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Gendered Intelligence Biennial Report 2009-2011



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Introduction

Welcome

Over the last two years Gendered Intelligence has gone from strength to strength working with more young trans people, carrying out more activities and arts based projects, building more resources and delivering more workshops and trans awareness training. Despite this, many people do not know about Gendered Intelligence and the important and unique work that we do across the UK. This Biennial Report offers a chance to tell you our story of what has been happening at Gendered Intelligence over the last two years. Here, you will read of our recent activities and achievements across our key aims. I hope this report will begin to disseminate the achievements that we have made to those from within the trans and LGBT community and voluntary sector, as well as the areas of education, health, children and families and in academic circles. It is crucial that we continue to work towards opening up opportunities for people, and in particularly young people, to express themselves and their gender identity in a way that feels right for them.

I would like to take this opportunity to thank all of our team members, freelancers and volunteers, as well as the young people and professionals that we have worked with. I would in particular like to thank all the young trans members who have been involved in the various activities and group work over the last two years. It is those who make Gendered Intelligence what it truly is.

Jay Stewart

Our Aims

Gendered Intelligence's mission is to increase understandings of gender diversity through creative ways. The Company's object is to:

- deliver arts based programmes and workshops to young trans people from across the UK in order to improve the lives of young trans people.
- deliver facilitated workshops to young people within schools, colleges and other settings to generate discussion and debate around gender and the ways in which it presents challenges in our everyday lives.
- offer professional development, trans awareness training and policy development consultation, as well as attend conferences and events to raise awareness of young trans people's needs across the UK and beyond.
- to contribute to the creation of community cohesion across the trans community throughout the UK by bringing trans people and professional services together to form partnerships and run projects that will benefit and strengthen the trans community.

Our values

Gendered Intelligence wants to play its part in encouraging the cultural shift needed to gain understandings of trans and gender variant lives and to develop a more sophisticated and intelligent approach to gender and sexuality across society as a whole. Current understandings around trans come from medical models, specifically in the fields of psychiatry. Like the emergence of a social model of disability, as well as the development of lesbian and gay communities, trans people are developing a positive community identity around being trans rather than figuring trans as a psychiatric disorder or a medical condition. Developing as a community means bringing young trans people together in order to decrease isolation, and providing opportunities for all trans people to feel that they have something to offer. Bringing trans people together, as well as collaborating and building partnerships outside of the trans community, is very important to the work that we do at Gendered Intelligence.

Gendered Intelligence works predominantly within young people's settings and with educative aims. Our route into the educating that we hope to do is often through the arts. We believe the arts is an amazing tool for sharing our stories, platforming our voices and to build awareness around the ways in which heteronormativity regulates and restricts everyone.

- We place young trans people at the heart of our organisation
- We respect that young trans people's lives are rich and diverse, including their gender identity, sexuality, age, abilities and disabilities, ethnic background, faith and beliefs
- We encourage young people to be the people that they feel themselves to be, and to pursue what it is that they wish to become
- We seek to support young trans people so that they feel confident in playing their part in increasing understandings of gender diversity, in ways appropriate for them
- We are committed to an idea that everyone can be intelligent about gender

Background

Gendered Intelligence was set up as a business partnership in 2007 between Catherine McNamara and Jay Stewart after completing the Sci:identity Project (a £50,000 funded project by the Wellcome Trust in 2006-2007).

In June 2008 Gendered Intelligence registered as a Community Interest Company, which uses a business model that is geared around entrepreneurial initiative, but is obliged to feed its profits back into the company. The company is Limited by Guarantee under Companies House regulation, and has charitable aims. Since then the organisation has continued to grow, carrying out several activities for young trans people, delivering workshops to schools as well as offering professional development. It has continued to

work collaboratively to convene an annual Trans Community Conference, aimed at all members of the trans community, as well as professionals who are involved in trans lives, and wish to contribute to relevant discussions. Over the years these conferences have been funded and supported by Awards for All, the Allan Lane Foundation, Oxford House, Central School of Speech & Drama and the Metropolitan Police.

In February 2009, as part of LGBT History Month, we launched the Gendered Intelligence youth group. Before this, there had been no regular facility for young trans people to gather with other young trans people from across England. Having worked with young trans people since 2006, Gendered Intelligence felt well placed to carry out this work and that young trans people had trust in us as an organisation. In 2009 Gendered Intelligence was funded £50,000 by the Equalities and Human Rights Commission to implement the job role of Trans Youth Support Worker, In 2010 Gendered Intelligence widened its Board membership and began to develop a plan that would offer a longer-term strategy for working towards our aims.

The Board of Directors

The Board's role is to:

- Oversee the business plan and development strategies, policies and funding opportunities of the organisation
- Receive reports on the activities carried out by the organisation
- Receive updates on the financial activity of the organisation and advise on fundraising strategies

Members of the Board

Jay Stewart (Chair)

Jay is co-founder of Gendered Intelligence and manages various arts based projects across the organisation. He carries out Trans Awareness Training and the Continuing Professional Development programme, convenes the Trans Community Conference and oversees the Trans Youth Support Work. As part of some of the projects run at Gendered Intelligence he has made documentaries such as *The Sci:identity Project* (2007) and *Gender Variance in Primary School* (2008). Jay is now carrying out his PhD currently entitled "Trans on Telly: Popular Documentary and the Production of Transgender Knowledge". Jay is an active member of the trans community and sits on various committees and working groups as a representative of the trans community.

