



TRANSWITH PRIDE CONFERENCE REPORTING ON THE ISSUES 2007

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AN INTRODUCTION TO THE TRANSWITH PRIDE CONFERENCE REPORT

On Friday 15th June 2007 150 members of the trans community and allies from across London, different regions of the UK and beyond gathered at Oxford House in Bethnal Green, London.





JAY & CATHERINE GENDERED INTELLIGENCE

We set aside one day to begin to tackle some of the issues that we face as a community as well as to provide some concrete solutions and ways forward. We hoped that the conference would provide a platform for people to come together as a community to pool resources and offer mutual support and networking opportunities. This report attempts to capture something of the debates and ideas that emerged. We hope that this report celebrates the diversity of the trans community and the variety of projects, interests and groups that exist within it. The report might also be used to further support or educate those around us, and contribute to the development of community cohesion as we move forward.

The Trans with Pride Conference sought to act as a place and a space where positive solutions to a range of challenges and problems could be generated. The aim was to gather, broaden and strengthen our voices by specifically engaging with four key areas that impact on our lives. These four areas arose from a series of open meetings where 18 individuals contributed to the shaping of the conference. This planning committee worked to shape both the conference and subsequently, the report. The conference and the report did not and will not address every issue that is important to us, but both aim to begin to grapple with some of those issues in real and pro-active ways.

Each strand workshop was facilitated so that everyone would have an opportunity to bring their ideas and solutions to the conference. To add diverse perspectives to the discussions of the conference we invited activists, writers, trade unionists, health professionals and voluntary sector people from the trans and non-trans community to join with us and contribute to the workshops. Each strand was run in association with specific organisations, and representatives from those organisations joined us also. Details of these speakers and organisations are in this report.

You may have attended the conference itself. We hope that this report reflects some of your experiences on the day. Those who were unable to attend may be interested in reading about some of the lively discussions that took place. Perhaps you would like to know how we might look forward with further ideas to better the lives of trans people across our communities. Many people may benefit from reading this report whether they are our GPs or other health professionals, our LGBT police liaison officers or community safety officers, our trade union representatives, our Human Resources departments or line managers, or our parents, partners and loved ones. We would like to take this opportunity to thank all of our team members, of which there were many, who played a part in writing and producing this report, as well as all the work that was involved in making the conference a positive and productive experience.

JASON AND SERGE TRANSFABULOUS

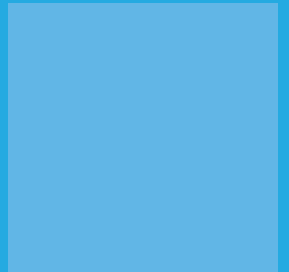
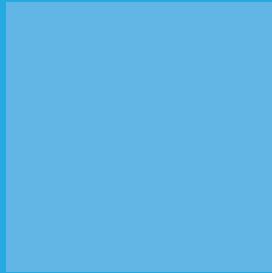
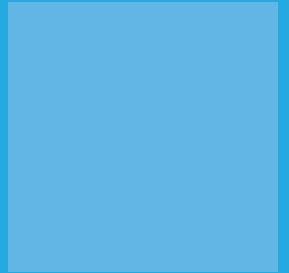
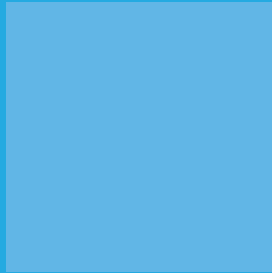
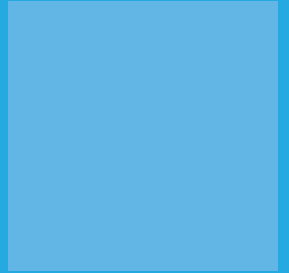
The aim of Transfabulous is to strengthen, unite and celebrate the trans community through arts and cultural events. We are committed to community activism and raising trans visibility and so were proud to host the first Trans With Pride Conference. The conference was held at same venue as our annual Transfabulous Festival, Oxford House in the East End of London, which has always supported and welcomed the trans community.

Trans With Pride brought together individuals and organisations for the one-day conference and, in the months before, brought us together to develop and produce the day. This is important. Trans people, our groups and organisations connected with each other and were strengthened through sharing experiences, talents and skills. The conference and arts festival were also strengthened through their connection. The conference saw us discussing and developing solutions to the challenges we face on a day-to-day basis while the festival was a place to celebrate our achievements and participate in one of the most important trans cultural events in the world. We hope you found the combined experience as exciting, energising and empowering as we did!

Transfabulous would especially like to thank our team of trans youth volunteers for the enthusiastic and energetic assistance given throughout the conference and festival.

PAUL BIRRELL, CHAIR PRIDE LONDON

Pride London is delighted to have been involved in an event such as this. A conference event organised by the trans community for the trans community is something new and exciting and this report really demonstrates that fact. We feel strongly that we want to support the trans community and we take seriously the inclusion of trans within the wider LGBT Pride celebration. This report shows some of the outcomes and recommendations from the conference, which offered an opportunity to work through some of the key issues for our specific communities, looking at how we can all work together to achieve solutions and goals for development.



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WELCOME SPEECHES

In order to set up the ethos of the day and to establish some context we had three short speeches from members of the trans community.



Jay Stewart



Catherine McNamara chaired the welcome.



Christine Burns MBE



JAY STEWART

GENDERED INTELLIGENCE

On behalf of Catherine and myself from Gendered Intelligence, we are delighted to be involved with and to co-convene the Trans with Pride Conference 2007. We thought it would be good to add a bit of context in terms of how we reached this point - the day of the Trans with Pride conference.

On 6th November 2006 we held our first open meeting to find out if there was a general drive from members of our community to get involved and make a conference event happen. With the pledged funds from London Pride and the TUC, we wanted people from the trans community (and by that I include not only trans people themselves, but our partners, parents, friends, allies) to come forward and get actively involved in making things happen. We wanted people from the community to decide what the conference would tackle and how the day would pan out. There were so many ideas on that first evening, and so much diversity within the group that gathered, it was really exciting.

I'm not sure if being overly ambitious is a trans 'thing', but we realised very quickly that we were in fact organising four conferences and not one! We channelled this thinking into the four strands that will be working today. These are The Workplace: Towards a Healthy, Happy & Inclusive Working Environment; Trans Health Choice; Visibility: Safety and Education, and Private Spaces: Family, Friends and Lovers. Since that first meeting, we met monthly as a team and as the strand teams became established, they also met between the big meetings. Over the last seven months then, the team with up to 22 members has contributed considerable time and effort and has shown amazing commitment. Catherine and myself, and Serge and Jason from Transfabulous would like to thank those individuals for those valuable contributions.

We have invited 14 other guests to join us today. These people are facilitators, speakers, actors and representatives of trans organisations from across the country and wider. We would like to thank them for attending, and in addition we welcome each and every delegate.

With the help of the LGBT Consortium, we are running a youth volunteers scheme today, in order that we might encourage and promote young people's presence at community events. Gendered Intelligence strives to create opportunities for young trans people to be involved in the community. There are 8 young people doing various jobs here today and I'd like to thank them for getting up ultra early this morning to volunteer.

44 of the 150 people in this room (that's almost one in three) have already been actively involved in making today's conference happen. There is no doubt that this is a community event organised by the community, for the community and I think that is something we can be proud of today. This is not an easy way of working, but we feel it is the right way of working. Today then is not about the other 100 delegates sitting back, relaxing and receiving all this information that we have prepared for you. Today is your time to get involved. It is your turn to say what you see as important. It is your turn to make this conference productive, to set goals for the future and to look to affect change.

Trans activism has come a long way. Today we are going to continue some of that work. Today we are going to share stories, tell one another about what we do in our every day lives, about when we challenge people's transphobic or heterosexist behaviours and comments in the streets or in the workplace. We will talk about the times we pop round to a trans friend's house for a cuppa tea because they are feeling particularly down. We are going to speak about when one of us might change the course of the funding process to gain surgery, benefiting not only the individual, but all of us who may follow. Today is about recognising and valuing the work that each of us does.

There are people among us who dedicate their energy to making the world a more trans and gender-variant friendly place. It's fantastic to have some of those people here today. Jamison Green, Kate Bornstein, Stephen Whittle, Ignacio Rivera, Christine Burns, Emma Roebuck and Jó Bernado, I would like to thank you for being here today and for sharing your expertise and your stories. You are a fantastic influence, not only for me, but for many of us here, including the strand team members and our young volunteers.

Finally, I think it is important to mention that there are many allies from within the LGBT world and beyond here with us today. I am very happy to know that a number of these people are here today from various agencies and professional bodies that are keen to be involved in driving forward some of the issues we face. Today is about trying to find solutions and we must turn to these people who work in the areas of health, schools, trade unions, community safety, police work, the LGBT voluntary sector; youth programmes and parents programmes. I thank you for coming today. I'd like to thank our funders, who are London Pride, the TUC and Central School of Speech and Drama, for supporting trans people and contributing to this day.

I urge everyone to have a fantastic and productive day.

It is great to come together to talk and to plan for the future.



CHRISTINE BURNS MBE

I want first to offer some historical perspective to this conference, and also to speak personally. I want to tell you about my first experience of meeting other trans people at a trans support group that I attended. I found out about it by ringing up the Samaritans. My memories are that it was rather run down and dingy. The people were very nice, but the tea was out of cracked cups. Back then trans people got together in back rooms, secretly and fairly ashamedly. That night I met a trans man for the first time. I found out later that man was Professor Stephen Whittle. That was 31 years ago.

Press For Change was formed 20 years later in 1992, but around 1995 – 1996 things started to get moving. We had our first fringe meeting in Conservative and Labour Party Conferences in September 1995. Coming out myself back then meant that I was threatened with getting the sack and thought that I would have to move to a different part of the world. That was the way the world was for all trans people.

It is no wonder that the focus has been on changing the law and today 90% of the work with the law is done. There is still work to be done around the Goods and Services Act, to ensure that the law applies to those who are transgendered, cross dressers or gender fuckers. The list of people it leaves out is longer than those that it protects. The question this raises is if you are going to do equality why is it done in a way that leaves people out? It's a contradiction in terms (applause). The law, however, doesn't change people's attitudes. All it does is draw a line in the sand. It says this is what society expects and what people's rights are, but it doesn't stop people discriminating.

Trans peoples' self-perceptions have changed with the law now on our side. We are being taken more seriously and we are suddenly all over the place. We are becoming the new 'in thing'. There is going to be a regular make-over slot on daytime TV show *This Morning* for transsexual and transgendered women. So those producers will be coming round to all of us eventually! I wouldn't go back there though. I appeared on the show in 1997 and Richard Madeley looked at me and said, "So let me get this right, you used to have a penis?" He couldn't understand why I was a little bit shocked.

Post-Gender Recognition Act (GRA) we can now think about the things that make up a complete life. For me, that means that when we go out socialising we need to feel safe, whether it's on our own or otherwise. Our well-being is vitally important. Health means more than ensuring that people can get gender reassignment treatment. After sex change operations we want to live long and healthy lives. We need to stop people thinking that it's all about gender reassignment; it is in fact all about well-being. It's about people feeling comfortable in themselves. One of the things we need to do with the medical system is to get people out of the idea of gender binaries, and work towards allowing people to express who they are. The GRA provisions were important but we need to provide protection for all transgendered people. There is an issue of body fascism that goes beyond trans.

It's about being able to celebrate our families, our brothers and sisters, and also the people who are close to us. We haven't perhaps paid enough attention to that in the past. In my day I thought that if I came out as trans, I would lose everybody. I would lose my friends at university, my family, my parents, everybody. In the end it turned out that I lost only a few people. People who turned out not to be friends and my relationship with my parents is better now than it ever was before. But we need to focus on these things that make a life complete.

In the past we have been proud of the makeshift banners. The things we made were like badges of honour. But today, with money from the Department of Health, we are producing DVDs, leaflets and booklets. I'm really proud that there is now a *Guide for Young Trans People in the UK* and proud that it was written by a group of young trans people with facilitation from Gendered Intelligence. It's fantastic! I wish I could have done such a thing when I was that age. I'm really excited when I see young trans people, because they seem to be a different breed to us old fogies. They've grown up without the same constraints and the same assumptions about what we need to accept in our lives. They start from a different point. They are standing on our shoulders and eventually they'll tell us to get out from under, because we don't understand. And I can't wait for that moment. Bring it on!

For the other end of life's spectrum the Department of Health have produced a fantastic booklet on bereavement. And we haven't missed out the bits in between. We are producing education material in order to start to educate doctors and we are starting to have serious discussions with PCTs. The important thing about this though is that we are doing this with

quality. It's an important reflection on how we see ourselves. Second best really isn't good enough. So when you do things, don't think about how to do it on a shoestring. Think about how that thing should be done if we're going to do it well.

Let me talk about the language that we operate and all the words that we use to break ourselves down – trans, cross dressers etc. all those complicated words that divide us. The outside world doesn't need such an array of terms because they regard themselves as normal. I think we don't actually have a word for that. We don't want to say a 'normal woman' or a 'normal man' because that's not right. We don't want to say 'genetic woman' either because we feel ourselves to be genetic women and men, just a bit differently genetic. The word I tend to use is the word 'non trans', which could be shortened to 'non-t' (pronouncing this as 'non-tee') but this doesn't sound very complimentary! Then again our labels haven't been entirely complimentary have they? It could be 'nonty', which sounds rather cute. And who knows, in 20 years' time non-t people might reclaim it (laughter)! It's amazing what a difference in attitude reclamation brings and if it becomes a movement, just remember you heard it hear first.

As Jay said, we've come a long way but we are now at a crossroads. Everyone is talking about equality and diversity. We managed to persuade Trevor Phillips to talk about trans as the seventh strand. So instead of being invisible or lost somewhere between gender and sexual orientation, neither of which we fitted into, people are actually now thinking about how to include everyone in society. People are interested and want to know more about us and we have to grab that opportunity and run with it. We either capitalise on this opportunity or we get left behind. So go out there, grab hold of a nonty and tell it like it is.

Enjoy today. Thanks very much!



