

TRANS RIGHTS ARE HUMAN RIGHTS



Acknowledgement of Indigenous Peoples & Country

Transgender Victoria acknowledges the owners of the land and waters of this Country where sovereignty has never been ceded.

Transgender Victoria has offices on Wurundjeri and Boonwurrung Country, but operates and provides services including the Peer Support Program across the Country of many First Nations on the land now called Victoria, and across the continent now called Australia.

Transgender Victoria pays its respects to Elders past and present, to emerging leaders, to Country, culture, and language. Always is, always was, and always will be Aboriginal land.



justice. equity. community.

100 Drummond St, Carlton, 3053

tgv.org.au



@transgendervic



@transgendervic



/transgendervic



hello@tgv.org.au

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Designed by Margot Fink

Photography by Margot Fink, Theodore Murray, Noam

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what is trans and gender diverse?

being trans or gender diverse is when your gender identity **differs** from that **assigned to you at birth**

trans is an **umbrella term** that can refer to the community **as a whole**, or be used as an **adjective**

some people may prefer gender diverse instead.

being **trans isn't about trying to fit stereotypes**, or meet anyone else's idea of how your gender "*should*" look, sound, or act

it's about living authentically as ourselves **on our terms**, and what that looks like for **each person** is different!

we think that's pretty **awesome!** and we know firsthand the huge positive difference being able to **be yourself** can make

we know trans people unfortunately can face transphobia and discrimination

but for decades members of our communities have stood up and fought for **equality**, championed **trans rights**, and created a fairer and more **inclusive world**
that's where **we come in!**

our story

Transgender Victoria is the leading body for **human rights and advocacy**, fighting for representation, wellbeing, and equality of trans people for over **two decades!**

We're one of Australia's **leading** organisations for **trans and gender diverse rights**, and work hard to amplify voices in our community that are underrepresented

Our core values are **justice, equity, and community**

We **educate** and **train** employers, education facilities, and service providers to create inclusive environments for trans and gender diverse people

We work to advance the **medical rights** of trans and gender diverse patients

We fight for **legal rights** and **equality** under the law through advocacy and expert consultation

And best of all, we're proudly founded, led, and run **by trans and gender diverse people**, for our community

Chair's Report



Rochelle Pattison
Chair | she/her

This year has passed rapidly, and for TGV it has been a year with significant projects, milestones and challenges.

Early in experience around the TGV committee meeting table the observation was made that Monroe's, at that time being demolished to make way for the Victorian Pride Centre on Fitzroy Street, was the location of early TGV committee meetings as it was one of the few Melbourne restaurants that the Committee would not be ejected from. That comment referenced a time only slightly more than 20 years ago.

In this context, it is appropriate to note the departure of three absolute stalwarts of the organisation who have certainly "done the work"; Brenda Appleton, Andrew Eklund and Sally Goldner have exited the organisation across this past year.

For a long time, these three individuals were the organisation and were instrumental in changing life for gender diverse people in Victoria and we owe them a considerable debt.

The year has also included significant project milestones. The final report upon completion of the initial Peer Support Project is truly illustrative of what can be achieved when gender diverse people support each other and work together. We need to foster an environment where this occurs more often.

We are deeply honoured by the faith shown in our organization by the Victorian State Government in selecting ourselves for the next Peer Support and the mental health wrap around projects. These projects, along with other grants, have driven a rapid increase in the scale and scope of TGV's operations. This growth, and the resultant increase in staff numbers, has not been as smooth as we may have hoped. At times, we failed to achieve standards that we aspired to but we are continuously improving.

External challenges continue to present themselves; too often we have to deal with misinformation or outright hate. Fortunately, we have allies within the community and within our parliaments. Whether these be those who advocate for us behind closed doors, in the public eye or who ensure that our operations are funded. In particular, I want to acknowledge the support of Minister Foley and the Victorian Government.

I want to thank our many supporters within the Community, especially Todd Fernando, Commissioner of LGBTIQ+ Communities and his predecessor, Ro Allen. The year has passed quickly and we have continued to improve the lives of transgender persons, however my greater hope is that the contrast between now and the year 2045 will be as stark as the difference between our current situation and the year 2000. We are ready to undertake this work.

Finally, an enormous thank you to our staff and Volunteers. In particular, Mama Alto and Son Vivienne, our indefatigable General Manager, without their extraordinary efforts our valuable work could not occur.

General Manager's Report



Son Vivienne
General Manager | they/them

It's been a busy year at TGV.

For most of this year our small team has remained working largely from home, with periodic planning sessions in person and prioritised attendance at occasional public events that enabled us to connect with trans and gender diverse communities.

Other highlights of that period were participation in Melbourne Pride, a Smith St celebration of 40 years of decriminalisation of homosexuality. With Transcend we hosted a TGD youth, friends, and family day- with not one but two last minute venue changes, finally enjoying pizza and sunny weather on the VPC rooftop.

TGV had a presence at AusPath in August, when Mama Alto and Son Vivienne, travelled to Larrakiah Country and Darwin to engage in conversations with TGD community leaders, social service providers and medical practitioners from across Australia. Many plans were nurtured as both formal collaborations and informal mutual aid were established or further developed.

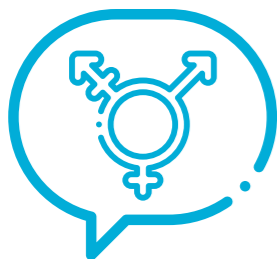
TGV has always been rooted in advocating in multiple ways for trans and gender diverse people across our intersections of very different lived experience. This means unpaid consultation on numerous advisory groups as well as getting actively involved in supporting individuals who are facing discrimination whether that be in a workplace, school, detention, incarceration, or sports fields. At both federal and state elections we have canvassed candidates on their policies for TGD wellbeing and published traffic-light voting guides that highlight green, orange and red positions on a spectrum of support.

More than anything else the financial year of 21-22 has been a period of continuing change. Over the last couple of years we have been growing from our origins as a largely volunteer led organisation to a structure with a CEO, a General Manager and increased capacity of paid staff. With this growth comes necessary formalisation of systems and processes, and all of the challenges of coordinating collaboration and team wellbeing.

In June 2021 we were 2.2 full time equivalent (FTE) roles spread across 4 people. In October, with the wrap of the first Peer Support program we farewelled 4 staff (2 FTE), and welcomed 4 new staff with an org-wide remit. This took our capacity to 3.8 FTE across 7 people. As we received funding for new programs in 2022, we have had capacity to both extend the hours-per-week of our core team, and recruit and onboard 3 casual trainers for delivery of fee-for-service training.

Throughout this year we have been forced to manage with at least one, if not two, team members out of rotation at any one time, due to COVID illness or extended recovery periods. This called for agility and adaptability and has allowed us to diversify skills across our team. We've recently recruited again, enlisting 4 new staff with complementary skill sets in Volunteer, Member and Community Engagement, Events, Activities, and OfficeCoordination. Several earlier team members have moved into specialist program management roles. We close out 2022 with a team of 9 staff with total of 6 FTE.

Our Work



advocacy

We advocate on behalf of trans and gender diverse people, providing expert advice and consultation to policymakers, service providers, and government.

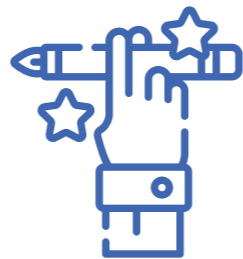
Our community is at the heart of our work, and creating a platform for trans and gender diverse people to create meaningful change is a core part of our work.



law reform

We work closely with governments, community organisations, and trans and gender diverse community members to advocate for equality under the law.

Our team consults on state and federal government advisory committees to represent the needs and perspectives of our community.



education

We develop and deliver industry leading training to assist businesses and service providers in creating inclusive environments, support LGBTIQ aged care, and combat family violence.

We deliver panels and keynote addresses covering gender, identity, and equity.

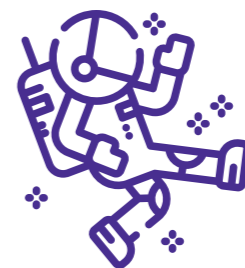
And we develop campaigns, written resources, and videos to make inclusive practice knowledge widely accessible and available.



outreach

We share and amplify awareness raising content, information, and campaigns on our social media, at conferences, and large scale events.

Creating opportunities to promote information about TGV and our work for those seeking more information is key to our outreach work.



events

We run virtual and in person events where community can come together in safe spaces to connect, share their stories, and express their identities.

Events are an opportunity to connect with our community and create opportunities for trans and gender diverse artists, performers, creators, and storytellers to showcase their work!



