



**TRANS
GENDER
VICTORIA**

A photograph of two smiling trans people at a party. The person on the left is a man with a mustache and a nose ring, wearing a black jacket with a rainbow scarf and a 'STAFF' tag. The person on the right is a man with a nose ring, wearing a black one-shoulder top, a diamond necklace, and large earrings. The background is a blurred party scene with blue and pink lighting.

impact report

2025-26

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



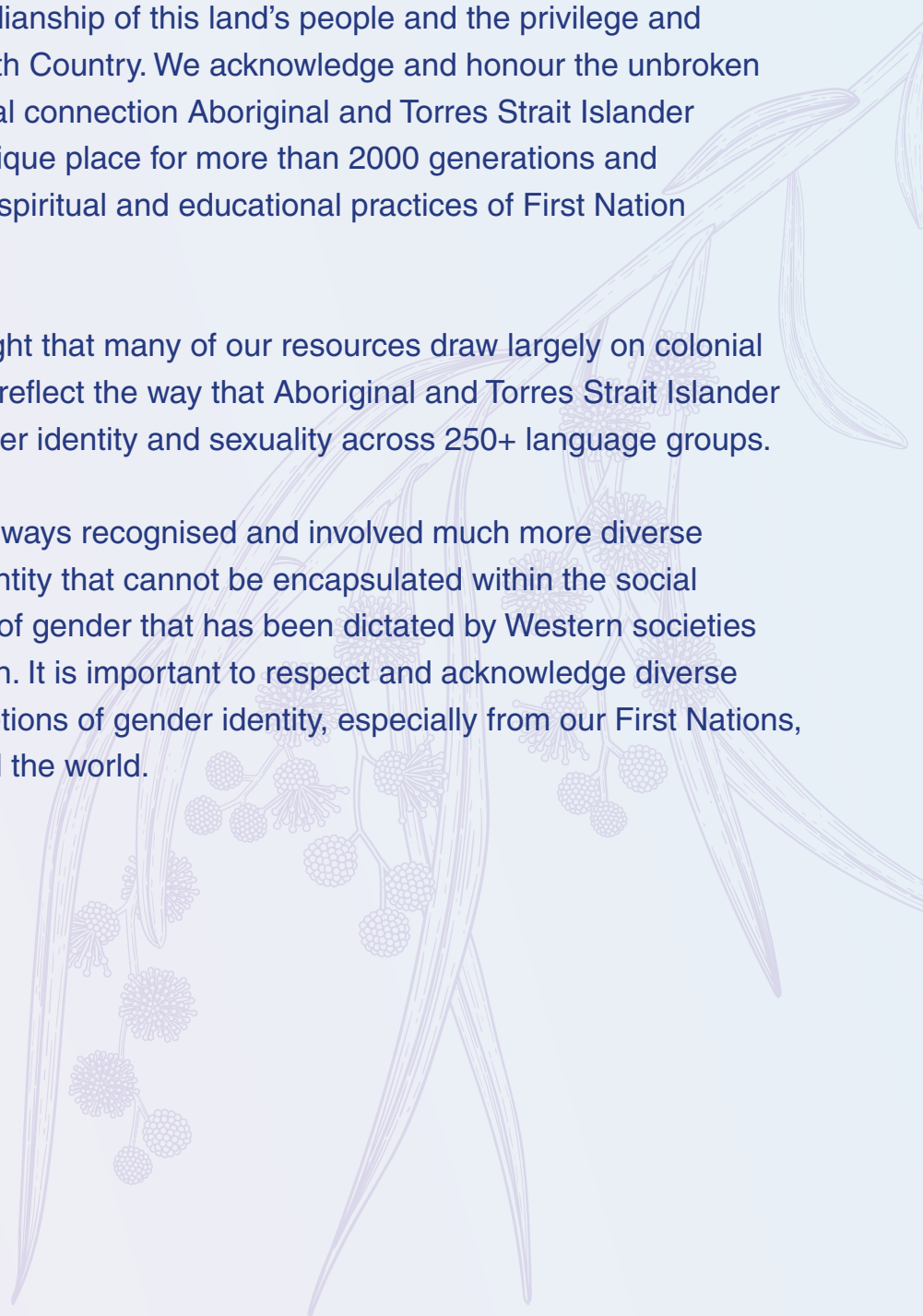
Acknowledgement

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 cultures 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.



