



YOUTH PROJECT

TRANS & GENDER DIVERSE INCLUSIVE PRACTICE



ZOE BELLE GENDER COLLECTIVE

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

Starlady
Youth Project Officer



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OUTLINE

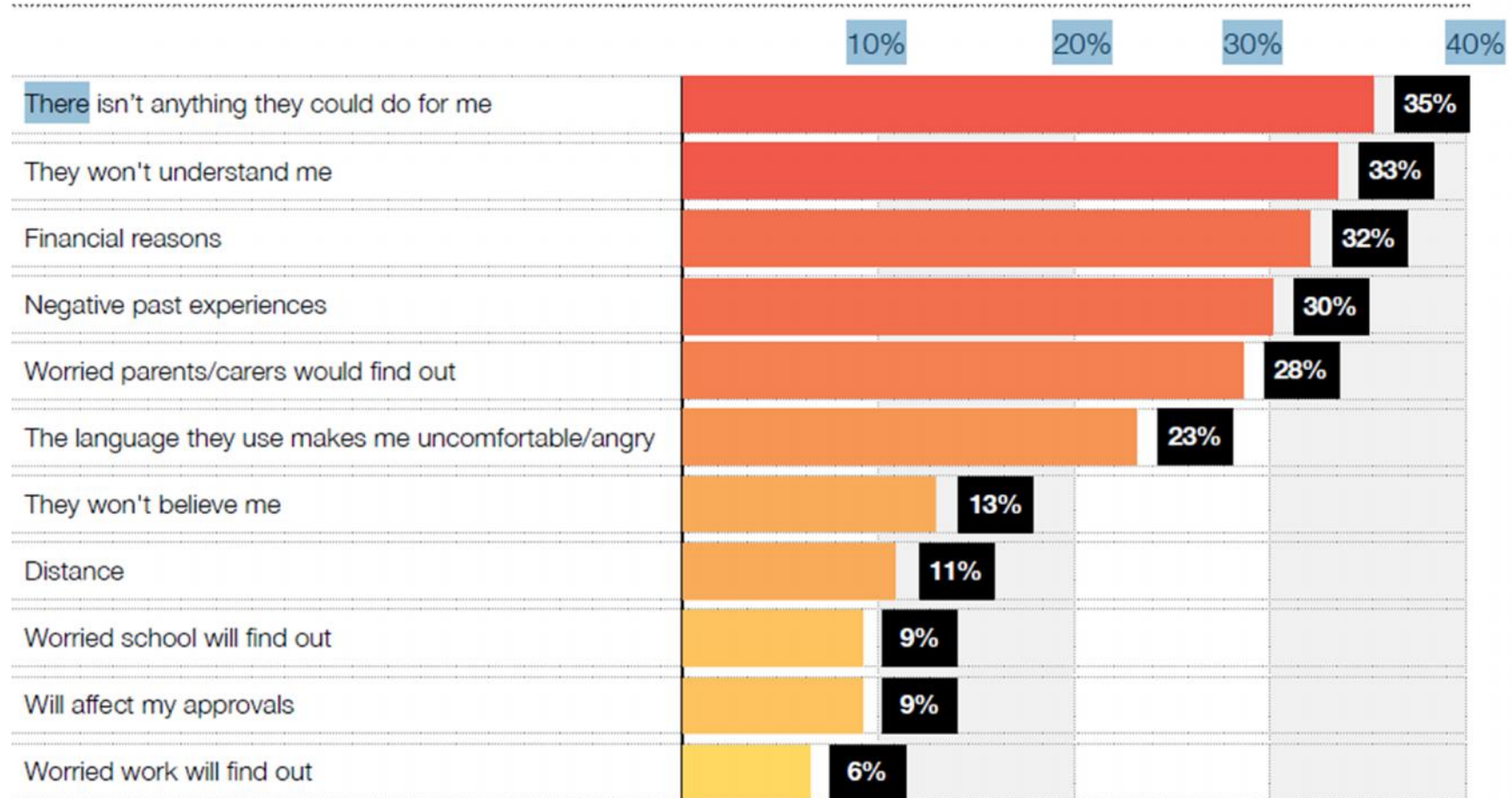
- Bodies, gender & sexuality
- The impacts of discrimination
- Gender affirmation
- Healthcare pathways
- Complaint & referral pathways

EQUALITY VERSUS EQUITY



REASONS FOR NOT SEEING A HEALTH CARE PROFESSIONAL

(n=188)



