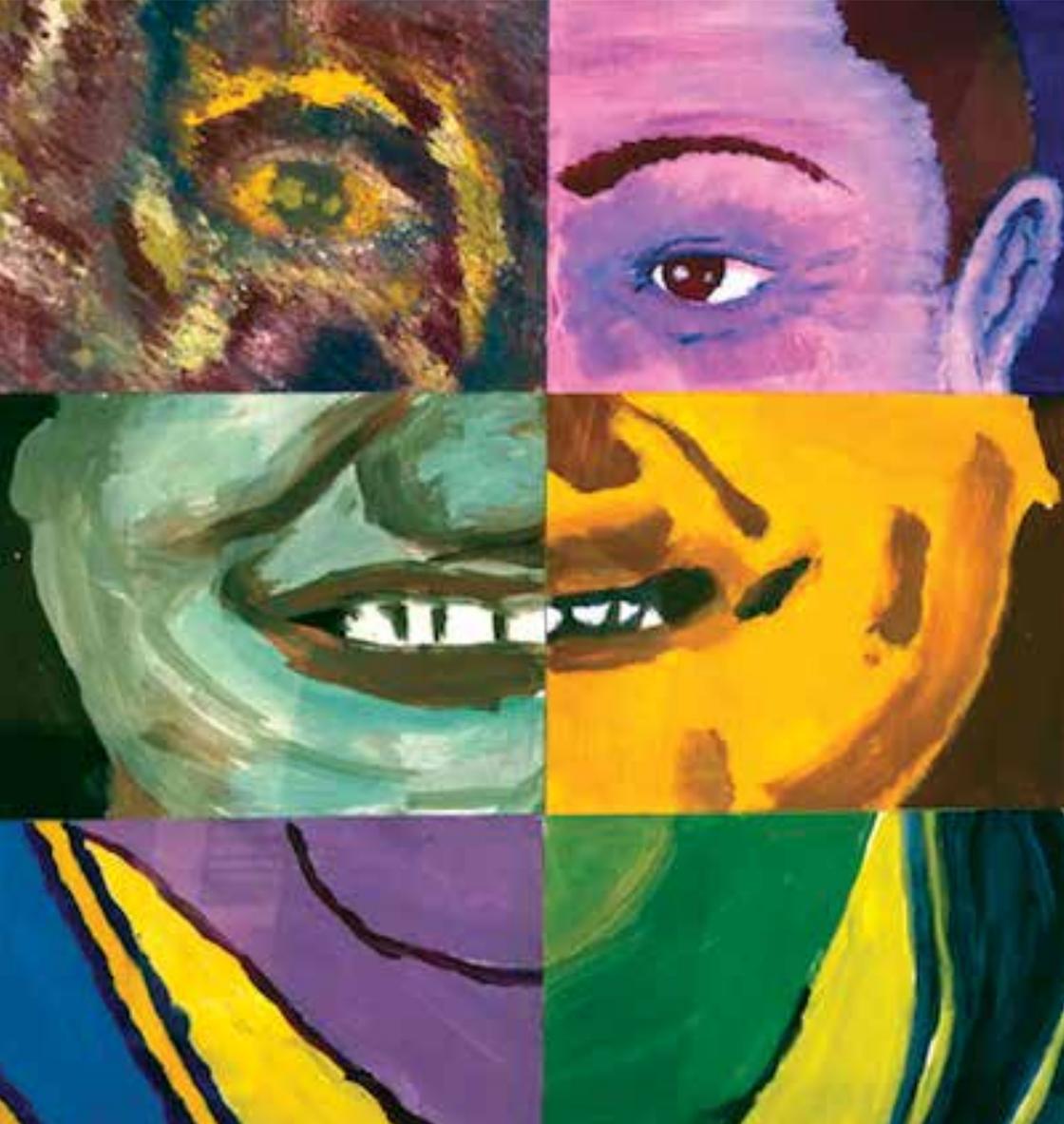




# STRATEGIC PLAN 2019/22



# Who Is A Gender Agenda

A Gender Agenda is a community organisation working to support members of the intersex, trans and gender diverse communities.