Dr. Catherine McNamara

Catherine McNamara is co-founder of Gendered Intelligence and Deputy Dean of Studies at Central School of Speech & Drama. She was Project Coordinator for Trans Youth Arts project *Sci:identity - What's the Science of Sex & Gender?* (a 12-month Wellcome Trust funded project exploring gender and sexed identities) and the Gendered Intelligence collaborative play-writing project *Brief Encounters*, run in

conjunction with Fringe Benefits Theatre Company (Los Angeles, US), which led to a performance and workshop being delivered in secondary schools across the UK between 2008 and 2010. Catherine's own PhD was titled 'The Constitution of Transgender Masculinities through Performance: A Study of Theatre and the Everyday' (University of London, 2009).

Deborah Gold (Secretary)

Deborah is the Chief Executive at Galop, an LGBT Community Safety Charity. In recent years Galop has moved from being a Lesbian & Gay, to an LGBT organisation in evermore meaningful and productive ways. Deborah is also on the Board for Stonewall Housing and a policy officer at Shelter, providing legal information for various organisations. In the past she has worked for Allsorts, an LGBT Youth Service based in Brighton.

Mark Jennett

Mark had a background in Arts Administration before going into Theatre in (Health) Education for *Caught in the Act* Theatre Company. He has been a National Advisor on the Government's National Healthy School's project. He wrote Stand Up for Us and for the last 5 years, worked freelance primarily with schools doing work around homophobia and homophobic bullying. He is also a musician & singer and does some workshops in schools with adults. He has experience of being a School Governor.

Part 1

Part 1 covers the work we have delivered as part of our first aim at Gendered Intelligence - to deliver arts based programmes and workshops to young trans people from across the UK. Over the last two years Gendered Intelligence has delivered various arts based programmes for young trans people from across the UK. Some of these have been trans youth only activities and others have been for young trans people, as well as for lesbian, gay, bisexual, queer, questioning, and allies.

Trans Youth Support Work Project

For a more in-depth look into this project see our [Trans Youth Support Work Report](http://www.genderedintelligence.co.uk/resources) (www.genderedintelligence.co.uk/resources)



Aims of the project

The Gendered Intelligence youth group was set up in February 2009 beginning with a four-week consultation with its members. In 2010 Gendered Intelligence was funded by the Equality & Human Rights Commission (EHRC) to carry out a Trans Youth Support Work Project. Our Trans Youth Support Work project key aim was:

- to increase the visibility and quality of young transgendered people's life experiences from across England, who typically suffer inequality and disadvantage by implementing a greater choice, control and empowerment over their lives

We aimed to achieve this by:

- Setting up and running a fortnightly youth group for young trans and questioning people from across England in order to provide an opportunity for young trans people and those questioning

their gender identity to share and discuss personal issues and to socialise with other trans people. Here they would be able to access information, peer support and guidance in order to make choices over their own lives in relation to family life, school and college, their emotional and mental well-being, as well as housing and employment.

- Carrying out a needs assessment on 40 young trans people accessing our services, offering intensive one-to-one support and setting goals in conjunction with each young person
- Increasing knowledge around transphobic hate crime and transphobic hate crime prevention for young trans people
- Working with 10 key workers such as teachers, head teachers, social workers and housing officers among others, who are working closely with any one individual young trans person in order to increase their understandings of gender and transgender identities and so that they can support their client sufficiently.
- Work with 10 parents and family members by increasing their understandings of gender and transgender identities in order that they can better support their loved one sufficiently.

Capturing Journeys and Setting Goals – a glance

The Capturing Journeys and Setting Goals Project is a needs assessment tool, which was carried out with 40 young trans people from across England in 2010 and 2011. It involved a series of one to one interviews that were carried out by our staff at regular intervals throughout the project. This was done in order to capture current and recent experiences of young trans people; to identify any needs; to discuss overarching visions of their lives and to set goals in order that they can take their life forward. The interviews focused on a young person's life in the areas of health, social world (including housing and community), learning world and employment as well as seeking to analyse the lived experiences of young trans people from across England. For an extensive account of this work see our [Capturing Journeys and Setting Goals Report](http://www.genderedintelligence.co.uk/resources) (www.genderedintelligence.co.uk/resources), which looks to gather many of these experiences, aims and aspirations and offer some analysis around them.

Key findings

Key features of this report centred on resilience and identity. Through the interviews Gendered Intelligence was struck by the vast range of coping skills young trans people seem to adopt in response to the difficulties they have faced.

“Just being trans develops resilience.” MTF, 23

What we learnt

From the series of interviews, in order to improve lives of young trans people we need to:

- raise confidence and self worth in young trans people
- decrease isolation and social anxiety in young trans people
- increase the social networks of young trans people
- provide spaces for young people to explore their gender identity and feelings
- ensure a successful coming out experience defined by the young person
- provide smooth social and medical transitions

Gendered Intelligence youth group activities

Bringing young trans people together provides an opportunity for young trans people to share and discuss personal issues and to socialise with other trans people. This has been found to increase good mental health and wellbeing (evidence in the Capturing Your Journeys Report). The Gendered Intelligence youth group offers an opportunity to explore identity without anxiety allowing young people to make informed decisions about their lives. In 2009 we set up this project in accordance with the young people's needs and interests. The staff at Gendered Intelligence put together a programme of positive activities which looked to explore topics such as 'coming out' to family, friends, employers and teachers; approaching GPs and medical practitioners; language and terminology; mental health and well being; sex and relationships education; transitioning; legal rights; addressing transphobic hate crime; dealing with financial issues and job prospects.

