



impact report 2024-25

Victoria's leading body for transgender,
gender diverse and non-binary
(TGD) people.

acknowledgement of country

Transgender Victoria works and organises on land belonging to the Wurundjeri, Boonwurrung, Taungurong, Dja Dja Wurrung, and Wathaurung peoples of the Kulin Nation. Transgender Victoria pays its respects to Elders past, present, and emerging, and acknowledges that sovereignty has never been ceded.

We acknowledge the custodianship of this land's people and the privilege and responsibility to Connect with Country. We acknowledge and honour the unbroken spiritual, cultural and political connection Aboriginal and Torres Strait Islander peoples have had to this unique place for more than 2000 generations and the continuation of cultural, spiritual and educational practices of First Nation communities.

We would also like to highlight that many of our resources draw largely on colonial language, and this may not reflect the way that Aboriginal and Torres Strait Islander peoples describe their gender identity and sexuality across 250+ language groups.

First Nations culture has always recognised and involved much more diverse presentations of gender identity that cannot be encapsulated within the social concept of a binary system of gender that has been dictated by Western societies and enforced by colonisation. It is important to respect and acknowledge diverse representations and descriptions of gender identity, especially from our First Nations, BIPOC communities around the world.

letter from our CEO

Our 25th year has brought with it some enormous achievements as well as some pressing challenges.

As you'll see throughout this report, Transgender Victoria's impact has far exceeded last year, with a whopping 270% increase in the number of people we supported. And while the number of people we're reaching has grown, it's all been accomplished with minimal growth in staff or funding.

We're incredibly proud of our inaugural Trans Month program in November 2024. This groundbreaking initiative saw over 1,200 people attend 19 trans-centric events across Victoria. It was a true celebration of TGD communities, and we're excited to build on this success for Trans Month 2025.

Our beloved trans-led community hub, Affirmation Station, also underwent an exciting expansion. We've maintained our base in Brunswick East, now with a larger op shop and increased capacity to host more community events. It has been truly heartwarming to see the hub become a central connection point for so many TGD people and our allies. We're especially grateful for the incredible support from our communities, who helped us raise over \$40,000 for this expansion – the most we've ever raised from within our community. Thank you for your immense generosity.

Another significant achievement was the launch of our Being Valued resources, developed in partnership with Your Community Health and supported by WorkSafe.

This series addresses workplace gendered violence – something 1 in 2 LGBTQIA+ Victorians experience. With over 20 free resources for employees and employers, our aim is to ensure LGBTQIA+ people can be their authentic selves and feel safer at work.

While we've celebrated many successes, we've also faced challenges. We're grateful to the Victorian Government for extending their funding of the Peer Support Program for another 12 months. However, we continue to diversify our income streams, seeking less dependence on government funding. Partnerships with organisations like Aesop, Medibank, and Canva are incredibly exciting steps in this direction.

Our dedicated team has also worked tirelessly in this period. In the 24/25 financial year we farewelled a few key team members, including Kira, Stevye, and Beau. We also warmly welcomed Vivian, and delsi, who previously led the Being Valued project.

Despite the ongoing challenges and polarising social and global narratives around trans identities, we persevere with an optimistic view of the future. We truly believe in a future where transgender, gender diverse, and non-binary people are welcomed, valued, and celebrated as they live their best lives.