From Blues to Rainbows: Australian Research Centre for Sex, Health and Society at La Trobe University and University of New England

LEGAL CONTEXT

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

- sexual orientation
- gender identity
- intersex status

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



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SEX, GENDER & SEXUALITY

YGENDER

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



THE IMPACTS OF DISCRIMINATION

65

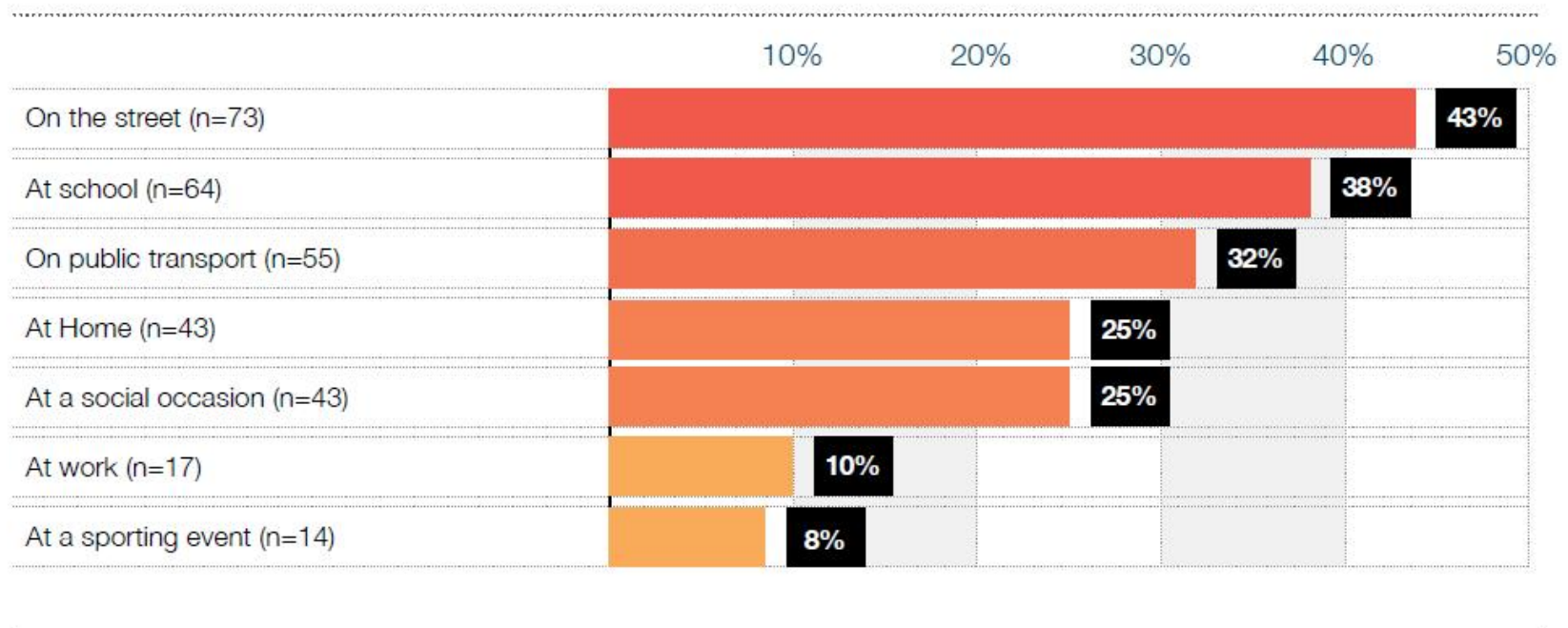
% experienced **verbal abuse** because of their gender identity or expression

21

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

PLACES PARTICIPANTS EXPERIENCED ABUSE

INCLUDING VERBAL, PHYSICAL OR OTHER HARRASSMENT, DISCRIMINATION OR ABUSE



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MINORITY STRESS

All LGBTI people will most likely have experienced some degree of discrimination or prejudice. These stresses could include:

- External stressful events
- Expectations of such events
- The possible internalisation of negative societal attitudes
- Concealment