KATE BORNSTEIN

Kate Bornstein is an author, playwright, performance artist and activist. Kate's books are taught in over 120 colleges and universities around the world. She has performed her work live on college campuses, in cinemas and performance spaces across the USA, as well as in Canada, the United Kingdom, Germany, and Austria. She is currently touring colleges, youth conferences and high schools, speaking and leading workshops on the subjects of sex, gender, and alternatives to teen suicide.

Kate's published works include the books *Gender Outlaw: On Men, Women and the Rest of Us*, *My Gender Workbook* and the cyber-romance-action novel, *Nearly Roadkill* with co-author Caitlin Sullivan. Her latest book *Hello, Cruel World: 101 Alternatives to Suicide for Teens, Freaks, and Other Outlaws*, hit the bookshelves in July 2006.

Kate was invited as a speaker and a participant of the whole of the Transfabulous weekend. Her role as part of the Trans with Pride Conference team was to present a keynote speech at the opening and then visit each strand and share her perspective at the plenary. Kate was struck by the word 'Transfabulous'. Here is a summary of her keynote speech:

It's been a long time since I have been in England and to be in front of a room of family is overwhelming and completely gratifying. All my friends in the States were jealous when I told them that I was going somewhere called Transfabulous. We are fabulous. We work at being fabulous. We are extraordinary, unusual and we are quite remarkable. We are amazingly good at what we do best, which is being fabulous and we have no basis in reality, in the *uber-culture* that is swallowing or killing all of us. We are mythical creatures in that *uber-culture* and that's fabulous.

We just need to use our fabulousness to get what we want and that's where fabulous gets taken seriously. Fabulous never gets discussed much in queer theory and even less in post-modern theory. I once asked a very high level postmodern theorist, "Where does post-modern theory cover fun?" (Laughter).

Our gender expressions are fabulous. Our fabulousness does not get taken seriously outside of our own conferences, so please let's take it seriously today.

My job, along with young trans volunteer, Claudia, is to drop in and out of the sessions today. These strands are being spun today and should have a lovely tapestry by the end of the day.

We have a day to ourselves, to work hard, listen and respond to each other. What have you to say? What have you to learn? We're talking about trans in the workplace, health issues, education, safety, family, friends and lovers – that's what we stand to learn if we work hard today, if we cross pollinate with each other and why should we do that? Because in this room is the true key to trans unity and that is overcoming the barriers, not only gender differences but also race and age and class and nationality and religion and body type and sexuality. I see us all represented in this room. We are the future of sex positivity and gender anarchy in the world today.

TRANSYOUTH INVOLVEMENT & VOLUNTEERING: Volunteering Scheme from the LGBT Consortium of Voluntary and Community Organisations and v, the New National Youth Volunteering Charity

The Trans with Pride Conference 2007 involved a trans youth volunteering scheme to enable access to the conference for young trans people from around the UK, and to offer opportunities for the younger element of our community to be heard. This report has been produced by **Darren Vella (LGBT Youth Volunteer Coordinator)** at the Consortium of Lesbian, Gay, Bisexual and Transgendered Voluntary and Community Organisations, along with the young volunteers themselves - **Dom, Pig, James, Riley, Jessika, Elliot, El and Claudia**. For the purposes of confidentiality we have removed surnames from this group.

This part of the report seeks to explain the role of volunteering within the trans community and the crucial part that volunteering plays for the community's continual development. By listing the hurdles that limit the involvement of young trans people we hope this report will be useful for volunteering projects both within LGB and LGBT organisations or mainstream organisations. This report aims to show how a trans youth volunteering scheme at the Trans with Pride Conference proved to be a positive volunteering experience and extremely empowering for the trans youth involved. With the help of some of the young trans people, suggestions for best practise were developed in order to help capacity-build LGB and LGBT organisations as well as mainstream organisations if they wish to engage with and involve young trans young people.

Volunteering is central to the Consortium of LGBT Voluntary and Community organisation's role as a capacity and infrastructure development organisation. It is the fuel to the engine that keeps issues and agendas moving forward and supports the development of the movement of LGBT inclusion nationally as well as internationally. Volunteering is a living and breathing entity that takes many forms, and comes in different shapes and sizes. It is for this reason there needs to be a bearing on what constitutes the different needs of the diverse people who seek to get involved. Young lesbian, gay, bisexual and transgendered people will have specific reasons as to how and why they volunteer. From this their needs will also be specific. It is through this logic that the Consortium seeks to develop different projects explicitly looking at the diverse needs of its member organisations through volunteering programs.



VOLUNTEERING AND INVOLVEMENT OF YOUNG TRANS PEOPLE.

Within the wider LGBT sector there is a long history of involvement and volunteering. Although this sector has managed to achieve a lot of success, there is still much weight placed on volunteers to continue pushing forward agendas for LGBT inclusion.

It is no surprise to hear that the LGBT sector is under-funded and under-resourced. Trans issues in particular, lack visibility within both wider governmental and LGBT agendas. This has inevitably affected how resources have been created and distributed within the sector:

In many ways it is by volunteering that trans communities are able to support one another and continue in their development. However, volunteering programmes for young people from within the trans community are limited. The ways that young trans people can get involved in community work are dependant on trans organisations that can host them. These essentially would be other voluntary and community groups with limited capacity themselves to manage safely the inclusion of young volunteer trans people within their remit. These groups might be lobbying or campaigning organisations or support networks for trans people who are not specifically focused on the needs of young people.

Limitations within the area of involvement and volunteering are not only relevant to the wider trans community. There are often access issues that many other organisations do not take into consideration when creating opportunities for involvement and volunteering. Some of the limitations that hinder the involvement and voluntary contributions of young trans people, as told by young trans young people themselves, are listed below:

SAFETY

This was the first area highlighted as being the major concern for young trans people who seek to get involved and volunteer. The young people involved in the Trans with Pride Conference understood safety in terms of how secure they felt as individuals and how able they felt they were to move freely within a space that was not discriminatory. It was stated as important that young trans people feel that they can be who they are without fear, particularly when they are coming from backgrounds that lack acceptance of their trans identities.

TRUST

Continuing on from safety, the young trans people in this programme demonstrated that it is important for them to assess whether they trust the organisations they might volunteer for. This issue of trust is difficult to quantify but necessary to achieve in order to make contact with a diverse group.

HISTORY AND REPUTATION

History and reputation is significant to all aspects of involvement for LGBT young people but for those who identify as trans this aspect of an organisation or event plays a crucial part in their decision-making about volunteering. Frequently young trans people carry out research into the work that organisations have undertaken, and look into whether these organisations have a history of any trans or gender-related work. An organisation's lack of involvement in these fields will shape the perception that young people will have of the organisation. Young trans people are not likely to approach such organisations out of a fear of being misunderstood, and experiencing discrimination. Organisations need to actively demonstrate that they wish to include young trans people and have an understanding of their needs.

BUREAUCRACY

Bureaucracy is an area of hindrance for all young people who seek to get involved and volunteer. Filling in paperwork and the basic administration of involvement and volunteering are ongoing issues that some young trans people pointed out as being potential barriers to them. For example, equal opportunities forms usually do not mention trans, and gender categories are either male or female. These forms do not monitor trans identities and suggest to young trans people that these organisations might potentially be an environment that lack basic knowledge of trans issues.

VOLUNTEERING AT THE TRANSWITH PRIDE CONFERENCE 2007

This initiative was set up in partnership with Gendered Intelligence and the Consortium of LGBT Voluntary and Community Organisations.

It was via funding to the Consortium from v, the new youth volunteering charity that it was possible to provide assistance to bring this volunteering scheme to life.

The funds allowed for young trans people from all over the UK to come to the conference, not only to get involved and volunteer but also to provide crucial assistance in the production of this important event for the trans community. This volunteering initiative served as a unique opportunity to explore ways in which young trans people can be involved in safe and productive ways. Throughout their involvement the young trans people found the experience overwhelmingly positive. There is a need for young trans people to be given the opportunity to be involved, not only for their own development but to help them to feel part of a community and to know that they are not alone.

This event and the active involvement of young trans people in a voluntary capacity was not only about creating positive experiences for young people, but also to empower them and inspire them to get involved in other future activities beyond the volunteer programme. Here is an extract from two of our volunteers' experiences:

"I volunteered for the Transfabulous festival mainly because I thought it looked like an enjoyable experience, and because I already knew the other young people volunteering. I ended up getting much more out of the event than I had anticipated. I requested a role that would enable me to meet as many people as possible. I had only been to one other large gathering of trans people, at the screening of the Sci:identity documentary by Gendered Intelligence, and although it was a great experience I didn't speak to many people I didn't already know. I hoped that by being given a role in which I met everyone attending the festival, I would find it easier to approach people throughout the event.

My first task was to sign everyone in as they arrived and hand them badges and booklets for the events. This was ideal, for it meant that I spoke at least once to every single person who attended. When everyone was signed in, I helped as an usher, and having a task to perform greatly improved my confidence when talking to people. Throughout the festival I also handed out leaflets, helped at the bar, cleared up, and acted as Jamison Green's P.A.

One of the highlights of the festival for me was being able to sit in on the events. In every workshop each person was encouraged to participate, and respect was shown for every person and their views. In between the workshops

I found it easy to socialise with people, for being involved directly as a volunteer made me feel I wouldn't be disregarded because of my age. The various workshops had allowed everyone to meet a mix of different people and a very open atmosphere was created, enabling people to discuss subjects they would not often feel comfortable with.

Volunteering was a hugely positive experience for me, allowing me to meet a massive variety of people and have confidence in myself amongst them. Throughout I was encouraged and supported by the organisers and I left with a great sense of self worth. I gained a lot from the people I met and worked with, and from the opportunity I was given as a volunteer. It was an inspirational experience for me and I would not hesitate in getting involved again."

Dom, Youth Volunteer

"I was happy to be able to attend parts of this while making sure that the attendees knew what was going on. It's nice to be able to help people, especially when you know you're not gonna get rude comments from them about your gender/sex/presentation. I mostly attended the Visibility/Safety/Education strand when I wasn't being a volunteer, and found that the activities run by Ben, Harri and Fionn were engaging and entertaining, and accessible to people from all backgrounds. It's nice to just be with likeminded people in a positive atmosphere. It was a really long day though and towards the end it was a bit of an effort to do errands and stay alert and useful, but somehow we seemed to manage it :)

It was nice to feel and be appreciated and valued, and not degraded or patronised due to age/appearance/volunteer status. I spoke with a number of intelligent people who I hadn't met before, so the event was good for networking. The best bits of volunteering were when the work was done and we could take part in workshops and see performances. Other decent parts of Transfabulous included Kate Bornstein's performances. She's a really articulate and lovely, genuine person. It was also really nice of the Transfabulous organisers to let all the volunteers into Club Wotever for free! I'd do it again for sure!"

Pig, Youth Volunteer

MODELS OF BEST PRACTICE WHEN INVOLVING YOUNG TRANS PEOPLE

The volunteering program within the Trans with Pride Conference provides us with an opportunity to explore areas of best practise for future involvement with young trans people.

The young people involved in the conference also offered insight into areas they believe to be crucial for successful and inclusive practises that LGB and LGBT organisations as well as mainstream organisation can undertake if they want to ensure that they are being inclusive for young trans people.

Please find below some steps that an organisation can undertake to ensure their models of engagement are non discriminatory.

TRAINING IN TRANS ISSUES

An area that many professionals who work on trans issues, and young trans people themselves mention, is the lack of understanding that currently exists around general trans-related issues. Wider organisational understanding will ensure that staff who are part of such organisations will be sensitive to the particular needs of young trans people and will be articulate and professionally competent in order to start working with people from such communities. There are already training opportunities and workshop materials available from organisations such as Gendered Intelligence.

POLICIES AND USE OF LANGUAGE

Ensuring that you have an equal opportunities policy within wider organisational practises is important. Considering trans communities and references to trans people here will help you think through your practises and begin to equip you to cater for such communities. If you want help in developing or creating your policies you can do this in consultation with either the Consortium or Gendered Intelligence.

It is important for organisations to use language within their documentation in a consistent and appropriate way. It is important to note that language shifts and documentation should be updated regularly. For example it might be helpful for some trans people not to have to select from the tick-box options of either male or female.

CREATING PARTNERSHIPS WITH OTHER TRANS VOLUNTARY AND COMMUNITY ORGANISATIONS

Young trans people will not automatically get involved or volunteer with an organisation. One factor that makes them judge whether or not they might get involved is if the organisation has links with other well known trans organisations. Credibility is extremely important and demonstrating strategic alliances of this kind will ensure that members of this community will see your organisation and the work being done in this area as inclusive.

SAFE SPACES AND RISK ASSESSMENT

An issue that is ongoing when working with young people who come from generic LGBT communities is the issue of safe space provision. Coming from oppressive school, home or peer backgrounds, LGBT young people often seek environments where their safety can be ensured. Demonstrating that your organisation is a safe and welcoming environment is essential. This comes from careful professional practise and group work. By stipulating that you aspire to operate a safe space on your web-site or putting a sign up in your building offers visual demonstrations that will begin to build the trust of young trans people.

Part of all general volunteering best practice is to carry out risk assessments. This is to ensure that all volunteers are safe to embark on their volunteering role. When involving young trans people within your organisation or work, risk assessments should take into account not only physical safety, but also assess whether the environment and the people the young trans people will encounter will be safe and friendly and supportive. It is this kind of 'risk' that can be harmful to the volunteer.

SAFE GUARDING INFORMATION AND RESPECTING CONFIDENTIALITY

When working with young LGBT people, it is important to ensure that their LGBT status remains confidential. Not all trans people who access volunteer programmes are 'out' as trans or open about their trans identity in all aspects of their life. Also not all trans people accessing LGBT organisations are 'out' as trans, but they might be 'out' as lesbian or gay. It is important for staff not to make assumptions about volunteers who seek to get involved. If (or when) a person does disclose their trans status, it is important to work together to establish how things should proceed. It is imperative that any information that is exchanged is kept confidential, including all documentation.

These considerations are essential for organisations to ensure that they are professionally competent to support trans people as volunteers. Safe guarding volunteers is not only about covering expenses and having volunteer infrastructures in place. It is also about ensuring that volunteers find understanding and support for who they are as people. Looking at young trans people as complete individuals is a core practise that helps make the experience positive for everyone.

