE



ZOE BELLE GENDER COLLECTIVE

- Secondary consultation.
- Training.
- Advocacy.
- Resource development.
- Working in and with TGD communities; and
- Supporting TGD youth groups and organisations.

Starlady
Youth Project Officer



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OUTLINE

- Bodies, gender & sexuality
- The impacts of discrimination
- Gender affirmation
- Healthcare pathways
- Complaint & referral pathways

EQUALITY VERSUS EQUITY

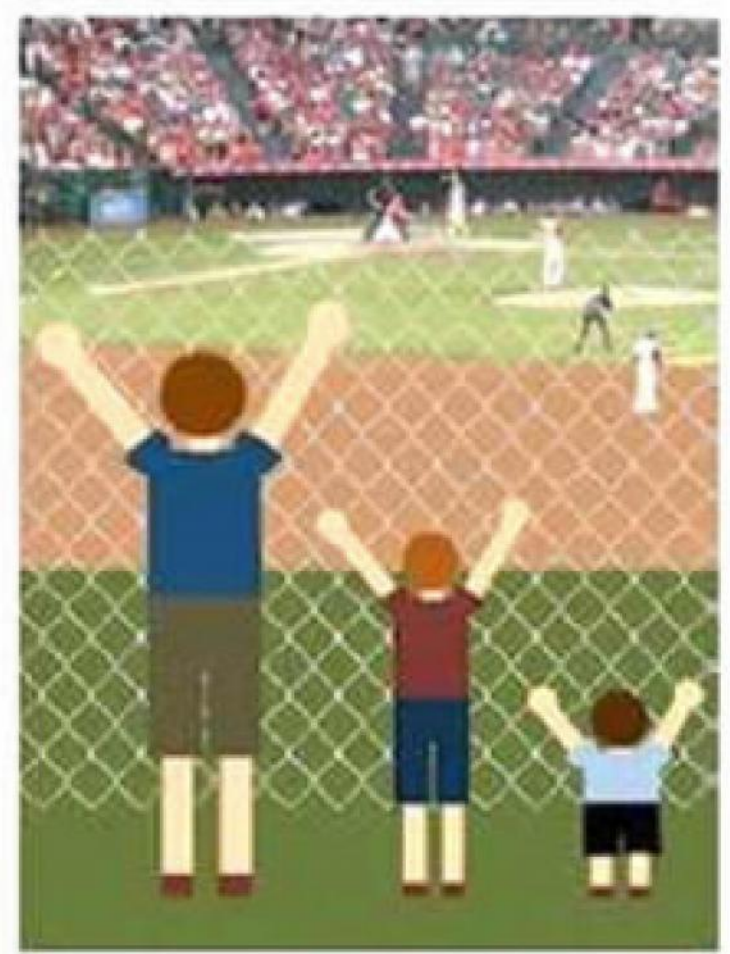
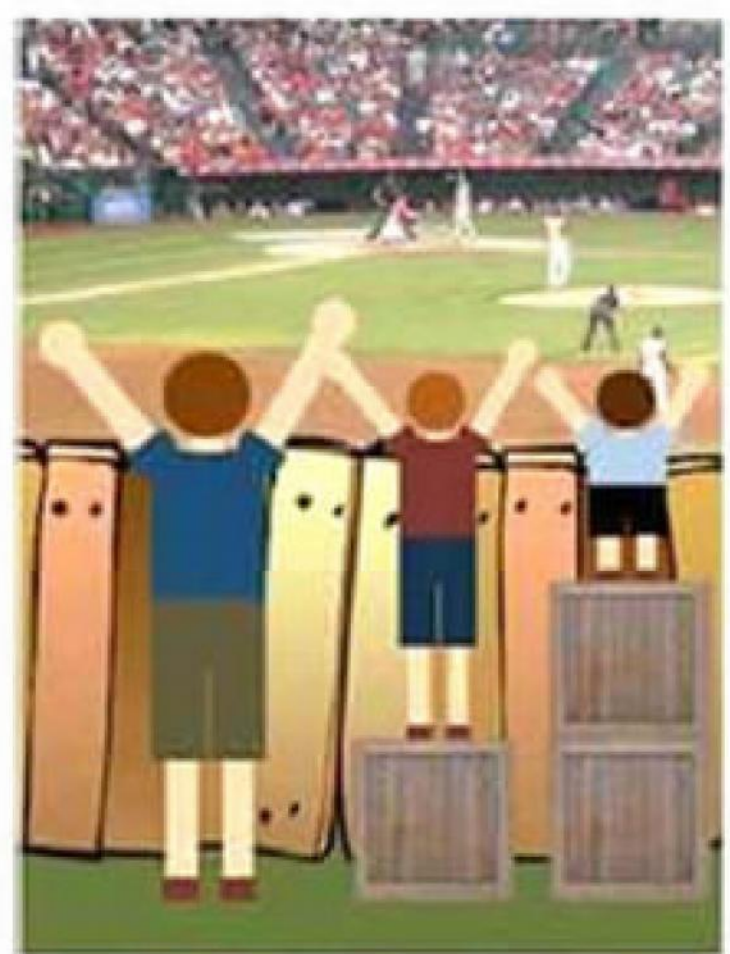
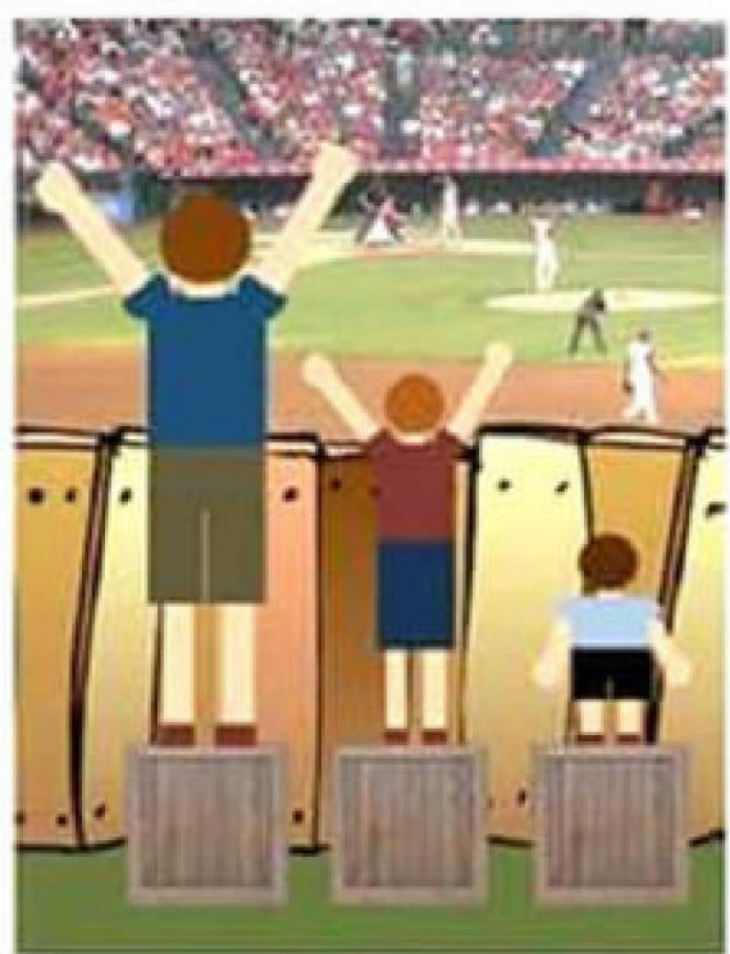
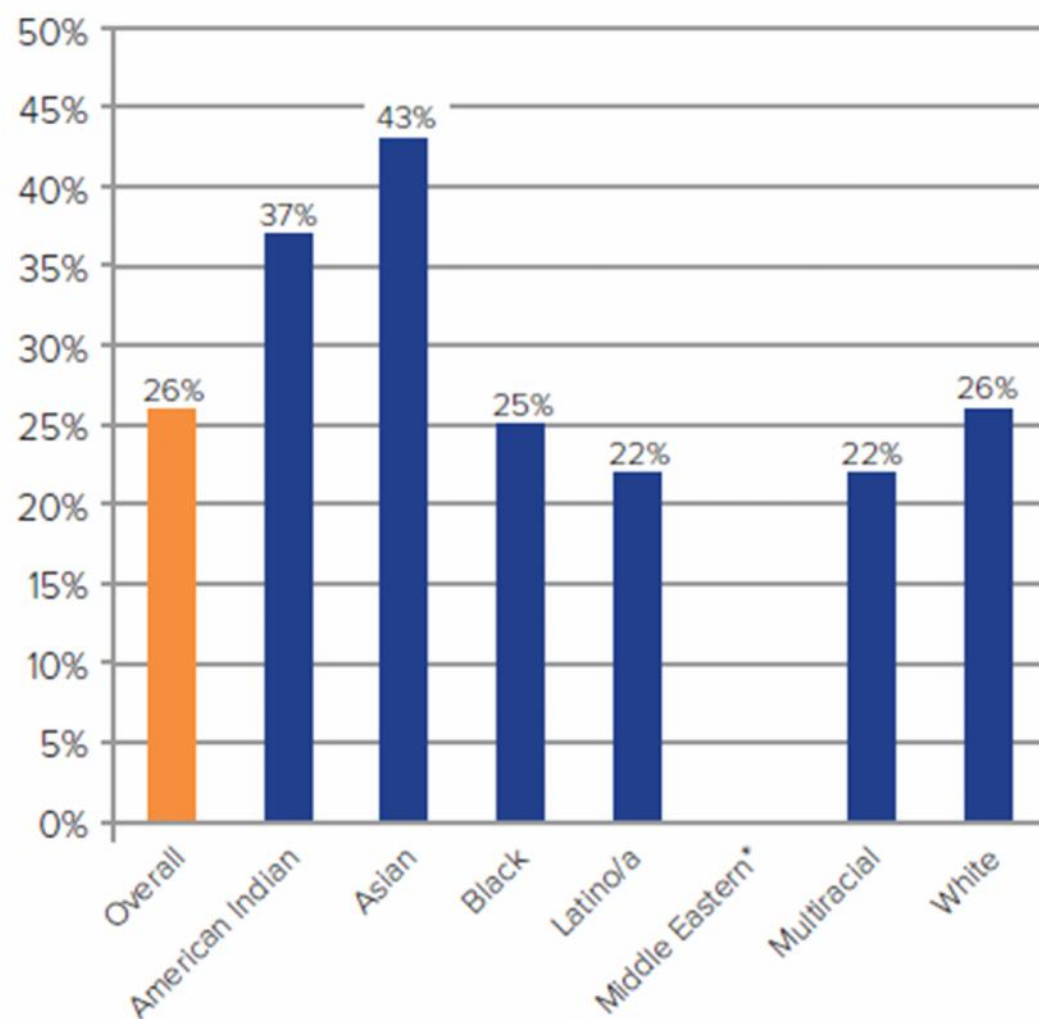


