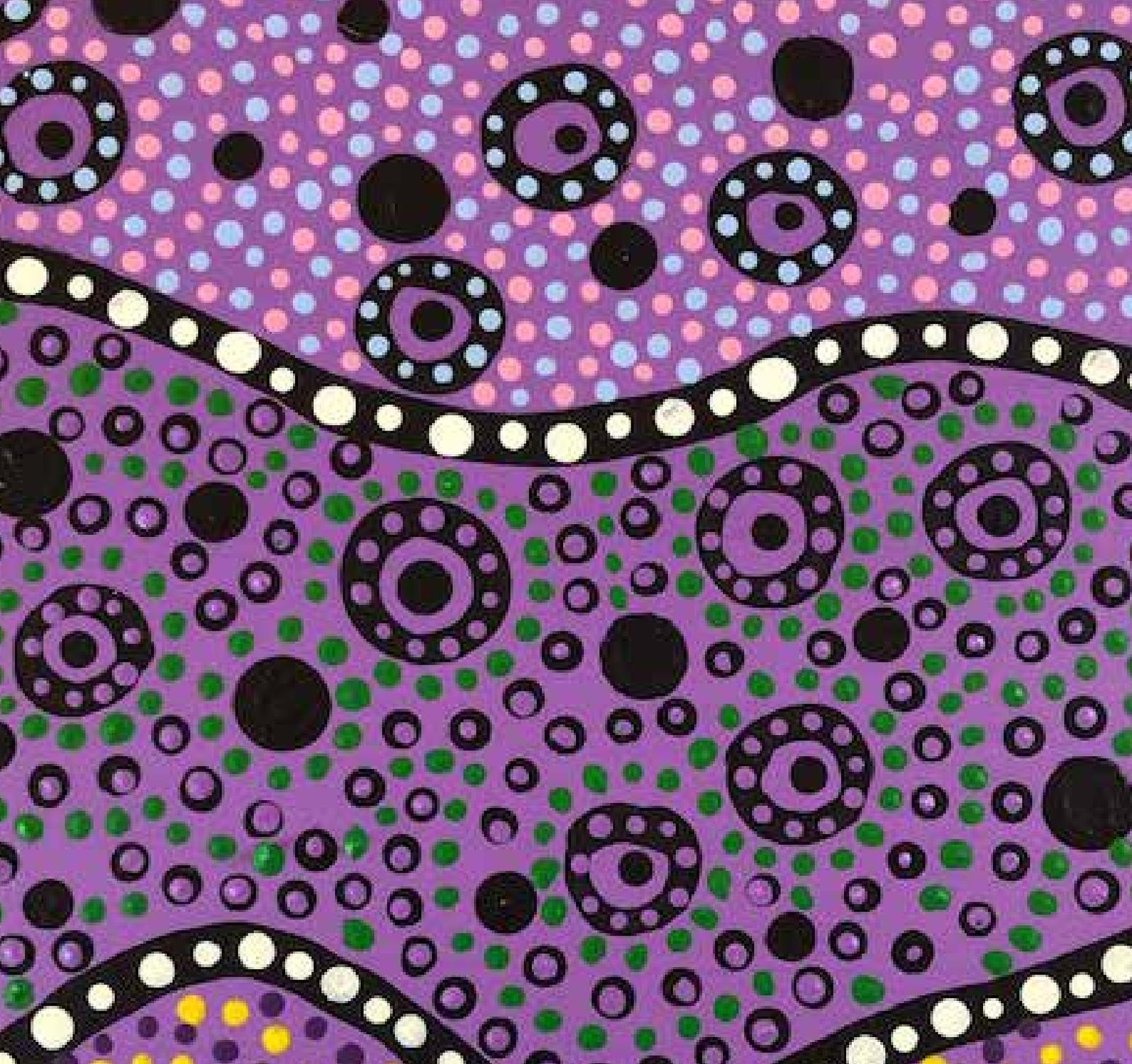




A Gender Agenda Inc.

ANNUAL REPORT 18/19



This artwork was created by Julie Butler, a Kalkadoon and Bandjin woman who lives in Canberra. This painting, titled "learnings", represents what Julie has learned as an ally over her time with AGA.

The coloured dots represent trans, gender diverse, and intersex communities, and the white dots are their allies. The black dots represent Aboriginal and Torres Strait Islander peoples. The dots are connected and moving to visualise how we are all living and working together as one, but also acknowledge the different needs of people and communities. Julie has donated this artwork to AGA to support in raising funds for the development of local LGBTIQ+ Aboriginal and Torres Strait Islander resources.





A note from the Chair

Once again, we have had an incredible year at A Gender Agenda (AGA), and I feel pride reflecting on what we have achieved. AGA is a small organisation, yet we continue to achieve important law reform, deliver an extraordinary range of programs for our communities, and offer high-quality training, and we are the partner of choice for governments, professional groups, and community organisations looking to work with intersex, trans, and gender diverse communities.