These points were created with the young people who volunteered at the Trans with Pride Conference and are areas of best practise that they believe to be crucial for their own involvement in other organisations, not only within the LGBT sector but also in other mainstream organisations.

THE WORKPLACE: Towards a Healthy, Happy & Inclusive Working Environment

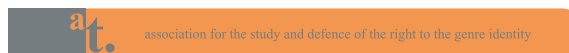
The Trans with Pride team members for this strand were:
Gabe Barrett, Jin Haritaworn, and Tamsin Piper.

Gabe is a research analyst for a consulting company and a member of trans, bear and SM communities. Jin is a trans activist and academic based at Goldsmiths, University of London. Tamsin is a trans representative for TUC.

With invited guests: **Professor Stephen Whittle OBE**
(Press for Change)



Jó Bernardo (Association for the Study and Defence of the Rights of Gender Identity, Portugal)



In association with: **Michelle Bridgeman** (The Gender Trust)



About our guests:

PROFESSOR STEPHEN WHITTLE OBE

Professor Stephen Whittle OBE, PhD, is a trans man who has been a community activist for over 30 years, since his own transition in 1975. He lives with his partner of 28 years; Sarah Rutherford who he married in 2005. They have 4 children by donor insemination. He and his family were the applicants in the European Court of Human Rights in the case of XY & Z v UK Government (1996). He is Professor in Equalities Law at Manchester Metropolitan University and Vice-President of Press for Change www.pfc.org.uk; and in 1989 founded the FTM Network for (female to male) transgender men www.ftm.org.uk. In that capacity has been a stakeholder representative on numerous government consultations, including the drafting and implantation of the Gender Recognition Act 2004, and he is now a member of the Expert Reference Group which works alongside the UK Government's *Equalities Review and Discrimination Law Review*. He has won many awards, including the Liberty/Justice Human Rights Award (2002) and in 2005 he was awarded an OBE in the Queen's New Year's Honours list for his work on Gender Issues. He has published widely on transgender law and theory. His publications include *Respect and Equality: Transsexual and Transgender Rights* (2002) and (with Susan Stryker) *The Transgender Studies Reader* (2006).

JÓ BERNARDO

Jó Bernardo is 41 years old, born in Lisbon- Portugal and started her transition when she was 19 years old. She started to work as a sex worker at the age of 14 and stopped at the age of 29. She is the founder of the first LGBT bookstore in Lisbon, Portugal and founder of the first Portuguese Transgender NGO. Besides being a leading international trans, LGBT and sex workers' rights activist, Jó is also an actor and director of the film *Gisberta-Liberadad*.

THE GENDER TRUST

Michelle is the Project Manager for The Gender Trust which is the largest national UK charity supporting individuals, couples, families and employers who are affected by gender identity issues. She is also a registered psychotherapist working in private practice where she specialises in working with clients affected by gender identity issues.



The TUC represents six and a half million trade union members. Supporting the Trans with Pride Conference as part of the trade union commitment to promote equality for all workers demonstrates their commitment to continuing collaboration in the struggle against discrimination.

For information about rights at work contact the TUC Know Your Rights line, 0870 600 4882 or www.worksmart.org.uk

This strand covered three aspects throughout the morning and afternoon sessions:
Sharing Experiences, Developing Best Practice and Including Trans Sex Workers.

www.worksmart.org.uk



SHARING EXPERIENCES AND DEVELOPING BEST PRACTICE

The morning session was facilitated by Gabe Barrett who first asked delegates to share some of their experiences (both good and bad) of being a trans person in the workplace. They were asked to identify some of the problems they face, whether there were issues of privacy and disclosure of trans status, or other issues surrounding transitioning while working and the necessity of taking time off for medical appointments. Building on the experiences shared in the morning session, in the afternoon Michelle Bridgeman facilitated a group discussion around developing best practice and coming up with solutions to those challenges. By gathering these ideas the delegates developed suggestions for how appropriate information can be communicated within the workplace so that colleagues are able to be supportive of trans employees.

Here is a summary of the discussion with some direct quotes from delegates themselves:

“Trans people are not the problem; it is other workers being transphobic who are the problem. Discipline them and not the trans worker.” **Delegate**

Coming out or being trans in the workplace offers different problems and potential disruption to working lives. When problems come up at work, as a trans person it can feel as if you are the one in the wrong. With regards to thinking about whether to come out or not in a company or organization, many things need to be taken into account. For example the size of the organisation - large organisations have more of a reputation to protect, so it could be easier than in a smaller company. Large companies also have a Human Resources department and links to occupational health, which can be useful. However each working environment will have a culture of its own, which impacts on the experiences of being out as trans. There might be an indication of the culture of the organisation through LGBT posters on notice boards, or whether other LGBT people are out in the organisation. You cannot however always predict how people are going to respond.

“I work in the Fire Service Brigade. The fire service is a big macho organisation. All minorities have a problem there, also lesbians. The employers try to help, and also the unions. GMB - associated with national sex workers union – have been very supportive. The London Fire Brigade is an excellent employer on paper; the structures exist but there are cultural issues. There are 300 LGBT people in LFB (London Fire Brigade) but only 40 people are out. One of my questions here is: Do trans people actually want to be out? I would like to talk about the politics of that.” **Delegate**

Transitioning in the workplace nearly always works well when it is planned. If you know anyone who is transitioning, get someone from the union, Press for Change or the Gender Trust around the table with the company representative, decide how you are going to do it, who you are going to tell, when and what are you going to tell them; 95% of the time it is a reasonably good experience. When it is sudden, it is more problematic.

“I came out as a trans woman at work. I had lots of information and was able to control the process, so I had a good experience. When HR took control of [the] transition of another trans woman, it did not work so well. People need to control their transition at work.” **Delegate**

“I was a Royal Mail casual worker. I waited for a contract before I transitioned. I contacted my union and line manager and got support from employers, but some of my colleagues outed me to the press... I was treated well by Royal Mail, but my friend had a different experience before. She took a lot of insults and had been punched by her manager. The Royal Mail had realised that this was unacceptable and so changed how they handled it.” **Delegate**

“I was headhunted for a high powered research job at an old university over the Pennines. I was put up at the best university and shown around the city, I filled out my forms and sent it off. Two months later I was rung up by a Vice Chancellor of another university who had sat in as an advisor on the meeting where they were considering the appointment. When it came to mine, a Vice Chancellor of a particular university had picked it up and made a filthy joke about bearded women and cunnilingus and thrown it in the bin. ‘What do I do?’ He said ‘go to tribunal, go to court, I’ll be your witness’. I said, ‘Yeah, I am becoming increasingly disabled; I have to fight for my office as soon as possible. If I go to tribunal, my reputation will be damned, as a troublemaker; it’s all my fault anyway, why did I mention it on my application form?’ etc... How can they let such a gross injustice pass? I hope a day like today will inspire people like me to go to a tribunal next time.” **Delegate**

If the workplace were unionised it would mean that you have somewhere to get help should you face discrimination. Delegates commented on the extent to which support that you might get from your union could differ. Most unions have a national organisation which is more likely to look after you, but at a local level support can be difficult. The nature of talking to employers and union representatives can be off putting. There is a perception that there are a high number of trade union officials who are unwilling to support trans people.

“A member of the LGBT group in my union did not want to go to parties or conference with me because I am a transsexual. This person said she doesn't believe there are such things as trans issues. I complained to the regional officer... who said she was just giving a personal opinion. I wanted to make a complaint against her. A meeting was set up for us to speak and the person again repeated her opinions. The regional officer said later I had not stayed long enough to hear an apology.” **Delegate**

The **Gender Recognition Act** gives some protection but this should not be the baseline. What would be best practice? Large organizations, such as Royal Mail and Fire Service, are doing some good work, but we have heard that there are still real issues for trans employees. Unions are about protecting the rights of their members, but we need to educate and train union representatives around trans issues. Through our unions then we can educate professional staff and lay members. We need more trans activists in unions and we need diversity with members of various communities represented there. Unions may be aware at a national level that this is an issue, but LGBT issues need more general inclusion as a regional level.



What are the issues?

- As trans employees we need to ensure that we are protected through the policies, procedures and structures that are already in place in law to deal with inequalities in the workplace, and specifically transphobia.
- We can have procedures on the shelf but unless the organisation is willing to embrace them, it is very hard to see them implemented.
- Transphobia is a problem of society rather than workforce. Education around trans identities is vital.
- Gender based facilities and access to facilities are a very important aspect to a positive transition. Unisex toilets would get around many problems for those transitioning.

WHAT DO WE WANT TO SEE IN THE COMING YEARS?

- Senior management to be seen to support trans employees and to take their issues seriously.
- Trans people in positions of authority.
- Encourage inclusion for all in after-work and social activities to contribute to developing an open-minded culture.
- Clear procedures on tackling discrimination in the workplace that are communicated effectively to all workers.
- To ensure, without exception, that those who carry out transphobic behaviours or discriminatory acts or harass trans people in the work place will be reprimanded.
- Wider understanding that being outed is a form of harassment. Managers need to be made aware of this.
- For everyone to be able to live a normal life.

STEPHEN WHITTLE

Stephen Whittle offered a short presentation to offer a legal backdrop to our rights in the workplace.

This is a **summary**:

It is an estimate that 5,000 – 6,000 trans people in the UK are living permanently in their chosen gender role. It is not a massive number and this is a problem. When it looks like a problem only concerns one person, people say 'well we can't put money into that because it is only one person'. They have to remember all the other people behind that individual who are not out, have not started transitioning yet, or even dare not transition. One third of the 5,000 – 6,000 are female to male trans men; two thirds are male to female trans women. Of last year's (2006) workforce 14% are unemployed and 14% are in receipt of long-term incapacity benefit. In 1992 there were 23% unemployed and 5% in receipt of long-term incapacity benefit. It still adds up to 28% of people who are unable to participate in the workplace. This is a shocking figure. If you look in the report we wrote for the Equalities Review on their website, it contains some terrible figures, for example 35% of the adult trans community has attempted suicide at least once. This is double the number of people with serious psychiatric disorders as a result of childhood trauma who try to commit suicide. Also what was clear was that those people who initially identified themselves as transvestite, trans gender or cross dresser; half of those wanted to transition and half of these didn't do so because of fear of losing their job. The other half didn't transition because of their family. In real life this is a reasonable position to take - to be frightened.

What is equality of employment? Well you have to have equality in many ways. You have to have the opportunity to have dreams. If you want to be an astronaut, why don't you try to be an astronaut? You have to be able to have that dream and so many trans people still don't have any dreams at all. I remember having no dreams except a horrible future. There has to be access to education and vocational training. We have a huge student support service at Manchester Metropolitan University – they have no mention of transgender or transsexual students in any of their leaflets. That one I have been fighting for 15 years.

You have also got to have access to workplace opportunities. You have got to get past that interview. That's really important. When do you declare yourself as trans? Do you or don't you? And you have also got to have equality of achievement. You may well be one of those who didn't make the shortlist but you have to write the application to be on the shortlist.

What is respect in employment? Well it has to be recognition and respect for identity whatever form it takes; also a recognition and respect for social and cultural traditions – we talk about this a lot. What about our cultures and traditions? We do have them you know. I love to be able to go into work on a Monday morning and say "I had a lovely day on Friday at the Trans with Pride conference" and not lie about it. There needs to be recognition for the expertise and experience that people have.

Our research on trans people shows that 60% have only just made 'O' Level grade education, but 16% have a PhD, that's three times the national average. What is going on there? Well actually trans people leave school at 15 and if they manage to make this transition and they manage to move forward, they go back to school and they fulfill their actual potential. We've got to bridge that gap. They should be going to University at 18 and 19 just like everybody else. When you think about the amount of talent within the trans community there should be lots of people earning lots of money instead of poor jobs and crap wages.

Stephen flagged up three areas of legislation:

The Sex Discrimination and Gender Reassignment Regulations. This confirmed that the Sex Discrimination Act protects anyone and everyone who is intending to undergo, is undergoing, or has undergone gender reassignment. Gender Reassignment is defined as a person under medical supervision. That means they have to have gone to the doctor.

Following the **Equal Treatment Directive** in 1975, once a person has started to transition and is starting to live permanently in their new gender role, they must be treated as their new gender for employment purposes. All work related benefits are an entitlement for people in their new gender role once they have transitioned, including statutory work pensions, regardless of a Gender Recognition Certificate. It also includes issues around harassment and promotion in the areas of employment and vocational training (which is a wide area).

The Gender Recognition Act: to qualify for a Gender Recognition Certificate you have to be diagnosed as having Gender Dysphoria or have to have had gender reassignment surgery and have lived in your acquired gender role for two years permanently, that means not going to work as one thing and coming home and being another. You have to evidence that. And you have to intend to live in your acquired gender role permanently for the remainder of your life. Gender reassignment surgery is not a prerequisite for legal protection.

Successful application leads to a Gender Recognition Certificate and if born in the UK, a new birth certificate. It can cause problems for those people who were born elsewhere. Employers nowadays are obligated to check resident status and part of that check is for the employee to provide a birth certificate. So that is still a problem area. When you obtain

legal recognition in the acquired gender, it is the legal gender for all legal purposes including in the work place, and provision of all other services. That includes going to the toilet. Three months after they transition 25% of trans people are still having to use a toilet that is not appropriate to their gender. Section 22 is a really important part of the Gender Recognition Act. It is a criminal offence with a fine of up to £5000 to disclose the fact that a person is likely to have a Gender Recognition Certificate in any way, without their permission, if you obtain that information in an official capacity. The person who has made the disclosure is taken to task as well as the chain of command up to a point. So potentially it could be that person at the top of the company, who has allowed their people to disclose, is in trouble as well as the employee who has done it. The Magistrates' Service has just inserted a new rule that any cases like this must be tried within six months of the event happening. It includes employers, prospective employers, and a person employed by outside contractors. It is a strict liability.

