

WHY IT MATTERS

At least

4%

of people are
estimated to
be trans¹

That equates
to as many as

40

in every
1000 people

That's why inclusive spaces for trans people make a huge difference!

Trans people come in all shapes and sizes, across all ages, cultures, genders, faiths, spiritualities, bodies, and backgrounds. There's no one way to be trans.

That also means there's no real way to know if a person's trans, unless they choose to tell you.

Additionally, it's difficult to accurately record or truly measure how many people are trans on average. Whether due to fear of discrimination, researchers lacking the tools or information to ask the right questions, or participants not having the means to express and communicate their gender, many people may not be represented in existing research.

What we do know is unfortunately trans people of colour can experience discrimination at higher rates than their peers. This is consistently reflected in both local and international research.

However, research also tells us how enormous the impact of a supportive environment, the role friends and loved ones play, and the difference being safe and respected makes.

That's why it's important to be informed, create space for trans voices of colour, and be part of creating more inclusive spaces in a meaningful and impactful way.

1. Clark, T. C., Fleming, T., Bullen, P., Denny, S., Crengle, S., Dyson, B., Fortune, S., Lucassen, M., Peiris-John, R., Robinson, E., Rossen, F., Sheridan, J., Teevale, T., Utter, J. (2013) Youth'12 Overview: The health and wellbeing of New Zealand secondary school students in 2012. Auckland, New Zealand: The University of Auckland.



what is 'QTIBPOC'?

QTIBPOC (pronounced cute-tee-bee-pock) is an umbrella term that affirms the intersecting experiences of people who identify as two or more of queer, trans, Indigenous, Black, person of colour.

People of colour is an **umbrella term**, sometimes shortened as **'POC'**, that describes people of backgrounds including Aboriginal, Torres Strait Islander/ Zenadth Kes, Māori and Pasifika peoples, and Indigenous peoples from across the Americas, Africa, the Arctic Circle, Asia, the Caribbean, the Middle East and the Pacific, and people of African, Asian, Latinx, and Middle Eastern descent.

Often used as shorthand for **'non-white'**, people of colour is a collective term used to highlight **shared experiences of difference** faced by people of these diverse cultural backgrounds in a society where white identity is culturally dominant.

Some people may not identify with the term 'people of colour', and use other terms that emphasise and affirm **Indigenous** or **Black identities**. They may connect to unique experiences and systemic discriminations that do not apply to all people of colour in the same ways.

The language someone uses for themselves is a personal choice, and while some people use the acronyms, some people use entirely different words.

Being **trans** or gender diverse is when your gender identity **differs** from that **assigned to you at birth**.

Trans is an **umbrella term** that can refer to the community **as a whole**, or be used as an **adjective**. Some people may prefer **gender diverse** instead.

Many **Indigenous peoples** have long histories and vibrant contemporary cultures of gender diversity.

This includes some Aboriginal Sistergirls and Brotherboys, Māori irawhiti, tāhine, whakawahine, whakatāne, tangata ira tāne and tangata ira wahine, Samoan fa'afafine and f'afatama, and many more culturally specific gender diverse identities.

Some people may use the **'I'** in the acronym for **intersex**, which refers to people who have a shared experience of having innate sex characteristics (such as chromosomes, gonads, or hormones) that differ from the binary medical norms.

Anyone can be trans! Regardless of race, age, faith, or background, **there's no right or wrong way to be trans**.

Being able to be your authentic self has an enormous impact on wellbeing, happiness, and quality of life, and in order to achieve this, **it's vital to take proactive steps to address transphobia and racism to achieve a more inclusive and equal world for all**.

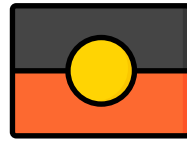
creating inclusive spaces



Names and Pronouns

Making inclusion of pronouns (words we use when referring to people other than their name like she, they, xe, he) in things like introductions, business cards, email signatures helps combat the idea that appearance directly indicates gender.

This helps create more room for trans people to assert their pronouns without being outed.



Pay The Rent

Australia is founded on unceded lands that belong to Indigenous people. People who are not indigenous live, work, grow, and take from these lands.

In this context, **Pay The Rent** means taking a step to acknowledge this and make a contribution to the original and rightful owners of these lands. Find organisations and communities on the lands you live and work to contribute to.

Learn more at: paytherent.net.au



Signal your space is inclusive

Things like putting up posters (like this one!), as well as Aboriginal and pride flags, stickers, and artwork can help indicate to trans people they are welcome.

