

## TRANSGENDER WORKSHOP – 15<sup>TH</sup> MARCH 2010

In March 2010 the Government Equalities Office (GEO) hosted a workshop with representatives from transgender and associated organisations to discuss areas of concern and possible solutions. Nearly 20 trans organisations sent representatives to the workshop.

The workshop used a grid card to elicit areas of concern and solutions, which were then grouped into broad themes. Nine themes were identified. The messages from the cards are replicated in the boxes below.

### *Themes*

#### 1. Employment

Problems	Solutions
<ul style="list-style-type: none"><li>• self-employment rates are high in the community</li><li>• employment protection does not work</li></ul>	<ul style="list-style-type: none"><li>• Action on good practice</li><li>• Campaign on the benefits of employing trans people (talents, skills, knowledge)</li><li>• Stronger enforcement</li><li>• Organisations to work as allies of trans people</li></ul>

#### 2. Education

Problems	Solutions
	<ul style="list-style-type: none"><li>• Better education in schools / start in primary / making trans awareness part of PSHE</li><li>• Specific courses for professionals</li><li>• Trans modules in professional degrees</li><li>• Public awareness campaign</li></ul>

#### 3. Discrimination

Problems	Solutions
<ul style="list-style-type: none"><li>• Discrimination against those with and w/out GRC who do not 'pass', in acquired gender</li><li>• Insurance</li><li>• Single-sex services</li><li>• Gender reassignment unclear for non-binary</li></ul>	<ul style="list-style-type: none"><li>• Include all gender variant (TS, TG, TV, IS, Q etc.)</li><li>• No exceptions</li><li>• May not need equal treatment but different treatment</li><li>• Provide public bodies with clarity over responsibilities to understand trans people</li><li>• Talk with trans spouses</li></ul>

#### 4. Identity and Privacy

Problems	Solutions
<ul style="list-style-type: none"><li>• trans people having their previous</li></ul>	<ul style="list-style-type: none"><li>• Better privacy for all trans people</li></ul>

<p>identity revealed / disclosure impacts on relations, applications etc. / risks insecurity</p> <ul style="list-style-type: none"> <li>• being 'outed' by the media</li> <li>• Trans marriage issue</li> <li>• Requirement for medical diagnosis</li> <li>• Requests to see</li> </ul>	<ul style="list-style-type: none"> <li>• Educate the media / support culture change (or not hinder it) /</li> <li>• Law should not oblige it</li> <li>• Public bodies to understand trans needs</li> <li>• DCMS responsibility</li> <li>• Better use of IGRC / interim measure to allow those undergoing gender reassignment to be treated in acquired gender</li> <li>• Revamp civil partnership to civil contract / gender neutral contract</li> </ul>
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## 5. Health

Problems	Solutions
<ul style="list-style-type: none"> <li>• GP attitudes</li> <li>• Suicide and self-harm</li> <li>• Variable in provision of care</li> <li>• Not supporting trans people with other health concerns.</li> <li>• Stressful impact on progress of transition / impact on ability for successful transition</li> </ul>	<ul style="list-style-type: none"> <li>• Access to good healthcare (local, appropriate, quality, ending postcode lottery) / funding priority / treatment – all types – across the spectrum</li> <li>• Make staff trans aware and respectful</li> <li>• Adopt best practice for gender variant young people</li> </ul>

## 6. Safety and support

Problems	Solutions
<ul style="list-style-type: none"> <li>• Lack of recognition – transphobic hate crime</li> <li>• Lack of support when abuse occurs</li> <li>• Lack of support with family difficulties</li> <li>• Lack of awareness in family courts, social services, domestic abuse cases, family counsellors.</li> <li>• Negative impact on life choices</li> <li>• Abuse in the community</li> <li>• Trans people should not have to educate others</li> </ul>	<ul style="list-style-type: none"> <li>• Better access to safe housing</li> <li>• Agencies should recognise transphobia – onus not on victim to come forward</li> <li>• Transphobic hate crime legislation – (verbal as well as physical)</li> <li>• More funding for agencies run by and for trans community</li> </ul>

## 7. Community Capacity

Problems	Solutions
<ul style="list-style-type: none"> <li>• Lack of consensus about what needs to be done and how to do it</li> <li>• Lack of: funding, capacity, financial skills, co-ordination</li> <li>• Consultation fatigue</li> </ul>	<ul style="list-style-type: none"> <li>• Funding for specific services</li> <li>• Develop effective engagement capacity, business skills, capacity building</li> <li>• Training courses, skills development</li> <li>• Have resource to engage policy makers with</li> <li>• National (trans) organisation with regional offices and resources</li> </ul>

	<ul style="list-style-type: none"> <li>• Need effective engagement leading to actions</li> <li>• Awareness of relationship built with current voluntary sector nature in mind and design accordingly</li> <li>• Coalition to help develop consistency</li> <li>• Funding for trans awareness training for other equality strand organisations</li> </ul>
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## 8. LGB & 'T'

Problems	Solutions
<ul style="list-style-type: none"> <li>• 'T' invisible in LGBT / LGBT is not always trans inclusive</li> <li>• Trans disunity</li> <li>• Access inequality at L &amp; G venues</li> </ul>	<ul style="list-style-type: none"> <li>• Challenge tokenism</li> <li>• T to speak with one voice</li> <li>• Ensure equality awards are trans inclusive</li> </ul>

## 9. Research / evidencing needs

Problems	Solutions
<ul style="list-style-type: none"> <li>• Lack of identification of compound identities – T and BME, disabled etc.</li> <li>• Local/regional bodies ignoring national research</li> <li>• Evidence of need</li> </ul>	<ul style="list-style-type: none"> <li>• Research on compound identities</li> <li>• Specific funding for T research</li> <li>• Good methodology / quality research</li> <li>• Set up a trans research database</li> <li>• Use social attitude survey to reveal general attitudes</li> <li>• Trans research seminar to bring together people doing research</li> <li>• Guidance for local/regional public bodies to encourage use of national trans evidence</li> <li>• Research with decent length timescales</li> <li>• Anonymous involvement</li> <li>• Numbers should not be dismissed</li> <li>• Support trans groups in surveying themselves</li> </ul>

## 10. Society

Problems	Solutions
<ul style="list-style-type: none"> <li>• Religious based exclusion is a barrier to culture change / obstacle to own faith / (faith) leads by example = against change</li> </ul>	