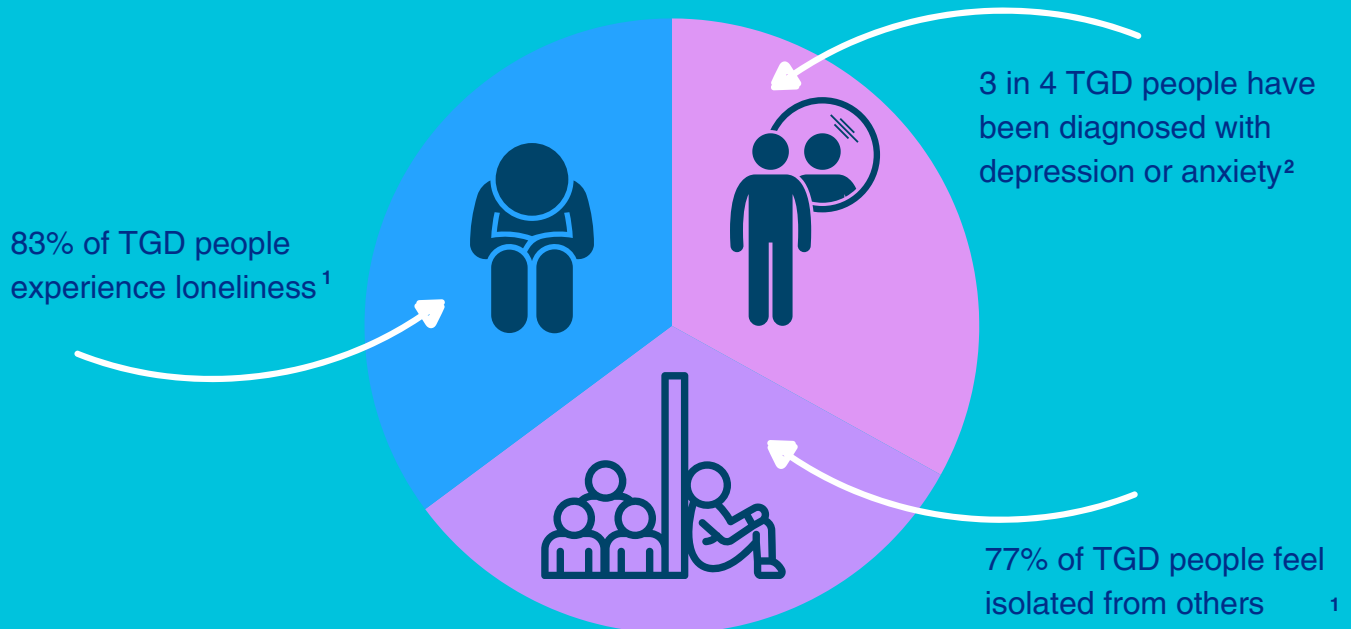
Son Vivienne (they/them)
CEO of TGV



about TGV

Transgender Victoria is Victoria's leading body for transgender, gender diverse and non-binary (TGD) people.

For many TGD people, the path to authentic living is often shadowed by profound challenges. The statistics paint a stark picture.



These figures underscore a critical need for spaces where trans communities can find belonging, understanding, and support.

Transgender Victoria is trans-led, working for, by and with trans communities to achieve better social, economic and health outcomes. We represent trans communities by fostering connection, advocating for change and supporting trans people to lead full and meaningful lives.

¹Loneliness and Social Isolation among Transgender and Gender Diverse People, 2023

²Associations between negative life experiences and the mental health of trans and gender diverse young people in Australia, 2019

our mission, vision and values

MISSION



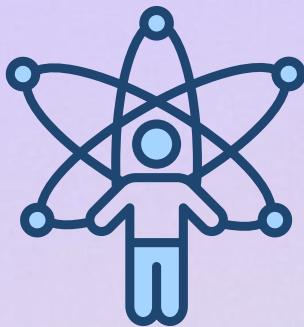
To work for, with, by trans and gender diverse communities to achieve better social, economic and health outcomes.

VISION



Trans and gender diverse people are welcomed, valued and celebrated as they live their best lives.

VALUES



CARE

- We care for community with compassion

CONNECT

- We connect the dots between TGD people, our communities, and the organisations that support us

EMPOWER

- We empower all TGD people, especially at our intersections and on the margins

CELEBRATE

- We celebrate our diversity and living our best lives

PRIORITY COMMUNITIES



- TGD People with disabilities and/or neurodivergence
- TGD People from culturally diverse backgrounds
- sistergirls, brotherboys and other First Nations TGD people
- Criminalised and/or stigmatised TGD people
- Unemployed and underemployed TGD people
- TGD People living regionally, rurally and/or peri-urban

key highlights

In FY 2024/25 we reached over half a million people throughout Victoria, and over one million people across Australia through our advocacy initiatives. This figure encompasses a range of engagements with advisory committees, workplace and policy consultations, online awareness campaigns and social media content.

↑ 2,349

TGD PEOPLE ACROSS VICTORIA WERE DIRECTLY SUPPORTED, A 270% INCREASE FROM THE PREVIOUS 12 MONTHS.

