

Friday 16th July 2010

at

The Central School of
Speech and Drama
Embassy Theatre, Eton
Avenue
London. NW3 3HY UK

9am – 6pm

This was followed by an optional evening
event

“Tit Bits”: An Evening with
Bird la Bird
in the Embassy Theatre from
7pm – 9pm

Convened by



www.genderedintelligence.co.uk

Hosted by:

THE CENTRAL SCHOOL OF
SPEECH AND DRAMA
UNIVERSITY OF LONDON

TRANS COMMUNITY CONFERENCE 2010 REPORT:

Creative Responses to Education and Equality



The Trans Community Conference 2010 was a one-day gathering featuring a series of workshops for members of the trans community from across the UK, as well as professionals who work with the trans community. The trans community includes family members, partners and lovers and friends and allies. The conference celebrated our diversity of identities and knowledge, as well as the different groups, organisations and projects that our community offers.

The conference took a more creative approach to the themes of **education, equalities and diversities, policy and practice, political activism** and work carried out in the voluntary and community sector. As our host was Central School of Speech & Drama, we disseminated various projects that have used art, drama, applied theatre, voice work, and creative writing as practical measures that educate and work towards equality, including encouraging body positivity for trans people and their loved ones, and finding ways of getting our voices and stories heard. We also heard from those who use creative tools as a way into the education and discussion around gender diversity.

Welcome - Jay Stewart and Catherine McNamara

Jay Stewart - Convenor and Co-founder of Gendered Intelligence

Over the last few years Jay has been involved in setting up the trans youth drop-in as well as facilitating various workshops with young trans people. He also has experience of delivering workshops, which explore gender in creative ways, with students from Key Stage 1 & 2, through to Key Stage 3 & 4, as well as post-16 students. Jay also delivers the Continued Professional Development training programme at Gendered Intelligence and convened the Trans Community Conference 2007 and 2008. Jay is the documentary maker for the *Sci:identity Project* (March 2006-March 2007) and *Gender Variance in Primary School* (June 2008). Jay also facilitates film making projects to community groups as well as tutoring and lecturing on various undergraduate and postgraduate units. Jay is an active member of the trans community having chaired FTM London, a support group for transmen, from October 2004 to March 2007. Having completed his MA in the department of Visual Cultures at Goldsmiths College, Jay is currently carrying out his PhD currently entitled *Trans on Telly: Popular Documentary and the Production of Transgender Knowledge*, which explores understandings of trans identities through mainstream televisual documentaries.



Catherine McNamara - Deputy Dean of Studies at Central School of Speech and Drama & co-founder of Gendered Intelligence



As Deputy Dean of Studies at Central School of Speech and Drama, University of London, Catherine oversees the work of the undergraduate and postgraduate courses. There she chairs the Equality Opportunities Management Committee, which is responsible for the operational monitoring and delivery of Race, Gender and Disability Equality Schemes. Up until October 2007, she ran the MA Applied Theatre (Drama in the Community & Drama Education) at Central and has also taught on the PGCE Drama and the BA Drama, Applied Theatre and Education courses. Catherine is a qualified teacher and used to teach Performing Arts in a

Further Education College. Catherine was the Project Co-ordinator for the *Sci:identity Project* (March 2006–March 2007). She also facilitated a series of *Sci:identity* outreach workshops on gender within a range of settings in schools and LGBT Youth Groups and co-ordinated the *Brief Encounters Queer Youth Project* in May 2008 which brought together a group of 50 LGBT young people to write a play for performance in secondary schools.

Identities, discourse and the visual

This series of short presentations explored some of the creative and discursive concerns around identity from within the trans community.