Acknowledge the traditional owners of the country that you are on before meetings and events.

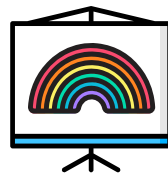
It's important to remember this is only a first step, and when done in tandem with other advice on this list you're helping create a space that is truly inclusive.



Make information in multiple languages available

In a society where people speak many different languages and come from a wide range of different backgrounds, making information available in multiple languages helps ensure nobody gets left behind.

Things like written translations, video captions, and live interpreters are all great ways to provide information to more people.



Get training

Getting expert training from community lead organisations is a great way to get the tools and knowledge to create more inclusive environments for trans people of colour.

Groups run by community, for community can offer lived experience that guides where and how to most effectively give support where it's needed most.



Develop policies

Go even further and develop policies to guide inclusion and tackle discrimination!

Consider things like:

- Reconciliation Action Plan
- Anti-Racism
- Pay the Rent
- Gender Inclusion
- Transition in the Workplace



Get Active For Community Events

NAIDOC week learn more <https://www.naidoc.org.au>

Celebrate Trans Day of Visibility on March 31. Learn more at tdov.org.au

Get active for Trans Awareness Week on Nov 13 - 19. Learn more at taw.org.au

Acknowledge Trans Day of Remembrance on Nov 20. Learn more at tdor.org.au

Ask the experts!

Want to get started creating inclusive spaces but not sure where to start? When in doubt reach out to the experts!

TGV | tgv.org.au

TGV stands for Transgender Victoria, a peak body for trans and gender diverse advocacy, training, and inclusion that offers training, resources, and consultation, and drives projects to support trans and gender diverse people.

VACCHO | vaccho.org.au

The Victorian Aboriginal Community Controlled Health Organisation (VACCHO) is the peak body for Aboriginal and Torres Strait Islander health and wellbeing in Victoria, with a membership of 32 Community-controlled organisations.

key terms

Gender

Part of what makes up a person's internal sense of self. Different examples of genders can include man, trans man, trans woman, woman, non-binary, or even a whole range of different words.

A person's relationship with their gender can change over time.

People of Colour

A collective term most often used to highlight shared experiences of difference in a society where white european identity is culturally dominant by people of other cultural backgrounds. Often used as shorthand to mean 'non-white'.

Transgender

When you identify as a gender that differs from or doesn't wholly match the one assigned to you at birth.

Trans

Short for transgender, but often is used as an umbrella term to describe trans and gender diverse communities as a whole.

Non-Binary

When a person does not identify as wholly female or wholly male. This can be neither, a combination, or a gender distinct and separate from male or female.

Gender Diverse

An umbrella term intended to encompass all people who don't identify with the gender assigned to them at birth.

This includes people who identify as trans, nonbinary, as well as those that use other language and terms unique to their cultures.

People might identify with some of these terms or none at all. Use the language someone uses about their identity rather than assuming what term they prefer.

Aboriginal and/or Torres Strait Islander people may identify in many ways, including as First Nations, Blak, Black, Mob and by their country.

The terms 'Sistagirl' and 'Brothaboy/Bruthaboy' can be used as terms of endearment in Aboriginal and Torres Strait Islander communities, for women and men respectively, with no reference to gender diversity.

Sistergirl

Is a term used by some Aboriginal and Torres Strait Islander people to describe gender diverse people who have a female spirit and take on traditional women's roles. Sistergirl is a term that implies cultural connection as well as gender diversity.

Brotherboy

Is a term used by some Aboriginal and Torres Strait Islander people to describe gender diverse people who have a male spirit and take on traditional men's roles. Brotherboy is a term that implies cultural connection as well as gender diversity.

Cisgender

When the gender you're assigned at birth matches the gender you identify with. Sometimes shortened as 'cis'.

Pronouns

Pronouns are words used to refer to a person other than their name such as 'she, they, and he'. Some people may also use different pronouns that better reflect their gender identity or culture.

It's important not to assume what pronouns a person might use based only on their name or appearance. When in doubt, a great way to ask someone's pronouns is to introduce your own first.

Queer

Queer is commonly used as an umbrella term for people who are not straight or cisgender. It may also be used as term for people who are still deciding or would rather not put decisive labels on their identity.

Queer is a reclaimed slur, and because of this it is important to only be used for people who have self identified with it.

support trans rights

Help us keep supporting trans and gender diverse people across australia. 100% of your donation drives projects and resources to to improve the lives of trans people everywhere.

tgv.org.au/donate