75

**AFFIRMATION
SERVICE
SESSIONS**

79

**PEER
SUPPORT
SESSIONS**

180

**1:1 PEER
NAVIGATION
SESSIONS**

15

**TGV
COMMUNITY
EVENTS**

29

**WORKPLACE
TRAINING
SESSIONS**

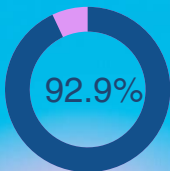
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**LIVED EXPERIENCE
Q+A
SESSIONS**

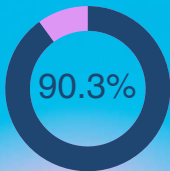
key outcomes



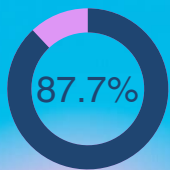
Trans-led peer support programs delivered for, with and by TGD people



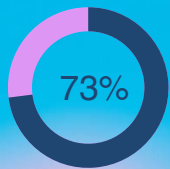
of all participants feel that the activities help them feel connected to the community



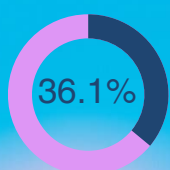
of participants felt the programs positively contributed to their mental health



felt the program created feelings of gender euphoria for them



reduction in low mental health score after engaging with TGV



sought additional gender affirmation or mental health support after attending TGV events

programs

Peer Support

Our Peer Support programs work to improve both the mental and physical wellbeing of our communities. We hosted 79 Peer Support sessions, ranging from Nature Therapy to Art Club and Lived Experience Q+As.

Highlights and Achievements

- 90.3%** of participants felt the programs positively contributed to their mental health
- 87.7%** felt the program created feelings of gender euphoria for them
- 92.9%** of all participants feel that the activities help them feel more connected to the community
- 36.1%** sought additional gender affirmation or mental health support after attending Transgender Victoria events.

Before TGV engagement: 29% rated mental health as 1-2 out of 5.

After TGV engagement: Only 7.8% rated mental health as 1-2 out of 5.

This amounts to a 73% reduction in low mental health score after engaging with Transgender Victoria.



programs

Affirmation Station

Affirmation Station is Melbourne's trans-led community hub, opshop and gender support centre. It's a space for transgender, gender diverse and non-binary people to explore social affirmation, creative therapies, events, and essential services, all under one roof.

This year we relocated to 279 Lygon Street, Brunswick East, doubling the size of the hub, and enabling us to serve more than 50 TGD people each week through our gender affirming opshop and in-house affirmation services. In the past year we've sold over 2,000 items of low-cost clothing, and 3,000 items from our Trans Makers Boutique.

Affirmation Station has become a go-to venue for hire within our communities – something we're excited to expand more in the coming year.

Affirmation Station Grand Re-Opening

On Trans Day of Visibility we held a Grand Re-Opening event for Affirmation Station, inviting community members to come and see the new space. We surpassed our fundraising target of \$40K, raising a total of \$42,811.73 to help us fund the renovation of the space, including building new, accessible bathrooms. Thank you to all our community members, allies, donors and supporters for helping make our dream a trans-led community hub a reality.



“As someone new to Naarm and from a CALD background, attending the Trans Social Club has been incredibly meaningful. The sense of community has been uplifting and I appreciate being part of something that fosters connection, growth, and a better world full of hope.”

programs

Affirmation Services

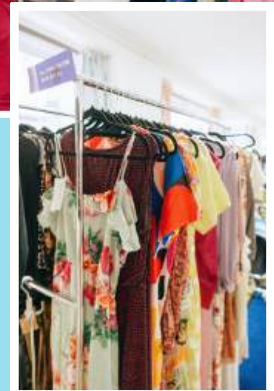
The social affirmation services offered at Affirmation Station meet a crucial need in trans and gender diverse communities- providing support for non-medical transition and affirmation. Many TGD people will start their journeys with non-medical transition methods, and some will never go on to seek medical transition support. Despite this, social affirmation methods are typically under-funded and under-emphasised. Affirmation Station makes these services accessible.

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Since July 2024, we've offered 20 different types of affirmation services across 75 sessions. These services included personal styling, makeup lessons, top surgery lived experience lessons, binder fittings, bra fittings, voice therapy, and bodywork.

We've been overwhelmed by the response to our affirmation services program, with 270 individual attendees/participants receiving support from at least one of our services.



programs

Trans Makers

The Trans Makers program platforms transgender, gender diverse and non-binary art in mainstream spaces, as well as building a presence in regional Victoria. We support financial resilience for TGD makers at various intersections through 100% profit in market sales, professional development, and networking opportunities all under one roof.