The person who has obtained a Gender Recognition Certificate has no obligation to disclose the fact. The Gender Recognition Act is about privacy, not secrecy. There are very specific and limited circumstances where somebody needs to disclose. For example, where seeking Criminal Record Bureau clearance if an individual has a recordable offence. You may need to make disclosure in other circumstances, for example, when you actually say "I'm protected by the Gender Recognition Act". Just like people with disabilities have to declare their disability. Finally, specifically in relation to circumstances where a trans person may have to give information particularly in relation to their contractual term, even if this might lead to a third party knowing that they have or intend to apply for a Gender Recognition Certificate. The classic one is medicals and fitness applications for jobs where you are obliged to give details of surgeries or current medications required. If you don't fill in the forms truthfully, then you have broken the terms of the contract. Other times for disclosure is when a person states that they have obtained a Gender Recognition Certificate, and would now like all their former records purged.

INCLUDING TRANS SEX WORKERS

JIN HARITAWORN

Jin introduced some of the issues for trans communities with regards to sex work.

Here is a **summary** of his introduction:

Sex work is an important issue for trans men and women and gender queer people. There are more trans than non-trans workers in sex industry proportionately. Some of the reasons why this is the case have been touched on in morning session. For example discrimination and exclusion of trans people from the formal work sector. Other reasons are that young trans people who run away from home have less alternatives or possibilities in formal work. Also there is the need to raise money for surgery. Just to get hormones privately will cost £200. Sex work then is an important source of income for many trans people. It is important to say that there is a market for trans sex work. MTFs tend to work in their gender. FTMs often work passing as female, (which points to when there is a strategic choice to do 'femininity' on our own terms as FTMs).

The aims of this session are to raise awareness of sex work. It is a job and, as in any job, it has advantages and disadvantages. There is more exposure to violence. The work is informal. There are no unions to go to and few allies. The police are perceived as being against sex workers. The informal, unprotected and stigmatised nature of this work makes it difficult to improve working conditions, health and safety. For trans sex workers, many of whom are migrant women, vulnerability to violence is an additional concern. Often the sex workers who are from abroad will experience more discrimination as a minority group or may have problems with visas etc. In Portugal, sex workers have been at the centre of transgender work for a long time, but in England it is difficult to get sex work on the trans agenda. There seems to be a blind spot that needs to be addressed if we want to become an inclusive community. This session hopes to discuss how trans organisations might become safe spaces for trans sex workers.

There are many negative representations of trans people as sex workers. Here is an example made by Stephen:

“We found that one of the Gender Recognition Panel, when they were discussing the case of a woman who had been born in the Philippines (the female judge) said the following ‘I am a bit concerned about this application – why do people from the Philippines have sex change operations, well they do it in order to do sex work. They don’t have it because they are actually a woman.’ Nowhere in the application do you have to indicate anything in relation to your employment. How dare the judge be so presumptive. It’s not an issue of concern to the Gender Recognition Panel.” **Stephen Whittle**

JÓ BERNADO

Jó’s presentation helped us to ask: What are the lessons to be learned from the Portuguese movement? It is this movement that has been central in fighting for justice for Gisberta, the trans woman who was murdered by 13 teenagers in Oporto.

This is a **summary** of her presentation:

Personal moral convictions should stay at home. I am against same sex marriage but that should not interfere with rights to same sex marriage. It is a matter of equal human rights. The International Committee on the Human Rights of Sex Workers in Europe sets out to look at the human rights of sex workers. National governments continue to create laws to put sex workers in a more precarious situation than they already are. They are not interested in discussing the implementation of these laws, which in many cases disrespect the human rights conventions which have been signed by those very same countries.

A study in Portugal carried out in 1998 shows that 60% – 80% of trans people are sex workers. Sex workers in apartments are more isolated but safer. On the street they are less isolated but more exposed to risk, and so the main concerns are the lack of secure conditions for those who wish to continue as sex workers. There are also resource issues for those who may need all kinds of institutional support to make changes in their lives like street units, intercultural support, drop in centres, residential help, flight shelter, vocational help and training. Most countries have structures around sex workers, but how do we make these organisations sensitive to trans people? GMB, an International Union of Sex Workers, hosted a conference in the UK, but they had no research on the numbers of or the needs of trans sex workers.

The group discussed the situation of trans sex workers and access to sexual health services in UK. In the UK the LGBT voluntary sector overlook trans people. For example at a recent gay men’s sexual health conference trans was not mentioned, however we know trans people access gay men’s centres and services. There are issues here as some trans sex workers, for example trans men who are mostly pre-transition, feel that they cannot access gay sex workers’ services. Jó suggested that services for gay people in Portugal seem more inclusive of trans workers, as most of LGBT movements were and are created by sex workers in Portugal. However, more recently newcomers to NGOs have tried to sideline sex workers’ issues. The group continued discussion around UK issues. So far no study has been done and there is no formal acknowledgement of trans sex workers from within the trans community.

“Many trans people have been involved in sex work. Many do not think of it as sex work, but just a way to move forwards. The NHS says you have to live in role for two years before treatment, so we do bits of sex work to keep going.” **Delegate**

There is perhaps no big demand by LGBT voluntary sector organisations to develop services for trans sex workers. HIV treatment is available on NHS and so trans sex workers who have HIV get good treatment. For these reasons among others, no-one is asking for money for studies. GMB work concentrates on people working in strip clubs and sex phone lines and not so much street work.

“I am someone who does outreach work in London and visits clubs which attract trans people. Many trans sex workers are from other countries, e.g. Brazil. They had worked there as sex workers but can earn more money here. They are completely unsupported.” **Delegate**

“Unions are embarrassed about sex workers. The debate on the left is whether sex workers are exploited or if it is a choice. It would be good if unions pushed for the legalisation of sex work in the UK.” **Delegate**

From this discussion it was established that:

- Sex work is something a lot of trans people engage in.
- We need to make sure that issues around sex work do not drop off the agenda.
- We need to find out more about these members of our community.
- We need to find ways to make our spaces safer for people to talk about, get involved in and tackle the issues of sex work within our trans community.
- We need to take responsibility and do the work to find out more about this area.

DELEGATE FEEDBACK ON THE STRAND

The ways that delegates believed this strand might be useful for them, now and in the future:

- We, the trans community, need to become much more mature and reasonable as a community to have real credibility.
- Helping ensure the T is not just an add-on for trade unions.
- It helped me feel more confident to act.
- Sharing info and best practice and having positive experiences!
- To help me to reiterate my rights.
- Raise knowledge of gender discrimination legislation.
- Makes me more able to identify my feelings and update my knowledge of the law.
- To assist in educating my organisation and encourage active recruitment within it (police)
- Implementing best practice at work.

What did you like about your workshop?

- Inclusive of all.
- Good opportunity to air issues and learn more about sex workers and their issues.
- Discussion of the issues. There are very few forums for Trans issues.
- Wide variety of contributors.
- Group work makes the experience more personal.
- Learning from others.
- Dealt with key issues facing trans people.

Is there anything that you would recommend the strand team do differently next time?

- Employers must be represented in this strand for it to have real value.
- Address the issues of race/multiple oppression issues.
- Well-organised event. Would like to see a more political current to the event.

Is there anything in particular you would like to see going forward from the strand?

- Further opportunity to develop links with a network of trans trade union activists.
- Look forward to seeing the report, hopefully the outcome will be widely circulated.
- Establish a trans trade union grouping.
- Get funding from Trade Unions to fund research into sex workers in the UK.
- Encourage unions to compete for our membership – which union is the trans 'darling' union?
- Best practice guide would be very useful for employers and employees.

TRANS HEALTH CHOICE

The Trans with Pride team members for this strand are:
Ben Thom, Denise Anderson and Charlie Kiss.

Ben is a founder member of FTM London, a member of the Transgender work stream of the Department of Health's Sexual Orientation and Gender Identity Working Group (SOGIAG) and has recently become Vice President for Press for Change; Denise is a member of Spectrum Haringey and a representative for the Gender Trust; Charlie is a former chair of FTM London and recently successfully obtained NHS funding for surgery in Belgium.

With invited guest: **Christine Burns MBE (Press for Change)**
Emma Roebuck (Criminal Justice Worker)
In association with: **FTM London**



About our guests:

CHRISTINE BURNS MBE

Christine Burns is a transsexual woman and has been an active campaigner for trans people's equality and social inclusion for over fifteen years. A member of the Parliamentary Forum on Transsexualism and a former council member of Liberty, she has written extensively on every issue confronting trans people in everyday life and has been an advisor to Ministers and Senior Civil Servants on the occasions when legislation has been introduced to protect people's privacy and rights. She currently chairs the Transgender work stream of the Department of Health's Sexual Orientation and Gender Identity Advisory Group (SOGIAG) and has been responsible for the commissioning of a groundbreaking series of projects to research trans people's needs and generate educational material for health professionals. She was awarded an MBE in 2004 for her contribution towards Gender Issues in the UK. A business and IT consultant for most of her career; Christine has also worked until recently in the Social Care field, helping to run an organisation providing care and support to adults with Learning Difficulties and long term mental health problems.

EMMA ROEBUCK (CRIMINAL JUSTICEWORKER)

Gay Advice Darlington is an LGBT Sexual Health Charity seeking to support LGBT people in crisis in County Durham & Darlington. Funded by Comic Relief Emma Roebuck is the first homophobic/ transphobic hate crime-specific worker in England. She has worked in the LGBT voluntary sector for over 15 years working in areas such as sexual health, domestic violence, transgender support, hate crime, housing, and debt management. A bisexual, trans woman who, like most struggled for a significant part of her life to come to terms with herself, she has had a varied career path varying from rock group roadie, to pharmaceutical chemist. She has delivered keynote speeches at varied events from challenging domestic abuse to community engagement events for the Crown Prosecution Service.

FTM LONDON

FTM London is a social support and information group for all female to male transgender and transsexual (trans) people and those who think they might be. FTM London is run by the community, for the community.

The workshops in this strand sought to empower transgender and transsexual people by focusing on ways we can work towards a health service that is as broad and diverse as the trans community itself. The sessions hoped to emphasise an importance of choice with regard to our treatment and treatment-provider; and to assist when requesting the treatment we need (whether this is by NHS or private means). This strand hoped to offer ways of becoming involved in patient and provider consultations, to draw on the variety of the delegates' experiences and to share information regarding choice in trans-related health issues. This information-sharing focused on:

- Our legal rights as transsexual service users
- How funding procedures work
- How to set the process in motion for applications for funding surgery.

Using a mixture of presentations, live-action theatre, and audience participation, the health strand looked at the current legislation and policy in the National Health Service.

BENTHOM

Ben facilitated the morning session where we talked about sharing information and knowledge pertaining to trans health care i.e. best practice, and related law and policy.

Here is a **summary** of his introduction:

The Department of Health are supportive of established medical and legal ethical principles of autonomy, informed consent and choice of service providers. This has been extended to include the area of mental health, which includes trans patients. The NHS is currently changing, both at root and local levels, and needs to be supported and utilised by all concerned in trans health care to ensure that the promised changes that promote patient autonomy and choices do not get lost at this critical early point.

If we do not identify and articulate our problems as and when we face them there can't be any solutions. The new Gender Duty must legitimise trans health beyond evidence-based medicine. The current level being considered for inclusion of trans people will only cover those intending to or those who have already undergone surgery. All other transgender people would not be covered.

Taking an example of best practice - the Trans Tuesday Project where trans people in San Francisco have managed successfully, after years of routinely being denied treatment, to gain funding for a primary care clinic to operate for 4 hours a week, offering health care for 100 self identified trans people. We might ask if this would be possible in the UK? Given the large number of trans men, trans women, gender variant people and trans sex workers living and working in London, it should be.

Information is key when making an informed decision and finding out what choices we have when it comes to our health care. Ben outlined some key tools that can help us gain the information and make the choices that are right for the individual.

The **Freedom of Information Act 2002** helps to find out information you do not know and also to confirm something you think or believe. It does not protect you as such. Informed consent is a complex legal area - but most certainly both the General Medical Council and the British Medical Association have guidelines of what should be told to the patient and when. Solutions are also available through **Local Level Initiatives**, formerly Public Patient Information Forums. We can use complaints procedures such as PALS at hospitals, to our **PCT** or even the **Health Commission** if necessary to highlight issues when they occur. Also we can use **ICAS** or the **Health Ombudsman** as avenues for complaint. Looking to the future, with the new **Discrimination Law Review** and the possible seventh equality strand being created for trans people by the newly formed **Commission of Equality of Human Rights**, we can be optimistic.

CHRISTINE BURNS

Christine followed Ben with information of where the challenges lie with care pathways in the NHS.

Here is a **summary**:

Transgender people need to have support and health care throughout their lives; it's not just about the period involving gender reassignment. All trans people should be able to expect quality care and respectful treatment from health and social care professionals, regardless of whether they want to have surgery or not. Trans issues affect our families too and their well-being needs to be cared for. We need to ensure that NHS staff are trained not just to deliver good care to trans people, but also to ensure that trans people can be recruited and retained as valued and respected colleagues.

We need to change the perception that trans people are a rarity, with the help of surveys and socialisation. The NHS is one of the largest employers in Europe and should be a leading example for others in society. Trans people also need to be supportive of the newer staff joining the NHS and as older staff leave ensure that the levels of understanding and support are sustained too. There isn't one single problem area where health care is concerned, but it's systematic throughout the NHS. Change across the board is needed. From the entry point of the GP and his or her understanding of trans issues, through to the care pathway with a standardising and greater accessibility to PCTs in regard to how they fund the care pathways. We need to ensure greater equality for trans people with health care. This is a UK wide issue but in some areas it is particularly bad, such as in Wales at the moment. But Wales is not the only place where there is no funding and none for the foreseeable future.

Next we switched to an interactive session where our two actors Lazlo Pearlman and Josephine Wilson acted out several scenarios, playing patients visiting their GP or Psychiatrists. After seeing each scenario, we invited the panel of speakers and the audience to discuss what they had seen. These humorous scenarios prompted some lively discussion, along with the sharing of interesting and useful information.