We heard from:

Louise Chambers
Bird la Bird
Louis Bailey

“The Last of the Inverts? Re-embodying gender variance”

Dr Louise Chambers

One of the greatest contributions that the philosopher Michel Foucault¹ gave to queer theory was to describe the genealogy of the ‘invert’ and the invention of homosexuality. The process of ‘inversion’, supposedly ‘discovered’ by the psychiatric community in Vienna, described a person whose mind and body were differently gendered, leading to the concept of a ‘masculine soul, heaving in the female bosom’². Thus, the ‘homosexual’ emerged as a separate species of human – a product, not of nature, but of psychiatric medicine. By 1977, homosexuality was no longer considered a mental illness – at least, not in Britain or the USA, but in the century following the publication of ‘Psychopathia Sexualis’, a whole new set of



¹ Michel Foucault (1979) History of Sexuality, Vol.1: Introduction (Penguin Books)

² Richard von Krafft-Ebing (1886) Psychopathia Sexualis (Bell Publishing Co)

concepts around mind/body incongruity began to emerge, the most recent being 'gender dysphoria'. Gender dysphoria has now become so completely embedded in the law, in medicine and in the socio-political life of gender-variant people that almost everything depends upon this diagnosis, including the provision of NHS funding, employment protection, the ability to get a passport or change your birth certificate, and freedom from harassment and discrimination.

This presentation is a small part of a wider research project that explores the following questions:

- to what extent could Foucault's genealogies be applied to the emergence of 'transvestism' and 'transsexualism' in the early twentieth century, and could it therefore be argued that people who identify as transsexual or transgender are the 'last of the inverts'?
- what are the limits/limitations of queer theory, and particularly the work of writers like Wilchins (1997)³ and Butler (2004)⁴?
- to what extent can recent theories of 'embodiment' and 'affect' offer an alternative to psychopathology and performativity?
- does the concept of a 'Body without Organs'⁵ offer an alternative to dyadic and polymorphous models of gender?

³ Riki Anne Wilchins (1997) Read My Lips (Routledge)

⁴ Judith Butler (2004) Undoing Gender (Routledge)

⁵ Gilles Deleuze & Felix Guattari (1972) Anti-Oedipus (Continuum Books)

Dr Louise Chambers

Dr Louise Chambers is an associate tutor at Goldsmiths' College, London, a part-time consultant and also works with the Ministry of Justice as an equalities officer. Louise studied psychology at Warwick and Lancaster, before shifting her perspective to culture and the mass media, and completed her PhD in the Department of Media and Communications at Goldsmiths' in 2004. Louise is a founder member of the civil service network, a:gender, and acts as editor of a:gender's quarterly magazine. She is currently writing a genealogy of transsexuality.



Political Partying

Bird la Bird

Bird Club is a cabaret space which promotes and celebrates queer femininity including feminist strippers on roller skates, parody, pomo queer burlesque, brainwashing, film, interactive performance and stand up comedy. In Spring this year Bird Club created a series called Cum the Revolution, three parties which drew inspiration from different revolutions: The Civil Rights Movement, Communism and the French Revolution. Combining interactive performances such as Soviet Santa Grotto with Santa Karl Marx and her elf Lenin with specially commissioned works responding to the G20 protests Bird Club joyfully hops



between high camp and earnestness. Bird Club can only exist through collaborative ways of working. Each party brings together designers, artists, DJs, planners and makers, movers and shakers to create one off experiences. There is little funding for queer art. Bird Club is an example of what can be done on a wing and a prayer and tight budget.

Bird la Bird will tweet about the pleasures, opportunities and perils of creating cabaret for queer and trans audiences.

Bird la Bird

Bird la Bird is both artiste and muse. Feathers fly and breasts bare as La Bird hops from politics to pleasure and back again. Bird la Bird's performance art straddles music hall, cabaret, punk and stand up comedy. A show-woman, she is the Mama of Bird Club, a riotous celebration of queer femininity hatched in 2006 by La Bird and Maria Rosa Young. Bird Club are the cover girls of Del Grace Volcano and Ulrike Dahl's book Femmes of Power. Bird's work is often inspired by bois, butches and transmen. With the help of collaborators she creates a cast of surreal lovers, imaginary beings, saints and sinners who cross borders between humans and

other animals. She makes loneliness and lust equally explicit. She believes there's little voice for the people who don't find the loves of their lives. Her work speaks of furtive encounters, pain and frustration and the joy of sometimes finding what you want. She recently took part in Gay Shame goes Girly with a piece called the Femme Police. Her squad of fierce Femme officers ensured the venue was free of fashion crime. She also devised "Holding Court: A Period Drama" an elaborate interactive performance exploring destruction and hatred inspired by 18th Century Aristocratic Ladies.