From our CEO

For 25 years, Transgender Victoria has been supporting people on their gender journeys.

What began as advocating for law reform grew into a grassroots movement, with our sights on universal acceptance of gender diversity. While retaining these ambitions, TGV is now also a physical space. Through our community hub, Affirmation Station, we're able to deliver a range of activities and services for, by and with TGD people.

The need for our work remains as urgent as ever. Over the last twelve months we have witnessed a painful escalation of hate targeted at transgender people, erasing hard won human rights around the globe. Anti-trans rhetoric has got traction closer to home as well, and it contributes to regression of rights. For example, last year the Queensland Government, influenced by the debunked UK Cass report, effected an immediate ban on gender-affirming care for young people.

In a year the world tried to go backwards, TGV moved forwards. We **cared** for one another by expanding our life-saving peer support programs. We **connected** dots across the state, linking people with the services, organisations, and allies who could help. We **empowered** transgender, gender diverse and non-binary communities to navigate complex systems with confidence. And we **celebrated** our rich history alongside the champions who helped build it.

We've been doing this for the past 25 years, and we're getting better and better at it.

This past year we had a beautiful opportunity to celebrate our history. We invited some of our founders - including Brenda Appleton, Kayleen White and Sally Goldner - to be honoured at our birthday party. We were joined by allies and community champions, like our local Mayor, Cr Nat Abboud, and the Commissioner for LGBTIQ+ Communities, Joe Ball. Seeing our past and present leaders in one room was a powerful reminder of how far we have come.

We have now been in our new expanded venue, Affirmation Station 2.0, for one full year. Following a sharp rise in critical incidents during shop opening hours, we made the proactive decision to move to an appointment-only model.

A quick and easy booking system provides access to 1:1 personal styling, peer-navigation, community lounge with free tea, coffee, snacks and wifi. Seeing gender-curious humans experiment with clothing colours, styles and textures - alongside wigs, binders, tucking undies and packers - gives me goose bumps every day. We share these moments on a staff #euphoria channel so that, on the darker days, we are reminded why we do what we do.

My deepest thanks to all the incredible people who have contributed to our success. We would be nothing without the board, staff, volunteers and community members who engage with us every single day.

As you read through this report, you will see the day-to-day impact of TGV's work. None of this would be possible without your unwavering support.

Our services are not just a "nice to have", they are lifesaving.

Thank you for standing with us and for being an integral part of this 25-year journey.