---

## Who Is Our Community

AGA defines our community as people who are intersex, trans and gender diverse, as well as their families, friends and allies.

---

## Our Vision

A world where intersex, trans and gender diverse people live without discrimination or fear

## Our Mission

*Working with intersex, trans and gender diverse communities, AGA seeks to remove discrimination and break down barriers. We do this through providing social support, information, education and training. We also advocate for law reform and change to discriminatory policies and practices.*

# Our Values

1

***Inclusion, safety and respect:*** AGA recognises and respects the diversity of individuals' experiences and perspectives. AGA is committed to creating welcoming and safe spaces for all people regardless of gender identity, intersex status, age, race, culture, sexual orientation, abilities and disabilities;

---

2

***Pride and ambition:*** AGA believes our community has a right to a strong voice, support and representation. AGA is proud of the impact it has made to remove discrimination and improve the health and wellbeing of our community. AGA will continue to be ambitious in the goals that it seeks to achieve, and the positive impact it strives to make.

---

3

***Courage and resilience:*** Our community has always existed and always will exist. AGA pays respect to the courage by which all our community members live their lives. We also acknowledge the resilience required to combat stigmatisation and discrimination. AGA draws on these community assets to create an organisation that is determined, bold and resolute.

---

4

***Contribution and agency:*** AGA recognises the value brought by all members of the community, and the inherent dignity of individuals. AGA seeks to create an environment where our members are encouraged and empowered to improve individual and community outcomes.

---

5

***Accountability and transparency:*** AGA's core accountability is back to its community. AGA is committed to being professional, transparent and open.

# How we work

We recognise the central role of ***lived experience*** to our organisation, and utilise strategies such as peer-based approaches and volunteering as ways to access this expertise. We recognise the importance of embedding our work within the community and creating spaces that are safe and owned by the community.

---

We work within a ***human rights framework*** that recognises that the health and wellbeing of community members is intimately linked to discrimination and the denial of these human rights. In particular, we recognise the significant mental health impacts on our community of discrimination and stigma.

---

AGA works from a basis of recognising the impact of the ***intersectionality*** of marginalisation and the systemic structures that discriminate and connect all marginalised people. We recognise that many people in our community face multiple forms of disadvantage which occur due to gender identity, intersex status, race, age, disability and sexual orientation.

---

We use ***community development and empowerment models*** of working that recognise the significant assets that individuals and communities already have to respond to the issues they face. In working in this manner, we aim to be strengths-based rather than solely focusing on problems and issues.

---

We recognise the importance of working at the ***individual, community and systemic level*** to create long-term sustainable change.

---

AGA values ***collaborative partnerships*** and seeks to partner with those who share our values, vision and enable us to increase our impact and effectiveness.





# Strategic Priorities

1

The mental health, physical health and wellbeing of our community is nurtured and supported. We will:

- Maintain AGA House as a welcoming premise for our community, as well as exploring opportunities to support activities in other locations;
- Continue to deliver a balanced program of activities that provide opportunities for our community to connect, share, engage, increase skills and build confidence;
- Facilitate connections and referrals for community members to professionals and organisations that can improve health and wellbeing;
- Continue to work to ensure that intersex individuals, their families and allies feel welcome at AGA and that our activities recognise and support their needs and interests;
- Continue to work towards AGA having cultural competency in relation to working with our members from Aboriginal and Torres Strait Islander communities;
- Continue to provide information and resources, including high quality on-line resources for individuals, families, professionals and organisations regarding issues of relevance to intersex, trans and gender diverse communities;
- Continue to connect to community through social media; and
- Disseminate and engage with research that increases understanding of the issues faced by members of our community.



**WE WILL KNOW  
WE HAVE BEEN  
SUCCESSFUL  
IN ACHIEVING  
THIS AIM WHEN  
AGA HAS:**

Ensured AGA house is viewed as a welcoming and safe community hub;

---

Delivered well attended and relevant community programs, opportunities for peer-based connection, and produced high quality information and resources;

---

Increased access to relevant and appropriate services for the community; and

---

Facilitated intersex members across the community feeling increasingly supported by AGA and view AGA as welcoming and safe.