The scenarios were:

- A patient visits his doctor and tells her he is trans. The GP had no knowledge and the patient was left to explain and stipulate his requirements. The GP kept referring to the patient in their previous gender.
- An American trans man now living in the UK requests that his GP prescribe testosterone. He is told that he would have to start from scratch and be assessed again before any hormones are prescribed.
- A patient who presents as gender variant would like a letter from their GP to assist in changing her passport to state that she is female. The GP refuses due to the Hippocratic Oath.



In the afternoon session there was a general explanation of surgery in straightforward non-technical language for both MTFs and FTMs. These presentations were delivered by Denise and Charlie respectively, followed by a short presentation on Sexual Health for trans people by Emma Roebuck. Here is a summary of what they said:

GENDER REASSIGNMENT SURGERY DENISE ANDERSON

Looking firstly at preparation for surgery there are some things to consider. For example genital electrolysis will be needed if Penile Inversion Surgery is chosen. This should be started usually around 3 months prior to surgery. There is also a need to cease taking hormones before surgery, usually 4 to 8 weeks prior. This reduces the risk of Deep Vein Thrombosis during surgery.

Surgery: There are three different methods of surgery - Penile Inversion, Colovaginoplasty and Peno Scrotal Flap. Each operation has advantages and disadvantages and there are associated problems that can be encountered with each type of surgery.

Denise showed photographs provided by Dr Belringer looking at the various different stages of the Peno Scrotal operation from start to finish.

To focus on **post-operative care**, the main procedures are dilation and douching. Dilation is an essential part of the post-operation routine and is needed to maintain depth and flexibility of the vagina. Without dilation the vagina created will reduce in depth and can eventually fully close up. It is also essential to keep things clean to avoid any infections. Douching is an important part of this in the early days after surgery.

PHALLOPLASTY CHARLIE KISS

Charlie presented a detailed overview of female to male lower surgery, in particular, the Forearm Phalloplasty technique and described the different surgical procedures involved in reaching the different desired results.

Improvements in the surgery have resulted in more FTMs having phalloplasties, but there are still some concerns. I will concentrate on two teams: the UK team and the Belgian team, and offer some comparisons with respect to timings and different results. The UK team deliver phalloplasty over a two to three year period. This can be even longer with revisions. There are five separate operations in the UK as opposed to the Belgian team, who integrate many of the operations into one, and so carry out only two operations in total. There are differences in experience, most notably in relation to vaginectomies, scrotoplasty and the clitoral nerve hook-up, with Belgium by far the more experienced in these procedures. Potential and common problems from fistulas (leaks) to strictures (blockages) occur with phalloplasties and the UK team and the Belgian team have a roughly equal success rate.

Additional information on methods of ensuring the penis is hard enough for penetration was also given, explaining some of the erectile aids available and the erectile pump that involves an additional operation. Also pictures were provided of less successful results and the attempts to rectify the problems (in this particular case, the appearance and shape was the main problem).

Charlie summed up his presentation:

The ability to have surgery in Belgium funded by the NHS is new and certainly offers more choice for UK FTMs wanting lower surgery. The Belgian team are more experienced in certain areas and significantly cheaper, which should appeal to the PCTs who will prospectively fund these procedures.

TRANSGENDER SEXUAL HEALTH EMMA ROEBUCK

Emma took us through the areas of information, access and resources available for transgender people in relation to sexual health issues.

Most health care providers have little or no information or procedures in place to deal with transgender sexual health. On the NHS Direct site itself there is no information in regard to the term Transgender. In some health clinics the letter "T" is tolerated on the end of the LGBT, but it isn't really catered for. Some clinics have the ability to support psychiatric and surgery issues but have no provision for sexual matters. In other clinics care is based upon the genitals of a patient, potentially causing difficulties for trans people. Missing important health screenings is also an issue within the trans community and having a Gender Recognition Certificate raises extra problems in these ways.

There is a lack of sufficient training of staff to deal with this range of problems.

Fetishisation is an issue in the trans community. Some straight men are interested in transsexual women because they see us as a sexual fetish. Similar issues are known to be happening with regard to gay men's attraction to trans men. Transvestites may be having unprotected sex with men or other transvestites and are invisible on the radar to health providers. GUM clinics have no provision at all for this. In many bars frequented by transgender people there is no provision of condoms or lube, unlike gay bars.

A SUMMARY OF FINDINGS FROM THE DAY

- Long standing prejudices and transphobia exist and need to be addressed. It is the biggest barrier to better health care for trans people.
- The best tool to combat health inequality is the education and training of health professionals and doctors.
- There is a need to allocate local resources for trans health through NHS and local authority funding mechanisms
- Trans people need to engage in local NHS health forums, and in particular the newly formed LiNKS, as these permit public and group participation.
- We need improved engagement and support between trans organisations from the voluntary sector and for local authorities to devise and fund schemes to reduce the risk of harm, either self-induced or otherwise, occurring within the trans community.
- We need to increase general well being in the trans community.

DELEGATE FEEDBACK ON THE STRAND:

In what way do you think attending this strand might be useful to you now/in the future?

- Excellent way to focus and learn.
- Greater understanding of health issues, to bring back to my work environment and local support group.
- Increased awareness of trans health issues and problems in NHS service provision.
- I got information about mailing complaints and info about NHS structure.
- Networking, learning and reflection on our own practice was really useful.
- It taught me a lot about the endemic transphobia and lack of communication within the NHS and about the many ways this needs to be addressed.

What did you like about your workshop?

- I enjoyed hearing about transwomen's health issues, which I was unaware of.
- Breadth of knowledge/experience, lots of information. Good communication.
- Articulation of diversity issues, networking with peers.
- Diverse range of information and speakers.
- Actors were brilliant.
- Discussion of sex and sexual health.
- Hearing from diverse subjectivities.
- I liked the use of mixed media in the presentations – images and role play using actors made the lectures lucid and more lively.

Is there anything that you would recommend the strand team do differently next time?

- More role-play (More time).
- Some form of ice breaking exercise in groups.
- More about the "third gender" also T's who don't transition medically.
- Fewer experts, more sharing.
- More about hormones. What happens when you take them, risk, research, alternatives to philosophy.
- Need an NHS person on the panel.

Is there anything in particular you would like to see going forward from the strand?

- Training for NHS staff and health workers (training the trainers).
- Feedback to service providers, health education agencies.
- Pro-trans sexual health advances.
- Ongoing dialogue.
- Ongoing networking.
- I look forward to the report.
- More holistic approaches: fitness, diet, natural, supplements, hearing experiences and effects of it.

VISIBILITY: Safety and Education

The Trans with Pride team members for this strand are:
Ben Gooch, Fionn Greig, and Harri Weeks.

Ben works for Galop as LGBT Community Liaison Co-ordinator and is currently co-chair of FTM London; Fionn is involved in many areas of the trans community and various LGBT communities both as a volunteer and employee; Harri is an activist/academic and is currently studying for his MA in Gender, Sexuality and Culture. He is an advisor for the National Union of Students on trans issues, and Trans Students' Representative on the LGBT Committee at the University of Manchester.

With invited guest: **Jamison Green (author, activist)**

In association with: **Galop and Trans Youth Manchester**



About our guest:

JAMISON GREEN

Jamison "James" Green is an internationally respected leader within the Transgender movement in the United States and beyond. A dynamic speaker and compelling writer, James is an acknowledged inspiration for thousands of people, transsexual and non-transsexual alike. James' most recent book is *Becoming a Visible Man*, published by Vanderbilt University Press (2004). James currently serves as chairman of the board of Gender Education & Advocacy, Inc. (GEA), a nonprofit educational organisation, and on the boards of the Transgender Law & Policy Institute (TLPI) and the Harry Benjamin International Gender Dysphoria Association (HBIGDA) which recently changed its name to World Professional Association for Transgender Health (WPATH). He is also a member of the Human Rights Campaign Business Council, a board member of The Equality Project, and an advisory board member of the National Center for Transgender Equality. He was the leader of FTM International, Inc. from March 1991 to August 1999.

GALOP

Galop is London's Lesbian, Gay, Bisexual and Transgender (LGBT) community safety charity. They are a driving force in changing the way the police work with our communities and give advice and support to those affected by homophobic and transphobic violence or hate crime.

TRANSYOUTH MANCHESTER

Trans Youth Manchester offers a support and social group. They run a weekly drop-in session for all self-identified intersex, transgender, transsexual, genderqueer, trans, gender-variant, transguy, gender-gifted, transgirl, t-boy, t-girl, transman, transwoman, m2f, f2m, young people aged 14-25, regardless of sex or sexuality.

This strand brought together community safety workers, education and LGBT youth service providers, people leading trans community organisations and other members of the trans community. We hoped to exchange experiences, ideas and good practice and to work towards practical, achievable solutions.

We began the day by introducing ourselves as strand leaders and delegates. Firstly, we outlined what we meant by 'visibility' in order to initiate discussions around community safety and education for both trans people as service users and for non-trans service providers.





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The Metropolitan Police Service is committed to making London safer for everyone, providing services and a response that meets the needs of all its citizens. We recognise and acknowledge that within some communities, people may be marginalized for a range of reasons because of their gender identity, sexual orientation and/or cultural backgrounds and that many people from these diverse communities have not always had the confidence to engage with the Metropolitan Police Service, particularly as victims of crime.

Our commitment to engage with all of London's communities is reflected in our Citizen Focused approach, where we understand and incorporate the needs of individuals and communities into our day-to-day practices, policies and procedures. We strive to be an employer of choice, to allow us to reflect the communities we serve within our own workforce.

Our established partnership with the Lesbian, Gay, Bisexual and Transgender (LGBT) Advisory Group coupled with our developing partnerships with organisations such as Gendered Intelligence, Press for Change, GIRES and many other LGBT stakeholder associations ensures that we can achieve those commitments. Through that engagement we are developing a range of joint initiatives, which will improve the reporting and investigation of transphobic and homophobic hate crime.

We are proud to have been part of the Trans with Pride one-day conference in June 2007 and to be a supporting partner. We welcome the Conference Report, which we believe will positively impact on local, national and international understanding of the issues affecting transgender/transgender communities.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Denise Milani'.

Denise Milani
Diversity & Citizen Focus Directorate



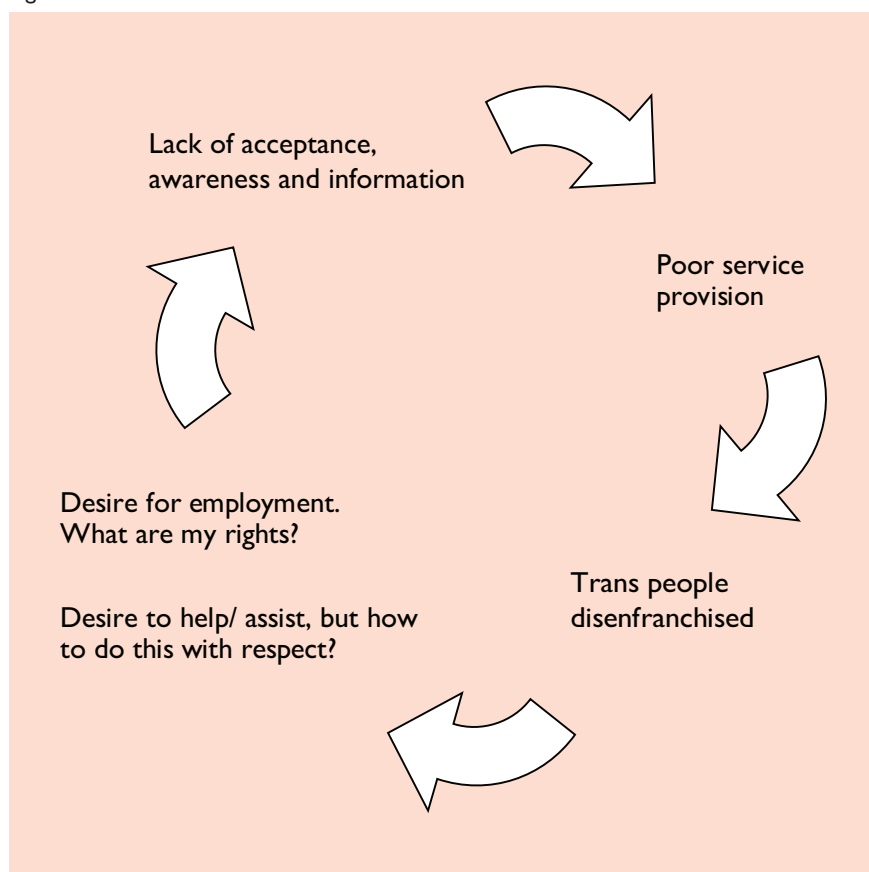
WHAT DO WE MEAN BY VISIBILITY?

- **Making our experiences visible:** talking about our experiences of safety and education and working to improve services within safety and education.
- **Becoming visibilised:** what happens when people react to or read us as 'trans'? How can we manage in situations where we may have to 'come out' in public spaces such as stop and search procedures, passport renewal, and to teachers in schools etc.
- **Visibilising ourselves:** how do we negotiate our gendered experience and what effect does this have on us? How do we decide when or if we want to come out?

The delegates were invited to share their personal experiences by focusing on their visibility or invisibility as trans people. We developed these experiences and anecdotes into tangible problems and solutions using an activity called 'problems wall & solutions tree'. The delegates identified particular problems, shared knowledge of what already exists and by extending that to what would exist in 'an ideal world' we came up with some new solutions.

Over the course of the session we got a picture of how the system works at the moment (see Fig 1.) What is missing from this diagram is the idea of engaging with trans people's own understandings (our knowledge and experiences) and a sense of effective dialogue between trans people and those who provide services to our community. This strand attempted to address this current gap by promoting dialogue between delegates, and in the process, drawing out problems and potential solutions in the areas of community safety and education. Central to this was an ongoing discussion around visibility.

Fig 1.



Because the knowledge of trans issues is often poor, we can feel pressurised into 'explaining our identity' in order for our experiences to be intelligible and to enable us to access services on a par with gender-normative people. It is often trans people ourselves who end up being the educators wherever we go.

IDENTIFYING RISK

A delegate explains this situation can put us into difficult situations where we may be putting ourselves at risk by compromising our sense of identity.