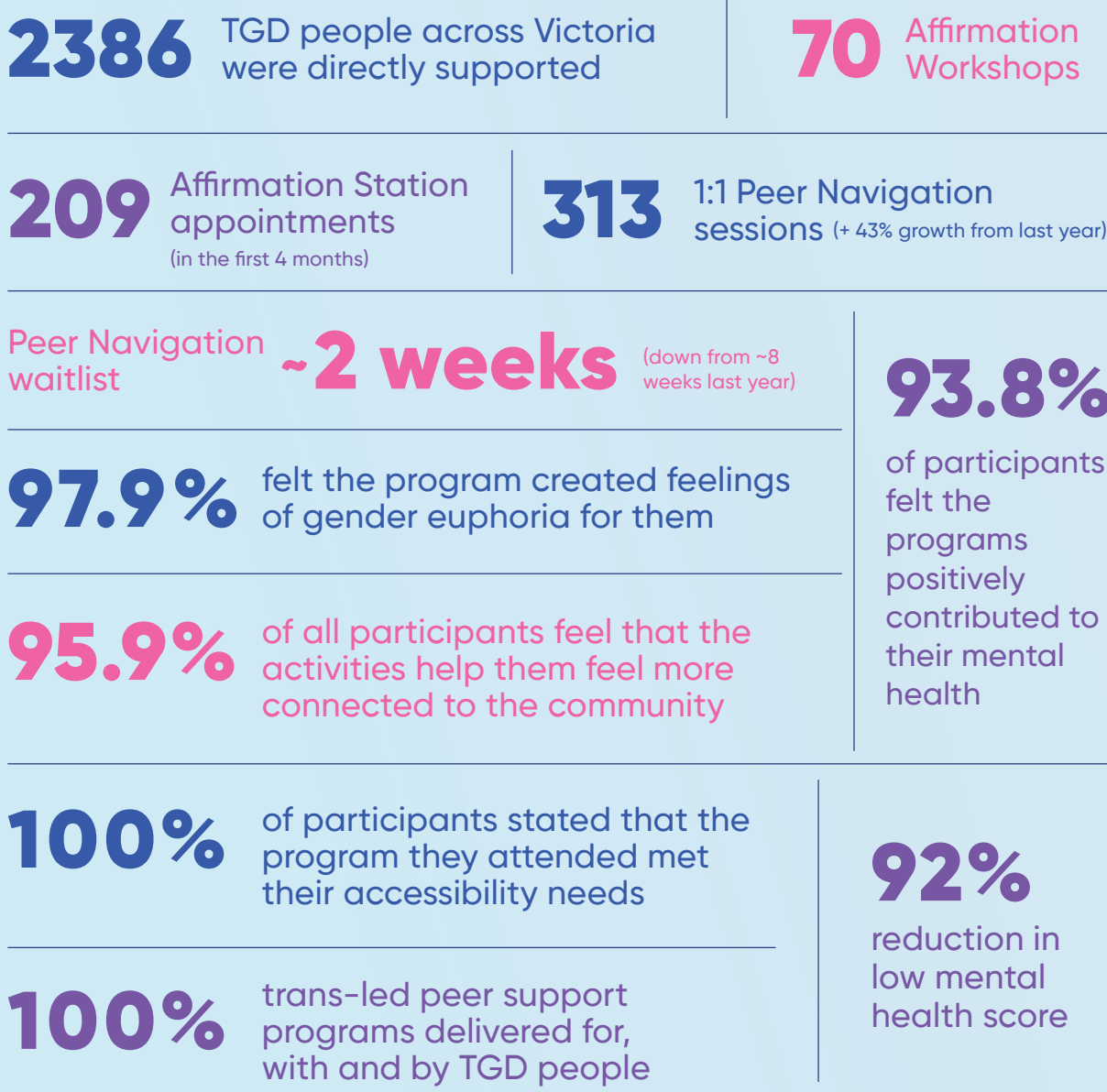
In solidarity and celebration,

Dr. Son Vivienne (they/them)
CEO, Transgender Victoria



Key Highlights

IN THE LAST 12 MONTHS...



1st April 2025 – 31st March 2026

In the last 12 months we reached over 600,000 people throughout Victoria, and well 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.

About Transgender Victoria

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

Where we need to be by 2050

For many TGD people, the path to authentic living is often shadowed by profound challenges. That’s why we have set ourselves an ambitious vision for the next 25 years. These are not TGV’s goals alone; they belong to all of us. We will partner, advocate, support, and build transparency and accountability on our collective state of play, yearly.



End TGD Poverty

TGD people face disproportionately high levels of homelessness, unemployment, and discrimination in accessing healthcare, education, and social services.

2050 Vision: Economic parity with general population.



Mental Health Equity

Over 75% of TGD individuals in Victoria experience depression and anxiety, and 40% have seriously considered suicide in the past twelve months.³

2050 Vision: Mental health outcomes match general population.



Zero TGD-based Violence

47% of trans people have experienced in-person anti-trans abuse, harassment or vilification in the past twelve months.²

2050 Vision: Safety, dignity and freedom from harm.



Unemployment

Unemployment among TGD people is 4 times higher than the general population.¹

2050 Vision: Every TGD person has a job.



Isolation & Social Inclusion

Transgender, gender diverse and non-binary people face disproportionately high levels of loneliness (83%) and isolation (77%).⁴

2050 Vision: TGD people are welcomed, valued and celebrated.



Trans Leadership Embedded

Only 4 ASX300 directors openly identified as LGBTQ+⁵. Based on available reports, there are no openly transgender CEOs among the ASX300.

2050 Vision: TGD people leading in every sector.

1. Zwickl, S. et al. (2026). Trans and gender diverse people's employment experiences: Workforce participation and workplace treatment. Melbourne: Trans Health Research Group, University of Melbourne.
2. Trans Justice Project. (2023). Fuelling Hate: Anti-Trans Abuse, Harassment and Vilification.
3. Strauss, P. et al. (2020). Associations between negative life experiences and the mental health of trans and gender diverse young people in Australia: Findings from Trans Pathways. Psychological Medicine, 50(5), 808–817.
4. Hajek, A. et al. (2023). Loneliness and Social Isolation among Transgender and Gender Diverse People. Healthcare, 11(10), 1517.
5. Watermark Search International, Australian Institute of Company Directors, & Deloitte Australia. (2025). 2025 Board Diversity Index. Watermark Search International.

