Thursday 27 July 2017

Wyndham Workers  
with Young People Network

Minutes

1. Welcome & Introduction

by Ruth Mihelcic, Youth Project Officer – Wyndham City Council Youth Services

1. Presentation

Presented by Starlady, ZBGC Youth Project Officer, Zoe Belle Gender Collective

OUTLINE

* Sex, gender & sexuality
* The impacts of discrimination
* Gender affirmation
* Healthcare pathways
* Legal rights, responsibilities & complaint pathways
* Case study
* Q&A (time permitting)

**LEGAL CONTEXT**

In 2013, amendments to the federal Sex Discrimination Amendment Act made it illegal to discriminate against a person on the grounds of their:

* sexual orientation
* gender identity
* intersex status

GENDER IDENTITY: means the gender-related identity, appearance or mannerisms or other gender-related characteristics of a person (whether by way of medical intervention or not), with or without regard to the person’s designated sex at birth.

TERMINOLGY TRANSGENDER & GENDER DIVERSE: a broad term referring to any individuals who do not exclusively identify with their sex assigned at birth.

GENDER IDENTITY: refers to a person’s internalised sense which may be feminine, masculine, neither, both, or moving around freely.

CISGENDER: any individual who does exclusively identify with their sex assigned at birth.

NON-BINARY: a broad term for gender identities that are not exclusively masculine or feminine, includes gender identities such as gender queer, agender, bi gender, & gender fluid.

GENDER BINARISM: is the classification of sex and gender into two distinct, opposite and disconnected forms of masculine and feminine

**LEGAL AFFIRMATION**

* People’s preferred name and pronouns should always be respected no matter their legal status.
* Personal identification documentation is complex and time consuming to change.
* Barriers may include parental permission, financial status and legal debts, ability to understand and navigate bureaucracy, time, and safety.
* Learn about the legal requirements to change your name and gender markers and offer young people assistance.

**SUPPORTING FAMILIES**

Families may express a sense of grief, anxiety and loss when their child affirms their gender identity. However some families may be more informed and supportive. Families have similar needs to that of young people.

* Access to resources and online information.
* Referrals to family peer support groups.
* Referrals to family counselling services that are trans and gender diverse affirmative. Encourage parents to seek professional support instead of working through their feelings with their child.
* Encourage parents to be supportive and affirmative of their child’s gender identity.

**CLIENT CENTRED & DRIVEN CARE**

* In supporting a young person always make sure that the process is client centered and driven to ensure autonomy and their rights of self-determination.
* Use young people’s self identified names, pronouns and gender.
* Reflect this in the clients notes and electronic files.
* Discuss social support groups & specialist services with young people.
* <http://www.rainbownetwork.com.au/index.php/find-a-group>
* Let young people know that there are specialist services for parents including social support groups and counselling.
* Be aware of the social, legal & medical affirmation process & be prepared to support a young person through this if they want this type of support.

**ADDRESSING CLIENTS**

* Don’t make assumptions on a client’s gender identity based upon their name, how they look or sound.
* Address people in person or over the phone without using gendered language.
* Politely ask if you are unsure about a persons preferred name and pronoun?
* If you make a mistake about a person’s name or pronoun politely apologise and make an effort to remember.
* When a person asks for the toilet avoid making assumptions about toilet they should or may want to use.
* Instead inform them where all the toilets are and let them choose.
* Have gender neutral/all gender toilets.

PRIVACY & CONFIDENTIALITY

* A clients confidentiality should be respected at all times.
* Clarify with the client with where it is appropriate to disclose/share their trans and gender diverse status.
* Only staff whom must know, for the clients safety or essential functions, should be told of the clients trans/gender diverse status unless the client freely chooses to share this information.
* Recording gender identity and sexual orientation in the client file may be important for the client, so that they do not have to disclose these things repeatedly to staff. Seek permission.
* If information regarding a client’s legal name and/or sex at birth is needed and/or collected, it should be kept confidential.
* Disclosure may put a clients at safety at significant risk.

**REFERRALS/VETTING**

* Familiarise yourself with support services relevant to trans and gender diverse communities.
* Ensure that trans and gender diverse clients are being referred to services that will affirm and respect their gender identity.
* If services do not have trans and gender diverse inclusive policies advocate that they are developed and that they undertake training.
* Ensure that all clients are familiar with feedback and complaint avenues if necessary.