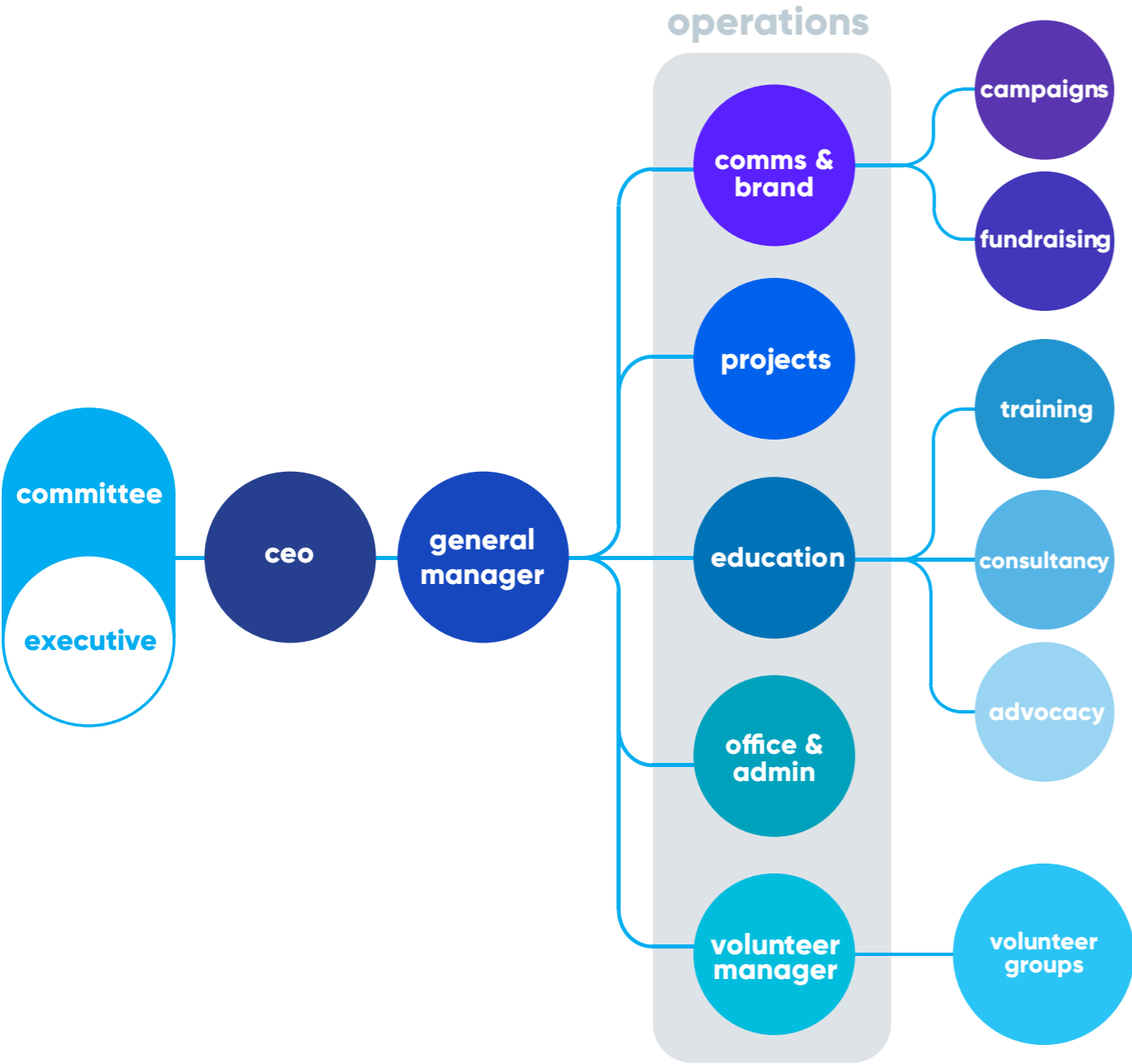
peer support

We run peer support workshops, groups, and programs to create spaces for trans and gender diverse people to seek out guidance, advice, and talk about what they're going through.

Our peer support programs are designed to build resilience, foster new opportunities to upskill trans and gender diverse people, and sustain lasting community networks.

championing trans and gender diverse equality

Organisational Structure



Our Team



Mama Alto
CEO



Son Vivienne
General Manager



Kathryn Wilson
Training & Development Manager



Stevye Ellman
Volunteer & Development Manager



Tilde Joy
Office & Administration Coordinator



Margot Fink
Communications & Brand Manager

Transgender Victoria is supported by many other amazing people not listed here. As not all members of our team are openly trans/gender diverse identifying only part of our team is displayed here, but we thank all our passionate staff and volunteers for the work they do to improve the lives of trans and gender diverse people.

Volunteer Manager's Report

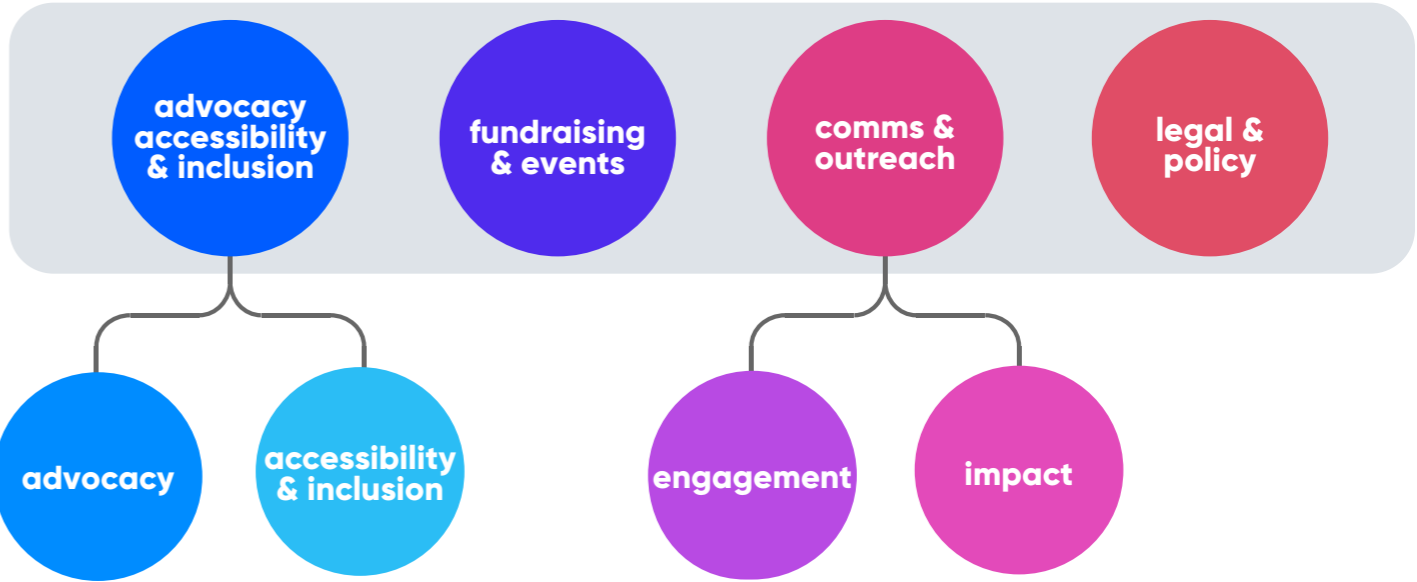


Stevye Ellman
Volunteer & Development Manager | she/they

TGV volunteers are a crucial piece of the puzzle in helping us achieve equity and inclusion for trans and gender diverse Victorians. Every day, TGV volunteers give their time, energy, and skills to ensuring we are doing all we can for our TGD siblings. This year, we are especially grateful for the enormous patience our volunteers have extended us as we underwent two program restructures in an effort to align our volunteering with our vision of the future of the organisation. Despite the challenges this presented, our volunteers remained enthusiastic and always searching for more ways to contribute-offering assistance in a myriad of diverse ways including grant writing and feedback, legal advice, event support, program development, advocacy, and much more. We thank everyone who gave of their time and themselves this year, and look forward to an even more impactful year ahead!



volunteer subcommittees



Our Board



Rochelle Pattison

Chair | she/her

Rochelle is a Company Director, solicitor and a Chartered Accountant. She was a co-founder and is one of the principals of Chimaera Capital Limited; a licenced financial services provider with specialities in corporate advisory, investment management and custody.

She transitioned in December 2017 and lives in Melbourne with her wife and two sons. She plays hockey in Hockey Victoria women's competition and is a member of the Pride Committee for the Carlton Football Club.



Mama Alto

Exectuive Officer | she/her

Mama Alto is an artist and advocate and has worked extensively within LGBTQIA+ communities. A trans, queer person of colour living with disability, outside of her work in the arts she hopes to serve her communities. She has previously sat on the board of Switchboard Victoria, served on the former Switchboard Victoria Community Engagement Committee, is a current non-governing Member of the Victorian Pride Centre, and has fundraised and volunteered for many LGBTQIA+ organisations and causes. Her work combining advocacy and arts has been recognised with a 2019 Out for Australia 30 Under 30 leadership award, and the 2021 Australia Council for the Arts Kirk Robson Award for Community Arts and Cultural Development.



Son Vivienne

Secretary | they/them

Son identifies as non-binary and pansexual and they are a parent and a gardener. They have also had two successful careers in media production and academia. Son's PhD in cultural and gender studies has been published as 'Digital Identity and Everyday Activism'. 'Wadu Matyidi: A Time Long Gone' won accolades for both animation and Adnyamathanha language revival. They are currently finishing another book titled 'Queering Safe Spaces: Being Brave beyond Binaries'. Son's lived experience includes neurodivergence and chronic illness, and they are from white, working-class origins in regional Australia. They love ideas, dogs, bees, and chickens.



Michelle McNamara

Treasurer | she/her

Michelle McNamara is a science and management consultant and educator at the University of Melbourne. She chairs the university School of BioSciences Culture, Diversity and Inclusion committee and is a committee member of a number university and other organisations most notably the Australian GLBTIQ Multicultural Council, and Queers in Science.



Madison Moffat

she/her

Madison brings expertise in improving organisational processes and driving cultural change. They are particularly dedicated to strengthening safety culture and fostering inclusive ways of working.



Brenda Appleton OAM

she/her

Brenda has been on the TGV committee since 2002 and is the current Chair. She is also co-chair of Victorian LGBTI Taskforce and a member of the Victorian Mental Health Ministerial Advisory Committee and the Victorian Elder Abuse Roundtable. Brenda is passionate about using her lived experience in an effort to improve the health and wellbeing of trans and gender diverse people across Victoria. She was awarded an Order of Australia Medal (OAM) in the 2019 Australia Day Honours.



Jax Jacki Brown

they/them

Jax Brown, OAM (they/them) is an esteemed disability and LGBTQIA+ rights activist, writer, educator and consultant. They view disability as a socio-political question and wants to see solutions with an intersectional lens and equality, access, and human rights at the heart of it.



Angela Wiebenga

she/her

Angela Wiebenga (She/Her) is a 26 year young HR professional currently working in the health sector who holds a master's degree in Human Resources and has done work in compliance and complaints management. Angela stems from Gunaikurnai country specifically Morwell and has a strong understanding of issues impacting rural TGD communities.

