



**transgender  
victoria's  
impact report  
2023-24**

# acknowledgement

Transgender Victoria works and organises on land belonging to the Wurundjeri, Boonwurrung, Taungurong, Dja Dja Wurrung, and Wathaurung peoples of the Kulin Nation. Transgender Victoria pays its respects to Elders past, present, and emerging, and acknowledges that sovereignty has never been ceded.

We acknowledge the custodianship of this land's people and the privilege and responsibility to Connect with Country. We acknowledge and honour the unbroken spiritual, cultural and political connection Aboriginal and Torres Strait Islander peoples have had to this unique place for more than 2000 generations and the continuation of cultural, spiritual and educational practices of First Nation communities.

We would also like to highlight that many of our resources draw largely on colonial language, and this may not reflect the way that Aboriginal and Torres Strait Islander peoples describe their gender identity and sexuality across 250+ language groups.

First Nations culture has always recognised and involved much more diverse presentations of gender identity that cannot be encapsulated within the social concept of a binary system of gender that has been dictated by Western societies and enforced by colonisation. It is important to respect and acknowledge diverse representations and descriptions of gender identity, especially from our First Nations, BIPOC communities around the world.



# Contents

- 01 Key Highlights**
- 02 About Transgender Victoria**
- 02 Our Mission, Vision and Values**
- 03 Our Growth**
  
- 04 Our Impact**
  - 04 Programs
  - 12 Consulting and advocacy
  - 13 Training/Education
  - 14 Events
  
- 16 What's Next?**

# key highlights



## In the last 12 months...

We have provided direct support to **632 transgender, gender diverse and non-binary** people across Victoria.



## In January 2024

we opened Affirmation Station, Melbourne's dedicated trans-led community hub.



**92%**

of participants felt the programs helped them feel more connected to their bodies.

**83%**

felt the program created feelings of gender euphoria for them.

**81%**

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



We have delivered **88 inclusion and awareness training sessions** in the last **12 months**, in **50 workplaces**, to a total of **1511 participants**.



We estimate we have indirectly supported over

**100,000 people**

through our advocacy initiatives. This figure encompasses a range of engagements with advisory committees, workplace and policy consultations, online awareness campaigns and social media content. We're proud that our advocacy has impacted Victorians across the entire state.



# about transgender victoria

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

We are trans-led, working for, by and with trans communities to achieve better social, economic and health outcomes. We represent trans communities by fostering connection, advocating for change and supporting trans people to lead full and meaningful lives.

## our purpose, vision and values

**purpose** To work for, with, by transgender, gender diverse and non-binary communities to achieve better social, economic and health outcomes.

**vision** Transgender, gender diverse and non-binary people are welcomed, valued and celebrated as we thrive

### values

#### Care

We care for community with compassion

#### Connect

We connect the dots between TGD people, our communities, and the organisations that support us.

#### Empower

We empower all TGD people, especially at our intersections and on the margins

#### Celebrate

We celebrate our diversity and living our best lives

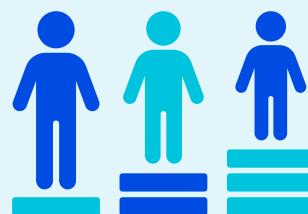
# our growth



As we reflect on the impact we've had in the past twelve months, it's important to acknowledge how far Transgender Victoria has come and how fast our organisation has grown.

Our dramatic growth was marked with receipt of the peer support program funding of **\$1 million over 4 years** in 2018, which enabled us to expand from a largely volunteer-run advocacy and training organisation, to a community-focussed and affirming social service delivery organisation.

Since 2018, we've seen our staff increase **from 2 staff (1 FTE) to 13 staff (8.2 FTE).**



In the same period, our revenue has grown from **\$161,000 to \$1,048,406.**

This resourcing has enabled us to operate a full slate of empowering programs designed for TGD people across multiple intersections of race, ethnicity, disability, neurodiversity, citizenship & socio-economic status.