“Boyish Immersions”

Dr Louis Bailey

Interpreting boyishness as a consciousness rather than an age-specific process, adolescence is here prised from the biological realm of puberty to instead describe a defiant and empowering process for FTM-spectrum identities and embodiments. It started with a look at Kael T Block’s XX Boys – a photography project which captures transguys who resemble teenage boys as they play with boyishness and with adolescence, either as a political choice or as a physiological decision. However, whilst a comparison of FTM transgenderism with adolescence is theoretically interesting and offers cultural and political possibilities, it is nevertheless limiting. He moved on to explore the intensely embodied experience of identifying as FTM and undergoing hormonal transition – namely, the emotional and social impact of being thrust into a second, male gendered, puberty. He explored the interface between visibility (sight) and materiality (site), focusing on the relationship between the social construction of gender at the skin’s surface and the genetic programming of sex at its site. Such an investigation enables a more nuanced consideration of the conscious and embodied aspects of gender in order to highlight the grey area between allegedly ‘radical’ theories of gender performativity (queer theory) and theories of biological essentialism. Attention is paid to the relationship between playfulness and trauma, social activism and individual preservation.



Dr Louis Bailey

Taking a break from the white-washed walls of academia, Louis joined forces with other mavericks to set up TREC – a new Trans Resource and Empowerment Centre in Manchester. They provide a monthly programme of activities for all trans and gender variant people in the North West region (and beyond) – covering the areas of Health, Policy/Law, Safety, Creativity, Networking and Community/Culture. Recent projects have included a sexual health clinic, hate crime reporting service and a filmed oral history project (Shared Histories, Shared Futures). Their long-term vision is to have a regular drop-in centre for trans people which would include an information/signposting service; oral history archive; health services; workshops around creativity and well-being; and a research/education centre.

Voice workshops – Exploring how we use our voices

The workshops were lead by Rebecca Root



In the morning workshop we offered a short exploration of how we might use our voices, by experimenting with different parts of our voices including vocal range, pitch, projection and resonance. The afternoon workshop experimented with putting poetry to our voices. Here we developed a Trans Voice Choir which used poetry and lyrics as a stimulus to show off our fabulous voices. There was a short showing at the plenary.

Rebecca Root

TS herself, Rebecca is uniquely placed as a voice teacher to guide TS/TG people at whatever stage of their journey towards finding their gendered voice. She gained her M.A. Voice Studies from Central, graduating with distinction; and held the inaugural TS/TG voice workshop at the San Francisco LGBT Center in November 2008. She presented her paper "There and Back Again: Adventures in Genderland" at Harvard University in March 2009; it is published in the Voice and Speech Review in August 2009. Rebecca is an associate of the San Francisco Voice Center; she teaches on the MA Voice Studies course at Central, and is principal voice instructor at Performers College, Essex. Privately Rebecca works with clients from the business and academic worlds on communication and presentation skills, as well as with trans people. In summer 2009 she ran a practical seminar on trans voices for the NHS speech therapists' Gender Dysphoria Special Interest Group. Rebecca continues her work as an actor, with credits including Casualty, Midsomer Murders, Keeping Up Appearances, The Detectives, Hamlet (West End).



Taking Forward Trans Equality Campaigning: Panel Discussion

On the panel were representatives from Trans Youth Network, Scottish Transgender Alliance Equality Network and Government Equalities Office

There have been successes, frustrations and many changes experienced by UK trans equality campaigners over the last decade. Taking place after the conclusion of the Equality Bill and a UK General Election, this panel discussion explored ideas for taking forward trans equality campaigning within a new political climate. How can campaigners of all gender identities, locations, ages and backgrounds work better together? How can new campaigners be supported and encouraged to get involved?

James Morton - Scottish Transgender Alliance

James Morton has been the Scottish Transgender Alliance Project Coordinator within the Equality Network (a Scottish LGBT organisation) since April 2007. He has been active as a transgender rights campaigner in Scotland for over a decade. His role as the Scottish Transgender Alliance Project Coordinator is to provide good practice guidance and policy development assistance to Scottish public services and to promote increased transgender equality and rights inclusion within Scottish and UK legislation. His role also involves developing transgender community capacity in Scotland by running transgender community consultations, increasing positive transgender representations within Scottish arts culture and the media, and training transgender people in skills such as lobbying, group facilitation and public speaking.