“I feel compelled to educate people about being trans and what that means, but I also find it difficult to know how far to go. Sometimes I feel I cross my own boundaries because what I tell them makes me feel uncomfortable and exposed. I feel if I'm educating people I'm making it easier for others who come after me, but how far do I go to make others uncomfortable and how far do I go in terms of making myself uncomfortable? Does that compromise my own sense of self?” Delegate

There is also a risk to our physical safety if the person we are trying to inform reacts badly, or when we are 'forcibly' visibilised, or 'outed' by our surroundings. A delegate asked 'how can we get help and support in an emergency?' (An emergency was defined as when the delegate had no choice but to encounter statutory agencies)

“A friend got beaten up so badly he had to go to hospital. But when he got there the doctors gave him a hard time about his skin being bad because he was binding, so he walked out of the hospital without being treated.”

Delegate

This illustrates how distressing being forcibly outed can be to a person. Here it is clear that the doctor erroneously saw this person as trans first, and his medical problem second. The implication here is that 'if he didn't bind, his skin wouldn't be bad' as if his binding (and therefore his identity) was a choice. We might suggest that the doctor was propagating the same gender violence that had brought the friend into hospital in the first place. The effects of such an encounter can be profound. It also can impact upon our willingness to engage with service providers and our confidence and trust in their ability to relate to us appropriately. It is important for service providers such as the police or hospital staff, to have a good knowledge of trans issues in order that a person's identity and human rights are respected at all times.

DIVERSITY

Visibility is important because if our community is not seen we do not get access to resources. Sometimes our community is visibilised, but when this happens it is often in negatively stereotyped ways. Throughout the conference, delegates emphasised the need to be visibilised on our own terms, and in our own words. This requires that we represent ourselves but we need to be mindful that not everyone sees their identity in the same way. We asked questions such as 'how do we represent our community when some of us do not wish to be identified as trans?' and 'how do we respect everyone's identities and experiences?' The extent of the diversity of our identities and experiences was something that was returned to many times during the session.

These are a few of the main points raised:

- Our identity is fluid – the way we 'do' our gender varies at different times and with different people.
- There is no one common 'trans' identity.
- We need to celebrate our own diversity. Our lack of sameness is our strength.

“We can't lament that everyone doesn't agree about what 'trans' is; we have to rejoice in those differences and accept them as part of the fabric of the world we're dealing with.” **Jamison Green**

What unites us as a community is our experience of being different in a world which struggles to accept gender difference. When we represent our community (for example as activists, or educators) it is important that we try to recognise this diversity. We need to ensure that the rights of one 'trans' group are not gained at the expense of other sections of our community (e.g. transsexuals versus transgender). We also require that our skills, experience and time are professionally valued by organisations who consult us and require us to do educational work for example through trans diversity training.

STEALTH AND BEING OUT

Delegates discussed how the line between being 'out' and 'stealth' is not always easy to negotiate:

“We spoke a lot today about trans visibility and trans education, trans advocacy. But it's equally important to recognise that some trans people want their privacy protected, confidentiality protected, and aim for trans invisibility rather than trans visibility.” **Delegate**

“I am out as a trans man in my support group, but how do I handle situations where the trans people I help don't want to be out. Managing the boundary between my wanting to be out and not lie about myself, their not wanting to be out, and my not wanting to out them – how do we respect each others' visibility but maintain a sense of connectedness? Being true to my identity without making them feel unsafe whilst fulfilling my role as a support member.” **Delegate**

Jamison Green reframed the discussion by encouraging us to also think about visibility in a wider sense than just 'passing or not passing', being 'out' or 'stealth':

“I don't demand that others be out, I encourage people to be honest about their lives and if you balance that honesty you own it. This is important with regard to health for example. If you're not honest about your organs and how your body needs to be cared for; if you've taken hormones or had any surgery your body will be different from any other gender normative person. People who contend that they now don't have any problems are in for difficulty. I try to encourage people to be honest with themselves and I respect where they're coming from.” **Jamison Green**

How then might we support each other; however we express our gendered identities?

“I say the community is here if you need it; even if you don't want to associate with trans people or don't want people to think you're trans, there may be times when you have questions or issues or maybe need some support; the community is here for you. And the other thing I encourage people to do if they have a nice job is financially support organisations moving transitions forward. It's not that everyone needs to be out or exactly the same thing to move these issues forward; just like there are many ways to be trans there are many ways to be a contributor.” **Jamison Green**

ACCESSING SERVICES

“I'm scared about interacting with police – what would happen if I was arrested? I wouldn't be in control. When I take my jacket off how would they deal with my different body?” **Delegate**

“Service providers are not interested in the trans community or life experiences.” **Delegate**

The result of poor levels of acceptance and understanding is twofold. Firstly that trans people cannot access services which don't acknowledge us and secondly that trans people lose confidence and trust in statutory agencies. The result of poor levels of understanding and acceptance often mean:

“When we try to access services we are often left to “educate” the entire service and not helped.” **Delegate**

Service providers and support organisations need to be educated to ensure they are knowledgeable about trans issues, willing to be open minded, and confident about engaging with our community but this education should not be left to every individual who accesses a service. Service providers could consult trans organisations when drawing up trans policies.

SOME SPECIFIC PROBLEMS:

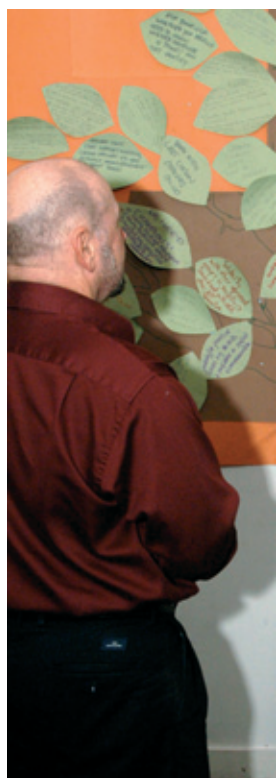
Different understandings of and approaches to visibility often framed specific questions, problems and solutions. Here are a few of the examples of where our needs as trans people may differ from the gender normative population, and how this may affect our experiences of feeling safe when we encounter organisations that are supposed to help us:

“I give housing advice and sometimes trans people contact us about harassment, but when we contact the council they say 'if they didn't draw attention to themselves by looking so obvious, it would be less likely to happen'. What can I do?” **Delegate**

Problem: Transphobia among colleagues.

Solution: Look at some good practice as to how to handle these situations. For example, Stonewall Housing has a trans policy and aims to support all LGBT people in need of housing advice.

“How do I claim my rights and credibility as a trans person when I look younger than I am? Do I have to come out?” **Delegate**



Problems: Not getting taken seriously is a real problem for trans people that look a lot younger than their age. It may prevent them from joining certain social activities with other adults such as going to bars and clubs, thus leading to social isolation. Looking young can also mean that you are perceived as incapable of responsibilities and jobs. This can lead to not being respected or promoted at work or even not getting a job in the first place.

Solution: Carrying identification, but only coming out if you feel safe; be assertive and keep your dignity; go out with a group of people who can back you up in social situations; use legislation in your favour (eg The Goods and Services Act which will make it illegal for people who provide goods and services to transsexuals to discriminate on the grounds that they are undergoing, have undergone, or intend to undergo, gender reassignment); if you are comfortable to do so talk about being trans and what it means with people at work, or invite a trans awareness trainer to talk at your place of work, highlighting certain issues.

“I want to help but I don't want to make assumptions or cause more distress.” **Delegate**

Problem: Service providers seem unsure of what their role is in supporting a trans person.

Solution: Ask yourself if you really need to know how a person identifies at a particular moment when a person is asking you to provide them with your service. If you are worried about making assumptions when you relate to people, say so, and ask if you are not sure. No one is an ‘expert’ on what ‘trans’ means because we are all so diverse.

Conference delegates felt that a level of acceptance of trans lives in the areas of community safety and education is currently poor. This is backed up by research such as Engendered Penalties (<http://www.pfc.org.uk/files/EngenderedPenalties.pdf>) which highlights the state of inequalities trans people face across a number of areas, and equalities consultation documents such as the Discrimination Law Review which states “we do not believe that outlawing discrimination on grounds of gender reassignment in respect of school pupils and education in schools is necessary... or appropriate”. (p. 149)

SCHOOLS

It was agreed that everybody should be protected from inequalities, including school pupils and students and that transphobic bullying is not taken as seriously as other types of bullying. Counsellors should be made aware and be offered training around trans issues within all areas that may influence young people at school, or colleagues at work.

“Where are the positive role models of trans people in the curriculum, on posters in schools and visually in society and in the media?” **Delegate**

“I've been working in schools for 30 years. It's a huge challenge for me to get schools to take on trans issues. It's a process of having the confidence and skills to challenge across all the diversities and enable organisations like the DFES to take trans issues seriously. We need to educate the educators!” **Delegate**

It was also discussed that there is a general lack of acceptance that young people are or can be trans and that transphobic bullying exists. The impact such questioning and potential bullying can have on a young person's studies and well-being is not seen. We were also reminded by one delegate that it is not just young trans people who suffer at school, but also the children of trans parents as well as siblings of trans people.

JAMISON GREEN

After lunch our invited guest speaker Jamison Green gave a motivating speech around notions of visibility for trans people, then we had question and answer time with him.

Here is a **summary** of what he said:

Education is the key for everyone to be included. We've been around for ages but our movement is new. It's exciting that we are working in coalitions. If people can get what ‘trans’ is about lots of other ‘isms/ phobias’ can be addressed constructively. But people have to be open to get us. They won't do it by themselves. That's our challenge. How to open the world to get us. Non-confrontational ways of educating as well as exciting challenging and provocative things that happen are important. That's the value that our movement brings.

We have to send out ambassadors and become ambassadors.

We have to gather inside ourselves the values that we want expressed in a culture that welcomes us, even in the face of rejection. That takes time, reflection and collaboration, mutual learning, being able to listen, being able to let go of our own pain and position and our own experiences. To take in where other people are coming from. We must learn to do what we want other people to do. This turning point, this place where we are now, we come to it from tremendous pain, sometimes tremendous joy, excitement and urgency. We have to realise that the whole world is not in the place where we are. Even within our community not everyone is coming from the same place. We will never have an exact ‘sameness’; we need to value that rather than regret it. We need to acknowledge that a lack of sameness is our strength. We can't lament that everyone doesn't agree; we have to rejoice in those differences and accept them as part of the fabric of the world we're dealing with.

This community we're building right now is a movement of contact and a community of contact. In order for people to get us we need to make eye-to-eye contact. The Internet has tremendous capacity and yet right now, because of where people are, there's so much mythology and fear about what we represent. There's so much resistance to the idea of difference that in order for us to make the contact we need to look people in the face and have constructive confrontation. We need to be able to do this education without threat to the rest of the world. They already feel threatened; that's why they can't deal with us.

We will need to find champions; they are out there and they will listen.

You don't have to tell people everything in one go; it's the connection that's important. Sometimes it's just enough to remind people you're human. Be receptive to what your audience needs. Being who we are means challenging and confronting. We need to be bigger than the challenge because as soon as you start to lie down they're all over you. How do we hold ourselves in the face of confrontation? We are

attacked. We do get called out and ridiculed by random passers by. How do we respond? How do we feel? We feel like shit. Look to each other. Look to the feelings inside yourselves.

Visibility means presence; if you're trying not to be seen and you get seen you're at a disadvantage because you're not present. Being present is important (whether you're seen or not) because keeping that sense of presence within yourself keeps you open to the world and aware of your surroundings. You have a sense of who is around you. It's a long process. You need to have courage and be happy about who you are. We need to keep up the sense of energy and excitement we get from knowing who we are and how to be ourselves. But we're the only ones who know we are; you get to know who you are because you get to be a human being.

SOME SOLUTIONS

In the late afternoon, we got back to the solutions exercise and started to group together of similar emerging ideas. This led to ways forward in making these solutions practical and achievable. We finished the day with examples of best practice and delegates identifying themselves as service providers, key community movers and shakers who want to go on to work together.

SCHOOLS/COLLEGES AND UNIVERSITIES:

- Address trans through written equality statements that appear in course handbooks.
- Use fresher's week at universities to include trans issues alongside other more general orientation/ matriculation talks.
- Set up a scheme that would allow visiting trans mentors to visit universities to offer support to trans students and non-trans pupils/ staff on the issues.
- Set up a national buddying system to allow trans people in higher education to correspond with each other.
- If you are part of an organisation, consider educational initiatives, perhaps in alliance with external support.

PUBLIC SERVICES:

- Fund workshops for statutory organisations to a standardised model.
- Engage with Crown Prosecution Service homophobic crime co-ordinators.
- Lobby for more questions on transphobic experience in surveys.

VOLUNTARY SECTOR:

- Employ a victim support worker to track trans hate crime.
- Volunteer on your local hate crime scrutiny panel.
- Support and get involved in LGBT networks.
- Use your local Community Voluntary Service to access and get advice on funding opportunities

EXAMPLES OF GOOD PRACTICE:

- The safe spaces provided by our own community through our own support groups. They empower trans people through general discussion/ dialogue/ conversation.

- Making constructive links between support organisations such as FTM London with other organisations such as Camden LGBT forum and Galop.
- Using online message boards to meet and communicate with other trans people/ organisations.
- Metropolitan Police Service has its own trans community in the form of the LGBT independent advisory group, where trans members meet separately (as well as with the main group) to discuss trans/ policing issues.
- Trans awareness workshops with young people and service providers for young people (youth workers, teachers etc.) are being led by Gendered Intelligence.

RESOURCES THAT ARE OUT THERE:

- NUS/ NUT anti-harassment packs and anti-bullying packs. These are an online resource for people who experience homophobic bullying.
- LGBT History Month is a developing resource that schools can tap into. Art and media are important for visibilising trans in schools.
- School's OUT website and blog.
- The research compiled in the report Engendered Penalties. It gives good statistics.
- Complaints procedures that are set up to challenge professional decisions.
- Galop helps deal with police complaints.

MORE THINGS WE WANT TO SEE:

- Trans specific projects.
- Action research projects where trans people can produce their own research with regard to hate crime and developing practical solutions.
- Short publication guides for those who need to know about trans issues.
- Practical courses e.g. skills and confidence in conflict and communication; trans self defence classes.
- Collective volunteers of 'trans panthers - taking back the night' with non-confrontational, non-violent escorting.
- Solidarity with other oppressed groups in society – learn to work with each other.