# our impact

## programs

Our peer programs span social connection groups and 1:1 affirmation services and peer navigation. Transgender Victoria's peer support programs work to improve both the mental and physical wellbeing of our communities.

92% of participants felt the programs helped them feel more connected to their bodies, and 83% felt the program created feelings of gender euphoria for them.

81% of all participants feel that the activities help them feel more connected to the community.

In all of these programs, 100% of participants reported learning valuable tools in the topics taught, and 100% reported feeling more confident and prepared in the topics taught.



it's an amazing safe-space, which is incredibly empowering for anyone on a gender-identity journey of their own



## affirmation station

Affirmation Station is Melbourne's trans-led community hub where trans and gender diverse people can connect with other TGD people, explore their identity, and find the support they need on their gender journey.

Since opening in January 2024, we've **welcomed 232 people** through our doors, participating in **26 different** workshops, activities and affirmation services. We currently have **97 active** Affirmation Station members who have signed up to receive exclusive offers and access to our programs.

## spotlight on the opshop

Affirmation Station is home to one of the world's first trans-affirming opshops.

We know that TGD people have a unique relationship to building self-esteem. Many will spend at least some of their life unable to access their appearance ideals for safety and/or sociocultural reasons.

The Affirmation Station Opshop supports TGD people affirming their gender identity by providing free and low-cost clothing. We stock both second-hand and new clothes, and we do not use gendered categories.

## affirmation services

The social affirmation services offered at Affirmation Station meet a crucial need in trans and gender diverse communities—providing support for non-medical transition and affirmation.

Many TGD people will start their journeys with non-medical transition methods, and some will never go on to seek medical transition support. Despite this, social affirmation methods are typically underfunded and under-emphasised. Affirmation Station makes these services accessible.

Since launching our affirmation services program in December 2023, we have run eight different types of affirmation services. These services include: personal styling, makeup lessons, top surgery lived experience lessons, binder fittings, bra fittings, voice therapy, and bodywork.

We've been overwhelmed by the response to our affirmation services program, with **84 individual** attendees/participants receiving support from at least one of our services.

“Beth was amazing and very gender-affirming. Totally worth my time waiting several hours between appointments and driving home an hour away. Would definitely do something like this again.”

## trans makers

The Trans Makers program platforms trans and gender diverse art in mainstream spaces, as well as building a presence in regional Victoria. We support financial resilience for trans and gender diverse makers at various intersections through **100% profit** in market sales, professional development, and networking opportunities.

In 2023, our trans makers program **generated \$24,617.90** in revenue for our artists.

## spotlight on PAX

In November 2023 we attended several cultural and community events, including the PAX gaming conference where multiple artists received direct mentorship in sales and market skills. The Trans Makers program has become a valuable resource to make market attendance safer for up and coming TGD artists.



## giving back to TGD communities

We love supporting and amplifying existing initiatives and organisations through our Community Development Fund and Platformed Communities programs.

We've provided **\$116,096.82** to grassroots programs and orgs through our Community Development Fund and Platformed Communities programs.

We estimate we've impacted over **800 people** as a result of our funding.

### spotlight on beyond bricks and bars

#### About the program:

#### **Beyond Bricks and Bars**

provides direct 1:1 support to incarcerated and newly released trans and gender diverse people.

#### Amount of funding we provided:

**\$10,000**



#### what the funding enabled them to do:

This funding provided uplift to a grassroots community organisation who are undertaking urgently needed work with very limited capacity, often relying on volunteer hours beyond contracted roles. It also enables collaborative advocacy in calling for system reform, improved access to health services, and addressing human rights violations and discrimination. The informal working relationship between Transgender Victoria and Beyond Bricks and Bars enables criminalised trans people to access peer support, affirmation services and volunteer pathways to employment.

- Post release, BBB has successfully supported TGD people to avoid being further incarcerated, ensuring they have effective legal representation, lived-experience peer support, and gender affirming supports within the community.
- Over the last two years since BBB was formalised as a project, they have supported **49 TGD people** who have been criminalised. Currently 36 trans and gender diverse people are receiving ongoing support.
- Since BBB received funds from Transgender Vic in March 2023, BBB has supported an additional **11 TGD people**.