Our Purpose, Vision and Values



Purpose

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



How we work: the collective approach

- Fill gaps, not replicate
- Support local capacity
- Amplify local voices
- Formalise partnerships
- Collaboration over competition
- Community always at the centre



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

Programs

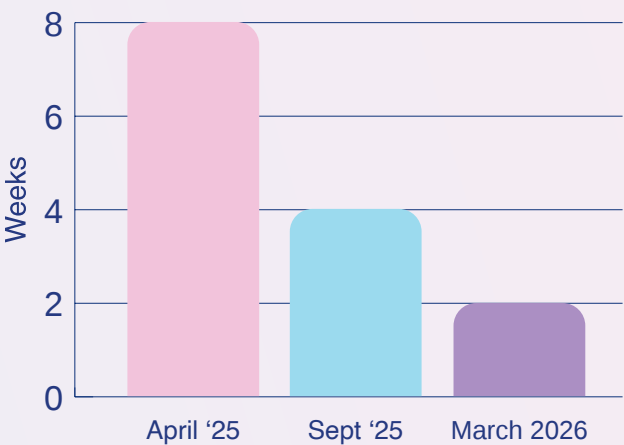
A waitlist halved. And halved again.

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

This year we were able to hire a second peer navigator: Kai. Since Kai started with us in September 2025, we were able to reduce our waitlist down from ~ 8 weeks to ~ 2 weeks. We have also been able to offer pop-up appointments in regional areas such as Shepparton, Geelong and Ballarat.

Thanks to this funding, we were able to provide an extra 85 sessions that would not have happened with only one Peer Navigator. As demand continues to grow, we need further funding to ensure wait times remain low, and expand our in-person appointments to more regional areas, more often.

It costs approximately \$250 to fund one Peer Navigation session, supporting someone on their gender journey. If you'd like to make a donation and help us reach more people, head to tgv.org.au/donate.



“

Thanks again for the chat the other day, you really saved me from going down the wrong path with the endocrinologist. I have now cancelled my appointment with her and re-booked with my GP. My appointment is in the next couple of weeks, I am going to present the informed consent form to him so that he has the framework for medication that I will require to start my HRT journey

”

“

It was really lovely to come into the space and feel so supported. I only wanted to know about getting hormones, and left with all this other wonderful info

”

“

It's crazy how one peer support session can make you feel so much less alone. Thanks for being welcoming :)

”

Programs

Affirmation Station

As Australia's first trans-led community and peer support hub, Affirmation Station is a dedicated trans-centric space that offers a range of gender-affirming services in a friendly and safer environment. People can come, connect with community, explore their gender and purchase gender-affirming items, all under one roof.

I started as the Affirmation Station Manager in June 2025. At the time, we were open to the general public and operated predominantly as an op-shop. In the last 10 months we have transitioned to a bespoke, appointment-only model where we cater the experience to what each individual person needs: shopping for clothes, a binder fitting, guided peer support conversations, or relaxing in the community lounge.

For many community members, Affirmation Station is the first space they come out as trans, use their chosen name or try on different pronouns. As a trans person myself, I understand how expansive and personal gender expression is for our community. I know



how empowering it feels to meet another trans person and try on an outfit that reflects how you feel internally. Even one small accessory or undergarment can make you feel so much more present and euphoric in your body.

In the last year, we have dedicated time to improving and beautifying Affirmation Station. We've created cosy sitting areas, introduced sizes 18+ and 24+ clothing racks, improved the lighting and not to mention the gorgeous new murals from Sofie (you can find her on Instagram @vex_art444). We now stock a larger range of gender affirming items, stocking garments from trans-owned businesses Sock Drawer Heroes and Dys4ick. My hope is that we always continue expanding the range of products that we offer and make them accessible as possible.

My heart has been warmed by the amount of young people who are coming in, often with their supportive parents. We also see bookings from older folks, many of whom did not know they could live a life authentic and true to themselves before their first visit to Affirmation Station. In Feb 2026, we hired Jessica (she/her) and Stef (they/them) to join the team. Their warmth, expertise and work ethic was felt immediately from the TGV team and community. It's so great to have a trans woman and another BIPOC trans person on our team. Our range of lived experience has tremendously expanded the type of support we can provide.