Homelessness

**Self
Harm**

Suicide

**Sexually
Transmissible
Infections**

**Feeling Less
Safe in Public**

**Drug and
Alcohol
Misuse**



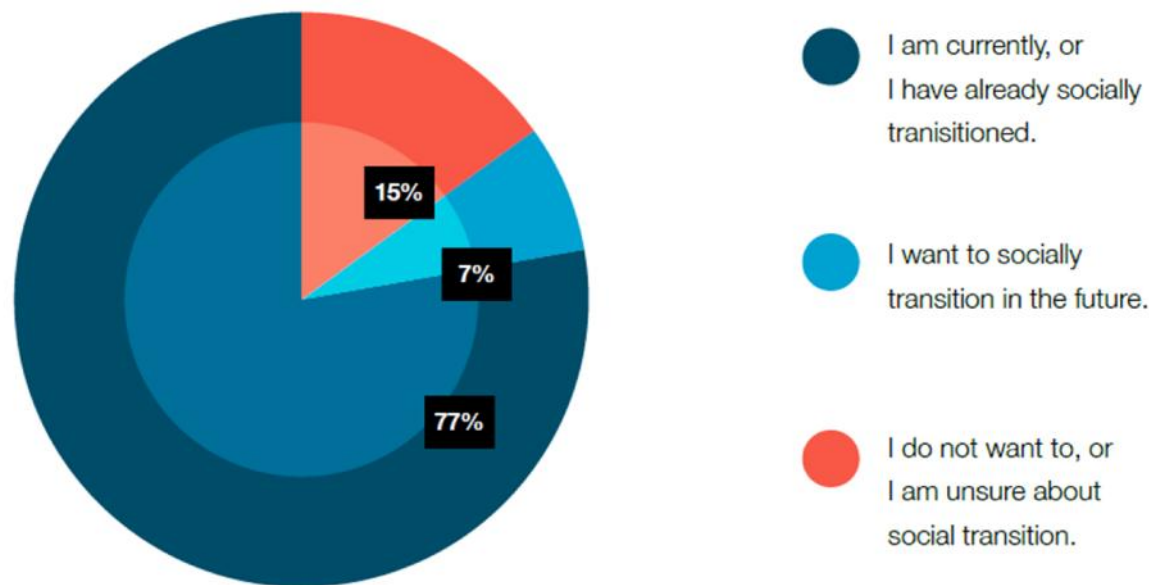
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GENDER AFFIRMATION & HEALTHCARE PATHWAYS

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

SOCIAL TRANSITIONING CURRENT STAGE OF PARTICIPANTS

(n=175)





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WHAT COULD YOU DO?

SUPPORTING FAMILIES

Families may express a sense of grief, anxiety and loss when their child affirms their gender identity. However some families may be more informed and supportive. Families have similar needs to that of young people.

- Access to resources and online information.
- Referrals to family peer support groups.
- Referrals to family counselling services that are trans and gender diverse affirmative. Encourage parents to seek professional support instead of working through their feelings with their child.
- Encourage parents to be supportive and affirmative of their child's gender identity.

CLIENT CENTRED & DRIVEN CARE

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

ADDRESSING CLIENTS

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

PRIVACY & CONFIDENTIALITY

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

REFERRALS/VETTING

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

POLICY

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



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REFERRALS, RESOURCES & COMPLAINT PATHWAYS

LEGAL COMPLAINTS

Australian Human Rights Commission

- www.humanrights.gov.au

Victorian Equal Opportunity & Human Rights Commission

- www.humanrightscommission.vic.gov.au

Victoria Legal Aid

- www.legalaid.vic.gov.au

HEALTH COMPLAINTS

AHPRA (Australian Health Practitioner Regulation Agency)

- www.ahpra.gov.au

Mental Health Complaints Commissioner

- www.mhcc.vic.gov.au

Health Complaints Commissioner

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

HEALTHCARE REFERRALS

GP CLINICS

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

MENTAL HEALTH SUPPORT

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

MEDICAL AFFIRMATION SERVICES

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

HELPFUL WEBSITES

ORGANISATIONS

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

QLIFE (LGBTIQ+ phone & web chat counselling service)

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

1800 184 527

PARENTAL RESOURCES

- Parents of Gender Diverse Children www.pgdc.org.au
- Transcend www.transcendsupport.com.au
- Gender Help For Parents www.genderhelpforparents.com.au
- Rainbow Connections Mornington Peninsula
(May be contacted through Facebook)
- <http://familieslikemine.beyondblue.org.au/#folio=1>
- <http://www.pflagvictoria.org.au/>

REFERRALS

JOB SEEKING & EMPLOYMENT

- SenseWide WorkingOUT

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

- LGBTI Jobs

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

LGBTI AOD RESOURCES

- VAC Touchbase

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



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