Summer camping residential

As part of the youth group activities, a summer camping trip was built into the programme. Activities included canoeing, team games and a walk in the forest and workshops carried out were: healthy relationships and safe sex; coming out stories round the campfire.

'Free to be Me' Project - Action Against Hate Crime

This small project looked to introduce the topic of Hate Crime to our young members, and looked at knowing one's rights. It was carried out in collaboration with Galop. Galop is an anti-violence charity that works in London with everyone who has experienced homophobia, transphobia and biphobia, regardless of their sexual orientation or gender identity. They also work with people who have experienced any violence, safety issues or problems with the police, but would prefer to talk to a lesbian, gay, bi, trans, or queer community organisation about it. The message of the project was "If it feels wrong, then it is wrong".

For a copy of the zine go to www.genderedintelligence.co.uk/resources

"I have a greater understanding of what counts as hate crime/ transphobia. I have a greater distinction between the terms." Young trans person

Trans*Active Accessing Sport – an LGBT History Month Project tackling homophobia and transphobia in sport

Gendered Intelligence was awarded an LGBT History Month Grant from Southwark lesbian, gay, bisexual trans network to run an arts project with young trans people during February 2011. The Gendered Intelligence youth group explored themes associated with Trans and Gender Variant people and sport. This included the barriers to accessing sport and leisure facilities, what sport meant to the participants individually, and celebrating the trans people that we knew in sport or who we discovered when researching for the project. This small project was carried out in collaboration with ActiveArt and Dulwich Leisure Centre - Fusion. It consisted of 5 half-day workshops, which culminated in a collaborative artwork. This was presented during LGBT History Month. Over all there were 73 attendees throughout the sessions and on the 23rd February 2011 the artwork was exhibited at Dulwich Sport Centre.

As part of the project Gendered Intelligence worked closely with Fusion Leisure Centre staff around the issues of trans people accessing their services. Fusion offered our youth group a private swimming session.

"Before the project I felt restricted. I was used to the idea of sport being a barrier and the feelings of being an outcast/different. I was at the point of deciding to quit sport completely just before the project started. After the swimming trip I have gained a little bit more confidence in accessing sport and it is definitely something I would consider taking up again once I have the confidence. This project has made me realise how much I missed physical activity." Young trans woman

Working with Key workers, Parents and Family Members

As part of the Trans Youth Support Work Project we felt strongly that young trans people's lives can be improved through providing support to key workers such as teachers, headteachers, social workers and housing officers. In addition it is important to work with parents and family members so that they can continue to support their trans child/ relative and receive appropriate support and information. Gendered Intelligence have helped increase understandings of trans identities among professionals and families and work in this way in order that each young trans person can move forward in their life. This multi-agency approach makes sense, especially where so little is known about trans identities and gender variance.

"I found useful being able to ask what you perceive to be silly questions, without fear of judgment." Carer.

“The [Trans Youth Support Worker] was very knowledgeable and able to add to my understanding of the client. I learned more about the client’s transgender issues and how this might link in to our understanding of his identity problems and other current issues. I would like more support around continuing to work with this client.” Psychologist therapist/ psychologist, IMPART Personality Disorder Service, North East London Mental Health NHS

Parents and Family Members Support Group

As the youth group progressed it was felt that we should gather parents, partners, friends and family members together. This support group met twice in 2011 and continue to meet quarterly.

“It was useful that my mum came along and she was able to share and meet lots of trans people and allies.” Young trans person

“The most important thing for me was that I had the opportunity to talk to other parents which is something I hadn’t been able to do before as I don’t really know anyone who has a transgender child.” Parent



“Brief Encounters” – an LGBTQ Drama in Education Play

In May 2008 Gendered Intelligence collaborated with Fringe Benefits Theatre Company and Central School of Speech & Drama to facilitate the writing of a play for performance in secondary schools. Fringe Benefits is a groundbreaking educational theatre company based in Los Angeles, USA whose workshops and productions have earned the commendations of youth, educators, parents and community leaders. Central School of Speech & Drama is a small specialist, higher education institution and a college of the University of London. The group comprised of 50 members who identified as lesbian, gay, bisexual, trans, queer, straight or ally. Over a period of 11 days, a 40-minute script was created. The group was together for five 4 hour workshops. In between sessions, improvisations were transcribed to form drafts of dialogue and out of it, “Brief Encounters” was created.

The play is based on real life experiences of young lesbian, gay, bisexual, transgendered and queer people from across the UK. The theatre company left us after the final writing session and the script was put into production and rehearsal. An accompanying workshop exploring issues of gender diversity and sexual orientation was planned, and the package was initially delivered to 7 secondary schools across the UK, as well as in variety of other settings. The dramatisation of the personal stories provided new information for some audience members.

Brief Encounters

A PSHE focused Theatre In Education package
aimed at Key Stage 4 and 5 students.