Since the introduction of the booking system in December 2025, we have had 209 one-on-one appointments - an average of 4 appointments per day we've been open.

I feel so proud of myself, my team, our volunteers and everyone who has supported Affirmation Station. All of our hard work, flexibility to change, passion and kindness has cultivated a safe(r) space for transgender, gender diverse and non-binary people in Victoria.

**Sincerely,
Ez and the Affirmation Station team!**

**AFFIRMATION
STATION**



In their own words

“

I never knew my body could look like this. I feel so excited and emotional

”

“

I want my son to experience a gender euphoric puberty. I am so happy there is a space like this where we can explore what that looks like freely and cheaply.

”

“

I got my first pair of tucking undies at the Affirmation Station, now they are my favourite underwear!

”

“

I feel so safe here (Affirmation Station), visiting is my favourite monthly treat!

”

“

Excellent trainers and an engaging slideshow

”

“

I tried out he/him pronouns and my chosen name for the first time at the Affirmation Station. It was very cool to be seen as a boy, no questions asked.

”

“

The Affirmation Station staff helped me pick my chosen name and used she/her pronouns for me for the first time. They treated me like I was their sister.

”

“

I am in my early 70's, I never thought this could be my life. But after my third visit at the Affirmation Station i have left proud to spend the rest of my life as a woman

”

“

Training was great and the presenters were excellent, engaging, clear, developed rapport and psychological safety and funny

”

“

The facilitators were absolutely fantastic! They created a safe and non-judgmental space for us to engage

”

Programs

Affirmation Workshops and Peer Support Programs

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, and some will never go on to seek medical transition support. Despite this, social affirmation pathways are typically under-funded and under-emphasised. Affirmation Station makes these services accessible.

Outside of our individual styling sessions, we run a variety of affirming workshops for small groups. These services included personal styling, makeup lessons, Q&A Sessions, top surgery info sessions, binder fittings, bra fittings, voice therapy, trans business 101s, somatic work and social groups. In the past 12 months we have done over 70 workshops both at

Affirmation Station, but also regionally in Ballarat, Geelong and Shepparton. The Trans Social Club continues to be a well attended connection point for our community. We run 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 60 people attend in-person and an average of 20 people attending online.

We've been overwhelmed by the response to our affirmation workshops and programs, with 836 attendances across our range of programs.



Programs

Our Peer Support programs work to improve both the mental and physical wellbeing of our communities. We hosted 70 Peer Support sessions, ranging from Nature Therapy to Art Club and Lived Experience Q+As. We also respond directly to community needs - for example 'Change of ID' workshops that support legal affirmation of identity, removing many obstacles to education, employment, and safe housing. When the trans masculine community requested car-care skills, we found a trans workshop facilitator to share their expertise and enthusiasm.

93.8%

of participants felt the programs positively contributed to their mental health

97.9%

felt the program created feelings of gender euphoria for them

95.9%

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

100%

of participants stated that the program they attended met their accessibility needs

Before TGV engagement

26.5%

rated mental health as 1-2 out of 5



After TGV engagement

2%

rated mental health as 1-2 out of 5

This amounts to a

92% reduction

in low mental health score after engaging with Transgender Victoria.

Regional Support

While TGV has long provided support services across the state, this year we expanded our reach beyond one-on-one Peer Navigation. Through our Affirmation for All program, our pop-up Affirmation Station now rotates through regional hubs like Ballarat, Geelong and Gippsland. By listening to local needs, we co-design social groups and workshops such as Binder Fittings and Personal Styling. These recurring visits allow us to foster deep partnerships with regional councils and local organisations like the Gippsland Pride Initiative.

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 November 2025, the Victorian Government announced it is now free to change your gender marker and name**, we will continue to support folks by helping navigate this system and complete required documentation through our Peer Navigation team.

In the last 12 months, we have supported 15 people through the ID Change Support Fund to reimburse costs associated with changes to legal ID documents. We estimate a further 30 people have received support on navigating complex and contradictory systems through DIY workshops, resources and how-to guides.

TGV have worked with MinterEllison to create a new factsheet/explainer on processes around name and record of



sex changes on birth certificates. This will be published in hard copies and online later this year. And will allow users to feel empowered when navigating this system. We thank MinterEllison for their pro bono work and expertise in helping create this important document.