Over the last 12 months, AGA delivered more than 360 hours of workshops and events for intersex, trans and gender diverse people and their families, friends and allies. These workshops and events build skills and confidence and encourage social participation. We also provided nearly 200 hours of specialised education, training, and professional development to community, medical, mental health, and government groups and agencies. Our catalogue of specialised training about working with intersex, trans, and gender diverse people includes topics such as working with young people, mental health, homelessness, respectful healthcare, and supporting

trans and gender diverse employees to transition at work. All of our training is grounded in the experience of our dynamic presenters, who live and work in the ACT region, are part of the extended AGA community, and have a deep understanding of local issues and resources.

In addition, we continued our training partnership with the AIDS Action Council (the Council) to deliver over 160 hours of LGBTIQ+ 101 training programs. This partnership enables our organisations to provide this much-needed training in a way that ensures the intersex, trans, and gender diverse communities are truly represented.

AGA has been a leading force in law and policy reform for many years, and over the past 12 months, we again contributed to legal and policy change by advocating for, and making submissions on, important issues affecting our communities.

We also improved our corporate governance arrangements, including our records and information management systems, and we undertook a comprehensive review of our constitution. A new constitution for AGA was unanimously adopted at a Special General Meeting in October 2019.

Our events, training, and advocacy work would not be possible without our amazing Executive Director and staff, who work tirelessly to deliver a lot with a little. Sel, Joel, Anne, Majka, Helena, Cody, and Tate have all played important roles in the ongoing success of AGA. Joel stepped up to act as Executive Director in August and September while Sel took a period of parental leave, and we recently welcomed two new casual workers, Alistair and Jesse.

Majka, our Community Engagement Officer, has made a significant contribution to AGA for several years. Sadly,

Majka will be leaving us at the end of 2019 as they graduate into a nursing career. Majka has been valued by our Board and community members and will be greatly missed. We wish Majka well in their new career path. I would also like to recognise the contribution of our volunteer Board members, who generously contribute their time, professionalism, and a range of skills and perspectives to the governance of AGA. Thanks also go to Pat, who volunteers her time to take the Board minutes and keeps us all in line.

I also thank our members for continuing to engage with, and contribute to, AGA. The diversity and courage of our intersex, trans, and gender diverse members and their families, friends, and allies is truly extraordinary. Lastly, I would like to thank our primary funding body, the ACT Government, as well as our private donors and partner organisations. Without their support, the work of AGA would not be possible.

Jake Blight
AGA Chair
November 2019





1

Strategic Priority One

Our community's mental health, physical health, and wellbeing is nurtured through access to safe and welcoming places that provide connection, information and support

AGA's calendar of events creates a safe environment for peers to share their experiences and have opportunities to support each other. Through our extensive range of workshops and activities, we give our community members the chance to come together and connect, to learn, to celebrate, and to express themselves in safe and welcoming spaces.

WE ENSURE THAT AGA HOUSE IS VIEWED AS A WELCOMING AND SAFE COMMUNITY HUB

AGA events are mostly held at AGA House in North Lyneham. Our events welcome trans, gender diverse, and intersex communities, as well as friends, carers, families and allies. In everything we do, people are encouraged to come as they are, in safety, and with no judgment. We also provide a range of friendly and flexible referral pathways to suit the varied needs of our community members.

WE DELIVERED WELL-ATTENDED AND RELEVANT COMMUNITY PROGRAMS AND OPPORTUNITIES FOR PEER-BASED CONNECTION

- We conducted drop-in sessions every Wednesday for AGA members and their friends and families to come together, be themselves, and talk about anything that was going on in their lives. We also held tabletop games group and art group on the same day, giving attendees the choice to take part in some other fun activities if they wished.
- At our writing group, ideas, narratives, and clever humour were shared, and some wonderful stories were written.
- To promote mental health and wellbeing, AGA offered mindfulness and meditation sessions.
- At our singing workshops, attendees had the opportunity to boost their confidence by expressing themselves through music.

We conducted over 362 hours of community events for intersex, trans, and gender diverse people, their families, friends, and allies this year.



- AGA members also had a great day with some beautiful horses when they attended our local Peakgrove, which provides Equine Assisted Experiences.
- We held gardening sessions, where community members came along to help build AGA's outdoor space. Members also helped us to install a compost bin; plant shrubs, bulbs and fruit trees; and create a wonderful art piece on our garden shed.

Several of our events directly support a range of different age groups

- AGA conducts a range of events and groups for our younger members. The youth group watch movies, cook meals, create art with Messengers Art, talk and share ideas – both big and small, visit Headspace, and run games nights. We work hard to ensure our young trans, gender diverse, and intersex people are able to share a safe and inclusive space. In November, we supported YWCA Canberra's LGBTIQ+ youth prom, *A Night in Wonderland*.
- Our Older and Wiser group is for our over 50s to come together and connect while enjoying afternoon tea. We are also looking into holding more events for our older members.
- Meet in the Middle is for our members that are a little too old for youth group, and a little too young for Older and Wiser. Run by one of our fabulous volunteers, this group gathers every month for a casual catch up about all things trans, gender diverse, and intersex.