## spotlight on deafblind victoria

### About the program:

**DeafBlind Victoria** is a unique and independent self advocacy group run by and for Deafblind communities in Victoria.

### Amount of funding we provided:

**\$11,000**



### what the funding enabled them to do:

The funding allowed DeafBlind Victoria to establish a trans and gender diverse peer support group and Auslan lessons designed to facilitate social connection with non-Deafblind trans folks. This project provides opportunities to connect Deafblind individuals and the broader queer community, promoting friendships and skills in deafblind communication, including tactile Auslan and Deafblind fingerspelling. Participants who are not Deafblind make friends with other TGD/queer Auslan learners, while gaining skills and networks that could lead to future employment as support workers or interpreters. For those who are not yet confident in their gender expression, a Deafblind environment can be free of judgements about how someone looks, or the sound of their voice.



## employment skills

Our TGD Employment Skills program addresses the gap in employment outcomes for Trans and Gender Diverse folks by focusing on providing both emotional support as well as the practical tools that jobseekers can use on their journeys.

The program consists of a three-day itinerary, with practical skills-building workshops, guest speakers, case management, and opportunities to connect directly with TGD-friendly employers. The skills-building component includes resume-writing workshops and feedback sessions, mock interviews, clothing swaps where attendees can learn about interview dress codes, and more.

In 2023, we saw **77 TGD** people supported by the employment skills program. In 2024 we are transitioning the program to an online delivery model to expand our reach and impact to more TGD people across the state.

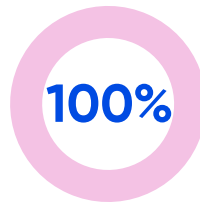
“**As a non-binary individual who doesn't particularly seek any form of medical transitioning I felt very welcome and understood. I've often felt out of place in other trans/genderqueer spaces, so this was a really pleasant experience for me!**”



of participants from the first pilot round have now reported finding employment.



of participants felt the program gave them practical skill to help them in their job search, and six months after the program ended,



of survey respondents stated that the skills and methods we covered in the program were helpful in preparing them for the job search process.

## spotlight on the 2023 job fair

The Trans and Gender Diverse Job Fair is an opportunity to connect TGD job seekers to employers who actively work to create a safe environment for their transgender, gender diverse and non-binary employees.

This is needed because research from the Williams Institute (2021) shows that 43.9% of trans people report not being hired for a role because of their identity. Trans and gender diverse people are also over-represented in the unhoused community (roughly 1% of the population is TGD, but 20% of the unhoused population is TGD), according to the 2020 Inquiry into Homelessness in Victoria. Many cite their inability to find safe work as one of the reasons they are unhoused.



**Number of Employers: 12**

**Number of Attendees: 115**

## change of ID

We provide a range of services to support trans and gender diverse community members to change the name and/or gender marker on their ID documents.

In the last 12 months, we have supported 61 people through the ID Change Support Fund, made possible by Minus18 and VicBears. This program provides direct funding to cover the costs associated with updating legal ID documents. We estimate a further 500 people have received support on navigating complex and contradictory systems through DIY workshops, resources and how-to guides.

## peer navigation

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

## meet our peer navigator: **keri she/her**

- Keri has a bachelor degree in Human Services, majoring in child and family.
- Keri continues to study post grad at Uni to continue her skill development.
- Keri is maybe a little obsessed with riding and racing mountain bikes all over the country when the opportunity arises.
- Keri's favourite food is honey/soy chicken wings.
- Keri is a super easy person to have a chat to about anything.



Since launching in December 2023 we have supported 126 transgender, gender diverse, non-binary and gender questioning people.

The waitlist has rapidly grown to 7 weeks for Peer Navigation sessions. Demand has been far stronger than anticipated, and indicates the high level of need within TGD communities for this kind of support. More funding is required to ensure everyone is seen within a reasonable timeframe without falling through the cracks.