Figure 13.6: Did not seek shelter for fear of mistreatment as a transgender person in the past year
RACE/ETHNICITY (%)



LEGAL CONTEXT

In 2013, amendments to the federal Sex Discrimination Amendment Act made it illegal to discriminate against a person on the grounds of their:

- sexual orientation
- gender identity
- intersex status

GENDER IDENTITY: means the gender-related identity, appearance or mannerisms or other gender-related characteristics of a person (whether by way of medical intervention or not), with or without regard to the person's designated sex at birth.



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SEX, GENDER & SEXUALITY

YGENDER

<https://trans101.org.au/video1.html>



THE IMPACTS OF DISCRIMINATION

65

% experienced **verbal abuse** because of their gender identity or expression

21

% experienced **physical abuse** because of their gender identity

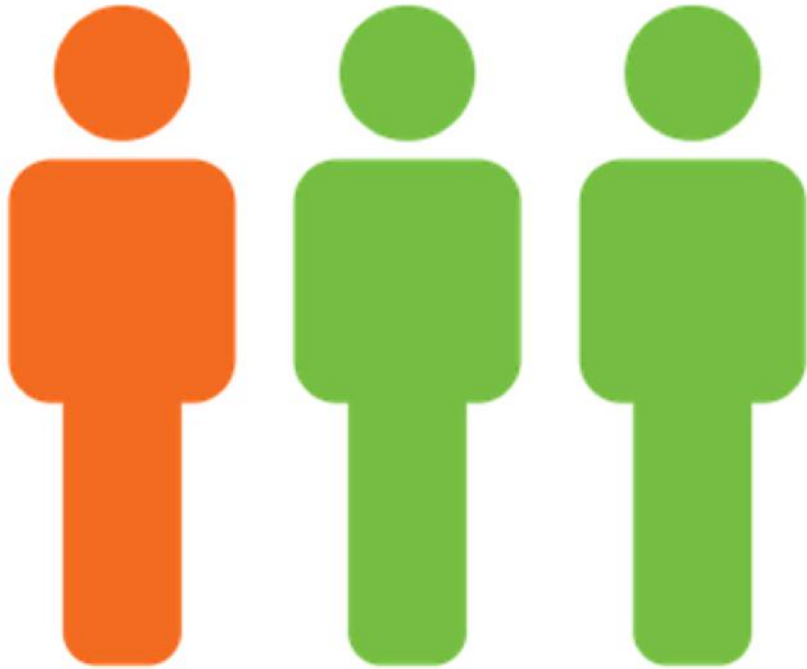
SELF HARM AND SUICIDE ATTEMPTS

OF YOUNG PEOPLE WHO HAD EXPERIENCED ABUSE, HARRASSEMENT OR DISCRIMINATION

(n=128)



HOMELESSNESS



Nearly 1 in 3 transgender and gender nonconforming people report having experienced homelessness at some point in their lives.