We additionally acknowledge the vital work of Stacy Clarke as Secretary from from November 2021 - April 2022

Training & Consultancy

Combined with the ongoing cancellations due to COVID, we are quite pleased to report that we have managed to deliver training to 1,073 people from 58 organisations during this last financial year.

The training was delivered online and in person across the State. Locations ranged from Wodonga to Mornington, Mildura to Macedon.



Kathi Wilson
she/they



Nicole Shaw
they/them



Rudi Lorimer
they/them



Zoe Walder
she/her

In addition to our longstanding staff: Kathryn Wilson (she/they) & Andrew Eklund (he/him), we have recently engaged 3 new trainers. Our new trainers are: Nicole Shaw (they/them), Rudi Lorimer (they/them), and Zoe Walder (she/her).

Kathryn has also taken on a new position: Training and Development Manager. They are available for consultation, including organisational capacity building for both our Federally funded aged care and fee for service programs.

We are pleased to report that we continue to deliver the Federally funded Silver Rainbow: LGBTI+ Inclusive Aged Care program. This program has expanded to include assisting aged care services to increase their capacity to deliver inclusive aged care, as well as still providing the aged care training.

Our Clients

STRIKE

AUSTRALIA
POST

ticketmaster

CUSHMAN &
WAKEFIELD

CITY OF
MONASH

tinder

MONASH
University

VICTORIA
State Government
Justice and Community
Safety

Capgemini



trans 101

An introduction to gender diversity, differentiates orientation, intersex status, gender identity and expression. Also highlighted are key areas of disadvantage for trans and gender diverse people and related mental health impacts. Legislative obligations, tips and suggestions on working with trans and gender diverse people are included.



lgbtqa+ & TGV 101

The first half of this training provides an overview of LGBTIQA+ communities, issues and concerns and the second half delves into more detail about trans and gender diverse communities. We provide recommendations and tips for working with LGBTIQA+ and TGD clients, customers and staff.



family/intimate partner violence

This program begins with a modified 2 hour version, of the LGBTIQA+ training, which introduces concepts of gender, relationships, sex and sexuality diversity; followed by a 2.5 hour section on LGBTIQA+ family and intimate partner violence.



lgbtqa+ 101

An introduction to LGBTIQA+ inclusive practices. This covers differences between sexual orientation, gender identity and people with intersex variations, identifying discrimination and stigma which LGBTIQA+ people can experience, and provides recommendations for working with LGBTIQA+ in your business or organisation.



aged care training

Free LGBTI+ inclusive ageing and aged care training for all people involved in the aged care sector as part of the national Silver Rainbow Program. This training promotes a better understanding of the needs of older LGBTI+ people. It provides staff with the confidence to deliver an inclusive, best practice service.



open workshops

We run open workshops each month available for participants and professionals from across different sectors and backgrounds. These workshops cover specialised topics delivered by our expert training team.

The 2019–2022 Trans and Gender Diverse Peer Support Program

background

In 2017, the Victorian Government commissioned Australian Healthcare Associates to review the trans & gender diverse health system and determine the need for better access to appropriate and timely health, wellbeing and support services.¹

As well as identifying and providing the support needed for clinical and health system capacity to better meet the needs of trans & gender diverse Victorians within the 2019 State Budget, the role of peer support in trans & gender diverse wellbeing was also recognised for support and funding to “improve inclusion and connect people to the trans and gender diverse community.”²

Transgender Victoria partnered with the Equality branch, formerly in the Department of Premier and Cabinet, to deliver this new Trans and Gender Diverse Peer Support Program, with \$1 million towards the program, and a commitment to centering trans & gender diverse community ownership and voices within the program.

At the time it was announced, the 2019 Trans and Gender Diverse Peer Support Program funding represented the largest investment that the Government had then made in community-led initiatives of this kind for Victorian trans & gender diverse communities.

the program

The 2019–2022 Trans and Gender Diverse Peer Support Program, delivered by Transgender Victoria in partnership with the Victorian State Government (the Program), aims to to contribute to the wellbeing, strength and resilience of Victorian trans & gender diverse communities by supporting the growth and sustainability of formal and informal peer support.

Significantly, there is not a single recognised definition of what peer support is, despite its sustained usage across LGBTIQ+ communities, dating back to Australia’s response to the AIDS epidemic. Peer support can be thought of as involving the giving and receiving of support in a way that is grounded in shared experience and based on principles of respect and reciprocity. It involves engagement in a two way relationship and activities that are mutually seen as being helpful. At a fundamental level, it is about understanding each other’s situation and being able to build on a point of connection in a constructive way.

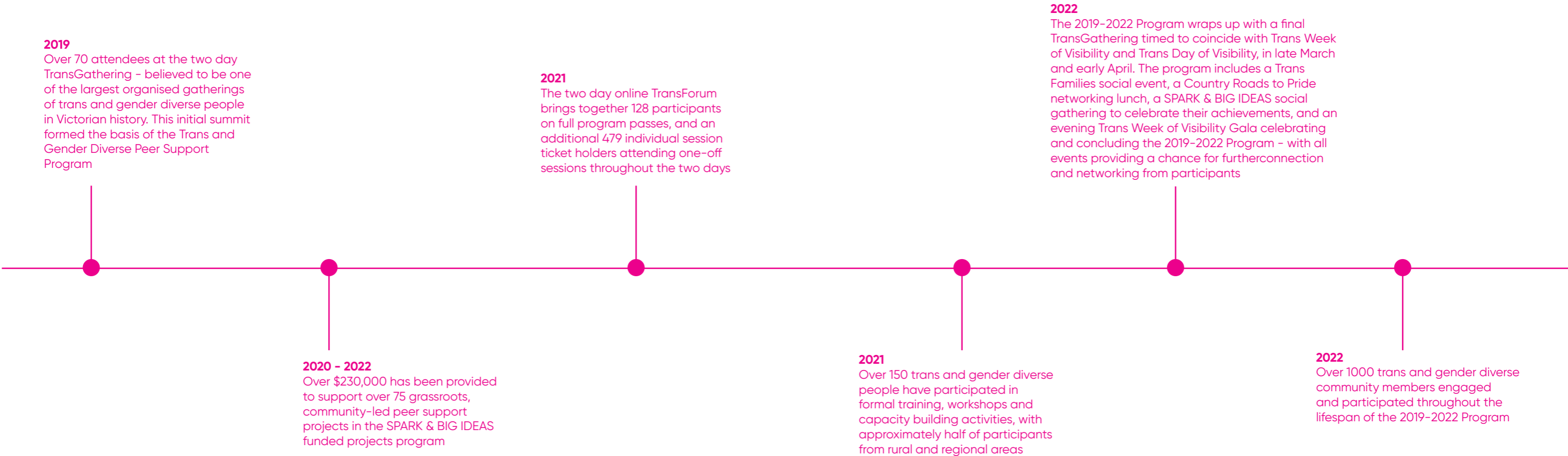
Peer support can be provided one on one, in small groups or through hosted sessions run by a facilitating individual or organisation. It can be provided by participating in discussion, and shared social or training activities. It is not the mode through which peer support is provided that is important, but the context and relationship building that it allows.

The value of peer support can be seen in the ability to enable individuals to build trusting relationships with others, build confidence and learn from and through discussion and shared experiences, gain access to networks, knowledge, skills and resources, build a sense of shared identify and solidarity, and, support individual and collective agency.

The Program has sought to do that by providing forums and supporting activities that help to: build understanding, connection and capability, recognise, celebrate and bridge intersectionality, build a sense of shared identity and solidarity and agency. A key intention has been to work at both at an individual and a collective level, bridging the diversity of communities that make up the broader Victorian TGD Community and strengthening individual and group capability, agency, and resilience.

1, 2. Development of Trans and Gender Diverse Services in Victoria Final Report, June 2018, <https://health.vic.gov.au/publications/development-of-trans-and-gender-diverse-services-in-victoria-final-report>

3. Intersectionality, as a theory first formulated by Kimberlé Crenshaw, recognises the distinct experience of someone being part of multiple marginalised groups and the particular, cumulative and compounded stigmatisations, disadvantages and discriminations that can arise as a result.



Case Study

Revitalising Existing Peer Support Networks

Involvement with, and support from, the Transgender Victoria and Victorian Government Trans & Gender Diverse Peer Support Program didn't just create an opportunity to capacity build new and emerging groups and networks – it also allowed groups that have existed for a long time to assess their ongoing needs, consolidate the work they've done so far, review their achievements, and look ahead by creating the new energy, refreshed approaches and strengthened resources they need to launch into the future.



many coloured sky

Many Coloured Sky supports LGBTQI+ organisations and communities in discriminatory, resource-poor and complex settings with capacity building, planning and project development, and empowers those at the margins of LGBTQI+ communities to participate fully and equally.

The Program supported Many Coloured Sky's 'Coloured Minds,' a series of peer support workshops for trans and gender diverse refugees and people seeking asylum. These workshops and support groups act as a space for issues specific to TGD asylum seekers and refugees to be explored, and for friendships to be created.

Many Coloured Sky also worked in partnership with SAVIE ASBL on the Promise of Hope 4 African Trans project, supporting partnership and capacity building for peer-to-peer learning, connection and support for TGD communities internationally.



here, queer, & jewish

The Program empowered informal and smaller community connections to grow into formalised and facilitated activities – such as Here, Queer & Jewish, which built on existing TGD friendships and connections to create semi-regular community events for people who identify as both Jewish and queer, including Shabbat dinners, movie nights and annual events for Passover, Purim and Hannukkah. The importance of peer-to-peer support that emphasised intersectional identity such as this provided meaningful connection to culture, and supported mental health resilience.

"A PLACE OF BELONGING WHERE BOTH QUEER AND JEWISH IDENTITIES ARE EMBRACED AND HELD IN THEIR FULLNESS... TO MEANINGFULLY CONNECT WITH JUDAISM WITHIN A QUEER CONTEXT. ... SUPPORTING A STRONGER AND UNITED QUEER AND JEWISH COMMUNITY."