Organisations who can help:

- Galop shoutline
- Gender Trust Helpline
- Schools OUT
- Gendered Intelligence
- Anti Bullying Alliance
- Stonewall Housing
- National Union of Teachers
- National Union of Students
- Wotever

DELEGATE FEEDBACK ON THE STRAND

In what way do you think attending this strand might be useful to you now/in the future?

- Very useful for the role within the Metropolitan Police and afforded opportunity to meet potential T partners who can help shape service delivery being right for T communities.
- Providing practical outlets for my art that might make a difference to people.
- Improving my own activism and education (of self and others).
- It was good to find common ground with other people through a range of diverse issues.
- Networking. Inspiration. Support/Visibility. Activism.
- Ability to think tank and network.
- Gave me many ideas of how we can work in very practical ways with increasing visibility.
- I work in the area of community safety – I'll use what I've learned to plan future trans safety work.
- I had some questions about being visibly out which got covered.

What did you like about your workshop?

- Vast input of ideas.
- Vibrant, very interactive.
- Good atmosphere, good balance of group work and exercises, really good linking, facilitators worked well together.
- Fabulous.
- The energy and creative chaos.
- Solutions-focused approach.
- Facilitators very aware of boundaries and very liberating to be asked for the first time which pronoun I prefer.
- The great energy and high degree of participation.
- Jamison's very passionate talk.

Is there anything that you would recommend the strand team do differently next time?

- More time on practical solutions and discussions.
- People must be given time to tell their stories thereby promoting discussions about problems and solutions that have depth and applicability.

Is there anything in particular you would like to see going forward from the strand?

- Yes, strategic steps taken on priority areas of concern within education and safety.
- A central database to share knowledge and dates of meetings.
- Empowering of trans people to effect change for themselves.
- The report, further dialogue.
- Education in schools.
- More trans activism in schools.
- Some kind of pressure group for political action for transgendered people who are not TS.

PRIVATE SPACES: Family, Friends and Lovers

The Trans with Pride team member for this strand is:
Vishni Velada-Billson.

Vishni is a trained facilitator and applied drama practitioner:

With invited guest: **Ignacio Rivera (facilitator, activist)**

In association with: **GIRES and Mermaids**



About our guest:

IGNACIO RIVERA

Ignacio Rivera is a queer, Black, Trans multi-gender queer, experienced community organiser and consultant. He is also a poet /performance artist. Ignacio's consulting and organising work specialises in racial, class and economic justice issues, violence against women and trans people and cultural competency. Ignacio provides training, workshops and consultation services. He facilitates sessions such as The Ins and Outs of Queer Parenting which examines the concept of family, the ways that queer people parent, and the presence and impact of homophobia and transphobia in the family.

GIRES

The focus of the Gender Identity Research and Education Society (GIRES) is on people who experience atypical gender identity development, especially trans people, whether or not they are also affected by lesbian, gay, bisexual or intersex issues. This reflects the special interest of the trans people in the charity's membership. GIRES is concerned that society often treats this particular group harshly. This includes shortcomings in the provision of medical services. GIRES uses research as the basis for information, literature, training programmes, conference presentations, website material, and policy advice aimed at those who can improve the circumstances in which transgender people live. Its target audiences include clinicians, teachers, the police, employers, government officials, journalists and family members.

MERMAIDS

Mermaids is a support group for gender variant children and teenagers. Mermaids, whose members consist of young trans people and their families, also offers support to parents, families, carers and others by providing information, by being a listening ear; by sharing members' own experiences and by expressing genuine empathy and understanding - sometimes, just knowing that there's somebody else out there who understands how you feel can help.

This strand looks at the spectrum of personal relationships trans people and their families, friends and partners engage in. Taking a whole-life view, the group took a journey from childhood to parenthood, stopping off along the way to talk about how we interact with our families, friends, and lovers. Discussions were split into two areas and looked to include:

Parents and Parenting: Being a trans child, being a trans parent, being the child of trans parents, being the parent of a trans child; we hoped to discuss the realities and dynamics of trans parenthood, how trans people might nurture their relationships with their own parents, and how some are becoming members of new kinds of families.

Partners, Friends and Lovers: We hoped to look at the various challenges of moving in, between, and around relationships, be they gay-normative, hetero-normative or otherwise. We talked about the importance of happy, healthy relationships and look at new ways, new words, and new languages to describe our diverse life stories.

Some of the people who attended the private spaces were: a school student, owner/operators of various web support forums, a trans woman who is also a parent, writer/ researchers, trans awareness workshop facilitators, a therapist, an LGBT project coordinator, various LGBT union officers and members, academics, a clinical psychologist, London Fire Brigade staff, and a University Welfare Officer. These individuals travelled from Newcastle, Kent, South, East and North London, Nottingham, Essex, Milton Keynes, Northumberland and Bristol for the event, bringing with them a multitude of perspectives. Questions and experiences were drawn on by all of the participants.

At the beginning of the session the facilitators, Vishni and Ignacio, engaged the group in establishing some ground rules. It was important to agree this as a group in order to ensure a safe space could be produced. We looked to ensure that participants' individual experiences were respected and heard. One of the additions to ensure people were treated in a way they wanted to be treated was to go around the circle and ask each member which pronoun they preferred to be used. How each member is appearing may not be the gender they see themselves as and this offers an opportunity for members to tell us how they identify, rather than making assumptions. It was also stipulated that this group gathering was not as a 'therapy', but a coming together in order to channel experiences in clear and constructive ways.

The first question asks what people hoped to gain from the Private Spaces strand.



Here is a **summary**:

- To learn more about the dynamics of positive personal support networks such as parents, friends, partners and children, that are so crucial to wellbeing.
- To give something of our own experiences of being in a long term relationship and many years post-surgery, and gain insights from others.
- To gain a sense of reaffirming our own identities through working with other trans people in a safe space.
- To learn more about the pressures around identity crises and talk about the issues of transitioning within a family context, in order to focus on some of the methods people use to deal with this.
- To engage in debates around the provision of services for families of trans young people in order to identify what my project should be aiming to undertake and to develop service provision.
- To network with and learn from other trans people who have faced struggles around coming out as trans and the impact on personal relationships.
- To learn more about priority issues at a community level.
- To be part of a discussion on a personal level, about adjusting to change in a relationship when a partner transitions.
- To discuss raising a child within a trans relationship.
- To explore how best services could be developed to support friends, family and partners.
- To gain a fresh insight into personal relationships from a trans perspective.
- To help raise awareness of our rights and how we want to live our lives.
- To develop my understanding of how I can help and support members of the support group I co-chair:
- To meet other people in similar situations to me and to be able to network in real time with real people, instead of on the internet.
- To share some failed and some successful stories of my friendships and relationships through my transition and learn how to cope with evolving relationships from others.
- To pass on advice and share experiences.
- To develop an understanding of the issues affecting trans students, and the possible ways to resolve these issues.
- To think about how trans people want their issues to be presented to the world in order to educate people who may not yet be aware of them.

In order to 'see' the identities (which are often multiple) within the group and to establish some broad general narratives we carried out an exercise called 'stepping into the circle'.

Group members were asked to step into the circle if they identified as: genderqueer; FTM, MTF, trans, queer; living a multi-gendered life, an ally to trans people, a parent of a trans child, a parent/ expecting parent, trans/ queer identified and out to your children, trans/ queer identified and all your friends know how you express your identity, trans/ queer identified and some of your friends don't know, trans/ genderqueer and your lovers/ partners/ fuckbuddies know how you identify, and finally, as trans/ genderqueer and not all of your lovers/ partners/ fuckbuddies know. People often stepped in to the circle numerous times, demonstrating how we all identify in multiple ways.

Then we established some key areas that were pertinent to this group. These were identified as: Being a parent of young trans person, being a trans person who is also a parent and talking about the impact on the family; living with our own 'transness' prior to coming out to family and



loved ones; on-going relationships with parents before or after coming out (or not out coming out); people wanted to see what others' experiences throw up and how life is after transition, especially in terms of making and/or sustaining relationships

A list of topics was written down on a piece of paper and delegates were asked to go to one of several small groups formed out of some of these topics. Each small group then acknowledged their peers and discussed issues relevant to this specific topic. One delegate talked about the issue of family support through transition offered a story of how a trans person's sister was totally supportive. Together the siblings negotiated coming out to and talking with their parents. The sister offered to be the person to tell parents, if it made telling easier. This story points to how we can gain allies from within our family who can then do some of the 'work' for us when coming out in the early days of telling our trans stories. It is important to let members of our families take care of us in difficult times. The group discussed family dynamics and shifts that take place for siblings, grandparents and wider family members of trans people. We talked about the concerns we tend to have in relation to one member of the family's reaction, and how our family members might also worry about others' reactions. For example a parent of a trans person might worry about what his or her own parents' might think. There is a generational issue with regards to understandings of trans and because of a lack of understanding it can be difficult for family members and loved ones to come to terms with having a trans person in the family. The parent of a trans woman described how his relationship with her gradually improved when he learned of her trans status and was able to understand the stress with which she had been living through childhood and beyond. Sustaining family relationships helps everyone involved and achieving this can be made easier through understanding what Trans is all about. This helps families to deal with the feelings they typically experience: shock, grief, guilt, sense of betrayal, anger, helplessness, embarrassment, shame and fear for self and loved one.

The identity of a partner of a trans person can shift and this might be difficult to come to terms with. There is a need to reflect on identities with regard to of sexual orientation and perceptions around that. The group asked if there was a better use of language that we can employ here. For example when a trans person comes out to his partner as a man, where the partner identifies as a 'lesbian', it might be difficult for her to adapt her own perceived sexual orientation. She is likely to be perceived as 'heterosexual' or 'straight' as her partner transitions. Alternatively if a trans person comes out to her partner as a woman, where the partner identifies as 'heterosexual' neither the trans woman or her female partner will necessarily identify as 'lesbian' or feel allied or affiliated to the lesbian community.

The group asked: is there an issue with dealing with one's own personal politics and ideology as a partner of a trans person?

We moved to think about future and potential lovers, partners and friends as an area of anxiety for trans people. It is difficult to know how people will react when one 'reveals' one's trans status. Often people don't know much about trans. There are also possible concerns around sharing one's body as a trans person, when our own relationship to our bodies might be complex. Negotiating intimacy can be difficult.

The group was asked to discuss some of the problems/ barriers in our families and to offer some ideas for solutions:

OUR ISSUES:

- Loss of families and friends
- Need for support for our loved ones, friends, family
- Dealing with pain – our own and others'
- Dealing with feelings of guilt
- Responsibility plays a huge part
- Bereavement
- Concerns with change and potential possible regret
- Lack of regional support

WHAT WE NEED:

- Increased awareness of trans identities
- Safe educational spaces for young trans people
- Organisational education and advocacy
- Children raised to be aware of sexuality and gender identity
- Increased trans visibility in the non-trans community
- Improved services at Gender Identity Clinics through:
 - providing services for friends and families
 - creating positive environments
 - educating the experts holding the experts accountable
- A central communication network
- To encourage learning from other families
- More websites for networking and overall, general communication
- New support groups, particularly for partners and parents (Depend, WOBS)
- To create and own the agenda, like we are doing today
- Active, constructive confrontation

DELEGATE FEEDBACK ON THE STRAND

In what way do you think attending this strand might be useful to you now/in the future?

- Learn about other support groups for friends and families.
- Useful pieces of information to use in our work.
- Lots of good ideas re: how to change things in small, achievable ways.
- Education of others and myself. Protection and support of my friends.
- Expressing my thoughts and issues.
- Communication, education and networking.
- Opened up ideas and solutions.

What did you like about your workshop?

- Hearing personal stories.
- Good mix of people, in terms of ages, professional, experiences, etc.
- The openness.
- Good discussion, well structured.
- Having a space to share stories and info.
- Participation.
- Well facilitated.

Is there anything that you would recommend the strand team do differently next time?

- Gather findings.
- Try to achieve the recommendations for specific and practical action.
- More time to share stories!

Is there anything in particular you would like to see going forward from the strand?

- An action plan.
- Do it all again regularly.
- Education and improvement of GID services in terms of support for trans people and their loved ones.
- Resources and support to be made more available.
- Implementing ideas to improve lives of trans people and their allies.
- Education, education, education.
- Furthering of networking and knowledge.
- Summer school for young people.



Here are some general comments from our delegates about a range of things people felt strongly about:

- Do it again!
- All good. Thank you.
- I feel privileged to have attended this conference and I was made to feel so welcome.
- Registration and welcome were good. The room was too small and noisy but the lunch was excellent.
- Kate Bornstein is a rock star!
- The most amazing lunch ever!
- A very high standard of organisation. A credit to the importance of the subject.
- Leaves us wanting to come back next year!
- A big thank-you to everyone who assisted in organising and participating in the day. I found the whole experience superb.
- The conference was extremely well organised from advertising to application to receiving info. Welcome was very friendly – all very efficient and professional.
- A future strand on Gender Politics. What it means to be a wo/man and feminism and non-transition in gender politics.
- Kate and Christine were brilliant.
- Registration, welcome and keynotes all fine. Room was ok but evil seating in theatre. Lunch was fab.
- Very organised, interesting keynotes, rooms were so-so and lunch was “yaih!”
- Splendid!
- Being included as a non-t. Hearing people's stories and experiences. Thinking about best practice in the workplace.
- Great buzz and energy.
- Fabulous speakers.
- Interest, energy, collective commitment.
- Time to meet in between workshops and a place to go afterwards.
- Being in a trans friendly space.
- Inspiration from the collective space.
- Finding out about different groups and initiatives and possibilities for getting involved.
- The session on sex workers.
- The report (a definite outcome) will be great.
- Seeing older people talk about their health experiences.
- Christine Burns' keynote speech at the beginning of the conference
- Articulation of diversity issues, networking with peers.
- Information about trans related health because it's hard to get accurate info
- Folks listening to others, empowerment through knowledge sharing.
- Enjoyed hearing Christine Burns and Kate Bornstein talk this morning.
- The volunteers were lovely.
- Incidental conversations, networking, the diversity of the attendees.
- Diverse delegates, friendly vibe, huge range of material.