Allies and friends: Parents, families, partners, and others

- We run targeted events to bring all of our communities together and to share information through activities and conversation. We know how important it is for the parents in our communities to have opportunities to come together and talk in a safe and supportive environment. Our families dinner is just one of the ways we foster this interaction.
- Our kids' group for under 12s is filled with fun and engaging science and baking activities. This is also an important group for the parents as it gives them the chance to connect with resources and support.
- For parents and families in the AGA community, we also offer suicide prevention and awareness training. Sadly, these issues are ever present in our communities.

Marking the day

- Intersex Awareness Day – Solidarity Network Event – 8 November 2018
 - Service providers committed to intersex visibility came together to learn more about allyship.
- Trans day of Remembrance – 20 November 2018
 - Twenty-five people attended to hear about AGA's past and the importance of remembering those who have gone before us.
- Trans Day of Visibility – 31 March 2019
 - With over 80 people in attendance, this was a wonderful celebration of Canberra's trans and gender diverse community.
- International Day against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT) – 17 May 2019 – including IDAHOBIT Safe Schools Day

Starlady's week – a special event

This was a four-day event during May 2019, where members joined trans super-heroine and coordinator of Victoria's Zoe Belle Gender Collective for a series of exciting events to support and celebrate our trans and gender diverse communities. The screening of the Queen of the Desert documentary was a great success, with over 100 people coming along on the evening. Attendees also got to enjoy and take part in a follow-up Q and A session with Starlady.

As part of the week with Starlady, we also ran a special training event at AGA to address the housing needs of trans and gender diverse communities. The event aimed to increase the inclusivity of housing services by engaging with service providers and practitioners. It gave attendees an opportunity to engage on a range of topics, from inclusive language to understanding the experiences and impacts of discrimination. The training drew from the practice recommendations within the Trans and Gender Diverse Homelessness Pilot Project Model of Care Training Resource for Service Providers.

Many thanks go to Starlady and the Zoe Belle Gender Collective for the generosity shared in joining us at AGA over this time.

The Canberra Together LGBTIQ+ Symposium

AGA worked with the Equality Project and the Council to host the inaugural Canberra Together LGBTIQ+ Symposium. This two-day symposium provided the space for brave conversations on needs and intersections of our community.

Encampment

Encampment is Canberra's only weekend-long camp designed by young LGBTIQ+ people, for young LGBTIQ+ people. AGA supported the Council to facilitate Encampment. This camp brings young LGBTIQ+ people together to learn new skills, make new friends, and have fun. It is also a great platform for connecting attendees with queer-friendly organisations, including Rebus Theatre, the Messengers Program, and Sexual Health and Family Planning ACT (SHFPACT).

This year, 23 young people attended Encampment, guided by a team of ten volunteer peer mentors. Activities included workshops and art sessions on healthy relationships, LGBTIQ+ sexual health, and overcoming discrimination, as well as a talent show. We were also grateful to host an incredible cultural art workshop, which was facilitated by a local Wiradjuri woman and a volunteer peer mentor.





WE FACILITATED INTERSEX MEMBERS ACROSS THE COMMUNITY FEELING INCREASINGLY SUPPORTED BY AGA AND VIEW AGA AS WELCOMING AND SAFE

AGA holds an intersex support group, which is a safe space for intersex folks to meet and chat with other intersex folks. AGA also runs Side by Side, which is a space for intersex people and those with intersex people in their lives. The first of its kind in Australia, Side by Side gives attendees the chance to vent, share, and learn from each other. Both of these groups are supported and run by our Intersex Project Officer.

This year we ran 21 hours of face-to-face support for intersex people and their supporters. This face-to-face time is supported by a significant amount of online, and phone-based support and awareness raising provided by our Intersex Project Officer. On top of this, we delivered another 20 hours of face-to-face consultation and community education specifically on the human rights issues facing intersex people.

Intersex Project Officer

Recently extended for a further 12 months, the Intersex Project Officer role gives invaluable peer support to intersex people. This position also provides training and education services to health professionals, equipping them to respond to the often-complex needs of people with an intersex variation.

Over the last two years, intersex human rights have become a key advocacy issue for AGA. We have developed valuable resources to inform and educate the Canberra community on the stigmatisation and the unnecessary pathologisation of intersex bodies. AGA has been bringing forward positive stories and role models for the intersex community. We have established an intersex advisory committee, which will inform the work of AGA in the intersex space. Our Intersex Project Officer also delivered a very powerful and well-received speech in support of the trans, gender diverse, and intersex communities at the 2018 Women's March. Some additional projects currently underway include a patient rights toolkit and an intersex curriculum – a project being co-developed with SHFPACT.