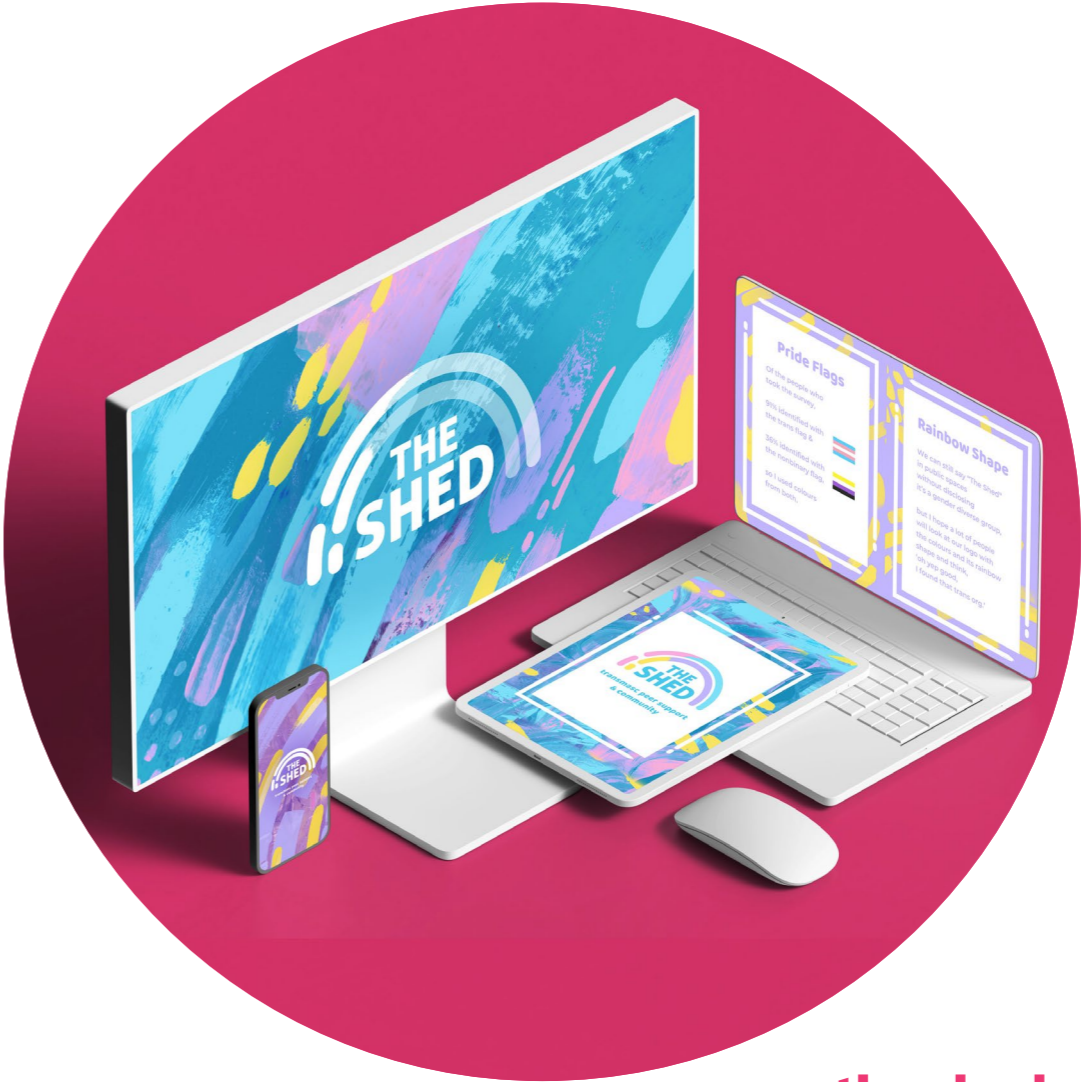
- Nevo Zisin (SPARK & BIG IDEAS facilitator - Here, Queer and Jewish)



alphabet soup heidelberg

Alphabet Soup Heidelberg is a space for trans and gender diverse and non-binary people to make connections and build community, whilst upskilling group facilitation and hospitality skills. Support through the Program assisted as Alphabet Soup pivoted online during COVID-19.

Reflecting on the value of the Program, Alphabet Soup's coordinators stated: "We were seen, We were heard, We are awesome and beautiful."



the shed

The Shed is a social and support group, including a website and large network (1.3K on Facebook) of trans men and trans masculine non-binary people, moderated by peers.

Conversations and information-sharing span experiences of top-surgery, service providers, hormones, employment, and navigating relationships, among many other topics.

They have regular monthly face to face social catch ups (including book club, gym club and support group) and members seized the opportunity of Spark funding to get momentum on several initiatives.

Through the Program, The Shed applied for and received support for four projects – a rebrand, a binder swap, a podcast 'Coffee Chats with Trans Chaps,' and trans-led learning (supporting a member or small group of people to create and run a short course using their own capabilities and skills).

The rebrand focussed on 'adapting binary branding to be more inclusive to broader community of trans masc and non-binary people through community consultation,' and consolidated TheShed's presence and visibility in community during COVID-19.





Novus & Pace

Thorne Harbour Health (THH), formerly the Victorian AIDS Council, has a long history of working with LGBTIQ+ communities, and is a community-led organisation, self-described as "governed by our members, and working for our sex, sexuality, and gender diverse communities."

Whilst THH have run peer support programs facilitated by trained volunteers for a variety of cohorts (including Gay, Lesbian, Bi, Queer and same-sex attracted men and women) for some time, through SPARK, the Program enabled the development of two newer groups at THH, NOVUS (for trans women, trans femme, and non-binary), and PACE (for trans men, trans masc, and non-binary).

When COVID-19 restrictions impacted the capacity for groups to meet in person, TGV offered training for facilitators that helped them think through the nuances of online meeting space dynamics. Key similarities (wanting to feel connected) and difference (for example, interpreting body language on screen) were discussed and a variety of strategies for dealing with conflict were offered.



Case Study

Embedding Trans Affirmative Services

Many projects supported by the Program aimed to embed trans affirmative models into, or facilitate pathways for trans & gender diverse communities to access, essential services such as housing (PIVOT Co-Housing) and medical care (DocDir).

Other projects supported incarcerated trans and gender diverse people, and others still engaged with trans and gender diverse seniors to facilitate intergenerational friendship – in both cases, providing vital peer support to some of our community’s most at risk, and fostering support and connections to act as a tonic to the “death by a thousand cuts” caused by isolation, stigma and discrimination.



PIVOT Co-Housing

PIVOT Co-Housing, a collaborative research and community project investigating new models for trans supportive housing, was supported through the Program and by Banyule City Council, Darebin City Council, Moreland City Council, key community advisors and a community steering committee. The project is ongoing but has developed significant success in peer-lead priorities for stable housing that is appropriate, safe and inclusive for trans and gender diverse people.

The PIVOT team presented a major progress update at the 2022 National Housing Conference, and are working towards trialling the housing model in community.



“WE KNOW HOW SCARY IT CAN BE GOING TO A NEW DOCTOR AND BEING DEAD-NAMED THE WHOLE TIME, OR NOT KNOWING IF IT IS SAFE TO COME OUT IN CASE THEY TREAT YOU DIFFERENTLY. WE WANT TO MAP THE DOCTORS RECOMMENDED BY LGBTQ+ PEOPLE ACROSS AUSTRALIA. NOT JUST THE BIG CLINICS WITH RAINBOW FLAGS EVERYWHERE AND A LONG WAITING LIST. WE ALSO WANT TO KNOW ABOUT THE SMALL LOCAL DOCTORS IN RURAL AREAS THAT ARE DOING A GOOD JOB.”

- docdir.com.au



DocDir

DocDir (pronounced as it is written to distinguish it from 'Doctor Direct') is a web-based directory currently in Beta, available for contributors to recommend trans-affirming medical services. The Program supported DocDir’s community engagement and development through SPARK.

Peer Support Program

Spark, Spark II and Big Ideas

Throughout the life span of the 2019-2022 Program, over \$230,000 has been provided to support over 75 grassroots, community-led peer support projects, chiefly via the SPARK & BIG IDEAS funded projects program.

Placing this funding directly **into peer-led projects** reflected a priority of the Program since its initial design in feedback during the 2019 TransGathering.

The **SPARK funded stream** of supported projects, offered in two separate rounds, were aspirationally named to provide Support for Peer Support Activities that Revitalise Kinship sparking new ideas, connections, learning and capability.

The **Big Ideas funded stream** reflected larger scope and larger teams, and provided a higher funding level.

Additionally, support was provided to certain **large scale peer support programs that platformed connection** with highly ambitious public outcomes identified by community members as important to support. This included:

The **Country Roads to Pride** photography portrait and storytelling project, culminating in an online exhibition in February 2022 to coincide with Midsumma Festival and a physical exhibition in March 2022 to coincide with Trans Week of Visibility, and which combatted the isolation and invisibility felt by rural and regional trans and gender diverse communities.

The **Trans Pride Concert** produced by Trans Pride March Melbourne, presented by Fed Square in a major public event in February 2022 as part of Midsumma Festival, and which highlighted the artistic excellence of diverse trans communities particularly IBPOC (Indigenous, Black & People of Colour) artists.

A majority of projects have been **trans-led**. In a small number of cases projects have been ally-led, most often involving organisations that are seeking to build their capability to support the trans & gender diverse community through their service provision and delivered in collaboration with trans & gender diverse community members.