Pig - Trans Youth Network

A Loughborough University social science graduate, 'Pig' is a 25-year-old youth worker from Manchester who doesn't identify with gender/identifies as genderqueer. It has been an active member of Queer Youth Network since 2001 and currently holds the position of trans outreach rep. They first worked with Gendered Intelligence back in 2006 on the Sci:identity trans youth arts project and has been involved with Gendered Intelligence since, including NHS and THT-linked projects. S/he enjoys queer fiction, sports, live music and ebay.

Joey Trouble McKillop – Trans Youth Network

Joey Trouble McKillop was born in Coventry but lives in West London. As Trans Officer, Joey facilitated the development of Queer Youth Network's trans project and took the organisation into campaigning for trans rights on a national level. Up until it retired from QYN in the summer of 2010, Joey has represented the organisation's trans members to the Equalities and Human Rights Commission and the Government Equalities Office, particularly to do with the Equality Act 2010. Joey has worked extensively with GIRES and sits on the trans stakeholder panel of the Department for Work and Pensions. Joey works as a labourer and is starting college this year in preparation for reading a medical degree.

Kevin Mantle – Government Equalities Office

Kevin is the Transgender policy manager at the Government Equalities Office. Apart from leading on the development of the Transgender Equality Action Plan, he also leads on on LGB and T employment.

Trans in Education

This series of short presentations explored some of the work, experiences and issues surrounding different aspects of how trans identities feature in education. Beginning with primary school, leading up to secondary school work we heard from:

Natacha Kennedy
Katie Salkeld
Lorna McGinty

“Transgendered children; unrealistic expectations and wasted lives”

Natacha Kennedy, Goldsmiths, University of London

This presentation examined evidence that most transgendered people are aware that they are different from a very young age, and goes on to examine the implications of this from the point of view of children’s abilities to rationalise and understand their own situations and make sense of the conflicting pressures on them to conform to gender normative behaviour.

Evidence that, except in a relatively small number of cases, transgendered children are failed by the education system was presented. It is argued that transgendered children are therefore subjected to pressures to conform to expectations of gender which they are ultimately unable to do. As such they may spend many years of their lives attempting to aspire to inappropriate role models and having to deal with feelings of guilt and shame which are unnecessary. The consequences of this are likely to be substantial underachievement in all areas of their lives.

Natacha Kennedy



Natacha Kennedy has been transgendered for as long as she can remember, and has been 'out' as transgendered for most of her life, in which she lives as both male and female. After spending many years working as a primary school teacher she moved into higher education and researches in the field of transgendered children. She has published two research papers about transgendered children as well as two newspaper articles in the Guardian newspaper and is currently studying for a PhD at the Institute of Education in London. She lives with her partner in West Hampstead, London.

"No Outsiders - Year 6 class in the North east"

Katie Salkeld

Katie Salkeld's school became involved with the No Outsiders project in 2008. 'No Outsiders' was a 28-month research project (end date: March 2009) based in primary schools and funded by The Economic and Social Research Council. The project was led by Elizabeth Atkinson and Renée DePalma at the University of Sunderland, in collaboration with researchers at the University of Exeter and the Institute of Education (University of London) and a team of research assistants. Katie relayed her experiences as a teacher in addressing the issue of diversity within her school, from reading books that feature stories around LGBT lives or explore gender variance in some shape or form to a Diversity MADD (music, art, dance and drama) week. Katie Salkeld went on to work with Jay Stewart from Gendered Intelligence and introduced the year 6 to transgendered identities. Katie talked about the work and the

positive impact this has had on the children.

