

OUTPUT OF TRANSGENDER WORKSHOP - 6 December 2010

Attending:

a:gender

Beaumont Society

Clare Project

GALOP

Gender Matters

Gender Trust

GIRES

LGBT Consortium

London Transfeminist Group / Complicity

Manchester Concord

May flower Society

Mermaids

Press for Change

Scottish Transgender Alliance

Sefton In-Trust

SibyIs

Spectrum London

Trans Yorkshire

TransForum Manchester

TransLondon

TREC

T-Vox / TGUK

Women with Transsexual Childhoods (TCT)

Non-gender activist

Output

Themes were identified in the Transgender Workshop on 15th March 2010. The session on the 6th December built on the issues raised in that session and aimed to pull together a series of suggested actions which could be taken by Government, or others, to tackle these issues [in blue]. This session also gave the opportunity for the attendees to add detail or issues to the “problems” section of this grid.

1. Employment

Problems	Solutions	Proposed Action
<ul style="list-style-type: none">• self-employment rates are high in the community• employment protection does not work• perceived problem in employment discrimination	<ul style="list-style-type: none">• Action on good practice• Campaign on the benefits of employing trans people (talents, skills, knowledge)• Stronger enforcement• Organisations to work as allies of trans people	<ul style="list-style-type: none">• Attitude surveying• Charter mark• Transgender policy on trans inclusion within Government bodies• Positive recruitment policy/retention redeployment• Barriers – need to comply?

2. Education

Problems	Solutions	Proposed Action
<ul style="list-style-type: none">• Transphobia. Lack of awareness - ignorance• Schools can be unaware of trans issues	<ul style="list-style-type: none">• Better education in schools / start in primary / making trans awareness part of PSHE• Specific courses for professionals• Trans modules in professional degrees• Public awareness campaign	<ul style="list-style-type: none">• DFES and OFSTED to expand PSHE to include gender• Schools to invite transgendered people to talk to children• Separate sessions for parents and teachers• Public awareness: make increase in public awareness part of 'Big society' – conduct equality impact assessment of activities as a whole• GEO? to create modules with professional

		<p>bodies to include modules on gender variance in education e.g. medical courses</p> <ul style="list-style-type: none"> • GEO/EHRC could write initial letter to school's that discriminated • Include transgender awareness and legal obligations in code of practice for teachers • GEO promote LGB&T champions in schools, further education and higher education • GEO/EHRC fund a faith/trans workgroup/project – also training on trans/religion that religion does not trump us – particularly relevant to question of faith schools. • GEO/EHRC fund teenager (is this teenager and not teacher?) trainings n.b. PFC already does teenager training and has courses for further education. GIRES does schools. • What should be policy for schools – perhaps GO could work with GIRES, GT and PFC
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3. Discrimination

Problems	Solutions	Proposed Action
<ul style="list-style-type: none"> • Discrimination against those with and w/out GRC who do not 'pass', in acquired gender • Insurance • Single-sex services • Gender reassignment unclear for non-binary 	<ul style="list-style-type: none"> • Include all gender variant (TS, TG, TV, IS, Q etc.) • No exceptions • May not need equal treatment but different treatment • Provide public bodies with clarity over 	<ul style="list-style-type: none"> • Get single sex services in Equality Act changed • Equality Act is not clear – but little evidence of use. We agree lots of examples etc. for guidance - needs revisiting • Single sex accommodation in health care [can

	<p>responsibilities to understand trans people</p> <ul style="list-style-type: none"> • Talk with trans spouses 	<p>be extrapolate from it] – guide from GIRES on</p> <ul style="list-style-type: none"> • New employment guide for employers and others • Prison guidelines • EHRC to monitor and report on exceptions used in EQUALITY ACT 2010 and take legal action • GEO and TransAction (Is this an organisation?) form a plan to remove all exceptions from Equality Act 2010? as a long term goal • GEO to review the Act to ensure that none of its provisions serve to protect the sensibilities of non-trans people – which allows them to avoid them encountering trans people • where this is found to be the case GEO should implement plans to address the matter • GEO and EHRC to implement formal feedback on the effects of Equality Act 2010 • GEO to consult the trans community on rationalising building regulations to ensure that toilet provision is non-discriminatory to trans people • EHRC and GEO to work with direct Gov to publishes the legal rights “in association” of partners/spouses of transpeople • GEO and Cabinet Office to evaluate what is most empowering about Big Society and state what the Government can do to enable (enable
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		<p>what/who?)</p> <ul style="list-style-type: none">• GEO and Cabinet Office to do a cost/benefit analysis of "empowerment" in Big Society i.e. what kinds of working practices are most empowering?• to fund work to encourage funders to fund trans work/ realise it needs doing e.g. in the association of Charitable Foundations• GEO to ask the GRO to stop the routine issue of Gender Recognition Certificates for those also being issued with new UK birth certificates and issue guidance on the correct use of the GRA• GEO to produce best practice guidance to remove unnecessary gender markers from officials documents/ID• GEO to model best practice with gender inclusive language, verbal and physical environment• GEO to issue guidance to local authorities (in conjunction with their new responsibilities for promoting public health and well-being and under the Big Society) to make provision for trans people experiencing discrimination/phobia, who are seeking support and outcomes that lie outside/beyond the scope of the criminal justice system.
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4. Identity and Privacy