Exploring themes of
Gender Identity and Sexual Orientation



For more information
E-mail: drama@genderedintelligence.co.uk
Or visit: www.genderedintelligence.co.uk



“Interarts” – an LGBTQ Intergenerational Project



INTERarts exhibition

The LGBT Intergenerational Volunteer Programme was the first of its kind to gather 30 younger and older lesbian, gay, bisexual and transgender people to meet, work together and support one another through an arts based project. The project was carried out in collaboration with Age Concern and was supported by V-inspired and Pfizer. The aim of the project was:

- To improve understanding and relationships between younger and older lesbian, gay, bisexual and transgender people
- To challenge the stereotypes and address the social isolation that can be faced by younger and older LGB and T people
- To give young LGB and T people an understanding of and pride in the heritage of their community
- Foster greater understanding and mutual respect between generations.
- Encourage people from different generations to learn together, by sharing stories and exploring heritage, history and culture across the decades
- Produce a series of work including film, visual art, music and theatre, which would culminate in an exhibition and performance event.

“I actually got a tiny bit choked up when everyone was suddenly leaving after the exhibition and I realised that I might not see these people again.” Young queer identified person

“It was a great experience. Thank you to everyone. We are all part of the wider LGBTQ community of which I am proud to be one.” Older gay man



Sexual Health Booklet

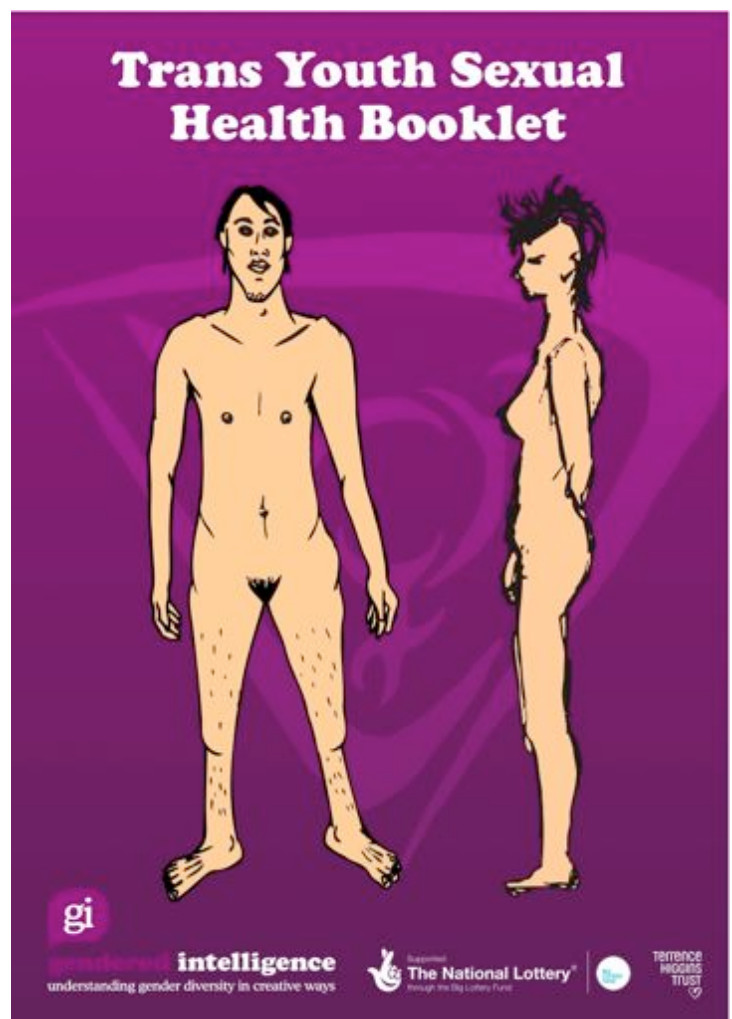
A sexual health booklet for young trans people was produced as part of a “You Know You” Young Leaders Sex and Relationship Project at Terence Higgins Trust. Gendered Intelligence gained two grants to carry out the project. The first was for a member of the young trans community to deliver a workshop to their peers, whilst the second grant was to compile a resource booklet aimed at young trans people nationally.

As the project was trans specific it allowed young trans people who may not have not accessed mainstream sexual health education, due to a lack of relevance to their own bodies and/or discomfort with the topic, to learn about sexual health. The day aimed to provide a trans only safe space for young people to discuss these issues and learn more about sexual health through workshops and peer learning, leaving them with a greater knowledge and confidence when it comes to sex and relationships. At the end of the session, young trans people were able to gain a comprehensive knowledge about sexually transmitted infections and HIV, their prevention and treatment and the risks involved with different sexual activities. Workshop attendees understood the related factors which affect sexual health such as the media, self worth, image, confidence and assertiveness and how this affects them and others. In addition they learnt how the law can protect them and be more aware of the sources of support available to them locally, nationally and electronically and will have a knowledge of how to access this support.

“At the workshop I liked the condom demonstration” young trans person

“We are very enthusiastic and passionate about making a trans sexual health booklet to be distributed around the UK allowing young trans people the opportunity to fulfill their knowledge and awareness on these topics in their own space and time!” young trans person

The booklet can be found at www.genderedintelligence.co.uk/resources or ordered as hard copies.