Over the next 12 months, AGA looks forward to working closely with stakeholders and the ACT Government to bring an end to deferrable medical interventions as part of the Capital of Equality Action Plan.



2

Strategic Priority Two

Our community is not subjected to laws, policies and practices that are discriminatory

WE CONTRIBUTED TO LAW REFORM AND POLICY CHANGE IN THE AREAS THAT HAVE BEEN IDENTIFIED AS PRIORITIES

This year, AGA contributed to societal change by advocating for legislative and policy changes on issues that are negatively affecting our communities.

We made a submission to Equality Australia's ACT LGBTIQ+ legal audit on law reform required to remove discrimination against LGBTIQ+ people in the ACT.

We made a submission to the Australian Human Rights Commission Inquiry into People Born with Variations in Sex Characteristics and Medical Interventions. We look forward to seeing the outcome of this inquiry in the coming year.

Working with the Council, we also put in a joint submission to the Expert Panel on Religious Freedom. Both organisations take the position that current anti-discrimination legislation, Commonwealth and state, should continue to seek to balance the intersections of freedom of religion with other human rights. Balancing human rights means not enshrining privilege.

AGA has also been part of the National LGBTIQ+ Equality and Religion network, which has been meeting consistently over many months on LGBTIQ+ community responses to the Religious Freedoms Review and the issue of religious discrimination in schools. We would like to take this opportunity to thank Ashurst Lawyers in Canberra, who have generously given their time and expertise to support us through all our recent submissions. This support for our members and cause is invaluable.

We contributed to ACT Government consultations surrounding the ACT Government's LGBTIQ Strategy, *The Capital of Equality*, and associated Action Plan. This advocacy has resulted in several key commitments from the ACT Government to law reform that will impact our communities. This includes further reforms to the *Discrimination Act 1991*, updates to the *Births, Deaths, and Marriages Registration Act 1997*, and legislative options for ending deferrable medical interventions on intersex people.



WE HAVE BEEN IDENTIFIED BY PARTNER ORGANISATIONS AND PARTICULAR GROUPS WITHIN OUR COMMUNITY AS EFFECTIVE IN ACHIEVING CHANGE AT A LEGAL AND SYSTEMIC LEVEL

Working with Intersex Human Rights Australia (IHRA) and Intersex Peer Support Australia (formally known as the Androgen Insensitivity Syndrome Support Group Australia), AGA co-authored a statement to ACT Chief Minister Andrew Barr, advocating for the prohibition of deferrable medical interventions and the development of human rights-affirming lifetime standards of care.

AGA also advocated separately to the ACT Government to update the *Discrimination Act 1991* to ensure that no student or teacher can be discriminated against in any school in Canberra on the basis of being gender diverse. The ACT Government agreed and enshrined this position in legislation in December 2018.

AGA also took part in a series of awareness-raising panels during the year for:

- The Department of Communication and the Arts
- The Australian and New Zealand Children's Commissioners and Guardians
- The National Association for Prevention of Child Abuse and Neglect
- The Department of Agriculture.

AGA's contributions to community events like these give visibility to the voices of the trans, gender diverse, and intersex communities, while also building our own capacity through networking and professional development.

Over the last 12 months, we have met and developed ongoing working relationships with a broad range of organisations, including:

- The Office of Mental Health and Wellbeing's Coordinator General Dr Elizabeth Moore
- FEROS Care to discuss getting National Disability Insurance Scheme coordination support to AGA members
- ACT Recovery College to discuss a potential partnership for college courses
- The University of Canberra to discuss a future partnership around career development for trans and gender diverse people
- Samaritan House to discuss supporting trans and gender diverse folk at crisis accommodation services
- Bimberi to consult on policy for trans, gender diverse, and intersex detainees
- ThinkPlace to consult on a cancer screening research project with the Commonwealth Department of Health
- The ACT Women's Legal Service to discuss training and other supports to the service.

AGA has also been invited to work with the ANU Medical School to bring more trans and gender diversity inclusion to the medical student curriculum.

This work evidences and continues to develop our position as the leading organisation supporting the human rights of intersex, trans, and gender diverse people.

“All members who were present indicated that the [AGA] young person panel was the highlight of our two-day meeting...We valued the opportunity to understand their lived experience, which highlighted for us some of the important (and very real and present) issues for transgender and gender diverse young people.”

Jodie Griffiths-Cook, ACT Public Advocate and Children and Young Person Commissioner

Strategic Priority Three

3



Our community accesses informed and respectful services in mental health, health, education, social support and other services

WE ARE PLAYING A KEY ROLE IN SHAPING THE DEVELOPMENT OF A GENDER CLINIC IN THE ACT

The Friday Centre

Over the past year, AGA has been working to establish our peer-led community service, the Friday Centre. The Friday Centre is a peer navigation service that provides trans and gender diverse communities with information and referrals to support them through social, legal, and medical transition pathways. Ensuring the provision of self-directed, high-quality medical, social, legal, and psychological care is a key concern of our membership. Unfortunately, too often there has been a range of barriers for our communities receiving the care and support that is required through transition. Through this work, AGA is strongly positioned as the expert interface between the community, healthcare, professional services, and local government.