### Inspire - youth leadership program

In 2023, we launched Inspire, a new youth leadership program for TGD people aged 12-20 years old. With participants across the state meeting in Naarm/Melbourne once per month, we attended various cultural events and LGBTQI+ programs with the purpose of exploring what it means to participate actively in social spaces as a TGD person.

Our inaugural Inspire cohort consisted of 14 young TGD people from across Victoria, with 7 excursions such as Melbourne Museum and the NGV Triennial between October 2023 to April 2024.

We will be wrapping up the program in a few weeks with a 3-day camp where all of the participants will have a chance to bond, reflect on how they've grown into their power, and dream about their futures.

“ Having a space to talk about anything that’s on my mind throughout my transition with someone who is understanding and can share their perspective is so valuable. I’ve especially appreciated having someone to talk to about coming out to my family, friends, and at work, and discuss how I want to handle those situations that might come up

Ollie (24yrs)



## volunteer program

At Transgender Victoria, we believe in fostering connection, advocating for change, and empowering trans individuals to lead fulfilling lives. We can't do this without our phenomenal community of volunteers and allies.

In 2023, Transgender Victoria was supported by 41 volunteers, giving their time and expertise in roles such as handling online enquiries, assisting at market stalls and events, program support, setting up Affirmation Station, packing merch and committee involvement.

## social groups

We run two fortnightly social groups, one in-person at Affirmation Station and one online. Both groups are designed for TGD people who want to connect with other TGD people in a safe, inclusive and affirming environment. We encourage participants to come along prepared to chat, build social connections and engage in some activities planned by our facilitators.

Each fortnight we see an average of 20 people attending the in-person social group, and an average of 9 people attending the online session.

“..I really enjoy connecting with members of the community in an accessible and fun way



## consulting and advocacy

Transgender Victoria supports active, year-round consulting and advocacy initiatives working to improve the systems, services and spaces that TGD people interact with. In the last twelve months we've engaged with a range of health and government sectors, including Equality, Health, Mental Health, Justice, Corrections, Police and the Human Rights Commission.

In the last year, we estimate that Transgender Victoria has delivered **420 hours** of pro-bono consulting work, which equates to **approximately \$252,000** of unpaid work.

We also undertook approximately 60 hours of paid consulting in the same period, with remuneration of **around \$16,000**.

This showcases both the significant demand for our distinctive and inclusive insights and services, and the ongoing challenges we face to achieve appropriate remuneration for our expertise.

We are focussed on upskilling our team to negotiate and advocate for the value of our labour and lived experience.

While we are committed to prioritising remuneration and recognition of our lived expertise, we also recognise that long term culture change and social acceptance of gender diversity is a profound and meaningful return on our investment in pro bono work.