Experiences while staying in homeless shelters	% of people who stayed in a shelter
Verbally harassed	49%
Physically attacked	19%
Sexually assaulted	17%
One or more experiences listed	52%

Experiences while staying in homeless shelters	% of people who stayed in a shelter
They left because of poor treatment or unsafe conditions, even though they had nowhere else to go	44%
They decided to dress or present as the wrong gender to feel safe in shelter	25%
The shelter required them to dress or present as the wrong gender	14%
They were thrown out after shelter staff learned they were transgender	9%
One or more experiences listed	58%



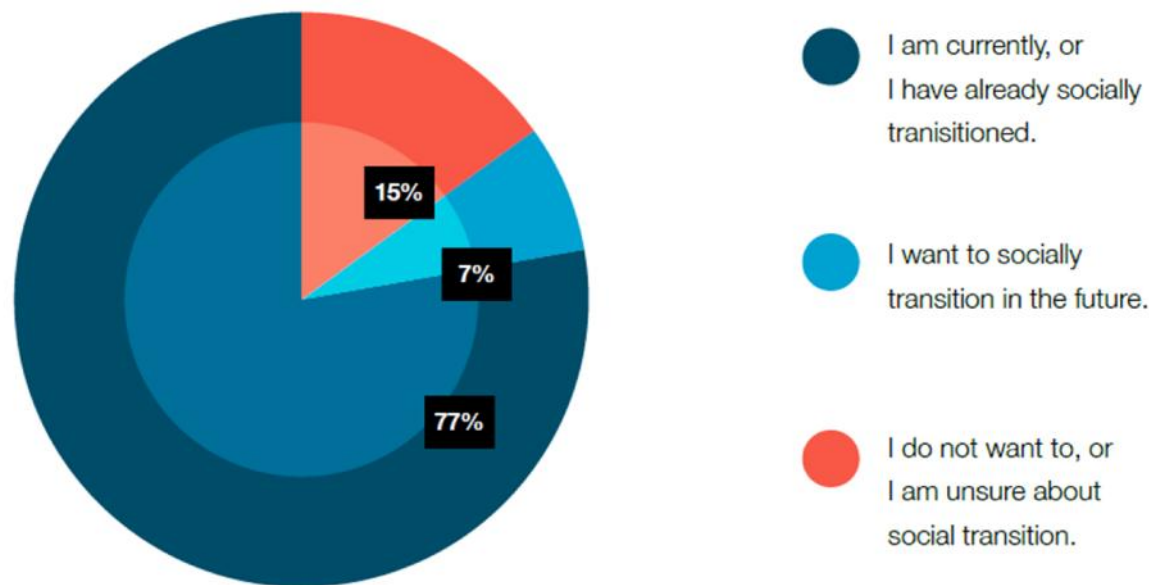
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GENDER AFFIRMATION & HEALTHCARE PATHWAYS

GENDER AFFIRMATION: is a way to describe the process of affirming one's gender identity to match one's internal sense of self, of which there are many different pathways and each is equally valid as the other.

SOCIAL TRANSITIONING
CURRENT STAGE OF PARTICIPANTS

(n=175)





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WHAT COULD YOU DO?

CLIENT CENTRED & DRIVEN CARE

- In supporting a young person always make sure that the process is client centered and driven to ensure autonomy and their rights of self determination.
- Use young people's self identified names, pronouns and gender.
- Reflect this in the clients notes and electronic files.
- Discuss social support groups & specialist services with young people.
 - <http://www.rainbownetwork.com.au/index.php/find-a-group>
- Let young people know that there are specialist services for parents including social support groups and counselling.
- Be aware of the social, legal & medical affirmation process & be prepared to support a young person through this if they want this type of support.