The model that we are developing through the Friday Centre is driven and designed by community needs.

Through consultation with members, we developed the trans and gender diverse health advisory group, who are guiding and supporting the development of this service.

Over the last year, AGA has been consulting and building relationships with supportive practitioners from a range of professional services that will provide high-quality care to visitors of the Friday Centre. We have been learning from like-minded organisations around the country who have developed peer-led services that aim to provide high-quality, research-informed healthcare pathways for trans and gender diverse people.

The work throughout this year led to the opening of the Friday Centre in August 2019. The Friday Centre is a pilot program that will also seek to collect data about trans and gender diverse communities' current experiences of the service system to identify gaps and build a case for further resourcing. We hope to report more on this new and exciting initiative over the coming year.

WE SUPPORTED PROFESSIONAL NETWORKS/COMMUNITIES OF PRACTICE WORKING WITH MEMBERS OF OUR COMMUNITY IN AREAS INCLUDING EMPLOYMENT, MENTAL HEALTH, GENERAL PRACTICE, AND PRIMARY HEALTH

AGA works with institutions, workplaces, and service providers across the ACT to ensure they have the knowledge and skills to engage with our communities competently and respectfully. On top of the events held at AGA House, we ran a series of broader community events to increase the knowledge, understanding, and skills of Canberrans to work with intersex, trans, and gender diverse people. This year, we undertook 163 hours of broader community support, including developing relationships with schools, health services, and Aboriginal and Torres Strait Islander communities and services, as well as local and Federal Government.

This year, we delivered training to students and teachers at high schools and universities, to healthcare professionals in local networks and at hospitals, and to employees at local and federal government departments and agencies, as well as private sector businesses and community-sector organisations. By individualising our workplace training programs, we maximise trainee benefits.

Delivering training on a range of topics, our priority areas focus on education about young people, mental health, homelessness, trans and gender diverse healthcare, and supporting trans and gender diverse employees to transition at work. All of our training is grounded in the experience of dynamic presenters who live and work in the ACT, are part of Canberra LGBTIQ+ communities, and have a deep understanding of local issues and resources.

We continue to receive positive feedback about the impact of our training.

Our priority areas focus on education

about young people, mental health,

homelessness, trans and gender

diverse healthcare, and supporting

trans and gender diverse employees to

transition at work.



“The training was just so good...shifted my frame of how I see the world.”

“I had never really thought about pronouns and how they are used before, it was really good to talk this through...my confidence and knowledge to work in this space has really grown. Thank you so much.”

AGA delivers training both as an independent, specialist organisation and in partnership with the AIDS Action Council to deliver introductory LGBTIQ+ training. In our specialised training, we delivered 138 hours of training. In partnership with the Council, we delivered another 147 hours of training.

Our new [two-page flyer](#) talks about our extensive range of peer support, education, and advocacy services and initiatives. This resource also promotes the professional networks we have built and maintained, including the ACT Sex and Gender Diversity Community of Practice (CoP) and the Canberra Transgender Care Network (the Care Network).

Meeting once a month, the CoP is open to anyone, including allies, volunteers, and activists working in LGBTIQ+ organisations, programs, or initiatives, who wants to build their expertise to work with and support trans, gender diverse, and intersex communities.

The [Care Network](#) is specifically for healthcare professionals working with trans and gender diverse patients. It was set up by a few passionate professionals working in this space several years ago, with AGA recently offering support to ensure the sustainability of the group. The Network's aim is to improve the quality of care for trans and gender diverse people in the Canberra region. Through improved referral networks and increased engagement with other services providers, members can better share clinical knowledge about trans and gender diverse care and improve their practice.

WE DEVELOPED AND SUPPORTED TRAINING AND EDUCATION ACTIVITIES, SOME OF WHICH GENERATE ADDITIONAL INCOME FOR AGA

We have significantly grown our professional training and development portfolio. We have continued to build relationships with community services, healthcare providers, mental health practitioners, and government agencies, expanding our training offerings to respond to our communities' needs.

AGA has also given input into the Safe and Inclusive Schools (SAIS) initiative, as well as the training and education programs of a number of our partner organisations, including ANU Medical School and the University of Canberra. This helps to provide accurate information about our communities and the issues we are facing across education, healthcare, and a range of other services.