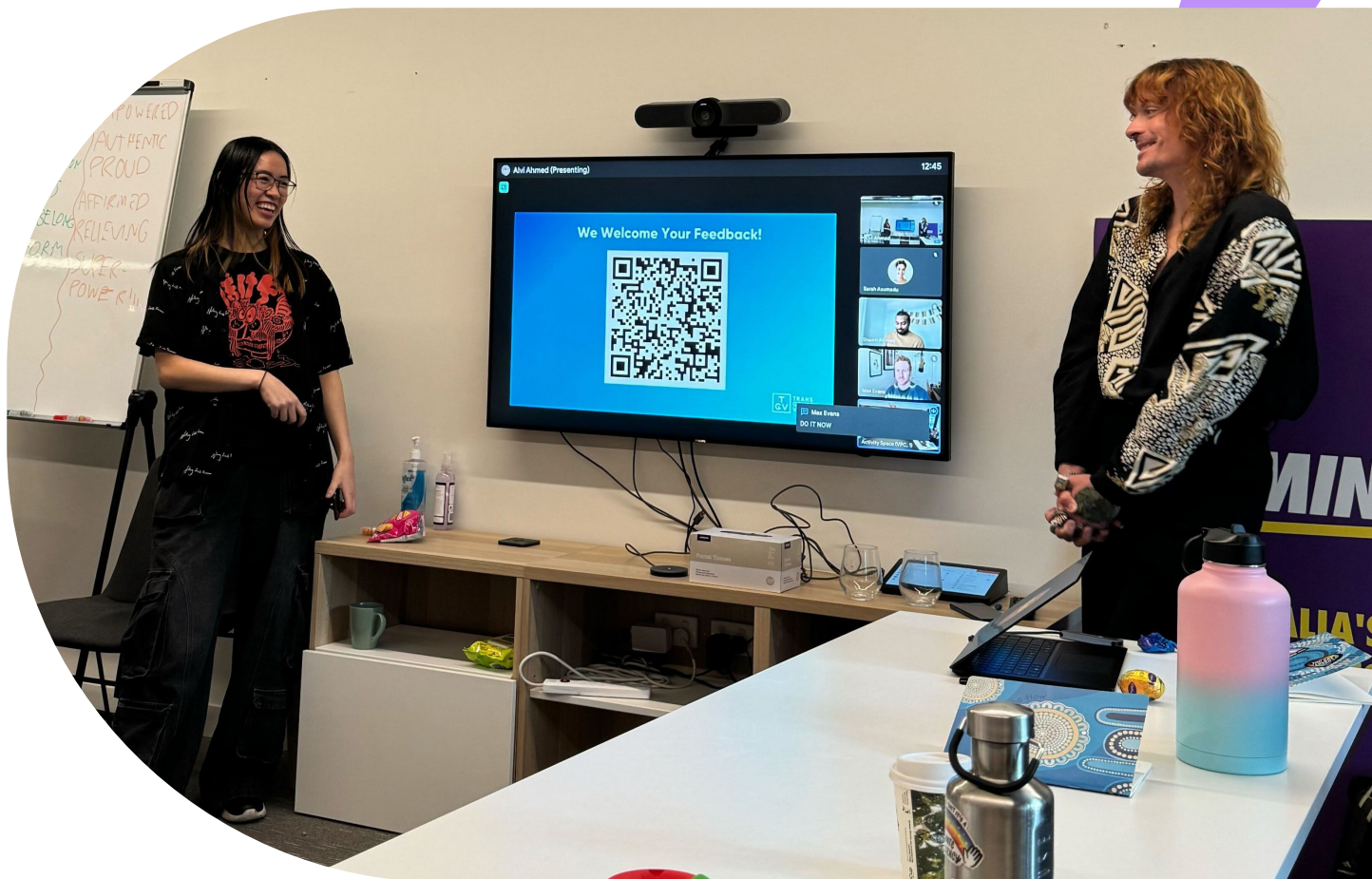


**Inspire has been nothing short of transformative for me. Through this program, I've embarked on a journey of self-discovery and acceptance, realising the beauty and diversity within the transgender community and that by simply being myself, I am enough. The support and resources provided by TGV have empowered me to embrace my own identity more fully, fostering a sense of belonging and self-acceptance. I am immensely grateful for the profound impact the INSPIRE program has had on my life - I know I have made some lifelong friends**

**Rae (any pronouns used interchangeably)**

## training/education

TGV offers industry-leading training on trans and gender diverse and LGBTIQ+ inclusion and service provision, available online or in person. Our experienced team of trans and gender diverse facilitators bring their unique perspectives and diverse lived experience to equip organisations and businesses with the skills needed to better support trans and gender diverse and LGBTIQ+ people.



We have delivered 88 training sessions in the last **12 months, in 50 workplaces**, to a total of 1511 participants.

Some of the sectors we've delivered training to include Higher-Education, Aged Care, Councils, Healthcare, Youth Justice, Legal and LGBTIQ+. We're also proud to have delivered several bespoke trainings to regional, rural and CALD-specific organisations, as well as incarceration-specific training.