ADDRESSING CLIENTS

- Don't make assumptions on a clients gender identity based upon their name, how they look or sound.
- Address people in person or over the phone without using gendered language.
- Politely ask if you are unsure about a persons preferred name and pronoun?
- If you make a mistake about a persons name or pronoun politely apologise and make an effort to remember.
- When a person asks for the toilet avoid making assumptions about toilet they should or may want to use.
- Instead inform them where all the toilets are and let them choose.
- Have gender neutral/all gender toilets.

PRIVACY & CONFIDENTIALITY

- A clients confidentiality should be respected at all times.
- Clarify with the client with where it is appropriate to disclose/share their trans and gender diverse status.
- Only staff whom must know, for the clients safety or essential functions, should be told of the clients trans/gender diverse status unless the client freely chooses to share this information.
- Recording gender identity and sexual orientation in the client file may be important for the client, so that they do not have to disclose these things repeatedly to staff. Seek permission.
- If information regarding a client's legal name and/or sex at birth is needed and/or collected, it should be kept confidential.
- Disclosure may put a clients at safety at significant risk.

REFERRALS/VETTING

- Familiarise yourself with support services relevant to trans and gender diverse communities.
- Ensure that trans and gender diverse clients are being referred to services that will affirm and respect their gender identity.
- If services do not have trans and gender diverse inclusive policies advocate that they are developed and that they undertake training.
- Ensure that all clients are familiar with feedback and complaint avenues if necessary.

POLICY

- Don't wait till a trans or gender diverse client arrives to make decisions on policies and procedures.
- Re-evaluate agency policies, procedures, working documents at all levels of your organisation to see if they are inclusive of trans and gender diverse people.
- Research trans and gender diverse policies.
- Consult trans and gender diverse consumers and community groups.



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REFERRALS, RESOURCES & COMPLAINT PATHWAYS

LEGAL COMPLAINTS

Australian Human Rights Commission

- www.humanrights.gov.au

Victorian Equal Opportunity & Human Rights Commission

- www.humanrightscommission.vic.gov.au

Victoria Legal Aid

- www.legalaid.vic.gov.au

HEALTH COMPLAINTS

AHPRA (Australian Health Practitioner Regulation Agency)

- www.ahpra.gov.au

Mental Health Complaints Commissioner

- www.mhcc.vic.gov.au

Health Complaints Commissioner

- <https://hcc.vic.gov.au/>

HEALTHCARE REFERRALS

GP CLINICS

- Equinox Gender Diverse Health Centre (03) 9416 2889
- The Centre Clinic (03) 9525 5866
- Northside Clinic (03) 9485 7700
- Prahran Market Clinic (03) 9514 0888

MENTAL HEALTH SUPPORT

- Drummond Street Services "Queerspace" (03) 9663 6733
- VAC (General counselling and AOD) (03) 9865 6700
- Mind Equality Centre (Nth Fitzroy) 1300 054 284

MEDICAL AFFIRMATION SERVICES

- Monash Gender Dysphoria Clinic (03) 9556 5216
- Royal Children's Hospital Gender Service (03) 9345 5034
- ANZPATH (about > service providers) www.anzpath.org

HELPFUL WEBSITES

ORGANISATIONS

- Zoe Belle Gender Collective www.zgbc.com.au
- Rainbow Network www.rainbownetwork.com.au
- Safe Schools Victoria goo.gl/JLbU4F
- Minus 18 www.minus18.org.au
- Ygender www.ygender.com
- Gay & Lesbian Health Victoria www.glhv.org.au
- Transgender Victoria www.transgendervictoria.com
- National LGBTI Health Alliance www.lgbtihealth.org.au
- LGBTI Homeless & Housing Project <http://www.lgbtihomeless.com/>

QLIFE (LGBTIQ+ phone & web chat counselling service)

<https://qlife.org.au/>

1800 184 527

PARENTAL RESOURCES

- Parents of Gender Diverse Children www.pgdc.org.au
- Transcend www.transcendsupport.com.au
- Gender Help For Parents www.genderhelpforparents.com.au
- Rainbow Connections Mornington Peninsula
(May be contacted through Facebook)

- <http://familieslikemine.beyondblue.org.au/#folio=1>
- <http://www.pflagvictoria.org.au/>

REFERRALS

JOB SEEKING & EMPLOYMENT

- SenseWide WorkingOUT

<http://www.senswide.com.au/content.asp?id=26&t=WorkingOUT&cid=3>

- LGBTI Jobs

<http://www.lgbtijobs.com.au>

LGBTI AOD RESOURCES

- VAC Touchbase

<http://touchbase.org.au/>



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