Since July 2024, our Trans Makers program has generated \$33,831 in revenue for our artists, via our Trans Makers Boutique at Affirmation Station, and pop-up stalls at markets, festivals, and conventions.

3,469 Items sold

\$33,831 Revenue +37% increase from last year



programs

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“The Peer Navigation program in Gippsland has been absolutely priceless for myself and my partner. Keri has been a sounding ear when either my partner or myself have just needed some advice on a different situation, or something has happened with my transition that we didn't expect or know how to deal with. Having someone we can bounce off and talk to is honestly such a relief in so many ways.”

– Frankie & Lisa

“

“It means a great deal to be able to speak to someone of trans experience and to begin to speak more openly about who I am. It feels a little easier to be hopeful for the future– expressing my frustrations at the way things are and starting to imagine the way things could be.”

– Chris

Peer Navigation

Peer Navigation is for those looking for a supportive and confidential space to explore their gender. We can help you understand service options and answer your questions in practical, easy-to-understand ways. Transgender Victoria offers free Peer Navigation sessions for anyone in Victoria.

In the past 12 months, we have taken our Peer Navigation program to Melbourne, Wangaratta, Shepparton, Geelong and have supported 180 Transgender, Gender Diverse and Gender Questioning people navigating their journeys, a 42% increase from last year.

Our waitlist has grown to 8 weeks for in-person Peer Navigation sessions and 6 weeks for Online sessions. Demand has been far stronger than anticipated, and indicates the high level of need within TGD communities for this kind of support. **More funding is required to ensure everyone is seen within a reasonable timeframe without falling through the cracks.**

programs

Change of ID

We provide a range of services to support trans and gender diverse community members to change the name and/or gender marker on their ID documents.

In the last 12 months, we have supported 59 people through the ID Change Support Fund, made possible by Minus18 and VicBears. This program provides direct funding to cover the costs associated with updating legal ID documents. We estimate a further 400 people have received support on navigating complex and contradictory systems through DIY workshops, resources and how-to guides.

We have now exhausted funds for the Change of ID Fund and are looking for a new partner to help us continue this important program.

Please contact peersupport@tgv.org.au for more details on how you can support this fund.



programs

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“Being a part of TGV’s Trans Social Club has changed my life. Having the opportunity to be in a group of people who all get each other and lift each other up has been amazing. I was able to access gender affirming care as a result of being in these social groups- which is life changing in a way that words can not confirm.”

”

“As someone new to Naarm and from a CALD background, attending the Trans Social Club has been incredibly meaningful. The sense of community has been uplifting and I appreciate being part of something that fosters connection, growth, and a better world full of hope.”

Trans Social Club

In June we re-launched our regular social groups under a new name: the Trans Social Club. The Trans Social Club runs fortnightly in-person at Affirmation Station and once

a month online. The Trans Social Club is designed for TGD people who want to connect with other TGD people in a safe, inclusive and affirming environment. We encourage participants to come along prepared to chat, build social connections and engage

in some activities planned by our facilitators.

Every month we see an average of 17 people attend in-person and an average of 7 people attending online.

“

“I’ve really enjoyed being in community and creative communion alongside trans and non-binary folks. Being socially isolated, this connection warms my heart and is so important to me.

I have travel limitations and am immunocompromised, I can’t be at in-person events, so I am extremely grateful this group is held on zoom and I can participate.”



events

Trans Month

In November 2024, Transgender Victoria celebrated the inaugural Trans Month across Victoria - honouring our strength, embracing our joy, and affirming ourselves in all our diversity.

Trans Month is an open-access program of trans-centric events hosted by various community organisations throughout November to celebrate and empower transgender, gender diverse and non-binary people across Victoria.

[See the full Trans Month Report here](#)

key highlights



19
EVENTS

1236
PEOPLE

24
PARTNERS

84
VOLUNTEERS

events

Gender Revel Gala

350 transgender, gender diverse, non-binary people and our allies gathered for a night of euphoria and revelry.

The Gender Revel Gala was the most ambitious event in Transgender Victoria's history, creating a dedicated trans-centric space to connect and celebrate the joy of being trans, all while being entertained by an all-trans lineup of performers.

We were joined in the space by Rainbow Community Angels, and Dykes on Bikes who welcomed attendees in and protected the event.