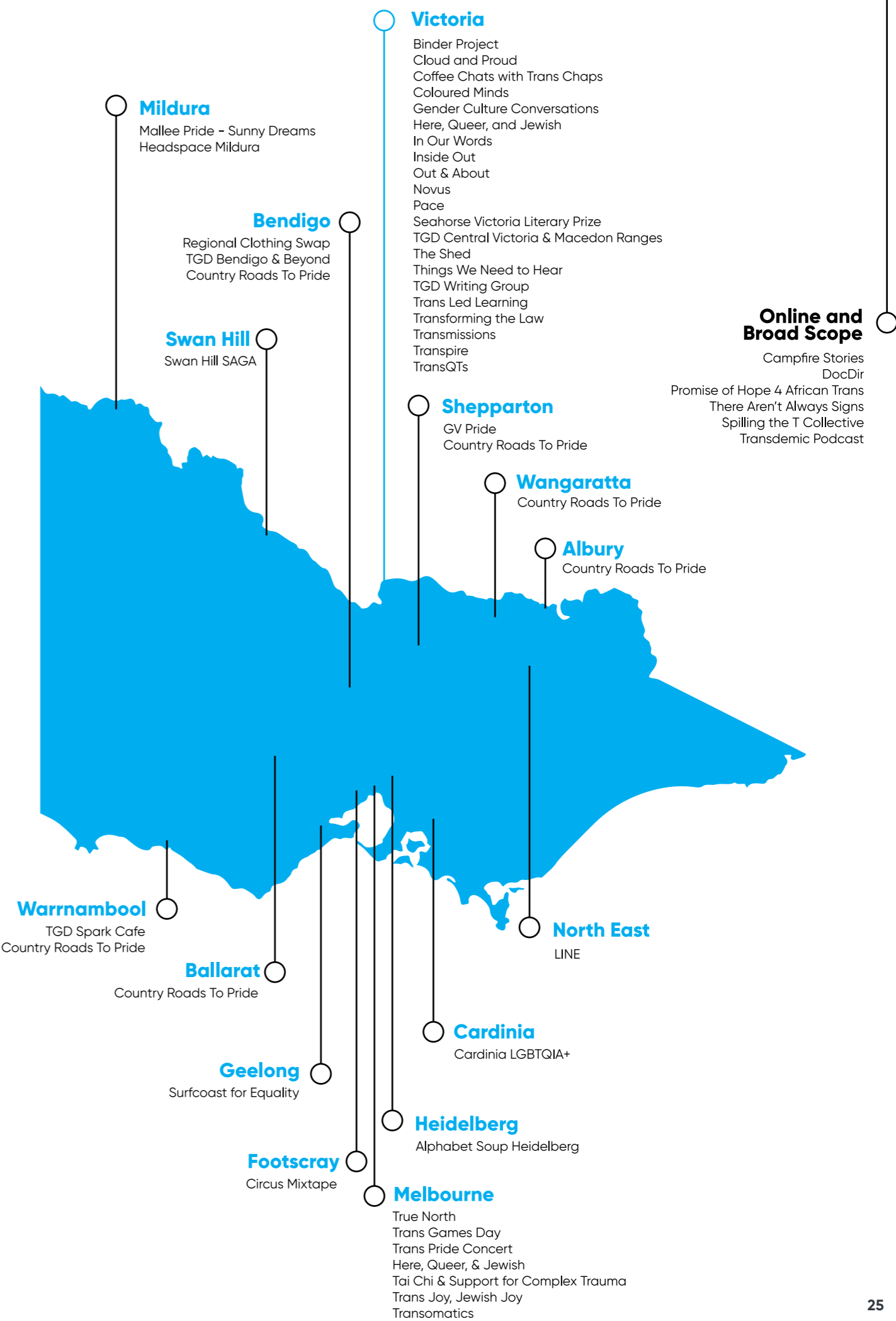
Anecdotal feedback from project coordinators and participants has **strongly affirmed the positive impact** that projects have had for both project coordinators and participants.

The value of being able to receive **even small amounts of funding to help incubate and support grassroots activity** has clearly made a difference and been valued.

Of the 75 SPARK I and II and Big Ideas projects 59 (79%) are continuing to run activities in 2022, including many of the initial SPARK I projects.

A number of projects have been successful in seeding and nurturing activity that will continue post-funding.

Many groups have produced resources that remain accessible to participants and will be available on an ongoing basis to other community members online.



building grassroots peer support across victoria

name	location	type	series
Alphabet Soup Heidelberg	Heidelberg	Hybrid	SPARK I
Anti-Racist Arts	Melbourne	In Person	SPARK I
A Safe Surf Coast for All - Surfcoast for Equality	Geelong	Hybrid	SPARK I
Binder Project (The Shed)	Victoria	In Person	SPARK I
Campfire Stories	Victoria	Online	SPARK I
Circus Mixtape (Women's Circus)	Footscray	Hybrid	SPARK I
Cloud and Proud	Victoria	Online	SPARK I
Coffee Chats with Trans Chaps Podcast (The Shed)	Victoria	Hybrid	SPARK I
Coloured Minds (Many Coloured Sky)	Victoria	Hybrid	SPARK I
CUBBY Art Party	Naarm	In Person	SPARK I
DocDir	National	Online	SPARK I
Firekeepers Head Outside Project	Victoria	In Person	SPARK I
Gender Culture Conversations - A Thousand Threads	Victoria	Hybrid	SPARK I
GV Pride - Trans Advisory Group Shepparton	Shepparton	Online	SPARK I
Headspace Mildura	Mildura	Hybrid	SPARK I
Here, Queer and Jewish	Victoria	Hybrid	SPARK I
In Our Words (Ygender)	Victoria	Hybrid	SPARK I
Inside Out (Ygender)	Victoria	Hybrid	SPARK I
Out & About (Switchboard)	Victoria	Hybrid	SPARK I
Mallee Pride - Sunny Dreams	Mildura	Hybrid	SPARK I
True North (formerly Naming Circles)	Heidelberg	In Person	SPARK I
Novus (Thorne Harbour Health)	Melbourne	Hybrid	SPARK I
Pace (Thorne Harbour Health)	Melbourne	Hybrid	SPARK I
Queer Tools Library	Melbourne	Hybrid	SPARK I
Regional Clothing Swap	Bendigo and Beyond	In Person	SPARK I
Spilling the T Collective	Melbourne	Online	SPARK I
Swan Hill SAGA	Swan Hill	In Person	SPARK I
TGD Bendigo & Beyond	Bendigo	Hybrid	Bendigo

name	location	type	series
TGD Spark Cafe Warrnambool	Warrnambool	Hybrid	SPARK I
TGD Macedon Ranges & Central Victoria (Cobaw Community Health & WayOut Macedon)	Central Victoria	Online	SPARK I
The Shed Refresh and Rebrand	Victoria	Hybrid	SPARK I
Things We Need To Hear	Melbourne	Hybrid	SPARK I
Trans and Gender Diverse Writing Group	Melbourne	Hybrid	SPARK I
Trans Games Day	Melbourne	In Person	SPARK I
Trans Led Learning (The Shed)	Melbourne	Hybrid	SPARK I
Trans Pride Concert (Trans Pride March Melbourne)	Melbourne	In Person	SPARK I
Trans Yoga	Victoria	Hybrid	SPARK I
Transdemic podcast	Victoria	Hybrid	SPARK I
Transforming the Law peer support network	Melbourne	Hybrid	SPARK I
Transmissions: Trailblazers (Small Wonder Arts)	Melbourne	Online	SPARK I
Transpire (Transgender Victoria)	Melbourne	Hybrid	SPARK II
TransQTs	Victoria	Hybrid	SPARK II
Cardinia LGBTQIA+	Cardinia	Online	SPARK II
Here, Queer and Jewish	Melbourne	In Person	SPARK II
LINE (LGBTQIA+ In the North East)	North East Victoria	Hybrid	SPARK II
Promise of Hope 4 African Trans (Many Coloured Sky)	International	Online	SPARK II
Regional Clothing Swap	Victoria	In Person	SPARK II
Seahorse Victoria Literary Prize	Mildura	Online	SPARK II
Spilling the T Collective - Writers Workshops	Melbourne	In Person	SPARK II
Tai Chi & Support for Complex Trauma	Melbourne	Hybrid	SPARK II
TGD Bendigo & Beyond	Bendigo	Hybrid	SPARK II
There Aren't Always Signs (Parents of Gender Diverse Children)	International	Hybrid	SPARK II
Trans and Gender Diverse Writers Group	Melbourne	Hybrid	SPARK II
Trans Joy, Jewish Joy	Melbourne	Hybrid	SPARK II
Transomatics	Melbourne	Hybrid	SPARK II

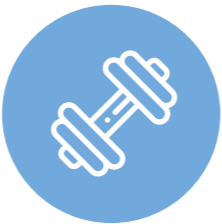
Big Ideas Projects



Anti-Racist Arts
Monthly silversmithing workshops as a safe and open space for POC, TGD, low income and disabled people



Beyond Bricks and Bars
A social worker supporting trans and gender diverse people currently and formerly incarcerated



Community Support & Mentorship - PONY Gym
Training and ongoing mentorship of a community member for Pony Club Gym, leading a transfem training group and working with young people exiting incarceration



ENSHRINED (Masti)
ENSHRINED is a dynamic multi-faceted festival of the arts spanning 10 days that will be a celebration of South Asian transgender resistance and existence



Food Angels Mutual Aid
A queer mutual aid group providing home cooked meals to community in crisis, building capacity through their volunteer network



Hold True Support Program
An online support group for trans, gender diverse and nonbinary people incarcerated in prison, facilitated by a trained peer facilitator



Journaling for Emotional Resilience
A series of journalling workshops centred of emotional regulation, reflection, self companion-ship and creativity, including dream work, autobiography, art and zine making



KĀKANO Retreat
Kākano is a retreat for birth workers focused on decolonising and unlearning binary understandings of gender around birthing practice



Key Change
A choir for trans and gender diverse adults, offering an opportunity for trans and gender diverse people to come together with a shared interest in singing



Many Coloured Sky Trans Peer Groups
Trans specific peer support as part of Many Coloured Sky's Queer Refugee and Asylum Seeker Peers group



PIVOT Co-Housing (Banyule Council)
PIVOT Co-Housing, a collaborative research and community project investigating new models for trans supportive housing



RATT (Room at the Table) Studio
Room at the Table provides social connection through activities like Modern Boardgames, Roleplaying Games, Trading Card Games, Costuming and the RATT Studio



Regen Autonomy
Regen Autonomy is a regenerative capacity building program based on the ethics and principles of permaculture



TGD Cancer Support - the Chest Cancer Club
Peer support, care, aid and advocacy for trans and gender-diverse (TGD) persons living with a cancer diagnosis, building monthly workshops from a focus group



Trans Youth Speak (Ygender)
Workshops and online resources on trans-inclusive consent education for young people



TransQTs
Peer support network for trans and gender diverse outdoors enthusiasts to access the mental health and wellbeing benefits of rock climbing and nature based

Supported SPARK and Big Ideas projects have taken many different forms, focusing on different types of activities. They have worked with different TGD intersectional cohorts and sought to provide diverse modes of support.