Our core training programs

- **Supporting Trans and Gender Diverse People at Work:** Designed for workplaces that want to increase their capacity to provide safe and affirming spaces for trans and gender diverse employees, this session is particularly useful for supporting trans employees who are transitioning or affirming their gender at work.
- **LGBTIQ+ Awareness and Inclusivity (AI) Training:** We partner with the Council to deliver this training. It equips participants with information and simple tools to help them bridge communication gaps and better understand the issues facing our diverse communities. It fosters open, safe discussion, giving participants the confidence to take their newly acquired skills out of the training room and into the world.
- **Trans, Gender Diverse, and Intersex Masterclass – Leadership Training:** This full day of training equips participants to be true trans, gender diverse, and intersex allies within their organisations. An advanced workshop, it provides practical tools and resources to help participants drive organisational change and embed inclusive practices into day-to-day operations.
- **Working with Trans and Gender Diverse Young People:** A two-hour workshop, this training is for schools and other youth settings that want to develop the skills and awareness necessary for

delivering gender-inclusive services. We explore the basic concepts of sex and gender, as well as the language and terminology used within trans and gender diverse communities. Participants are also introduced to the Australian research around the mental health and care pathways of trans and gender diverse young people, and they develop basic strategies for supporting our community in a variety of youth service contexts.

- **Understanding Sex and Gender Diversity:** This two-hour workshop is for everyday people who want to better understand and support our community. We delve into the concepts and language used in our communities, giving participants the opportunity to ask the questions they might feel too awkward or embarrassed to ask elsewhere. This empowers them to be better allies at work and in everyday life.
- **Understanding Intersex: A 101 Training for Everyone:** A deep dive into intersex issues and advocacy, this training is a strong first step to understanding a complex and vulnerable population. With a focus on lived experience and more meaningful allyship, it's a must for any organisation or individual looking to build LGBTIQ+ competency.



WE CONTRIBUTED TO AN INCREASE IN DOCUMENTED CASES OF SCHOOLS AND WORKPLACES HAVING EFFECTIVE SYSTEMS OF SUPPORT FOR INTERSEX, TRANS, AND GENDER DIVERSE PEOPLE

Over the past year, AGA has developed several significant new resources. We produced *Navigating Gender Affirmation in the ACT*, an important resource that provides practical information to support the medical, social, and legal aspects of a person transitioning in the ACT. We also contributed to the *Blueprint for a coordinated response to the health needs of LGBTIQ+ people, their families, and communities in the ACT* – the first ACT-specific resource that provides a comprehensive, evidence-based analysis of the health needs of LGBTIQ+ people, their families, and communities.

In March this year, we worked alongside Beyond Blue to support the filming of a video for Beyond Blue's Beyond Now – Suicide safety planning mobile app. This app has been designed to help people who are experiencing suicidal thoughts or feelings. It guides them and their loved ones to create a safety plan, which can help them get through the tough moments. Filmed at AGA House and Tilley's in Canberra, you can see a short and long version of the clip on YouTube.

Our [transition toolkit](#) helps ACT employers support their employees to safely and effectively transition in the workplace. In collaboration with the ACT Human Rights Commission, we also developed [guidelines](#) for ACT employers to create safe and inclusive workplaces, to fully support their trans and gender diverse employees, and to ensure they are meeting their obligations under ACT anti-discrimination law.





4

Strategic Priority Four

Our organisation is sustainable, credible, and professional, and is informed by the lived experience of our community

At the end of 2018, the Board worked with staff, stakeholders, and our membership base to develop our 2019-2022 Strategic Plan. This new plan was informed by extensive member surveys conducted in 2018 and interviews with key stakeholders. This annual report describes our progress to date on the ambitious goals and measures we set in the 2019-2022 Strategic Plan.

Thank you to Rebecca Vassarotti for assisting us with this plan.

WE HAVE GROWN THE MEMBERSHIP OF THE ORGANISATION

We continue to grow our membership base through increased advertising, diversifying our work, engaging with an increased audience, and online access to our memberships through our website.

WE HAVE DIVERSIFIED THE INCOME OF THE ORGANISATION

Over the last 12 months, AGA has sought to diversify our income by applying for more private and publicly funded grants, identifying fundraising opportunities and seeking out philanthropic support. AGA will continue to develop these opportunities in the coming year.

In 2018, AGA's income from training was \$6760. In the last financial year, AGA's income from training increased to \$24,804.

WE HAVE NEGOTIATED EFFECTIVE COLLABORATIVE PARTNERSHIPS WITH KINDRED ORGANISATIONS WORKING ON ISSUES OF RELEVANCE TO THE COMMUNITY

Our partnerships extend across Canberra. We work with:

- Local government partners, including the Education, Health, and Chief Minister, Treasury and Economic Development Directorates.
- Local government service providers, including Access Canberra, Child and Youth Protection Services, and Transport and City Services.
- Healthcare professionals and service providers, including Wellways, the Interchange. General Practice, the Capital Health Network, Richmond Fellowship, and Pines Living Residential Aged Care.
- Community-based organisations, including the Canberra Qwire and the YWCA.

Through these partnerships, we are changing the way Canberra sees and responds to our communities.