Problems	Solutions	Proposed Action
<ul style="list-style-type: none"> trans people having their previous identity revealed / disclosure impacts on relations, applications etc. / risks insecurity being 'outed' by the media Trans marriage issue Requirement for medical diagnosis Requests to see 	<ul style="list-style-type: none"> Better privacy for all trans people Educate the media / support culture change (or not hinder it) / Law should not oblige it Public bodies to understand trans needs DCMS responsibility Better use of IGRC / interim measure to allow those undergoing gender reassignment to be treated in acquired gender Revamp civil partnership to civil contract / gender neutral contract 	<ul style="list-style-type: none"> Reform of Gender Recognition Act records and access to sensitive data (what is the issue?) Equal marriage /CPs Registration process (what is the issue?) Clarification of documents to demonstrate (e.g. birth certificate rather than GRC). Passport. "interim" arrangement - provisional reorganisation recognition from point of stated intention (to match non-medical requirement) GR for under 18s Amendment of qualifications e.g. degree certs

5. Health

Problems	Solutions	Proposed Action
<ul style="list-style-type: none"> GP attitudes Suicide and self-harm Variable in provision of care Not supporting trans people with other health concerns. Stressful impact on progress of transition / impact on ability for successful transition 	<ul style="list-style-type: none"> Access to good healthcare (local, appropriate, quality, ending postcode lottery) / funding priority / treatment – all types – across the spectrum Make staff trans aware and respectful Adopt best practice for gender variant young people 	<ul style="list-style-type: none"> Mapping current commissioning and practice (DH/EHRC) Local LGBT 'Champion' in NHS Trusts (DH) Influence national commissioning - promoting choice of provider/procedure (DH/Trans stakeholders) Guidance for medical practitioners (DH/Trans)

		<p>stakeholders / medical prof. bodies)</p> <ul style="list-style-type: none"> • Further discussion of clinical guidance for young trans people (DH/NICE/Stakeholders/Clinicians) • Guide on commissioning practices/polices • D of H guidance on changing docs (what documents?) • Contact BA – best practice for GPs (revised) • Make online guidance more accessible • DO a BMJ article – (on what topic?) • Press release - (on what?) • All BMA and GEO stamps to it (on what?) • Support revised guidance (on what?) • GEO emphasize general human rights and respect • GEO Lead campaigns on this – in hospitals, hospice, GPs • NHS staff training – learn at lunch workshops • REC input (what is REC?) • Single sex guidelines for hospitals [needs to be on D of H site] • Possible LGBT consortium infrastructure supported by GEO / for portal resource
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6. Safety and support

Problems	Solutions	Proposed Action
<ul style="list-style-type: none"> • Lack of recognition – transphobic hate crime 	<ul style="list-style-type: none"> • Better access to safe housing 	<ul style="list-style-type: none"> • None suggested

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

Problems	Solutions	Proposed Action
<ul style="list-style-type: none"> • Lack of consensus about what needs to be done and how to do it • Lack of: funding, capacity, financial skills, co-ordination • Consultation fatigue 	<ul style="list-style-type: none"> • Funding for specific services • Develop effective engagement capacity, business skills, capacity building • Training courses, skills development • Have resource to engage policy makers with • National (trans) organisation with regional offices and resources • Need effective engagement leading to actions • Awareness of relationship built with current voluntary sector nature in mind and design accordingly • Coalition to help develop consistency • Funding for trans awareness training for other equality strand organisations 	<ul style="list-style-type: none"> • None suggested

8. LGB & 'T'

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

9. Research / evidencing needs

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

10. Society

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