



## **Duty Statement for Peer Worker**

### **About AGA**

A Gender Agenda (AGA) works with the intersex, trans and gender diverse community. This includes intersex people, transgender people, gender diverse and non-binary people and other gender non-conforming people. We acknowledge the important role that partners, family members and allies play and these people are all also welcomed as part of our community.

AGA is a unique community organisation actively engaged in increasing public awareness and understanding of intersex, trans and gender diversity issues. In addition to training and education, we provide advocacy and support services, information and resources and are actively engaged in human rights and law reform.

AGA is a vibrant community of sex and gender diverse individuals, their families, friends and allies. We hold regular community gatherings with some events being open to the broader public.

### **What we believe**

AGA operates from a human rights based framework, respecting and celebrating the uniqueness and diversity of human experiences. We believe that there is no 'right' way to be male or female, masculine or feminine and that all people are entitled to autonomy over their bodies, gender identity and gender expression. Anyone who is intersex, trans, gender diverse or who questions the binary categories of sex and/or gender is part of our community and we welcome them, their families, friends and allies.

### **How we work**

AGA adopts a collaborative approach in all aspects of our work. We work from a strengths based model and seek to find and build on points of commonality with other sectors and service providers. We pride ourselves on continually resourcing our service with up to date information and knowledge to ensure we are providing the best possible supports to our community. It is also important for us to be articulating understandings of sex and gender identity in ways that ensure there is an awareness that these issues are fundamental issues that affect all of us.



## **The role of the Peer Worker**

Working within a small professional team, the Peer Worker will draw upon their personal lived experience to provide wellbeing interventions, lived experience support and advocacy to members of the gender diverse community and staff of AGA.

- The ultimate goal of the Peer Worker should be to share relevant lived experiences and role model behaviours to improve the wellbeing of intersex, trans, gender diverse and non-binary people.
- The Peer Worker will work in collaboration with AGA to assist in delivering the organisation's goals and objectives and help meet key performance indicators (KPIs).
- The Peer Worker will engage with people accessing support, build rapport, and discuss relevant intersex, trans and gender diverse matters.
- The Peer Worker will be engaged for various roles such as working at events, community outreach, peer navigation services, and other projects as required.
- Peer workers are experts in the lived experience of intersex, transgender, gender diverse and non-binary people and are encouraged to help staff better provide for members of this community. Peer workers can provide invaluable insight, advice, and expertise in the settings they work.
- The Peer Worker is considered to be a representative of AGA whenever they are attending a peer work engagement. Their conduct is expected to be in line with the responsibilities of representing the organisation.

## **Conduct and expectations of the Peer Worker**

The Peer Worker must abide by AGA's Code of Conduct and all policies and procedures at all time. This includes, but is not limited to:

- Peer workers are to operate with an explicit non-judgemental, professional, and respectful attitude to everyone while working for AGA.
- Careful and considered language is vital. Peer workers will not use derogatory, stigmatising, insensitive, racist, bigoted, or otherwise offensive language while working for AGA. This includes the airing of personal views that do not align with AGA's values.
- All communication by peer workers is expected to always be respectful, appropriate, and professional.
- Peer workers will respect and ensure the confidentiality of those they engage with.
- The Peer Worker will maintain a neat appearance and dress appropriately for the role.
- The Peer Worker will not work while under the influence of alcohol or other drugs.
- Peer workers will not take the personal contact details of any stakeholders during a peer work engagement and contact them in their own time. Peer workers must keep a professional separation between themselves and stakeholders, even if the



person is known to them. Any further information or support requested by stakeholders are to be directed to the Executive Director.

- Peer workers will not act in a dishonest manner.
- As much notice as possible should be given if a Peer Worker cannot attend an engagement. One week minimum is expected though any unforeseen circumstances are completely acceptable. A Peer Worker should inform AGA if they are unwell and, where possible, contact the Executive Director to inform them of absence if this is within 12 hours of an engagement.
- Punctuality and reliability are very important.
- Good, consistent and timely communication with the Executive Director is needed.

### **Expectation of work**

- Peer workers are employed on a casual basis and, as such, are not given any guarantees of a minimum or regular amount of work. Signing of the employee contract does not guarantee work will be forthcoming.
- Conversely, peer workers are not expected to always be available for any work offered by AGA. AGA acknowledges peer workers have their own lives, commitments, other jobs, and other pressures on their time. Should a peer have other commitments, be away, or unavailable for any reason then this will not be looked upon unfavourably.

### **Selection Criteria:**

1. Intersex, trans and gender diverse personal lived experience.
2. Willingness and demonstrated ability to safely and effectively utilise lived experience to mentor and support others, to engage with internal and external stakeholders and to inform community service development and improvement.
3. An ACT Working with Vulnerable People registration must be obtained prior to commencing in the position.
4. Demonstrated effective interpersonal, written and verbal communication skills.
5. Demonstrated commitment to the incorporation of AGA's principles into day-to-day practice.
6. Demonstrated ability to work with minimal supervision and as part of a small professional team.
7. Demonstrated computer literacy skills and knowledge of Microsoft Office applications.
8. Willingness to undertake relevant training, professional development and professional supervision.