## 2

### Our community is not subjected to laws, policies and practices that are discriminatory. We will:

- Continue to work with governments, partner organisations and our community, to advocate for law and policy reform in priority areas including using the Darlington Statement as the basis for intersex law reform, improving the school environment for intersex, trans and gender diverse young people, and ensuring our community can participate in sporting activities.
- Develop a policy platform that articulates the priority law and policy advocacy priorities of AGA; and
- Continue to provide proactive and reactive policy advice to governments, organisations and other interested parties to improve the lives of our community.

### WE WILL KNOW WE HAVE BEEN SUCCESSFUL IN ACHIEVING THIS AIM WHEN AGA HAS:

Contributed to law reform and policy change in areas that have been identified as priorities;

Been identified by partner organisations and particular groups within our community as effective in achieving change at a legal and systemic level; and

Articulated our policy platform and undertaken work in the priority areas of policy and law reform.



## Our community accesses informed and respectful services in mental health, health, education, social support and other sectors. We will:

- Actively engage in work to establish a gender clinic in the ACT, ensuring our community's views are central to its development;
- Continue to develop the training and education program of AGA with a focus on improving mainstream organisation engagement with our community;
- Continue to support more inclusive workplaces for trans, intersex and gender diverse employees;
- Continue to support networks of health professionals developing expertise that is relevant for our communities;
- Engage with medical practitioners, mental health practitioners and counsellors who are working with members of our community to improve access and health outcomes; and
- Explore opportunities to increase engagement with schools and youth focused organisations to support young people within our community.

### WE WILL KNOW WE HAVE BEEN SUCCESSFUL IN ACHIEVING THIS AIM WHEN AGA HAS:

Been recognised as playing a key role in shaping the development of a gender clinic in the ACT;

---

Developed a business plan to support training and education activities which includes income generation through this activity;

---

Supported professional networks/ communities of practice working with members of our community in areas including employment, mental health, general practice and primary health;

---

Increased documented cases of schools and workplaces having effective systems of support for intersex, trans and gender diverse people; and

---

Witnessed an improvement in the level of service provided by mainstream services to members of our community.

---

# 4

## Our organisation is sustainable, credible and professional, and is informed by the lived experience of our community. We will:

- Diversify and grow the membership of AGA to increase the impact and the reach of our organisation;
- Engage and empower members to contribute to the organisation in a manner that is sustainable and integrated with opportunities that are on offer to our community;
- Invest in partnerships with values-matched organisations to increase the impact and reach of our organisation and the achievement of our vision and mission;
- Diversify and grow the income of AGA;
- Strengthen and invest in the governance of the organisation to improve the stability of the organisation and its accountability to members and stakeholders;
- Proactively support our staff, recognising the impact of supporting a community who often have complex needs;
- Develop measures that will enable us to demonstrate the impact of our organisation in supporting the health and wellbeing of intersex, trans and gender diverse communities.





## WE WILL KNOW WE HAVE BEEN SUCCESSFUL IN ACHIEVING THIS AIM WHEN AGA HAS:

Doubled the membership of the organisation;

---

Diversified the income of the organisation, so that no single source of income is more than 70%, and there are income streams separate from Government grants;

---

Negotiated effective collaborative partnerships with kindred organisations working on issues of relevance to the community;

---

Attracted a pool of members interested in participating in the governance of the organisation;

---

Has maintained a stable core staff team; and

---

Has in place strong administrative practices, including record keeping.

---



## A Gender Agenda

PO Box 4010, Ainslie Act 2602

**T:** 02 6162 1924

**E:** [support@genderrights.org.au](mailto:support@genderrights.org.au)

**W:** [www.genderrights.org.au](http://www.genderrights.org.au)

**FB:** [www.facebook.com/A.Gender.Agenda](http://www.facebook.com/A.Gender.Agenda)