**Name change is free if submitted at the same time and change of gender marker

Advocacy



Transgender Victoria has been consulting on improvements to policies, legislation, systems, services and spaces for 25 years. One of our missions is to make the world a place where TGD people can live without barriers to healthy satisfying lives. With transphobia and trans hate on the rise globally, it is worth a quick scan of the international landscape to inform what we're up against.

In the UK the Supreme Court ruled that 'woman' and 'sex' in the Equality Act refers to biology (excluding trans women from discrimination protections). Reform UK aims to ban 'transgender ideology' in schools, prohibit social transition for under 16s, and mandate single-sex facilities. Legal gender recognition continues to require a medical diagnosis of 'gender dysphoria'. And in the US, while some states are banning and restricting gender-affirming care, other states are threatening criminal prosecution of affirming medical practitioners.

This is why our advocacy and consultancy matters. In the last twelve months we've engaged with health, education and employment services, alongside government portfolios, including Equality, Health, Mental Health, Justice, Corrections, Police and the Human Rights Commission. We consulted on wording and implementation of Victorian

State Anti-vilification legislation. We also supported a public awareness campaign by the Victorian Equal Opportunity Human Rights Commission about hate actually looks, sounds and feels like.

TGV also made a submission to the Inquiry into LGBTQIA+ targeted hate crimes in Victoria. We contributed underrepresented insight into the unique violence TGD people experience in settings such as dating/hookup apps, public spaces and at home. Notably, we also shared about the ways that trans communities continue to distrust law enforcement services and are very unlikely to report violence, let alone call 000.

Key themes in our advocacy and consultation work explore proactive ways of accommodating gender diversity within and alongside binary sexed systems across healthcare, social housing prisons, and other forms of legal identification. Trans people are everywhere, and all systems should reflect this.

The vast majority of our consultation and advocacy is unpaid and we have a long way to go in achieving our 2050 vision. Every dollar helps us get there. Please consider making a donation, or including TGV in your will so that we can carry on this important work.

Training/Education

Transgender Victoria offers industry-leading training on trans and gender diverse and LGBTQIA+ 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 LGBTQIA+ people. Over the past 12 months we have delivered training and key note speeches to businesses, organisations and local councils.

TGV is also the Victorian state provider for Silver Rainbow. This program aims to build the capacity of aged care services to adopt practices that create an inclusive and welcoming environment for LGBTQIA+ older people who access care and accommodation. This is done through delivery of an evidence based training package offered in person for all staff.

Training Feedback

95%
of participants

had a better understanding of how to be more inclusive and supportive of TGD people.

100%
of participants

felt the training was a safe enough environment to ask questions.

100%
of participants

felt that information was presented in a way that was easy to understand.



Trans Month

In November 2025, Transgender Victoria celebrated another successful Trans Month.

Trans Month is a month-long, 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.

Key highlights



32
EVENTS



1210
PEOPLE



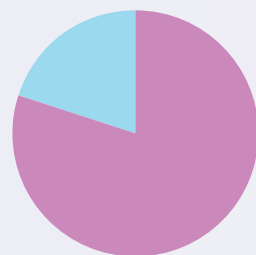
55
VOLUNTEERS



37
EVENT PARTNERS

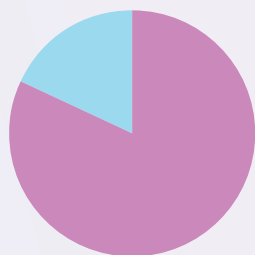
Gender Revel Gala

On Friday 7th November 2025 over 400 transgender, gender diverse, non-binary people and our allies gathered for a night of euphoria and revelry. This was our second annual Gender Revel Gala, 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.



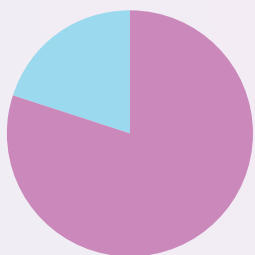
80%

"Attending the Gala positively contributed to my mental health/wellbeing"



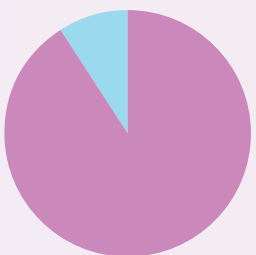
82%

"Attending the Gala created feelings of gender euphoria for me"



80%

"Attending the Gala made me feel a stronger connection to my community"



91%

"The Gala was accessible for my abilities and/or needs"



Trans Day of Visibility

For TDOV 2026, we ran a campaign called Trans Visions. Trans Visions asked over 100 trans people in our community to share their vision for the future, and then asked allies to sign a pledge that would help us achieve these visions.