Our inaugural Trans Visibility Awards were presented on the night, followed by a diverse range of TGD performers and DJ to end the night.



events

Trans Day of Remembrance

Each year we observe Transgender Day of Remembrance (TDOR), a time for community solidarity and remembrance. We come together to honour the lives of those we have lost to anti-trans violence and discrimination.

This was our biggest TDOR yet, with some amazing new partnerships for the evening. Transgender Victoria and Yarra Libraries presented the event together, and Switchboard was onsite with their rainbow ribbon wall to remember those we've lost to suicide. Transgender Victoria also hosted a memorial flower wall, with fresh cut flowers and tags to be attached in memory of those we've lost.

We had an all trans lineup of performers, including Key Change Choir, and onsite peer support workers.

After the formalities we broke out into a community connection area to enjoy food and refreshments whilst connecting and caring for one another.

Our livestream was made possible through the generous support of Canva.



events

Trans Book Festival

The Trans Book Festival, held in February 2025, was a resounding success, bringing together over 170 attendees at any given time to celebrate the remarkable talents, courage, and creativity of transgender, gender diverse and non-binary authors. Led by Transgender Victoria volunteer Sam Elkin, this event served as a vital platform to honour the achievements of TGD communities across various literary genres, fostering critical dialogue on diversity within Australian publishing. The Trans Book Festival was supported by the Department of Families, Fairness and Housing.

Key Highlights:

- The festival saw over 200 attendees
- The day featured over 30 authors, contributing to great conversations and positive vibes throughout the event
- Representatives from Transgender Victoria, Switchboard and Q+Law were on-hand for support and guidance
- Video recordings are available on our YouTube channel

The Trans Book Festival successfully supported the gender journeys of many, aligning with our mission to work for, with, and by TGD communities to achieve better social, economic, and health outcomes. This event underscored our commitment to empowering all TGD people and celebrating their diversity.



"Thank you sooo much for the Trans Book Festival. I can't describe how much of a high I'm still riding on. It's hard to describe, too, how grateful I am for the opportunity and to have been there for such an inspiring and uplifting experience."

events

TGD Job Fair

The Trans and Gender Diverse Job Fair held on 23rd May 2025 was an opportunity to connect TGD job seekers to employers who actively work to create a safe environment for their transgender, gender diverse and non-binary employees.

This is needed because research from the Williams Institute (2021) shows that 43.9% of trans people report not being hired for a role because of their identity. Trans and gender diverse people are also over-represented in the unhoused community (roughly 1% of the population is TGD, but 20% of the unhoused population is TGD), according to the 2020 Inquiry into Homelessness in Victoria. Many cite their inability to find safe work as one of the reasons they are unhoused.

Number of Employers: 16

Number of Attendees: 140

- **69% of attendees indicated they would be applying for a role with an employer from the fair.**
- **88% of attendees felt the event was worthwhile, with 84% reporting they were able to have meaningful conversations with employers**

“

“The event had a wonderful vibe! Warm, welcoming, and filled with a sense of safety and inclusivity. Everyone who attended was respectful and kind, creating an atmosphere that encouraged genuine connection and engagement.

The positive energy throughout the event made it an amazing experience, where conversations flowed effortlessly and people felt comfortable being themselves. Overall, it was a fantastic event that I believe would have left a lasting impression. (It did for me anyway)”

consulting and advocacy

Transgender Victoria supports active, year-round consulting and advocacy initiatives working to improve the systems, services and spaces that TGD people interact with.

In the last twelve months we've engaged with a range of health and government sectors, including Equality, Health, Mental Health, Justice, Corrections, Police and the Human Rights Commission.

In the last year, we estimate that Transgender Victoria has delivered 120 hours of pro-bono consulting work, valuing approx \$72K in advisory/steering committees and research collaborations with mainstream organisations. Many of these are explicitly health services and many others impact TGD health and wellbeing (e.g engagement with Police, Corrections, Employment Services etc). Our ongoing engagement in 5 funded Medical Research Futures Funded programs impact everything from gendered data collection in health services nationally, through to education of medical and health professionals and social support services regionally, and in specialist contexts like airports and prisons.

We also undertook approximately 29 hours of paid consulting in the same period, with remuneration of around \$10,150.

This showcases both the significant demand for our distinctive and inclusive insights and services, and the ongoing challenges we face to achieve appropriate remuneration for our expertise.