WE HAVE ATTRACTED A POOL OF MEMBERS INTERESTED IN PARTICIPATING IN THE GOVERNANCE OF THE ORGANISATION

We encourage and support our community members to participate in all levels of the organisation. At the governance level, the AGA Board is representative of the full spectrum of our AGA community, and includes sex and gender diverse individuals, family members, young people, and allies.



WE HAVE MAINTAINED A STABLE TEAM OF CORE STAFF

To equip our staff to be at their best, we provide ongoing training and support. Staff have access to an employee assistance program to support them in the valuable work they do for AGA and our community. We also have robust policies and procedures in place to make sure the workplace is always a safe and welcoming space, including a Grievance Policy and a Zero-Tolerance Bullying and Harassment Policy.

Our stable team of staff bring with them a strong and diverse range of lived experience and perspectives on many topics, including gender diversity, intersex status, Aboriginal cultures, and linguistic diversity.

WE HAVE STRONG ADMINISTRATIVE PRACTICES, INCLUDING RECORD KEEPING

This year, we have strengthened our administrative and record keeping practices, including by employing a part-time administrative officer and strengthening our IT security. We have also invested in impact measurement. We can now demonstrate our success using data collected on the ground, and a full impact report is on the way.



Financial Report

FOR THE YEAR ENDED 30 JUNE 2019

Statement of financial position

AS AT 30 JUNE 2019

	2019 \$	2018 \$
CURRENT ASSETS		
Cash and cash equivalents	129,496	156,927
Accounts receivable and other debtors	5,863	3,743
Prepayments	34,275	34,794
TOTAL CURRENT ASSETS	169,633	195,464
NON-CURRENT ASSETS		
Property, plant and equipment	47,989	54,211
TOTAL NON-CURRENT ASSETS	47,989	54,211
TOTAL ASSETS	217,622	249,675
CURRENT LIABILITIES		
Accounts payable and other payables	32,384	63,909
Employee provisions	13,880	9,423
Grant funds carried forward	25,000	45,648
TOTAL CURRENT LIABILITIES	71,264	118,980
TOTAL LIABILITIES	71,264	118,980
NET ASSETS	146,358	130,694
EQUITY		
Current year surplus/(deficit)	15,664	80,310
Retained surplus	130,694	50,385
TOTAL EQUITY	146,358	130,694

Statement of comprehensive income

FOR THE YEAR ENDED 30 JUNE 2019

	2019 \$	2018 \$
INCOME		
Grants	483,842	483,938
Net grants brought forward	36,531	11,754
Donations	5,433	3,758
Fundraising	3,885	1,750
Interest	447	512
Membership	936	752
Training fees	24,804	6,760
Other income	9,091	7,309
TOTAL INCOME	564,970	516,533
EXPENSES		
Audit fees	1,280	1,300
Administrative costs	46,445	53,299
Employment expense	415,909	314,451
Calendar events	15,847	15,032
Support, information and resource costs	7,688	9,760
Strategic planning and evaluation	30,032	22,779
Community education and training	17,647	6,866
Depreciation expense	14,454	4,098
Other expenses	5	8,638
	549,306	436,224
CURRENT YEAR SURPLUS BEFORE INCOME TAX	15,664	80,310
Income tax expense	-	-
NET CURRENT YEAR SURPLUS	15,664	80,310
Other comprehensive income	-	-
TOTAL COMPREHENSIVE INCOME ATTRIBUTABLE TO MEMBERS OF THE ENTITY	15,664	80,310

Statement of changes in equity

FOR THE YEAR ENDED 30 JUNE 2019

	Retained Surplus \$	Financial Assets Reserve \$	General Reserve \$	Total \$
BALANCE AT 1 JULY 2017	50,385	-	-	50,385
COMPREHENSIVE INCOME				
Net surplus for the year	80,310	-	-	80,310
Other comprehensive income for the year	-	-	-	-
Balance at 30 June 2018	130,694	-	-	130,694
BALANCE AT 1 JULY 2018	130,694	-	-	130,694
COMPREHENSIVE INCOME				
Net surplus for the year	15,664	-	-	15,664
Other comprehensive income for the year:	-	-	-	-
Balance at 30 June 2019	146,358	-	-	146,358

Statement of cash flows

FOR THE YEAR ENDED 30 JUNE 2019

	2019 \$	2018 \$
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers and members	43,236	15,581
Grants (state) operating received	549,698	504,586
Donations received	5,433	3,758
Payments to suppliers and employees	(618,013)	(448,694)
Interest (unrestricted) received	447	512
Net cash generated from operating activities	(19,200)	75,743
CASH FLOWS FROM INVESTING ACTIVITIES		
Proceeds from sale of property, plants and equipment	-	-
Purchase of property, plants and equipment	(8,232)	(57,486)
Net cash used in investing activities	(8,232)	(57,486)
Net increase in cash held	(27,432)	18,257
Cash and cash equivalents at beginning of financial year	156,927	138,670
Cash and cash equivalents at end of financial year	129,496	156,927

Concluding remarks

As 2019 draws to a close, we are proud to reflect on our accomplishments as an organisation. We provided safe and welcoming spaces for our community members to come together and connect.

