
Nishant Dougall

They/Them

0412 202 666

nishantdougall@gmail.com

Key Selection Criteria Responses - TGD Peer Navigator

1. Lived experience as a transgender, gender diverse, and/or non-binary person

As a queer, non-binary, neurodivergent person of colour, I have a deep understanding of the challenges and triumphs that come with navigating one's gender identity. My own journey has included experiences of discrimination, exclusion, family violence, homelessness, mental ill-health, and psychosocial disability. These lived experiences have instilled in me a profound commitment to empowering and advocating for marginalised communities.

2. Strong interpersonal and communication skills to build rapport with TGD people and community stakeholders

My four years of experience in community services, coupled with a decade in the finance sector, have equipped me with the skills to build rapport with people from all walks of life. I have a proven ability to provide strengths-based, person-led, empathetic support. I am confident in my ability to communicate respectfully and effectively with TGD people and community stakeholders.

3. Demonstrated ability to connect with peers in a genuine and empathetic manner to provide personalised support

As a Peer Support Group Facilitator at Thorne Harbour Health, I honed my skills in active listening and creating a safe and inclusive space. I have experience mentoring LGBTQ+ individuals through empathetic, non-judgmental, and respectful support. I am confident in my ability to connect with TGD peers in a genuine and empathetic manner to provide personalised support.

4. Knowledge of transgender issues, challenges, and resources available to TGD people

Through my own identity journey and volunteer work at Thorne Harbour Health, I have developed a strong understanding of the issues, challenges, and resources available to the TGD community. I am familiar with local and national LGBTQ+ support services and networks. I am committed to staying updated on current transgender-related issues and resources.

5. Familiarity with local and national LGBTQ+ support services and networks

My lived experience, coupled with my mental health and gender identity journey, has equipped me with a strong understanding of local and national LGBTQ+ support services and networks. This, along with my experience in health outreach, makes me confident in my ability to connect individuals with essential resources.[]

6. Ability to work independently and as part of a team

Throughout my career, I have demonstrated the ability to work both independently and as part of a team. My experience at Diamond Valley Community Support and Headspace required independent decision-making and initiative. My experience as a Business Analyst involved collaborating with stakeholders and external organisations. I am adaptable and can thrive in both individual and collaborative settings.

7. Respectful, inclusive, and affirming attitude towards diverse gender identities

I am deeply committed to creating safe and inclusive spaces for all individuals. I have a respectful, inclusive, and affirming attitude towards diverse gender identities. My lived experience and work with diverse communities have instilled in me a deep commitment to anti-racist and gender-affirming practice.

8. Willingness to undergo training and development as required by the organisation

To further my professional development, I recently began a short course at the Odyssey Institute to enhance my skills in addressing AOD issues. I also regularly participate in webinars and lunch and learns offered by organisations such as Thorne Harbour Health, Turning Point, and the Hamilton Centre. I am eager to undertake any training and development necessary to excel in this role.

9. Flexibility to work some evenings and weekends for events and outreach activities, including travel to regional and rural Victoria

I am flexible and willing to work evenings and weekends to support Transgender Victoria's events and outreach activities. I am also willing to travel to regional and rural Victoria as needed.