- Some projects have been initiated by individuals seeking primarily to build connections and provide support within their own TGD Community or identity group, often connecting around a social activity.
- Some projects have sought to build connections across different groups. Those groups have often been activity or interest, rather than identity, based.
- Some projects have incorporated an explicit skill or capability building and sharing element, supporting both personal and professional development.
- Some projects have sought to advocate for TGD rights and build awareness of the experience, needs, capability and contributions being made by TGD people.
- Some projects have sought to support the delivery of needed services and supports. Around 22 projects are working in partnership with social service providers, not-for-profits or businesses, including legal or financial auspice, in-kind support, or providing venue and facilities.

+ 2 additional anonymous projects

trans

DAY OF VISIBILITY

MARCH 31 [TDOV.ORG.AU](https://tdov.org.au) #TDOV



Gathering

Trans Day of Visibility is an annual international celebration of trans pride and awareness, recognising trans and gender diverse experiences and achievements.

On 31 March we held a special event on the evening of Trans Day of Visibility on March 31, held at Bargoonga Nganjin North Fitzroy Library (Wurundjeri country) in collaboration with Yarra Libraries and the Ewing Trust, and featured special guest speakers: the Victorian Commissioner for LGBTIQ+ Communities Todd Fernando; award winning trans and ace theatre maker and poet Nikki Viveca; and Ricki Spencer, a proud trans First Nations person with lived experience of disability who is an eloquent, insightful and passionate advocate for our communities.



Gala

Trans Day of Visibility, we held a Gala - which we hope to make an annual event. Following a moving rooftop smoking ceremony and Welcome to Country from Uncle William Pepper, we celebrated TGV's 21st birthday, launched the 2019-2021 Peer Support Report (excerpts featured later), the Victorian TGD History report (authored by Dr. Noah Riseman), and the Country Roads to Pride Exhibition.

We hosted lunch, snacks and networking for regional and rural TGD folks who had the opportunity to connect with facilitators of peer support activities from the previous two years.





Campaign

TGV ran our annual campaign to increase understanding and visibility of our community and ways to improve the lives of trans and gender diverse people across Australia.

Building on many years of written, video, and online resources and storytelling pieces, we continued to grow awareness of the issues most important to our communities and build a platform for trans visibility.

Through a combination of online and in person activations, collaborated with our community partners and supporters to help amplify the Trans Day of Visibility message to thousands across Victoria, Australia, and the world!

Website

Online we launched our new revamped tdov.org.au Trans Day of Visibility Hub for 2022.

Packed with more information, resources, links to community organisations across the country, and pathways to create more inclusive environments for trans and gender diverse people.

We showcased community gatherings happening across Australia and created a national hub to grow greater understanding of the significance of Trans Day of Visibility and foster opportunities for people, communities, and organisations to get involved.

LUSH

LUSH 

Community Fundraising

A key part of our Trans Day of Visibility 2022 activities centred going beyond visibility, and turning allyship into action!

We drove a fundraising campaign targeting key issues and projects to improve the lives of trans and gender diverse people.

We Raised funds to help support the work of leading organisations working to improve the lives of trans people. From advocacy to improve policy and equality nationwide, to grassroots direct support.

supporting the work of



Trans Awareness Week

Trans Day of Remembrance

Illustration used with permission by Emerson Zandegu



TDOR Live Stream

TGV Partnered with Yarra Libraries to produce an online Trans Day of Remembrance live stream including guest speakers Amao Leota Lu, Nevo Zisin, and TGV CEO Mama Alto giving readings and sharing stories to celebrate and commemorate our communities.



Social Media Tiles

We partnered with Lush Australia to share awareness raising tiles across both organisations' social media channels. Thanks to the national audience of Lush, we were able to reach thousands of Australians outside TGV's typical network during Trans Awareness Week.



Self Care Packs

Thanks to the generous support of Yarra Libraries and the Thomas, Samuel, and George Ewing Trust, TGV provided self care packs with skincare and hand sanitizer products by Aesop, bath bombs by Lush, herbal organic teas, as well as pamphlets, resources, and information about community support services.

supported by



Advocacy

In Politics

- Sent advocacy documents to Federal and Victorian political leaders ahead of the Federal and State Elections.
- Prepared a traffic light assessment of the major parties policies ahead of the elections
- Made submissions to the two Senate inquiries into the proposed religious discrimination bill. Michelle McNamara spoke to the submission in person to one of the committees (on behalf of AGMC).
- In conjunction with Victoria Police, initiated a subcommittee of the Victoria Police LGBTIQ+ reference panel to promote better treatment of TGD people by Victoria Police.
- Participated in the Justice working group on Workplace sexual harassment and made a submission to the Ministerial Taskforce on Workplace Sexual Harassment. A number of key recommendations from TGV were included in the submission to the Minister and were accepted by the government including
 - Enlarging the scope to include gendered violence where a person's gender identity can be a source of harassment
 - Widening the language around gender to include genders beyond the gender binary
 - Including non-binary gender identities where recommendations related to women

Responses to TGV Advocacy 2022

Responses as at 11/05/2022



Establish a national body that represents all LGBTIQ+ Australians, including TGD Australians

Government prevents discrimination against all LGBTIQ+ Australians

Appointing a Minister for Equality

Appointing an LGBTIQ+ Human Rights Commissioner

Review areas where TGD Australians are disadvantaged and correct them

Establish a consultative TGD Advisory Body

Ensure better support for TGD staff and students in educational setting

Ensure that TGD Australians are included in a National Housing Strategy

Better provision of health services covering the physical and mental health of TGD Australians

Inclusion of LGBTIQ+ people in the census with questions to count TGD people

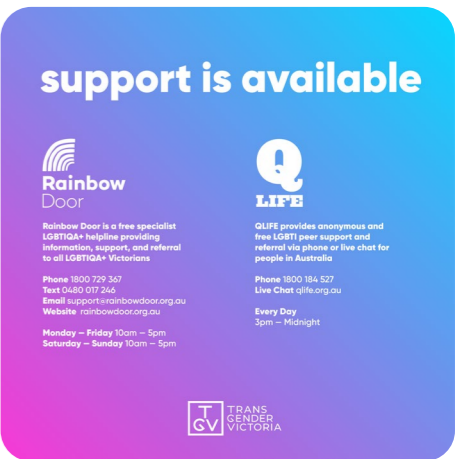
Protecting the rights of TGD refugees and asylum seekers in Australia by developing procedures which are sensitive to the issues facing them

Labor



Authorised by Rochelle Pattison, Chair Transgender Victoria, 100 Drummond Street, Carlton Vic 3053

☒ Doesn't Support ☐ Partially Support ☒ Supports ☐ No Response



In Media

Like most years we have had challenging periods, where gender-diversity has been the subject of mainstream news-cycles and national politics. The federal election in August saw amplification of some transphobic candidates and their poisonous, divisive rhetoric. While these campaigns always negatively impact TGD communities, occasionally they offer a silver lining. When stigma makes headlines, and the battle lines are marked, hatred becomes visible for the rest of the world to see. This gives us the opportunity to connect with our many allies, and the people who love and celebrate us. With the bad comes some good.

Following months of media negativity, we were hopeful that episodes of Insight (on SBS), one focusing on issues of fairness and equity in sport, and another exploring the 'gender spectrum', would highlight the complexity of gender in the context of a world moored in binary oppositions. While these broadcasts offered some moments of gender euphoria, these were matched with moments of pain wherein antagonists who deny our human rights were platformed. TGV was able to support interview participants during recording, and directly following the broadcast, we provided viewers with virtual space for debrief. This collaborative initiative with Switchboard allowed mutual support and amelioration of the intense mixed feelings that come with bearing witness to gender affirmation and simultaneous annihilation in mainstream media. Several weeks later we hosted an in person and narrow-cast discussion of the risks and rewards of being trans and gender diverse people in media.

Responding to Covid-19



Friendly Faces

TGV engaged prominent, trusted trans, gender diverse and non-binary community figures – recognisable ‘friendly faces’ from across a range of intersecting diverse identities – and with the support of the Department of Health, the clinical experts they can connect us with, and the community members, we workshoped messaging addressing particular community concerns and encouraging people to get vaccinated. Messages were overlaid on vibrant still image portraits for organic and paid distribution across social media. The presence of recognisable community figures assisted the organic online spread and generated conversations in community, nurturing trust in the vaccine program and addressing community specific anxieties.

A major point of difference for our “Friendly Faces” was in its format – where many other orgs were, at the time, delivering online forums and webinars, and long-form articles or Q&A factsheets, we did not want to duplicate the same formats. We intended to utilise the short attention span, mass saturation and reach spread potential of social media to ensure broad daily interaction with the messaging, releasing these tiles two a day over a two-and-a-half week period.

Our proposed aim suggested 8 to 12 community member “Friendly Faces” social media tiles. We were able to create and distribute 34.