**POLICY**

* Don’t wait till a trans or gender diverse client arrives to make decisions on policies and procedures.
* Re-evaluate agency policies, procedures, working documents at all levels of your organisation to see if they are inclusive of trans and gender diverse people.
* Research trans and gender diverse policies.
* Consult trans and gender diverse consumers and community groups.

**WHAT ELSE CAN I DO?**

* Join or form community groups of practice.
* Engage peer supports and/or secondary consultation.
* Engage in LGBTI supervision (Rainbow Network)
* Join LGBTI networks and forums.

**LEGAL COMPLAINTS**

* Australian Human Rights Commission - [www.humanrights.gov.au](http://www.humanrights.gov.au)
* Victorian Equal Opportunity & Human Rights Commission - [www.humanrightscommission.vic.gov.au](http://www.humanrightscommission.vic.gov.au)
* Victoria Legal Aid - [www.legalaid.vic.gov.au](http://www.legalaid.vic.gov.au)

**HEALTH COMPLAINTS**

* AHPRA (Australian Health Practitioner Regulation Agency) - [www.ahpra.gov.au](http://www.ahpra.gov.au)
* Mental Health Complaints Commissioner - [www.mhcc.vic.gov.au](http://www.mhcc.vic.gov.au)
* Office of the Health Services Commissioner - [www.health.vic.gov.au/hsc/](http://www.health.vic.gov.au/hsc/)

**HEALTHCARE REFERRALS GP CLINICS**

* Equinox Gender Diverse Health Centre (03) 9416 2889
* The Centre Clinic (03) 9525 5866
* Northside Clinic (03) 9485 7700
* Prahran Market Clinic (03) 9514 0888

**MENTAL HEALTH SUPPORT**

* Drummond Street Services “Queerspace” (03) 9663 6733
* VAC (General counselling and AOD) (03) 9865 6700

**MEDICAL AFFIRMATION SERVICES**

* Monash Gender Dysphoria Clinic (03) 9556 5216
* Royal Children’s Hospital Gender Service (03) 9345 5034
* ANZPATH (about > service providers) www.anzpath.org

**REFERRALS:**

**JOB SEEKING & EMPLOYMENT**

•WorkingOUT - <http://www.senswide.com.au/content.asp?id=26&t=WorkingOUT&cid=3>

•LGBTI Jobs - <http://www.lgbtijobs.com.au>

**LGBTI AOD RESOURCES**

* VAC Touchbase - <http://touchbase.org.au/>

**HELPFUL WEBSITES / ORGANISATIONS**

* Zoe Belle Gender Collective [www.zgbc.com.au](http://www.zgbc.com.au)
* Rainbow Network [www.rainbownetwork.com.au](http://www.rainbownetwork.com.au)
* Safe Schools Coalition [www.safeschoolscoalition.org.au](http://www.safeschoolscoalition.org.au)
* Minus 18 [www.minus18.org.au](http://www.minus18.org.au)
* Ygender [www.ygender.com](http://www.ygender.com)
* Gay & Lesbian Health Victoria [www.glhv.org.au](http://www.glhv.org.au)
* Transgender Victoria [www.transgendervictoria.com](http://www.transgendervictoria.com)
* National LGBTI Health Alliance [www.lgbtihealth.org.au](http://www.lgbtihealth.org.au)
* LGBTI Homeless & Housing Project <http://www.lgbtihomeless.com>

QLIFE (LGBTIQ+ phone & web chat counselling service)

<https://qlife.org.au/> or 1800 184 527

**PARENTAL RESOURCES**

* Parents of Gender Diverse Children www.pgdc.org.au
* Transcend www.transcendsupport.com.au
* Gender Help For Parents www.genderhelpforparents.com.au
* Rainbow Connections Mornington Peninsula (May be contacted through Facebook)
* http://familieslikemine.beyondblue.org.au/#folio=1
* http://www.pflagvictoria.org.au/
* <https://qlife.org.au/wp-content/uploads/2013/11/5-Families-for-web.pdf>

**MINORITY STRESS**

All LGBTI people will most likely have experienced some degree of discrimination or prejudice.