Part 2

Part 2 considers our second aim at Gendered Intelligence - to deliver facilitated workshops to young people within schools, colleges and other settings to generate discussion and debate around gender and the ways in which it presents challenges in our everyday lives. Over the last two years Gendered Intelligence has delivered various workshops to young people in educational and other settings. This has been as part of PSHE programmes, anti-bullying or diversity weeks as well as bespoke sessions that addresses a young person in the setting who is transitioning and identifying as trans. Sessions have also sat in other areas of the curriculum including sociology, drama and art among others.

From 2009 – 2011
Gendered Intelligence has
worked with 1680 students
in schools, colleges and
other youth settings

Workshops in Educational or Other Youth Settings

From 2009 – 2011, Gendered Intelligence has worked with a total of 1680 students from 18 different institutions. This includes our *Brief Encounter* tour, as well as one off workshops with the theme of gender diversity. In 2009, we worked with 100 Year 12 students with mild to severe learning difficulties at Treloar College, Alton, Hampshire; 65 Year 8 students at Mounts Bay School, 65 Year 8 students at Penrice School; 65 Year 8 students at Callington Community College; 200 Year 8 students at Brislington Enterprise College, Bristol; 100 attendees of from groups across Rotherham youth service; 130 Year 9 students from Clifton Comprehensive, Rotherham. In addition, Gendered Intelligence have twice carried out 6 repeated sessions throughout one day to 220 (95+125) Sixth Form students as part of a PSHE day at Notley High School/Braintree 6th form College, Braintree. Braintree is a mixed comprehensive 6th form college serving young people from feeder schools across Braintree. The session explored and provided the young people with information around sexual orientation and gender identity and delivering using this carousel model enabled us to work directly with all 220 Sixth Form students each year.

We carried out workshops with a total of 72 MA Applied Theatre and 1st and 2nd year BA Drama, Applied Theatre and Education students, from Central School of Speech & Drama which looked at the work of Gendered Intelligence with a specific focus on the Sci:identity project. As part of the National Youth Theatre Playing Up 2 Scheme, which is an access to Higher Education course designed to engage young people not in education, employment or training and youth at risk, Gendered Intelligence worked with a group of 22 young people aged between 17 and 25 who are interested in applied/ community theatre. Other workshops carried out in 2010 were with 25 students from Taunton's College, Southampton; 200 students from Broomfield School, a large mixed comprehensive with specialist status within Humanities, which was a 2 day workshop exploring sexual orientation and gender identity as part of the school's first

‘Love Diversity’ week; 250 students from Leyton Sixth Form College, which consisted of four groups of 60-70 AS Sociology and Psychology students looking at gender identity and gender diversity and 30 Year 5 students at Grove Road Primary School

In 2011, we worked with 26 PGCE students from University College, St Mark & St John, Plymouth (Teacher Education), where we looked at gender diversity in Primary School settings and disseminating our No Outsiders work. At Royal Liberty School (Boys), Romford, a Specialist Science College and also a Microsoft IT Academy, we worked with 120 Year 10 students exploring gender diversity and sexual orientation. One of these workshops was observed by a member of the Department for Education’s Anti-bullying Team.

There were several indicators that after seeing the ‘Brief Encounters’ play and participating in the workshop, school audiences thought more deeply about the subject of gender, learned new vocabulary around gendered identity, and reconsidered behaviours and attitudes towards LGBTQA people:

When we asked students if they had ever in the past, helped to stop or challenge anti-LGBT behaviour 31% said Yes and 44% said No. When we asked “Having seen the play and participated in the workshop, do you feel that in the future you might intervene in anti-LGBT behaviour?”, 47% said Yes and 17% said No. That’s an increase [in the number of people who would intervene] of 16%. In addition, 35% of school students thought that anti-LGBT behaviour was a problem in their school and more than half the students we worked with commented that more should be done in schools to raise awareness and have debates about LGBTQ lives and experiences. The school audience’s positive feedback and learning experiences centred around the real stories, the genuine and the authentic, and this comes from the fact that the script was created collaboratively from a lacework of stories from within the LGBTQA community. The young people in schools engaged with the play and its characters, which led to their shift of perspective on gender, identity and sexual orientation.

Part 3

Part 3 looks at Gendered Intelligence's third aim - to offer professional development, trans awareness training and policy development consultation, as well as attend conferences and events to raise awareness of young trans people's needs across the UK and beyond. Since Gendered Intelligence was set up in 2008, we have offered professional training sessions to support teachers and professionals working with children and young people, as well as across other professions. Our training sets out to increase understandings around trans identities and to ensure young people's environments are inclusive and safe for all.

Trans Awareness Training and Continuing Professional Development

From July 2009 – June 2011 Gendered Intelligence has delivered training to over 500 professionals through delivering 20 workshops to organisations such as Bristol Primary Care Trust, Equalities & Community Cohesion Department, Bristol City Council, Grove Road Primary School, University of East Anglia Students' Union, LGBT Youth North West, Action for Children, The Metro Centre, University College Plymouth, Bristol NHS, ICT department, Bristol City Council, Camden Council Sexual Health and Education Team, Bristol LGB Forum, Brook London and Antidote. We have also spoken at Equal Opportunities Flanders (Brussels) and facilitated a workshop at the Trans Equalities Event as part of "In Our Name" Kairos in Soho.