As part of the campaign, we facilitated various in-person consultations community members representing multiple intersections of lived experience to collaboratively identify campaign themes and messaging priorities.

The campaign culminated with the launch of the TDOV Pledge, which saw 1,183 allies commit to showing up for trans communities and centring trans voices. We also co-hosted an allyship seminar in partnership with Thorne Harbour Health.

People pledged to...

- Show up to rallies
- Donate to trans causes
- Protect trans communities
- Educate those around me
- Celebrate all forms of gender diversity
- Speak trans people's words with them
- Take other allies on the journey
- Write to my local MP



Volunteering

A message to our volunteers

To our volunteers,

Thank you for the time, care, energy, and heart you give to Transgender Victoria. Our work would not be possible without the people who show up for community in all the big and small ways that you do.

Whether you're supporting events, helping behind the scenes, offering your skills, or making people feel welcome at Affirmation Station, your contribution matters deeply. You help create spaces where trans and gender diverse people can feel connected, supported, and valued.

Volunteering is never "just helping out" - it is community care in action. We know your time is precious, and we are incredibly grateful that you choose to share it with us. Thank you for standing alongside our communities.

In solidarity,
Transgender Victoria



Interested in volunteering with Transgender Victoria?
Head to our website to find out more - tgv.org.au/volunteering-with-tgv

What's Next?

Thanks to our Funders, Partners and Donors

We extend a huge thanks to all our funders, partners, and donors for their support this year. This essential work of Transgender Victoria, from supporting transgender, gender diverse and non-binary people directly to advocating for systemic change, could not have been achieved without your continued generosity and collaboration. We deeply appreciate your integral role in our journey and look forward to continuing this vital partnership in the coming 12 months as we work together to meet the growing demand for our lifesaving services.



“ Medibank’s experience partnering with Transgender Victoria has been highly positive, grounded in mutual respect, trust, and a shared commitment to improving the health and wellbeing of trans and gender-diverse communities. Through this partnership, we have strengthened our organisational capability to deliver more inclusive, informed, and culturally safe initiatives, while embedding deeper understanding into our policies and advocacy. Supporting the work of Transgender Victoria is deeply important to us, as it aligns with our purpose to create better health for all Australians, without exception, and reflects our commitment to standing alongside communities, listening to lived experience, and using our influence to help drive meaningful, lasting change in health equity and inclusion.

Reah Saunders, Senior Procurement Delivery Manager, Medibank Pty Ltd

“ At Sephora we consider it a great privilege to partner with Transgender Victoria, an organisation that is so committed to making tangible impact in the community. Over the past two years we have seen people flourish as they learn how to use skincare and makeup to become more themselves, something that would not be possible without the guidance and partnership of TGV. Supporting TGV has allowed us to continue to create a truly inclusive world of beauty.

Lilly Wright, Field Training Executive, Sephora

Transgender Victoria is unique, both nationally and internationally. Our point of difference lies in our scalable delivery model for non-clinical affirmation services and social connection programs. And the evidence is clear: our model works.

We believe that every TGD person should have access to these services and programs, and our vision is to make them accessible across this continent.

Our 2050 Vision outlines an ambitious set of goals; ending TGD poverty, violence and social isolation, to name a few. But we can only achieve them as a coalition: TGD people alongside allies, service providers, policy makers and system breakers. The pathway to getting there includes more intentional partnerships and collaboration across the country. We want to pay forward all the things we’ve learned over the years so our peer organisations don’t need to start from scratch.

As we set our sights on a brighter future for TGD people, we welcome all conversations with fellow organisations, partners and collaborators. Together we can continue delivering meaningful impact and support for all TGD Australians.

Please consider joining the organisation as a member, donor, sponsor or general cheerleader today.

Visit tgv.org.au to find out how you can get involved.



Help Us Deliver More Support



Donate \$25 to support a trans person to attend a Trans Social Club



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



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



Register to be one of our monthly donors at tgv.org.au/donate.





supporting your gender journey