These stresses could include:

* External stressful events
* Expectations of such events
* The possible internalisation of negative societal attitudes
* Concealment

VIDEO LINKS:

**Trans 101 -** <https://trans101.org.au/video1.html>

**Nevo’s Story -** <https://www.youtube.com/watch?v=e5tTKCqIwEk>

Contact: Starlady, ZBGC Youth Project Officer, Zoe Belle Gender Collective

Email: 0429 070 827 or email: [zbgcyouth@cohealth.org.au](mailto:zbgcyouth@cohealth.org.au)

1. Information Sharing:

Name: Jess Chomley

Agency: TRY Mentoring Australia

Position: Program Coordinator

Contact: 0409 982 275 or email: [jess.chomley@try.org.au](mailto:jess.chomley@try.org.au)

* ‘Be a mentor’ Information Session
* Wednesday 9th August 2017 at 6.15pm
* Location: Wyndham Plaza Library

Name: Laura Notman

Agency: Infoxchange/Victoria Polytechnic

Position: Project Officer

Contact: 0417 592 313 or email: [lnotman@infoxchange.org](mailto:lnotman@infoxchange.org)

* Youth IT Careers Programs - Next Intake – 16th October 2017 to 22nd December 2017
* Allows young people 18 – 25 to get a foot in the IT industry
* [www.infoxchange.org/youthit](http://www.infoxchange.org/youthit)

Name: Edna DeSilva

Agency: Wyndham City Council

Position: Children & Youth Planning Officer

Contact: 9734 5422 or email: [Edna.DeSilva@wyndham.vic.gov.au](mailto:Edna.DeSilva@wyndham.vic.gov.au)

* Youth Plan Evaluations
* Scoping Council’s Youth Plans for the next four years
* Survey Monkey link -
* Please complete the online survey

Name: Nunzio Giunta

Agency: Wyndham City Council Youth Services

Position: Youth Development Officer

Contact: 8734 1354 or email: [nunzio.giunta@wyndham.vic.gov.au](mailto:nunzio.giunta@wyndham.vic.gov.au)

* Dad’s Space Program for 18 to 25 year olds
* Fortnightly meetings with outings for Dad’s

Name: Dianne Snowden

Agency: Wyndham City Council Youth Services

Position: Area Leader Youth Support & Development

Contact: 8734 1328 or email: [dianne.snowden@wyndham.vic.gov.au](mailto:dianne.snowden@wyndham.vic.gov.au)

* Community Grocer Pilot Program starting on 17th August 2017
* Fresh Fruit and Vegetables at discounted rates for the Wyndham Community
* Supports Young Volunteers with work experience
* Every Thursday from the 17th August from 3pm to 6pm

Name: Kate Mastroianni

Agency: Wyndham City Council Youth Services

Position: Area Leader Youth Support & Development

Contact: 8734 1355 or email: [kate.mastroianni@wyndham.vic.gov.au](mailto:kate.mastroianni@wyndham.vic.gov.au)

* Changes to Youth Services Mentoring Service
* <https://www.wyndham.vic.gov.au/services/youth-services/services-programs/support-services>

Agency: Hamstead Drive Medical Clinic

Contact: 9748 8266 or address: 2 Hamstead Drive, Hoppers Crossing 3029

* Free & Confidential health and sexual services clinic

Name: Ashleigh Morffew & Blen Bekele

Agency: IMVC / Strive

Position: Pathway Support Worker / Team Leader

Contact: Ashleigh Morffew – 0423 710 538or email: [amorffew@imvc.com.au](mailto:amorffew@imvc.com.au)

Contact: Blen Bekele – 0422 312 765 or email: [strive@imvc.com.au](mailto:strive@imvc.com.au)

* Making Alternatives Possible (MAP)
* 10 week re-engagement program designed for young adults – 15 to 18 years
* Alternative learning environment to mainstream schooling

**Please contact Wyndham’s Youth Project Officer for further information regarding this network or to present:** [ruth.mihelcic@wyndham.vic.gov.au](mailto:ruth.mihelcic@wyndham.vic.gov.au) **or 8734 1355**

For information sharing please email: [wyndhamyouthnetwork@wyndham.vic.gov.au](mailto:wyndhamyouthnetwork@wyndham.vic.gov.au)

Website: [Wyndham Workers with Young People Network – click here](http://youth.wyndham.vic.gov.au/info_for_workers)

Youth in Wyndham has a Facebook Page

<https://www.facebook.com/youthinwyndham>

Youth in Wyndham has an Instagram Page

<https://www.instagram.com/youthinwyndham/>