We are focussed on upskilling our team to negotiate and advocate for the value of our labour and lived experience.

While we are committed to prioritising remuneration and recognition of our lived expertise, we also recognise that long term culture change and social acceptance of gender diversity is a profound and meaningful return on our investment in pro bono work.



training and education

Transgender Victoria offers industry-leading training on trans and gender diverse and LGBTIQ+ inclusion and service provision, available online or in person. Our experienced team of trans and gender diverse facilitators bring their unique perspectives and diverse lived experience to equip organisations and businesses with the skills needed to better support trans and gender diverse and LGBTIQ+ people.

We have delivered 29 training sessions in the last 12 months, in 24 workplaces, to a total of 452 participants.

Some of the sectors we've delivered training to include Higher-Ed, Aged Care, Councils, Healthcare, Youth Justice, Legal and LGBTIQ+ people.

We're also proud to have delivered several bespoke trainings to regional, rural and CALD-specific organisations, as well as incarceration-specific training.



“

“This was one of the most thought-filled, generous and fulfilling conversations. I hope we see and can contribute to a just system in our lifetime (if not sooner).”

”

“It was such a pleasure to have you at our Melbourne office. We are so grateful we got to learn so much from you in a fun engaging environment while still bringing up the more serious/harder parts of navigating transphobia in the world we live in.”



the being valued survey report

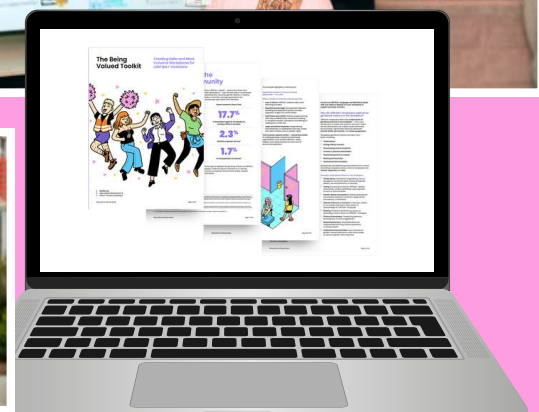
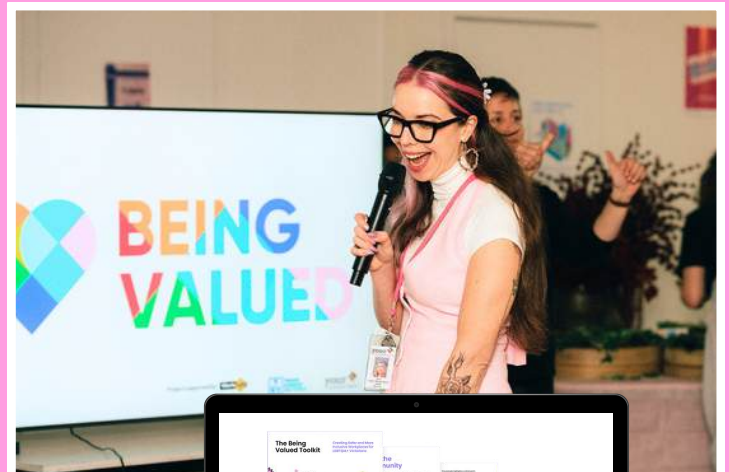
Last year we conducted the Being Valued Survey, which saw 270 LGBTQIA+ Victorians report on their experience of gendered violence in the workplace.

The survey results revealed the alarming prevalence of gendered violence against LGBTQIA+ employees in Victoria.

Key findings include:

- Nearly 1 in 2 (44%) LGBTQIA+ employees have experienced work-related gendered violence.
- Verbal violence is the most common form of violence reported, with 87% citing instances of hate speech, insults, and gossip.
- Half of respondents (47%) reported that their workplace does not have processes in place to support LGBTQIA+ workers.
- Transgender employees are at a higher risk of experiencing all forms of gendered violence, including verbal, psychological, physical, and sexual violence.

These statistics highlight the urgent need for systemic change and proactive measures to create safer and more inclusive workplaces.



the being valued toolkit

Transgender Victoria, in partnership with Your Community Health and with support from WorkSafe Victoria's WorkWell Respect Fund, has developed *Being Valued* — a 100-page, free online educational resource designed to help leaders across all industries build safer, more inclusive workplaces for LGBTQIA+ people.