Katie Salkeld

Katie Salkeld has been teaching for 8 years and is currently a year 6 teacher (10&11 year olds) in a North East school and is responsible for the transition between primary and secondary school. As part of the school management team, she is also the Upper Key Stage 2 leader

“Brief Encounters – brief findings”

Lorna McGinty

This paper was in response to the Brief Encounters project, a play that was devised and written collaboratively by a group of 50 people from the lesbian, gay, bisexual, trans, queer, questioning and Allies (LGBTQQA) community. The play was designed to be performed in secondary schools and is supported by a drama workshop that aims to examine its key themes. The paper explores the concept of taking a queer project into a predominantly heteronormative institution and the challenges that invokes; challenges that necessitate the development of a teaching and learning style that doesn't attempt to 'straighten' the queer.

Lorna McGinty

Lorna is a freelance movement and theatre facilitator. After training in dance and theatre she completed an MA in Applied Theatre at Central School of Speech and Drama. Her work now is focused on using theatre and creativity in the community and within educational settings. She has worked with Creativity Matters on their Foundation Stage curriculum research project and continues to work with early years children at The Circus Space and with iceandfire theatre company. She was involved in the creation and pilot tour of Brief Encounters in 2008 and has recently worked on the second tour as a member of the facilitation team.

At lunchtime we showed **“Gender Variance in Primary Schools”** a film by Jay Stewart, made as part of the No Outsiders Project, which looks at LGBT equality in primary schools.

Making your space trans inclusive

Finn Greig in conjunction with Gendered Intelligence's trans youth



This workshop focussed on the needs of young trans people and the people who work with them. Using Forum Theatre techniques, they explored the various exchanges between young trans people and professionals and tried to develop good practice. As a part of a day of activities and workshops for young trans people, the group came up with topics that they deemed important to them as young trans people. They ran a session aimed at professionals and other young trans people in order to gather thoughts and concerns of what it means to transition as a young person, and where Gender Queer fits into trans.

Finn Greig

Finn has recently taken the post of Trans Youth Support Worker at Gendered Intelligence, which is funded by the Equalities and Human Rights Commission. He runs the Trans Youth Group twice a month, carries out one-to-one key work sessions with the young members and liaises with other workers and professionals working with young people. Finn has worked with Gendered Intelligence as a trans awareness trainer and youth session facilitator for around three years. His training is in youth work and before working for GI Finn was the manager of Hackney Council's Lesbian, Gay, Bisexual and Trans (LGBT) Youth Project. He has been involved in various areas of the LGBT community, volunteering and campaigning for six years. Finn is from Hackney in East London, where he still lives.



Elijah Luthi

Elijah is a youth worker and trans activist for TransInterQueer based in Berlin. His work combines methods of film-making and theatre techniques when working with young people to provide support to on gender expression and identity. He also campaigns in Berlin to make gender and trans related topics visible. He took part in the Brief Encounters Project in February 2010 and is now volunteering with Gendered Intelligence focusing on the Trans Youth Group and Trans Youth Support Work role.

Creative Writing

Serge Nicholson and Laura Bridgeman

This workshop explored ways in which we can share our stories using creative writing. Following the success of “There Is No Word For it” the verbatim theatre project telling contemporary ‘untold’ stories of trans men’s experiences and thoughts, writers Serge Nicholson and Laura Bridgeman shared some of their writing techniques that we can use in order to tell our stories. Delegates were asked to bring with them some writing excerpts, diary entries, photographs, meaningful objects or simply one good idea to work with on the day.



Serge Nicholson

Co-Writer & Editor of There Is No Word For It – The (Trans) Mangina Monologues Theatre Project (The Arts Council of England 2009); Co- Producer/Founder of Transfabulous – International Festival Of Transgender Arts 2006–2008. (Hosts of theTrans with Pride conference 2007) ; Event Producer. Performer. Visual Arts Curator; Co-Producer of Strictly Bona Ballroom LGBT History month’s lavish event with Camden LGBT Forum 2007 & 2008 ; Gay Shame, Lucille Power and company: Truckstop & Mummy’s Little



Helpers 2008 &2009; Along with Jason Barker Oxford House Associate

Artist/Producers of Transfabulous 2005-2006 Oxford House Arts Centre, Bethnal Green.