Gendered Intelligence training offers:

- Bespoke training sessions
- Half-day workshops that introduces trans awareness
- Full day workshops that also look at how to create trans inclusive services
- Consultation around policy, strategies and equality schemes relating to trans identified people
- Other training opportunities, resources and guidance, management support, mediation and other services that support trans employees, clients, customers and service users in your workplace
- Consultancy work and other support for organisations who are working with a young trans person in various ways

Our sessions look at:

- The relationship between sex, gender and sexual orientation
- Key terms and language with regards to various trans identities and lives
- Legislation including Equalities Act 2010 and the Public Sector Equality Duty
- Lived realities of trans people
- Tackling poor behaviour and addressing the needs of trans people

- Rehearsing real life scenarios in order to respond confidently when working with trans people and addressing their needs
- Signposting other organisations and resources



"I enjoyed pulling apart the complexities of sex, gender and sexual orientation. I managed to evaluate and modify my own preconceived ideas of trans." Trainee

"It has been excellent to have an open discussion with the staff team and to share in solving issues with the trans related scenarios." Trainee

"I worked with a boy last year. He loved dressing up in girl's clothes and enjoyed girl's company. Pink was his favourite colour, he even addressed himself as 'she' (girl). Unfortunately I discouraged him to do this and kept emphasising he was a boy. I feel I now have a good insight into the subject of 'trans'." Trainee

"This was the best training I've been to in a long time." Trainee

Part 4

Part 4 focuses on our fourth aim at Gendered Intelligence - to contribute to the creation of community cohesion across the trans community throughout the UK by bringing trans people and professional services together to form partnerships and run projects that will benefit and strengthen the trans community. Gendered Intelligence wishes to play its part in forming and strengthening the trans community more generally. It does this mainly through its Trans Community Conference, but also attends conferences, steering groups and responds to policy consultations that are relevant and where representation of the lives of young trans people is needed most. We took a year off from organising the Trans Community Conference in 2009. Prior to that, the annual conference ran in 2007 and 2008. For all Trans Community Conference reports go to www.genderedintelligence.co.uk/resources

Trans Community Conference 2010 - “Creative Responses to Education and Equality”

The Trans Community Conference 2010 was called “Creative Responses to Education and Equality” and took place on Friday 16th July 2010 at Central School of Speech & Drama. The Trans Community Conference 2010 was a one-day gathering featuring a series of workshops for members of the trans community from across the UK, as well as professionals who work with the trans community. The conference celebrated our diversity of identities and knowledge, as well as the different groups, organisations and projects that our community offers. The conference took a more creative approach to the themes of education, equalities and diversities, policy and practice, political activism and work carried out in the voluntary and community sector. As our host was Central School of Speech & Drama, we disseminated the work of various projects that have used art, drama, applied theatre, voice work, and creative writing as practical measures that educate and work towards equality, including encouraging body positivity for trans people and their loved ones, and finding ways of getting our voices and stories heard. We also heard from those who use creative tools as a way into the education and discussion around gender diversity.

Trans Community Conference 2011 - “Trans in the Media: broadcast, journalism, screen & social media”

The Trans Community Conference 2011 was called “Trans in the Media: broadcast, journalism, screen & social media” and was co-convened with Trans Media Watch. The conference was hosted by Central School of Speech & Drama again. This year's theme was explored in relation to cultural and social theory, equality and diversity, politics and activism, the arts and the voluntary community sector. Contributors and panelists included Hollyoaks actress Victoria Atkin who plays Jason Costello, the first transgendered teen in a British soap, Young journalist and trans activist, Paris Lees who appeared in Channel 4's 4Thought TV, Human rights lawyer and New Statesman journalist David Allen Green, Guardian blogger, Juliet Jacques, Jennie Kermode from Trans Media Watch, as well as trans activists, academics and campaigners Louise Chambers & Jay Stewart. In addition there was a "Doing it for Ourselves" stream

where participants can sign up to practical workshops where they will produce their own trans representations through various media.

“The social media workshop was excellent. It demystified blogs and video/ you tube for me and many other people. Very much enjoyed the whole day.” Delegate

“The new media workshop marks a new chapter in the way I use the web for the rest of my life! True. No exaggeration.” Delegate



Part 5

The Team

Gendered Intelligence is made up of a host of highly skilled freelance workers who are facilitators, practitioners, artists, writers, researchers, and other creative types. They have been involved in our activities and projects in all sorts of different ways, and to different degrees. This might be from delivering a one off workshop relative to a certain area of expertise, or as an ongoing facilitator for a project. We also have a good track record of carrying out rigorous evaluation from our projects, evidencing our practice and building data for our community. Here is some information about some of the team:

Finn Greig

Finn is the Trans Youth Support Worker for Gendered Intelligence. During 2010 – 2011, he ran the Gendered Intelligence youth group twice a month as well as carrying out some of the Capturing your Journey and Setting Goals interviews and working with key workers, parents and family members of young trans people from across England. Finn has worked with Gendered Intelligence as a trans awareness trainer and creative workshop facilitator for around four years. His training is in youth work and before working for Gendered Intelligence Finn was the manager of an LGBT Youth Project. Finn has also worked in various areas of the LGBT and youth work communities, volunteering and campaigning for about seven years.