This free resource educates workplace leaders on how to prevent and address LGBTQIA+ workplace violence and provide LGBTQIA+ workers with practical strategies to advocate for safer conditions.

The toolkit offers a step-by-step guide covering topics such as:

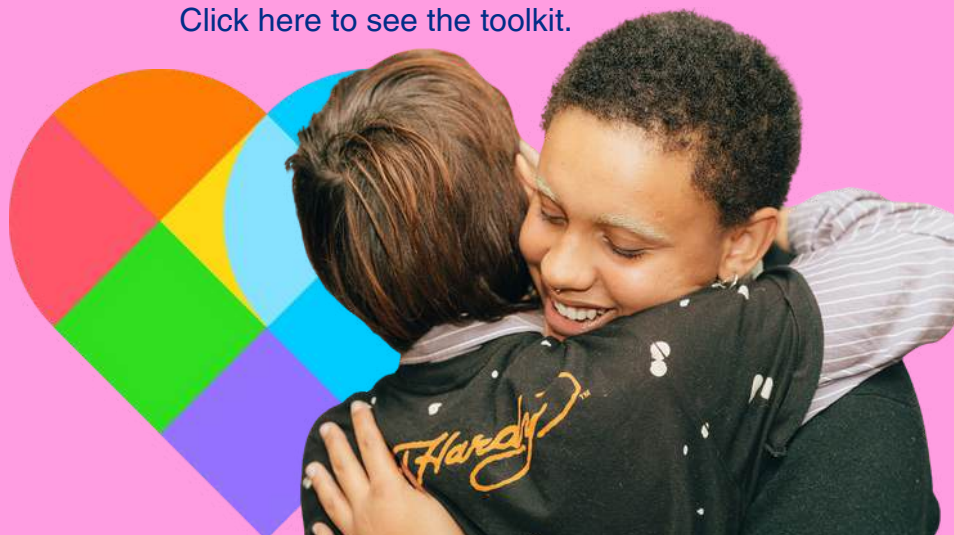
- **Improving workplace infrastructure, such as implementing safer bathroom facilities**
- **Establishing Pride Groups that meaningfully support LGBTQIA+ employees**
- **Creating gender affirmation support plans**
- **Developing inclusive parental leave policies**

- **Supporting staff who report experiences of gendered violence at work**

- **Utilising inclusive language**

Being Valued is accompanied by four educational videos and 15 practical resources, including policy templates, language guides, and trauma-informed workplace surveys. Together, these tools aim to build safer, more respectful workplaces where LGBTQIA+ people can thrive.

The official launch for the Being Valued Toolkit took place on May 30th, hosted at Affirmation Station with 100+ members of the community, the co-design committee and project staff. The toolkit is now available to all Victorians via the Transgender Victoria, Your Community Health, and WorkSafe websites. [Click here to see the toolkit.](#)



www.tgv.org.au/being-valued

what's next

The work of Transgender Victoria is crucial, now more than ever.

Transgender, gender diverse and non-binary people are being confronted with unprecedented levels of hostility around the world. This is despite the fact that we're seeing increasing numbers of people recognise their gender diversity.

Everyday at Transgender Victoria we are involved in discussions around gendered violence, suicide prevention, poor mental health, under- and unemployment, alongside fundamental rights to celebrate our existence in ways that are diverse AND personally meaningful.

We provide support for social affirmation and diverse ways of BEING and DOING gender, whether non-binary, gender-creative or at multiple intersections of disability, neurodiversity, ethnic, racial or faith-based diversity. Our core values of care, connect, empower and celebrate highlight our ethos of "for, with and by gender-diverse people", and our demands to be centred in conversations about our autonomy.

With the expansion of our peer support programs, consulting, training and events, we need more resources to meet demand.

We cannot do this without your support.

Whether that be in donations, hiring us for fee-for-service training or consultation, or simply calling out misinformation when you're scrolling online waiting for a coffee...

Be an ally, lend us a hand, and help us support TGD people on their gender journey.



register to be one of our monthly donors

www.tgv.org.au/donate

support our work

\$250 Fund a one-hour Peer Navigation session, guiding someone on their gender journey.



\$100 Fund access to an affirmation service such as a binder fitting, makeup lesson or voice coaching.



\$50 Fund one registration for The Trans Social Club.



\$20 Fund a ticket for a trans person to attend a wellbeing workshop.



www.tgv.org.au/donate