Laura Bridgeman

Laura Bridgeman trained as an actor at E.15 Acting School before she started writing. Her play commissions include MAISON SPLENDIDE (London New Play's Festival, 1996), JUNK (Gay Sweatshop, 1997), MEDICINE GIRL (Guinness Ingenuity Award, 1997), ETIQUETTE (Radio 4, 2000), ID 1000 (The National Youth Theatre G.B. 2007). Her theatre funding includes LOONATIK (The London Arts Board, 1997),

.45 (The Arts Council of England, 2002), THERE IS NO WORD FOR IT (The Arts Council of England, 2009). Laura is currently working on a novel RAPHAEL COOMBS funded by the Arts Council of England and short-listed for the Charles Pick Fellowship 1997, and CATERPILLARS a six-part TV series co-written with Charles Lambert. She has an MA and a PhD in Creative and Critical Writing from UEA where she was awarded the HSC Scholarship and she has taught creative writing in HMP Littlehey, HMP Pentonville and HMP Holloway, London Metropolitan University and for Spread The Word.

Addressing Trans Equality in Education

This series of short presentations disseminated some of the work currently being carried out that aims to tackle transphobic bullying, implementing trans equality across the education sector.

We heard from:

Bernard and Terry Reed from GIRES

Harri Weeks from NUS

Andolie Marguerite

"Combating Transphobic Bullying in Schools"

Bernard and Terry Reed from GIRES

The number of transgender people, even as young as two, who are revealing their gender variance, continues to grow rapidly. They experience discrimination, which includes bullying and violence, in education, as well as in the workplace and in society generally. GIRES has developed a toolkit for the Home Office to help schools meet their obligation to combat transphobic bullying of pupils and staff. In addition, GIRES has played a leading role in the national programme of workshops on Transgender Equality in Further Education, organised by the Learning and Skills Improvement Service. GIRES was a member of the working group, established by the Department for Children, Schools and Families, to advise on guidance for schools, published in 2009, on sexist, sexual and transphobic bullying of pupils. GIRES intends to discuss its plans to develop further teaching aids.



Bernard and Terry Reed

Bernard and Terry assisted their transgender daughter to win a landmark Employment Tribunal case, for sex discrimination, in 1997. They then worked with a group of transgender activists to establish the Gender Identity Research and Education Society (GIRES) as a registered charity, for which, as trustees, they undertake a wide range of work that includes helping individual trans people and family members, advising policy makers, producing literature, writing articles, distributing information, developing website material,



providing training, running workshops, promoting research, arranging scientific symposia and contributing to conferences. Both are members of the World Professional Association for Transgender Health. Terry is a member of the Parliamentary Forum on Gender Identity and of the Royal College of Psychiatrists Working Group, which is preparing Standards of Care for the treatment of Gender Dysphoria. She is also a magistrate, specialising in family work.

NUS LGBT Campaign work

Harri Cole Weeks

Harri talked about what the NUS LGBT Campaign is and what they do; how they interact with students, what they do to specifically work on trans issues (including outlining recent trans projects), and how trans issues are integrated into all their priority campaigns.

Harri Cole Weeks

After being involved with facilitating the Trans With Pride Conference in 2007, this will be Harri's third Trans Community Conference. Harri Weeks is in his second year as a Trans Students' Rep on the National Union of Students LGBT Committee and fulfils this role in two main ways: running educational workshops in Students' Unions and Universities, and liaising with organisations which work on Equality and Diversity in the Education Sector to ensure their projects are informed and inclusive. Harri gained his MA in Gender Studies from the University of Manchester in 2008 and currently works freelance in the Healthcare and Education Sectors, providing training and contributing to guidance publications. He's always looking for work. Harri is also interested in the ways the creative arts can be used to educate on issues around gender and sexuality, and wrote his Masters' thesis on the subject. As well as various photographic projects, he is involved in *There Is No Word For It*, the trans men's monologues project and performance.



Education in health & Trans inclusion – good practice

This session disseminated some ongoing projects that have been working over the last year to increase body positivity and well being amongst trans people.

It also disseminated some ongoing attempts to ensure that trans people are included in their work, education and social spaces.

We heard from:

Michell Ross and Del Campbell

Amanda Cooper

Ben Gooch

“Sexual health needs of Trans people”

Michelle A Ross & Del Campbell

Last year the CHAPS conference ventured into new territory by holding a satellite session on trans men. For C12, this session further enabled participants to understand and discuss the sexual health needs of Transgender people. The session examined a number of case studies of the experiences of Transgender individuals, both MTF and FTM, of GUM services and other clinical services.