34 community member statement & portrait “Friendly Faces” tiles were developed and distributed across Instagram and Facebook. Twitter was not prioritised as a platform, due to the increasingly polarised, extreme and harmful rhetoric – particularly anti-vax and anti-trans – on that platform.

Each Instagram tile achieved a ‘reach’ of between 476 and 2152, with an average mean of 909.02, and 13 achieving a ‘reach’ of over 1000. Each Facebook tile achieved a ‘reach’ of between 392 and 1472, with an average mean of 714.17.

Anecdotal and casual feedback received by TGV from the broader TGD and LGBTIQ+ communities indicated seeing recognisable local faces with customised, genuine, authentic and thoughtful messages inspired confidence in vaccines and reassuring, diverse perspectives on the importance of getting vaccinated.

LGBTIQ+ Community of Practice

To support the community engagement work of the LGBTIQ+ organisations selected as Ambassadors, the Department of Health established the ‘LGBTIQ+ Community of Practice (COP).’ This was one of six COPs established to support a tailored, specialist approach for priority communities. TGV played one of the leading roles within this CoP.

The specialist COP provided an effective means to bring together organisations working with LGBTIQ+ communities as a critical mechanism to support a tailored, targeted approach to reaching Victoria’s LGBTIQ+ community and ensuring their participation in the COVID19 vaccination program. This also recognised the importance of creating a safe, trusting environment that facilitated collaborative, inclusive and innovative approaches to support the program goals.



#FabJab

The LGBTIQ+ COP is tailored to the needs of the LGBTIQ+ community and provides a critical mechanism for discussion, raising concerns, and collaborative opportunities for pathways and solutions. It provides a direct pathway to trusted information and partnerships with clinical experts. The focussed work undertaken by COP members during ‘Pride Week’ was an opportunity to co-design and co-deliver activities aimed at increasing rates of COVID19 vaccinations among LGBTIQ+ community members. The LGBTIQ+ COP identified an opportunity to run a series of events during ‘Pride Week’ to promote COVID-19 vaccinations to the LGBTIQ+ community.

The ‘Fab Jab’ campaign formed part of this – a highly collaborative, targeted, state-wide campaign, providing access to COVID19 vaccinations for the LGBTIQ+ community, and an online hub for information and resources.



Just Ask Mama

With the collaboration of the FabJab partner organisations, and the LGBTIQ+ Community of Practice, “Just Ask Mama” in October 2021, saw the CEO of Transgender Victoria, Mama Alto, sit down with Dr Anita Muñoz, one of the clinical champions of the Victorian COVID response to answer community questions – with a specific focus on the LGBTIQ+ community’s concerns and questions.

Over 850 live viewers on JOY’s Facebook live stream event, with several more viewers across other channels and platforms, and subsequent viewers of the content including excerpted single questions.

The content included information on myth-busting, tips on how to hear and respond to vaccination hesitations, with an opportunity for questions from participants. This session on-shared with extremely successful reach.



CASE STUDY

LGBTIQ+ Community

The LGBTIQ+ Community of Practice enabled the eight specialised LGBTIQ+ agencies, commissioned through the Vaccine Ambassador Program, to collaborate, share concerns and be a conduit of clear and trusted information. The agencies are:

- Switchboard Victoria
- VincentCare
- Thorne Harbour Health
- Your Community Health
- Joy 94.9
- Transgender Victoria
- Drummond Street
- NICHE

The Ambassador Program allows the agencies to work with their target audience to build knowledge, confidence in the vaccines and understanding of the vaccine program. The program acknowledges that working with existing organisations and through trusted relationships is the most effective way to support change.

A culturally respectful vaccine confidence session was facilitated by Transgender Victoria CEO Mama Alto and Vaccine Clinical Champion, Dr Anita Munoz. The content included information on myth-busting, tips on how to hear and respond to vaccination hesitations and plenty of time & opportunity for questions from participants. Among other activities, there were also LGBTIQ+ specific vaccine pop-ups running across Melbourne, encouraging people to come and get their 'FabJab'. This work was produced in collaboration with the Victorian Commissioner for LGBTIQ+ Communities, Todd Fernando, and relevant LGBTIQ+ organisations.



"The Community of Practice brought everyone together in one spot, it provided the opportunity for collaboration across the sector, gave us an understanding of what we were each working on and enabled us to simplify and streamline the key messages around vaccination to the LGBTIQ+ community."

Adam Hynes, Thorne Harbour Health.

"It was deeply meaningful to be able to collaborate across the sector to build resources to support our community through the vaccination drive and reduce specific barriers trans and gender-diverse people face in accessing health care – including the significant and landmark factsheets and letter templates for use when your gender presentation or name might not match the assumptions based on your identification documents."

Mama Alto, Transgender Victoria.



Reducing misgendering - factsheet & letter

Many trans, gender diverse and non-binary (TGD) communities hold great anxiety relating to all medical settings and activities, partly due to perceived or real insensitivity and discrimination related to gender identity or presentation (1) and partly due to past individual and collective trauma due to the historic and continuing ways our communities have been pathologised and dehumanised. In this context, vaccine hesitancy or anxiety amongst TGD communities can come from a place of fear or distrust of the medical system and health sector itself, or from the distress of attending a medical or clinical setting where incidents of misgendering and being questioned about identity are likely to occur, particularly where the name and gender marker appearing on ID documents may not match the identity and presentation of the person.

We envisaged the provision of a letter for use when booking and attending vaccination sites and COVID testing sites, which identifies and requests "Name (pronouns) - identified in their documentation as ID name" to be referred to with their name and pronouns, if different from those on identity documents, will assist community members navigate potential misgendering in these settings. Providing a letter rather than having to verbally explain and being able to mitigate distressing situations through the navigation tool of a letter will decrease anxiety in booking and attending vaccination. We will collaborate with Department of Health to also spread messaging to the service providers that these letters may be used.

Major community awareness of the factsheet & letter resource was driven through the FabJab online hub with JOY Media, through interviews and media/press engagements, through cross-organisational collaboration, and through our e-news and social media channels. One of our Facebook posts on the resource reached 2100 community members in its first two weeks, whilst on Instagram one of the posts promoting the resource reached 3274 in its first two weeks.

Instagram is particularly popular for TGD cohorts; approximately 50 community figures "shared" to Insta stories, creating an organic spread throughout different segments of TGD population. Whilst these numbers may seem small 'in the grand scheme of things,' in terms of reaching TGD community in a targeted way, these numbers and the spread of these resources indicate a good niche targeting meeting the needs of a specific priority community.

The co-endorsing of this resource by many LGBTIQ+ and allied organisations, with the inclusion of their logos, built greater community use and trust.

TGV received positive anecdotal and casual feedback on the usage of the factsheet & letter resource - not only for COVID vaccinations, but subsequently for other medical appointments and flu vaccinations.

Projects



Trans Media Takeback

Our Trans Media Takeback, co-facilitated by Switchboard, provided further opportunity to analyse what is often represented as 'balance' in giving equal air time or column space to TGD community and bigots. A complex discussion provided three unambiguous 'take-aways'. Firstly, media outlets need to seriously consider the dramatic negative impact on TGD community and individual interviewees, and approach them with ethical duty of care. Secondly, TGD spokespeople can make their participation contingent on manifestations of care – like commitments to not seat opponents in one another's eyelines, like providing access to professional debriefing, like offering the opportunity to give feedback on drafts or rough cuts. Finally, as community we need to resource ourselves with care-plans in anticipation of negative coverage, choosing to surround ourselves with supporters and limiting our exposure to haters in comments etc.



Country Roads To Pride

Country Roads to Pride is a virtual and material exhibition of 21 regional and rural trans and gender diverse people living fabulous lives across the state of Victoria. A small Midsumma grant funded a collaboration between TGV and Ballarat Community Health to support trans photographer James Mephram in gathering portraits and stories. These were initially launched in January 2021 in digital form at www.transgendervictoria/ (following a late COVID cancellation of the Ballarat opening) and later featured at the Trans Day of Visibility Gala at Victorian Pride Centre. Since then the collection has travelled back to Bendigo for A Place at the Table (also supported by TGV) and the Warnambool Art Gallery. We hope to build on this collection with more portraits that celebrate TGD lives outside of Naarm.



WeSpeak

We Speak was a collaboration between Transcend and Parents of Gender Diverse Children in which young people alongside their families and friends workshoped a series of personal images and stories. These social media stories built on the impact of TGV's social media campaigns Trans Kids are not Political Footballs during the Federal Election, and Fab Jab during the height of COVID. Initiatives that centre young people and/or vulnerable community members need to be carefully considered, treading a fine line between celebrating visibility and offering some protection from vitriol. They involve education on the possible risks and rewards of being publicly identifiable, as well as intentional development of circles of care and community support for when the going gets rough. As a result of nuanced and ethical consideration of initiatives like We Speak we are growing a cohort of robust spokespeople and TGD leaders of the future.



Change of ID Fund

Our Change of ID Fund has helped many TGD people find financial and logistic resources to affirm themselves legally. This sometimes involves demystifying systems and guidance on where to start (e.g Medicare, Roads and Transport, Births, Deaths and Marriages, or Name Change by Deed Poll). At other times it means providing the much needed funds to pay institutional admin fees. In 2023 we will be hosting regular drop in days to offer support from people with lived experience through to legal advice and Justice of the Peace assistance. The Change of ID Fund has been supported by generous donations from Minus 18 and the Victorian Bears.