Lorna McGinty

Lorna is a freelance movement and theatre facilitator. After training in dance and theatre she completed an MA in Applied Theatre at Central School of Speech & Drama. Her work now is focused on using theatre and creativity in the community and within educational settings. She has worked with Creativity Matters and Creative Partnerships on their Foundation Stage curriculum research projects and continues to work with Early Years children and families at The Circus Space and with iceandfire theatre company. She was involved in the creation and tour of Brief Encounters in 2008 and 2009 and is now acting as Project co-ordinator, director and facilitator for a Gendered Intelligence drama project.

Simon Croft

Simon is an active member of the trans community and a practising artist. He's worked in and around the community in a range of voluntary roles since 1997 and chaired FTM London for several years. He's a firm believer in the value and importance of art and art-based projects to the community. For Gendered Intelligence, he works on a self-employed basis taking on various roles from time to time. Currently he's helping with the finances. He has also provided admin support for the Trans Community Conference. As well as exhibiting his art in group shows, Simon works 3 days a week in the voluntary sector providing support and advice to charities and other communities.

Karen Burton

Karen does administration work for Gendered Intelligence, which involves a wide range of activities, including being secretary of the Trans Youth Support Work steering group, and collating evaluations from various sessions carried out by Gendered Intelligence. She is currently involved in the administration of the Trans Community Conference. Karen trained as an actor at the Poor School and recent theatre productions she has performed in include Like a

Fishbone at the Cockpit Theatre and The Green Room at the Etcetera Theatre. She has also acted in several short films and works at Central School of Speech & Drama as Assistant to the Dean of Studies

Fiona Burgess

In 2010, Fiona facilitated on the 'Interarts' project, an intergenerational arts project for LGBTQ participants run by Gendered Intelligence in collaboration with Age UK. She has since begun to work in schools with Gendered Intelligence delivering gender awareness workshops. Having trained at Central School of Speech & Drama, Fiona graduated with a First Class BA (Hons) degree in Drama, Applied Theatre and Education. Fiona is a London-based applied theatre practitioner who works in a variety of community and educational settings. Her practice is rooted in creating inclusive and accessible participatory experiences which can empower people to change and develop through positive interactions with art. Fiona is particularly interested in the use of drama, media and technology within her practice. She currently works for C&T Theatre Company (<http://candt.org/>) as a Drama Animateur in a secondary school. She also runs weekly drama sessions for Spanner in the Works with young people with mental health issues (<http://spannerintheworks.org.uk/index.html>).

Cherry Truluck

In 2010, Cherry was our installation facilitator and technician on the 'Interarts' project, an intergenerational arts project for LGBTQ participants run by Gendered Intelligence in collaboration with Age UK. Cherry Truluck designs sets, costume and video projection for various theatres and events, including Jermyn Street Theatre, Brighton Loves Fashion, The Edinburgh Festival and Theatre503. She was recently nominated for "Best Set Designer" in the OffWestEnd awards (A Cavalier for *Milady* at the Cock Tavern Theatre). Outside of the theatre recent work has included art direction at music festivals, education projects and graphic/website design. When there is time, Cherry also creates multimedia art installation work, independently and as part of international online performance troupe ActiveLayers, of which she was a co-founder. Her work has been exhibited and performed in the UK and internationally. For further information please visit www.cherrytruluck.co.uk

Rebecca Root

Rebecca Root has been involved with Gendered Intelligence as a voice practitioner across many of our youth projects as well delivering a workshop at our Trans Community Conference 2010. Rebecca gained her M.A. Voice Studies from Central School of Speech & Drama, University of London, graduating with Distinction. She is a Voice and Speech Instructor at Performers College, Essex; visiting lecturer on the M.A. Voice Studies course at Central; and runs her own private practise. She has given voice workshops in Mexico City, San Francisco, Oslo, Cardiff and London. She presented her paper *There and Back Again: Adventures in Genderland* at Harvard University and the National Theatre School of Norway; it is published in *Voice and Speech Review: The Moving Voice* (2009, USA). Rebecca is the recipient of the 2010 Clyde Vinson Memorial Scholarship bestowed by the Voice and Speech Trainers' Association (VASTA) (USA). She is a member of VASTA and the International Centre for Voice. Rebecca trained as an actor at Mountview Academy of Theatre Arts and has worked on voiceovers, on television and in theatre for twenty years, with credits including *Midsomer Murders*, *Casualty*, *Keeping Up Appearances*, and *Hamlet* (Gielgud Theatre). For further information please visit www.rebeccaroot.co.uk

Ben Gooch

Ben Gooch carried out research and supported the report work attached to the Gendered Intelligence Trans Youth Support Work Project in 2011. He is also a member of the steering group. He co-facilitated the Free to be Me project with Gendered Intelligence, which tackled the topic of Hate Crime with the trans youth members. He co-ordinates Shine @ Galop, Galop's trans-specific project. The project is about encouraging organisations to be more trans

inclusive on the one hand, and providing practical things to meet trans people's needs on the other. Ben has a long history of involvement with trans community activities. He was on the staff team of the Sci:identity project 2006-7 (which brought young trans people together to explore sex, gender and science through creative methods), helped to organise the Transfabulous festival (an international festival of transgender arts and culture), produced the zine concept and design for the film 'The Lovers and Fighters Convention', and performed onstage for 'There is no word for it': the (trans) mangina monologues, a celebration of trans male sexuality. Ben co-chaired FTM London, the UK's largest face-to-face support and information group for trans masculine people, from March 2007 until May 2009.