SUMMARY

At the end of the day we heard back from our 'strand hoppers' Claudia and Kate Bornstein.



Here is a **summary** of what each of them said.

CLAUDIA YOUTHVOLUNTEER

It was very interesting to hop between the different strands. I wanted to give my overall impression of the themes that we picked up and how the day went. I think one of the over-riding things that I came across was the element of standardisation and education, in terms of putting forward some sort of mandate, educating the general public in basic ideas and notions of what transgenderism is all about. This is only just starting. There is a large room for expansion for this. We are only just beginning to promote awareness that transgendered people are in our everyday lives and ought to be respected and treated the same as everyone else.

I think also there has been a great evolution of how people in transgendered communities are addressing the issues and going about transitioning or interacting with mainstream society. I think now there is a greater sense of liberalism and fluidity within gender even with those who are transitioning in the conventional way with surgery and hormones. Also the ways in which the strands dealt with the issues were similar in terms of how they wanted to synthesise ideas in order to bring about a collective form aimed at making change happen.

One thing that I feel wasn't addressed, as much as I personally would have liked, is the internal and personal sense of transgender identity and transitioning. I think there has mainly been a focus of the outside issues of transitioning in terms of society, work, and issues with family and relationships. Yet I feel that another very significant element of transitioning is the internal and psychological changes that one goes through; the gender exploration that people undergo in transitioning or in exploring their gender identity. I think for some people they feel that they do not need support for that, but there are others who feel that that is absolutely necessary. Coming to terms with one's identity is a very important thing for anyone, in particular for transgendered people when, in finding out who they are, means transgressing social norms. So I think that's one thing I would like to see expanded.

I have had an amazing time here. Thank you very much.

KATE BORNSTEIN

I learnt a great deal from each strand and not enough from any of them. I wish I could have been four of me. I learned from the health strand that there are so many hoops to jump through to get your body healthy. Society sets up all these hoops and norms that do not include us. Even within our own community we create hoops. Our youth have to jump through hoops that we create.

We are each of us distorted by a misogynist lens that rationalises and even legalises violence against anyone who does not fit the culture's definition of a 'real' man or a 'real' woman. We all have an instance of downward mobility as a result of a heteronormative capitalism based on a bipolar gender system. A lot of people talked about transphobia. Transphobia manifests in a manipulated media that fetishises us and objectifies us into villains or victims. Transphobia manifests as a blindness to sex, sexuality and sexual health. Transphobia manifests also as invisibility within lesbian and gay communities and care providers.

There was a lot of demanding going on today. We need to demand an attitude that overcomes our oppression. People take up arms against us in a lot of ways. We each need to learn, in our own way, how to be disarming.

We know that we have lots of identities and ways to identify. What's hard is how do we communicate all of these colours and shades of our identities to other people, even other people in our communities?

I want to also talk about hierarchies in our own world. Healthcare, for example, is afforded for transsexuals, but not necessarily of other transgendered people. We need to stand up for each other and I think this is part of the beauty of this conference. We got to do that today. Together we need to disobey and disagree with the systemic non-t oppression and ignorance. We cannot allow any of that negativity in our house. We have to find out where we've been agreeing with this stuff and not apply it to our own family members. For example trans youth are constantly underrepresented, also people of colour and people who are working class. There is also FTM and femme invisibility in our communities.

We have to share continually our strategies. We need to create alliances that acknowledge differences and emphasise common ground. This is hard even within our own families. We have allies in people who are trying to stop bullies and trying to oppose violence.

In the States we do not have conferences like this. This is the first time I've ever been to a conference like this.

Thank you very much.

ASSOCIATED ORGANISATIONS

at. association for the study and defence of the right to gender identity

at. is the association for the study and defence of the right to gender identity is a non-profit association, dedicated to give relevance, psychological, legal and social support to every person whose gender identity is not socially and culturally recognised. We intend to develop the study of and the support for those that feel themselves culturally out-of-bounds with regard to their gender identities. Only by having a full sense of the problems faced, can we fulfil the goals we propose. We hope that we can contribute to better education and comprehension of diversity and the concept of gender identity.

at. associação para o estudo e defesa do direito à identidade de género

at. association for the study and defense of the right to gender identity

Apartado 30293

EC Bom Sucesso

1401-991 Lisboa – Portugal

atrans.pt@gmail.com

<http://a-trans.planetadix.pt>

<http://atranspt.blogspot.com>

FTM LONDON

FTM London is a social support and information group for all female to male transgender and transsexual (trans) people and those who think they might be. FTM London is run by the community, for the community. We are a membership organisation with an elected committee. FTM London meetings are held at: The Trinity Reform Church, Buck St, Camden, London. NW1 (on the corner of Buck St & Kentish Town rd) Every 1st Saturday of the month starting at 6pm. Significant others, friends, families and allies (Soffas) are welcome from 8.15pm.

FTM London

BCM FTM London

London WC1N 3XX

info@ftmlondon.org.uk

www.ftmlondon.org.uk

GALOP

Galop is London's Lesbian, Gay, Bisexual and Transgender (LGBT) community safety charity. We are a driving force in changing the way the police work with our communities and give advice and support to those affected by homophobic and transphobic violence or hate crime. Our main services are:

- Helpline and advocacy
- Consultation and development of policy
- Training
- Research

Galop offers a service called Assisted Reporting (or Third Party Reporting). This means that if you have experienced or know of a homophobic or transphobic incident in the Greater London area but do not feel able to report it directly to the police, you can report it to us instead, either online, or by calling our shout line. We promise not to reveal your identity to the police unless you want us to and we will never pressure you to take any action you are uncomfortable with.

Galop

PO Box 32810, London, N1 3ZD

Tel: 020 7704 2040 (shout line)

020 7704 6767 (admin)

www.galop.org.uk

GENDERED INTELLIGENCE

Gendered Intelligence is a company that delivers Arts Programmes, Creative Workshops and Trans Awareness Training in schools, colleges, and LGBT Youth settings as well as to professionals who work with young people. By using various resources and stimuli we engage discussion and debate around understandings of sex and gender.

www.genderedintelligence.co.uk

catherine@genderedintelligence.co.uk

jay@genderedintelligence.co.uk

THE GENDER TRUST

The Gender Trust is a Registered Charity that helps adults throughout the United Kingdom who are Transsexual, Gender Dysphoric and Transgender, and those whose lives are affected by gender identity issues.

Their mission is to improve the quality of life of trans people and their families by supporting them and working with anyone who is affected by gender identity issues, and our vision is that everyone will accept and support the right of trans people to be valued members of society.

There are a number of services that the Gender Trust can supply:

- Information about trained counsellors, psychologists and psychotherapists, and if required we can advise on initiating the proper referral procedure to a choice of psychiatrists.
- Help for those who are Intersex, and try to provide care for partners and families of all these individuals
- Guidance and information for those who may encounter gender issues in the course of their work, including employers, social workers, welfare workers, the media and the medical profession
- Training for employers and other organisations on the legal, medical and social aspects of the lives of transsexual and transgender people

PO Box 3192, Brighton BN1 3WR, United Kingdom

Office Tel: +44 (0)1273 234024 (Mon-Fri 9am-5pm)

info@genderttrust.org.uk

GIRES

The focus of the Gender Identity Research and Education Society (GIRES) is on people who experience atypical gender identity development, especially trans people, whether or not they are also affected by lesbian, gay, bisexual or intersex issues. This reflects the special interest of the trans people in the charity's membership. GIRES is concerned that society often treats this particular group harshly. This includes shortcomings in the provision of medical services.

GIRES was founded in 1997. Its membership does not include only trans people. There is an equal number of non-trans people, who are family members or, for other reasons, wish to support GIRES' work. All those who serve on GIRES' Executive Committee are trans people or family members. Although GIRES has a narrowly defined focus, it recognises how much common ground there is between the various groups that serve LGBTI people, and seeks to collaborate with all the others working in this broad field.

Melverly, The Warren, Ashted, Surrey KT21 2SP
Tel: 01372 801554

www.gires.org.uk

MERMAIDS

Mermaids is a support group for gender variant children and teenagers. Mermaids, whose members consist of young trans people and their families, also offers support to parents, families, carers and others by providing information, by being a listening ear; by sharing members' own experiences and by expressing genuine empathy and understanding - sometimes, just knowing that there's somebody else out there who understands how you feel can help.

The primary purpose of Mermaids is to act as a support group for children and teenagers, up to the age of 19, who are trying to cope with gender identity issues. The secondary purpose of Mermaids is to try to raise awareness about gender issues amongst professionals and the general public, campaigning for the recognition and proper acknowledgement of gender identity issues in young people and for the increase and improvement of professional and medical services.

Helpline: 07020 935066 (12 noon - 9pm UK time, when staffed)

www.mermaids.freeuk.com

PRESS FOR CHANGE

Press for Change is a political lobbying and educational organisation, which campaigns to achieve equal civil rights and liberties for all trans people in the United Kingdom, through legislation and social change. Their site explains their work, but also supports all those who campaign with them to achieve full equality and rights for gender diverse people in modern society. They say:

"Nowhere else in the world will you find such a comprehensive collection of information about the trans rights campaign, and details about the legal, medical, political and social issues surrounding the people it represents. If you're a trans person, we aim to raise your consciousness. If you're a researcher or a journalist we want you to have everything you could possibly want to report us accurately and fairly. If you're a campaigner already, we want to provide you with the very best resources. And if you're not, we'd like to show you what an astonishing challenge we continue to face even though many fundamental forms of protection are now in place through UK law."

Website Editor: Tracy Dean, editor@pfc.org.uk
Correspondence: letters@pfc.org.uk

TRANSFABULOUS

A London based arts organisation championing transgender arts, raising a broader trans awareness and promoting and encouraging transgender artists and work exploring transgender culture.

We produce a whole calendar of events including our annual Transfabulous Arts Festival, the Picnic for Change, the London marking of the Transgender Day of Remembrance and events for Pride and LGBT History Month. For further details see our website.

www.transfabulous.co.uk

TRANSYOUTH MANCHESTER

Trans Youth Manchester offers a support and social group. They run a weekly drop-in session for all self-identified intersex, transgender, transsexual, genderqueer, trans, gender-variant, transguy, gender-gifted, transgirl, t-boy, t-girl, transman, transwoman, m2f, f2m, young people aged 14-25, regardless of sex or sexuality.

For general enquiries via email use: info@lgym.org.uk.

You can visit in person at
Manchester Lesbian and Gay Centre,
49 - 51 Sidney St,
Manchester, England,
M1 7HB

You can send post mail to:
Trans Youth c/o LGYM P O Box 153, Manchester: M60 1LP
Their answer phone line is: 0161 273 7838. There you can leave your message/number and someone will call you back.

www.lgym.org.uk/transweb

GLOSSARY

In order to facilitate learning and understanding, a list of terms have been listed to ensure readers have a good grasp about the communities and issues raised in this report

SEX

Sex is assigned at birth as being male or female or intersex. Sex is the classification of an organism into male or female and refers to the physical anatomy, the congenital state of the male and female, mainly genitalia, ovaries and testes denoting the reproductive function of the individual.

GENDER

The concepts, roles or attributes that are associated with sex. Gender refers to the social shaping of an individual as being a girl or a boy, man or woman and is represented through behaviour. For example, the behaviour of being aggressive or passive.

GENDER IDENTITY

Gender identity describes the gender with which a person identifies (i.e. whether one perceives oneself to be a man, a woman, or describes oneself in some less conventional way), but can also be used to refer to the gender that other people attribute to the individual on the basis of what they know from gender role indications (social behaviour, clothing, hair style, etc.) Gender identity may be affected by a variety of social structures, including the person's ethnic group, employment status, religion or irreligion, and family.

GENDER NORMATIVE

Expressing one's gender through cultural codes and signifiers that fits within the binaries of man and woman, boy and girl. For example, for a girl to wear nail varnish is gender normative or a boy who likes playing football is gender normative.

NON-NORMATIVE GENDER

Expressing one's gender through cultural codes and signifiers that does not fit within the binaries of man and woman, boy and girl. For example, for a boy to wear nail varnish is non-normative gendered behaviour or a girl who likes to play football is non-normative gendered behaviour.

GENDER VARIANT

Someone who does not fit into neat categories of boy or girl. This category of trans also allows for a person to identify as outside of, or other to, the identities of male or female. Gender variant can also be known as Gender Queer.

SEXUAL ORIENTATION

Sexual orientation refers to the direction of an individual's sexuality, usually classifiable according to the sex or gender of the persons that the individual finds sexually attractive.

LGBT

Lesbian: A lesbian is a person who defines as female and is romantically and/or sexually attracted to other women.

Gay: Gay is a generic term for homosexuality (a word which is no longer used due to its diagnostic connotations) and usually refers to men. A gay man is someone who is romantically and/or sexually attracted to other men.

Bisexual: Bisexuality is a sexual orientation which refers to the romantic, and/or sexual attraction of individuals to other individuals of both their own and the opposite sex. Most bisexuals are not equally attracted to men and women, and may even shift between states of finding either sex exclusively attractive over the course of time.

Trans: Trans is an umbrella term used to include all people whose sex which they were assigned at birth does not sit comfortably with their sense of self. It is derived from the terms 'transsexual' and 'transgender'. The term transgender is often used with the same meaning, but it is not always preferred by those who identify as trans. Some trans people may refer to themselves as FTM (female to male) or MTF (male to female) or gender queer.

COMING OUT

Coming out refers to a time in your life when you first tell other people about your trans identity. Being outed refers to people disclosing to another of your trans status.

STEALTH

Passing as non-trans without revealing your trans status.

TRANSPHOBIA

Transphobia is the fear or dislike of someone who identifies as transgendered or transsexual.

HETEROSEXISM

Privileging heterosexual lifestyle implicitly or explicitly whilst simultaneously excluding, undermining and/or deleting non-heterosexual and non-normative gendered identities.

VOLUNTEER

A person who performs or offers to perform a service voluntarily, and without payment.