We have defended the rights of our community members to feel safe and be free from discrimination at work, school, and when accessing goods and services. We delivered an extensive range of training and education programs. We have grown as an organisation while ensuring the lived experience of our community remains central to all that we do. This is reflected in our staff, our board, and ongoing community input into our strategic priorities.

There is much on the horizon for AGA. Our new flagship project – the Friday Centre – is certainly one to watch. With 2020 promising more events and groups, more advocacy, better linkages with mainstream services, and a stronger organisation, we are looking forward to sharing the journey with you.

Snapshot

How are we tracking on the measurements in our 2019-2022 Strategic Plan?

 Green = On track

 Orange = In progress

 Red = Requires attention

WE WILL KNOW WE HAVE BEEN SUCCESSFUL IN ACHIEVING OUR AIMS WHEN AGA HAS:

Ensured AGA is viewed as a welcoming and safe community hub

 Feedback from members consistently indicates that AGA House is a safe and welcoming place.

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

 Over 360 hours of community events and workshops delivered in 2018-19. New reference material and brochures published.

Increased access to relevant and appropriate services for the community.

 Friday Centre established, and professional training programs delivered.
 We anticipate this will continue to improve as the Friday Centre expands.

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

 Intersex programs reference group established. Initial feedback very positive.

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

 Good progress on intersex issues.
 More work to come on sport and schools.

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

 AGA is the partner of choice for intersex and trans issues and is trusted to identify and advocate for the needs of our community.

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

 We have made many important submissions.
 Policy platform to assist in prioritising is still a work in progress.

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

 Friday Centre opened by AGA in October 2019 after extensive consultation with our community and with healthcare providers.

<p>Developed a business plan to support training and education activities which includes income generation through this activity.</p>	<ul style="list-style-type: none"> ● Our training program has grown, and demand is strong. ● Business plan still needs developing.
<p>Supported professional networks/ communities of practice working with members of our community in areas including employment, mental health, general practice, and primary health.</p>	<ul style="list-style-type: none"> ● AGA supported the Trans Health network and delivered professional development training to professionals working with our communities.
<p>Increased documented cases of schools and workplaces having effective systems of support for intersex, trans and gender diverse people.</p>	<ul style="list-style-type: none"> ● AGA has worked with employers and schools. We have also created a workplace toolkit and other resources to support employers and schools.
<p>Witnessed an improvement in the level of service provided by mainstream services to members of our community.</p>	<ul style="list-style-type: none"> ● Anecdotally we hear of improvements. ● There is more work to do with mainstream providers.
<p>Doubled the membership of the organisation.</p>	<ul style="list-style-type: none"> ● At the 2018 AGM, we had 62 financial members. At the time this report went to print, we had 110 financial members. AGA also has over 300 people on our mailing list, who have asked to receive our calendar of events and information. We have many people who attend AGA who are not financial members. ● We will continue to focus on membership drives, and will be working on maintaining and improving data systems and records.
<p>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.</p>	<ul style="list-style-type: none"> ● Over the 2018-19 financial year, AGA earned \$24 804 in training fees. That revenue stream is expected to continue growing. ● AGA will continue to apply for grants and seek donations and fundraising opportunities to reach our 70% goal.
<p>Negotiated effective collaborative partnerships with kindred organisations working on issues of relevance to the community.</p>	<ul style="list-style-type: none"> ● Strong partnership agreements are in place and we work well with allied organisations. An example is the LGBTIQ+ 101 training partnership with the Council.
<p>Attracted a pool of members interested in participating in the governance of the organisation.</p>	<ul style="list-style-type: none"> ● AGA has a strong and stable board drawn from our membership.
<p>Has maintained a stable core staff team.</p>	<ul style="list-style-type: none"> ● AGA had a stable team of staff in 2018-19
<p>Has in place strong administrative practices, including record keeping.</p>	<ul style="list-style-type: none"> ● We have improved our administrative practices. ● There is still more work to do.



AGA people 2018-19

Current Board members of AGA

Jake Blight – Chair
Stuart Walkley – Treasurer
Isabel Mudford – Secretary
Nicholas Hamilton – Board member
Rachel Lee – Board member
Scott Malcolm – Board member
Caley Callahan – Board member
Bridie Doyle – Board member
Sally Hearder – Board member
Jill Matthews – Board member
Emily Kerr – Board Member

Staff

Sel Cooper – Executive Director
Joel Radcliffe
– Deputy Director and Training Manager
Majka McLean Engstrom
– Community Engagement Coordinator
Cody Smith – Intersex Project Officer
Anne Bailey – Corporate Support Officer
Tate McAllister – Casual/Health Promotion
Officer
Helena Willson – Casual
Alistair Ott – Casual
Jesse Townrow – Casual

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