Jason Barker

Jason has delivered trans awareness training events at Gendered Intelligence and took part in a ticketed fundraising event for us with his stand up comedy show. Jason Elvis Barker is an award winning filmmaker, comix artist, occasional stand-up comedian, co-producer of Transfabulous (transfabulous.co.uk) and a programmer of the London Lesbian and Gay Film Festival. He makes animations. Recent clients include Central School of Speech & Drama, The British Film Institute and Galop. Jason likes corduroy, slippers and proper puddings with custard. For more about Jason's work go to <http://www.jasonelvis.co.uk/>

Sam Bailey

In 2010, Sam was our creative technician on the 'Interarts' project, an intergenerational arts project for LGBTQ participants run by Gendered Intelligence in collaboration with Age UK. Sam Bailey is a writer, director, Director of Photography and editor. To find out more about Sam's work check out his website: <http://www.samueljbailey.com/index.html>

Dr Erasmo Tacconelli

Erasmo Tacconelli is a member of the steering group for the Trans Youth Support Work Project in 2011 and supported the Brief Encounters project in 2009, by being available to the 50 participants for counselling support. Erasmo Tacconelli is a Chartered Clinical Psychologist. He qualified in 2000 and has since worked within many types of psychological services in the NHS, in voluntary settings and in private practice. He has specialised in mental health, sexual health and clinical health and currently works in a management role in East London Secondary Care Mental Health Services. Additional to clinical work, he has experience of working with the trans community, having set up a trans group, and contributed toward a range of trans events. Through teaching and research, he actively encourages trans awareness in the training of clinical psychologists.

Volunteers and interns

Andolie Marguerite

Andolie Marguerite has been a committed volunteer supporting the Gendered Intelligence youth group since it started in February 2009. She is currently carrying out her PhD at Goldsmiths, University of London, within the Education Department.

Elijah Hannes

Elijah is a youth worker and trans activist for TransInterQueer based in Berlin. His work combines methods of film-making and theatre techniques when working with young people to provide support on gender expression and identity. He also campaigns in Berlin to make gender and trans related topics visible. He took part in the Brief Encounters Project in February 2010 and was volunteering with Gendered Intelligence in 2010 focusing on the youth group and Trans Youth Support Worker role. Therein he started the Trans & Queer Cinema together with the

participants of the youth group and he co-directed a theatre workshop for the Trans Community Conference 2010. Currently he is completing his studies on community theatre and social work in Berlin. His final degree thesis is called “Heteronormativity and theatre – chances of educational deconstruction” and he continues to campaign in Berlin to make gender and trans related topics visible.

Octavian Starr

Octavian, a student from Goldsmiths, University of London studying community and youth work, was an intern at Gendered Intelligence as part of his course placement between March and July 2011. He assisted the Trans Youth Support Worker with planning and supporting sessions and general work duties and has liaised with other organisations for signposting and youth support. In addition Octavian has also assisted with the creation and planning of new and upcoming programmes and events for Gendered Intelligence. Octavian hails from the United States and has a background in social justice and equality work.

Lola Olson

Lola Olson is a genderqueer postgraduate student at Goldsmiths, University of London studying International Studies. Lola does a variety of work for Gendered Intelligence including some of the technical aspects around getting the website and fundraising going to doing some other graphics work like creating postcards.

Student Placements

We have also worked closely with approximately 10 students from BA Drama, Applied Theatre & Education degree and MA Applied Theatre at Central School of Speech & Drama, who have worked with the Gendered Intelligence youth group and carried out a variety of drama based workshops in schools that look at gender related topics.

Part 6

Financial information 2009 – 2011

	Year ended 30/06/10
TURNOVER	£27,877
Cost of sales	£9,991
GROSS PROFIT	£17,886
Administrative expenses	£18,387
OPERATING LOSS	(501)
Interest receivable and similar income	£45
LOSS ON ORDINARY ACTIVITIES BEFORE TAXATION	(456)
Tax on loss on ordinary activities	-
LOSS FOR THE FINANCIAL YEAR AFTER TAX	(456)
Grants	
Terence Higgins Trust	£899.00
Paul Patrick Award, LGBT HM	£500.00
EHRC	£10507.42
Allan Lane Foundation	£1200.00
Goods and Services	
Trans Awareness Training	£3653.01
Workshops in Education	£9288
Trans Community Conference delegates	£1430

	Year ended 30/6/11
TURNOVER	£63105
Cost of sales	£50392
GROSS PROFIT	£12713
Administrative expenses	£13730
OPERATING LOSS	(1017)
Interest receivable and similar income	£2405
LOSS ON ORDINARY ACTIVITIES BEORE TAXATION	Profit - £1388
Tax on loss on ordinary activities	-
LOSS FOR THE FINANCIAL YEAR AFTER TAX	Profit - £1388

Grants

EHRC	£23,824.70
Southwark LGBT Network	£1000
Brook	£600
Age Concern	£14,400

Goods and Services

Trans Awareness Training	£7492.09
Workshops in Educational or Other Youth Settings	£2683.00
Trans Community Conference delegates	£3009.75