MAJOR PARTNERS



Transgender Victoria has a long and proud history with Drummond Street Services, who have housed our primary office site for many years. Drummond Street Services consists of a wide range of services helping people facing personal challenges and societal barriers connected to living situations, health, identity, relationships and community."

ds.org.au



Transgender Victoria are delighted to now have a second office at the groundbreaking Victorian Pride Centre. "The Victorian Pride Centre is the first purpose-built centre for Australia's LGBTIQ+ communities. It is a place to pave new directions for LGBTIQ+ communities, while honouring and celebrating their brave – and at times difficult – past. It is home to practical and supportive services and will grow into a destination for visitors from across Australia, and beyond."

pridecentre.org.au

PROGRAM PARTNERS

- Change of ID Fund**
Minus18
VicBears

Country Roads to Pride
Ballarat Community Health
Your Community Health
Victorian Pride Centre

Silver Rainbow Aged Care Training
LGBTIQ Health Australia

Trans Day of Visibility (TDOV)
LUSH Australia
Yarra Libraries
City of Yarra
The Ewing Trust
- Trans Awareness Week & Trans Day of Remembrance**
LUSH Australia
Yarra Libraries
City of Yarra
The Ewing Trust
POME (Palace of Magnificent Experiences)

Trans and Gender Diverse Peer Support Program
Victorian Government

Trans and Gender Diverse Youth Service Expansion Project ("Wraparound")
Transcend Australia
Royal Children's Hospital Melbourne Gender Clinic
Monash Health Gender Clinic
Orygen & Headspace

OUR SUPPORTERS



COLLABORATION PARTNERS

- Trans Kids Are Not A Political Battleground / You Are Loved, You Are Valid, You Matter**
Parents of Gender Diverse Children
Transcend Australia
Zoe Belle Gender Collective

#WeStandWithTransPeople
TheShed
Transcend Australia
Transfamily
Zoe Belle Gender Collective

We Speak: Trans Youth Speak
Parents of Gender Diverse Children
Transcend Australia

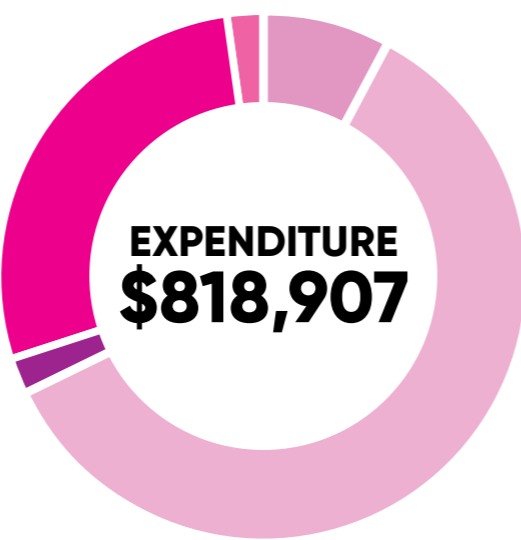
WE ARE MEMBERS OF

- AusPath, the Australian Professional Association for Trans Health
 - LGBTIQA+ COVID19 Community of Practice
- Trans and Gender Diverse in Community Health ("TGDICH"), with [Partners]
 - Volunteering Victoria

Treasurer's Report 2021-22



10% ADVOCACY
69% GRANTS
16% DONATIONS
2% PROFESSIONAL FEES
3% OTHER INCOME



8% ADMIN
60% PERSONNEL
2% EVENTS
28% PROJECTS
2% DEVELOPMENT

Treasurer's Summary

Although I have been on the TGV committee since 2016, this year was the first time I have served on the executive. It was a year of great change in the organisation with an increase in staff levels, some staff turnover, and a range of acquittals of existing grants and the commencement of significant new grants. I would like to pay tribute to the rest of the Executive and Committee for helping me settle in, particularly the Chair, Rochelle Pattison, who has used her extensive experience to lead us with energy all throughout the year.

The financials have been audited by Lionel Arnold of the firm J L Collyer & Partners and in the course of the audit they have confirmed that the statements present fairly, in all material respects, the financial position of the organisation. TGV came through the disruption associated with COVID with a solid financial base for our ongoing operations. However, we do remain largely dependent on training income and contracted services and projects funded by grants.

As we work towards a new strategy for 2023-2027, a key element of financial planning will be to increase the funds derived from donations, merchandise sales and sponsorships so that we can undertake more projects on TGV's own direction to improve the wellbeing of trans and gender diverse Victorians, their families, friends, and allies. This increase in income will be used to increase paid staff to work in areas related to the health and wellbeing of the trans and gender diverse community in consultation with that community.

The story that the financial statements do not tell is that the main resources of the organisation is our people, including the paid staff led by our wonderful CEO Mama Alto and our redoubtable General Manager Son Vivienne and the many amazing volunteers including our committee and TGV's members. TGV is far more than the numbers in these reports. As we recover from the disruption of COVID, TGV has had a strong year and looks forward to continuing and growing its strong performance into the future.

Michelle McNamara
Treasurer



The Future of TGV

After several years of laying solid foundations, TGV is now in an excellent position to reap the benefits. To further develop the analogy, as we know from reality TV shows, building something ambitious is complex, and thwarted by set-backs. Inclement weather (i.e transphobic political storms) and challenges that impact time and budget (i.e ongoing COVID, a small workforce, WFH/hybrid/office) all require adaptations to the grand plan.

Our grand plan is to change the world to a place where gender diversity is universally celebrated – so it looks like we're not about to run out of work at any time soon! The steps along the path to achieving this goal includes education of organisations and consultancy on systems that are aimed at better accommodating our non-binary and fluid, changing needs. Perhaps more importantly, we also focus our efforts on supporting our TGD communities and resourcing our allies.

We meditate on the image of a pebble making ripples in a pond. A pebble, though relatively small, can make a mighty ripple, radiating outwards, touching and impacting a far greater reach across the waters. I move through our communities, seeing and meeting trans and gender diverse people, their friends and loved ones and families and places of work and education, and see the ways TGV has directly and indirectly reached them. Whether that involves marching on the streets to receiving better medical care, from feeling safer in the workplace to receiving assistance in changing identity documents, speaking back to the harmful narratives used against us, participating in peer lead programs and creating writing and art on the trans experience, and so much more – trans and gender diverse communities are here to stay, and TGV is proud to do our part.

Trans and gender diverse peer support is at the heart of everything that we do, whether through formal funded community projects or by providing a workspace that supports our staff to thrive.

In 2023 you will be hearing a lot more about the different branches of our growing Peer Support Program (refunded by the Victorian Department of Fairness, Families and Housing with \$2million over 4 years). Annual small and medium size grants, networking, and training will support a broad range of grassroots peer support activities in 'Trans Peer Support Packages' (TPSP). A series of jobs/employment focused workshops will centre community expertise to support folks in aligning ID and CVs, educating prospective employers around their needs, and practising interview skills. We will work with target communities at our most marginalised intersections (Regional/Rural, Incarceration, Disability, etc.) to develop customised support that is sustainable. Our learnings will be captured and shared broadly for equivalent community groups, aiming at ripple-out impact.

Our Wrap Around program will begin with 1:1 and group support for young people who are navigating medical and social gender affirmation. This initiative is funded by the Victorian Department of Health and is a collaboration with Transcend, the Royal Children's Hospital, Monash Gender Centre and Orygen Mental Health. Intersections between youth-focussed and statewide adult support will be explicitly addressed in creative projects, like intergenerational digital storytelling.

Meanwhile our growing staff team are ably supported by a Steering Committee, and sub-committees, powered by willing and dedicated volunteers. Our volunteer program allows people to donate their time and energy, as well as offering social connection and skills development.

In January 2023 we will come together as staff and volunteers to plan the next four years of TGV's growth in a 23-27 Strategic Plan. We are excited by the years ahead and remain eternally grateful to those who have paved the way. We reach for a world where we are not only tolerated, but celebrated. Not only accepted, but included.

We invite you to get involved. As a volunteer, as a donor, as a community member or ally, as funding partners or program partners. Take our hand and move with us into the future.

action packs

- Days of Significance school/business/ally packs
- new content – e.g gift cards, t-shirts, tote bags
- online portal for TGD artist sales
- increased opportunities for donations in a variety of forms

online

- Increased engagement with TGD community with news & blogposts
- Opportunity for TGD guest spot/authorship
- Busy calendar of TGV & TGD community events
- Development of Member – only log in space for sharing of community-only content

peer support

- Development of more specialist programs – youth, people in incarceration, regional/rural, aged care, independent/freelance artists
- Small and medium grants
- Training for community
- Creative storytelling initiatives
- Targeted programs for marginalised communities
- Wrap Around – Youth affirmation groups, resources and 1:1 support
- Pop-up Op Shop/Hang Out site

governance

- Organisational development and strategic planning
- Volunteer deployment in active and productive subcommittees supporting core work in Governance & Operations, People & Culture, Communications & Engagement, Finance & Audit & Peer Programs

team

- further development of TGD Leadership skills
- ongoing refining of internal operational systems/processes
- engaged and resilient collaborative team culture

funding

- regular submissions to corporate, government and philanthropic sources to support & amplify our programs
- Reporting that goes beyond meeting requirements to offer rich, ethically sourced data and nuanced case studies
- Developing more collaborative partnerships that engage both TGD and cisgender stakeholders in mutual understanding

events

- Weeks of significance/Campaigns
- Regular calendar of Peer Program activities
- Weekend stalls at Markets

resources

- More FAQ/TGD Info flyers
- Case studies on TGD excellence
- More links to third party org reports/resources

training

- Quick response to an incredibly wide range of enquiries
- Tailored packages of training customised for organisational needs
- Ongoing review & improvement of training materials to ensure pertinent and up to date content
- Routine Team development to ensure our trainers can engage across a variety of audiences and modes of delivery

help us continue supporting gender diverse communities across australia



greater equality

representation, and legal rights for gender diverse people in public life. We work to ensure equality and safety for all



subsidy to services

to help gender diverse people overcome financial barriers and access accurate and up to date identity documents



diversity training

to foster inclusive environments for all people people to live and work in. We support organisations to welcome and work effectively with all people of all gender identities



grassroots peer support

for improved employment, health care, peer support, mutual aid, support groups, and more by and for gender diverse people



creation of resources

that help gender diverse people and those around them navigate their coming out journey and find support and the community



advocating for equality

we amplify voices of trans and gender diverse people to advocate for equality in media, health care, service provision, and all aspects of life

tgv.org.au/donate





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