**TGV curated a wonderfully supportive, safe space for us to reflect deeply on our practice and improve our knowledge. They worked carefully with us to ensure that their content was relevant and applicable while keeping things fun and interactive. Thank you TGV!**



## events

We run regular events throughout the year for TGD people with the aims of fostering connection, building community, and providing a space for transgender, gender diverse and non-binary people to celebrate their identity. We use events as a way to acknowledge days of significance such as Trans Day of Remembrance, Non-Binary People's Day and more.

Between January 2023 and April 2024, we ran 11 events on days of significance with an estimated total of 570 attendees.

### trans day of remembrance

To commemorate our annual Trans Day of Remembrance, in 2023 we hosted a vigil at Fitzroy Library and created a space for trans and gender diverse communities to grieve those we've lost and spend time connecting and healing together. We welcomed 249 attendees this year.

Attendees  
**249**



I cried the whole time (but in a good way), and got to meet some lovely people. Thank you for all the work and care that went into organising it. My closeted partner died in July this year, and my very religious in-laws paid for the funeral and grave, and didn't want any hint of trans-ness. So this felt like the funeral we didn't get to have. Thank you.



## trans pride picnic

In February 2024 we threw our first ever Trans Pride Picnic! An open event for people of all ages and genders, it was a chance to bring our community together during Summer, have some fun and just be ourselves.

Attendees  
**60**



The picnic was the perfect good vibe: very chill. TGV created a really nice atmosphere, which helped me finally make some other trans friends.



## trans day of visibility

In 2024, Trans Day of Visibility (held on 31st March every year) coincided with Easter Sunday. In light of this, the decision was made to run an online-only campaign to drive awareness of the day.

The Let's Change That campaign aimed to:

- Grow Transgender Victoria's email subscriber list
- Platform TGD voices through content that we can use year-round for training and fundraising purposes
- Inspire people to become allies

Performance Highlights:



**48%** increase in email subscribers



**153%** increase in organic Instagram impressions



**75%** increase in website views



## what's next?

As we approach our twenty-fifth anniversary next year, we acknowledge that we stand upon the shoulders of our champion founders who put endless hours of 'kitchen table' strategy meetings fighting for trans rights. This was done long before government support or formal employment prospects were on the radar, and we would not be here today without their enduring camaraderie and tireless advocacy.

As I write this, in June 2024, transgender, gender diverse and non-binary people are being confronted with unprecedented levels of hostility around the world. This is despite the fact that we're seeing increasing numbers of people recognise their gender diversity.

Everyday at Transgender Victoria we are involved in discussions around gendered violence, suicide prevention, poor mental health, under- and unemployment, alongside fundamental rights to celebrate our existence in ways that are diverse AND personally meaningful.

The work of Transgender Victoria is crucial, now more than ever.

We provide support for social affirmation and diverse ways of BEING and DOING gender, whether non-binary, gender-creative or at multiple intersections of disability, neurodiversity, ethnic, racial or faith-based diversity. Our core values of care, connect, empower and celebrate highlight our ethos of "for, with and by gender-diverse people", and our demands to be centred in conversations about our autonomy.

With the opening of our trans-led community space, Affirmation Station, and the continued expansion of our peer support programs, consulting, training and events, **we need more resources to meet demand.**

We cannot do this without your support.

Whether that be in donations, hiring us for fee-for-service training or consultation, or simply calling out misinformation when you're scrolling online waiting for a coffee...

Be an ally, lend us a hand, and help us support TGD people on their gender journey.



**son vivienne**

they/them


CEO of Transgender Victoria

**Help us  
support trans  
and gender  
diverse  
communities!**

**choose your impact**



**\$ 20**  
One ticket to a  
wellbeing workshop



**\$ 100**  
Access to one  
affirmation service



**\$ 150**  
Employment skills and  
resilience training for a  
TGD job seeker



**\$ 250**  
Youth leadership  
program scholarship

Choose amount 🔒 ● ○ ○ →

One-time  Monthly  Annually

A\$ 50   A\$ 100   A\$ 150

A\$ Custom Amount

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