Participants

discussed how the needs of Transgender people differ from non-trans people, and considered the impact of issues around condom size for Transmen – FTM Transgender people.

Michelle A Ross

Michelle has been with Terrence Higgins Trust (THT) for 21 years. She is an Accredited Trainer and Mentor with THT Direct Helpline, which involves facilitating new volunteers and paid staff who are in their training. She has been involved in development and delivery of the service. She also takes calls to Helpline. She is a qualified counsellor and BACP accredited, she has seen individual clients and Couples at THT and has facilitated a wide range of group work and workshops at the Trust. She has been instrumental in Developing

Transgender Awareness within THT, and developing awareness of Trans people's sexual health issues. At CHAPS C12 conference 2009 she co-developed and facilitated a workshop on Transgender awareness and Sexual health of Trans people. She is a Transwoman.

Del Campbell

Del Campbell is the Community Engagement Manager in Terrence Higgins's Trust Health Promotion team. Within this role he manages the SWISH team which targets male, female and Trans sex workers, as well as targeting other marginalised groups. He manages two sexual health clinics targeting the specific needs of trans sex workers. He is an accredited trainer and along with Michelle Ross has put together the Trans Awareness programme to be offered to all THT staff. This programme came together after a consultation period which recognised that Trans issues needed to be more fully recognised in a charity which celebrates diversity.

"TRANSforming the Workplace"

Amanda Cooper

Amanda will talk about the work we have done in the MPS to improve the workplace experience for trans colleagues.

Sergeant Amanda Cooper

Amanda joined the MPS in 1991 after serving for 9 years in the Army reaching the rank of Captain. She has been employed for most of her service as a uniformed patrol officer serving at Chiswick, 1 Area TSG, Plumstead and Peckham before transferring to the Diversity Directorate in 2002 as Staff Officer to the Deputy Director. In July 2005 she took up her current role of Project Manager on the LGBT Strand within the Diversity Central Team. Amanda is an "out" lesbian officer and as such she brings a personal understanding of the issues surrounding LGBT people and communities. Outside of work Amanda and her partner have a 14-year-old daughter, a menagerie of pets, which, along with gardening, rowing and walking, keep her busy.

“Shine@Galop: Supporting the diverse lives and voices of trans people”

Ben Gooch

Ben co-ordinates the Shine project at Galop, London’s leading LGBT hate crime charity. Shine aims to improve Galop’s services to all trans and gender queer people, and encourage other organisations to be more trans inclusive, through a combination of practical workshops, ethical research and relevant resources for both trans spectrum people, and voluntary sector organisations. An integral part of the project is the involvement of trans people themselves.

Ben Gooch

After graduating from Cambridge (where his research paper on trans narratives in relation to the Gender Recognition Act scored one of the highest firsts in his year) Ben moved to London and became involved in trans activism, working on the evaluation team for the Sci:identity project. In the last year he has helped to organise the third Transfabulous international festival of transgender arts and culture, produced the zine concept and design for the film ‘The lovers and Fighters Convention’, and performed onstage for ‘There is no word for it’: the (trans) mangina monologues, a celebration of trans male sexuality. Ben co-chaired FTM London, the UK’s largest face to face support and information group for trans masculine people, from March 2007 until May 2009.



Tit bits: An evening with Bird la Bird.

Bird la Bird and friends presented highlights from her cabaret sensation Bird Club together with newly devised work. Bird joyfully straddled politics and pleasure, stand up comedy and performance art. Bird Club is the UK's only all queer lady cabaret night.

Feedback and comments

How do you rate the overall conference?	Total
Excellent	36
Good	21
Satisfactory	0
Poor	0

Did the event meet your expectations?	Total
Yes	49
No	2
Not sure	3

If no, why was that? (+ additional comments)
Yes- more than
Not enough people talking about experiences of transitioning. I wanted to talk to trans people and I couldn't do this (felt shy).
Wish I had gone to Voice and Creative Writing!
Yes- but it was <u>so</u> much better then I imagined it would be. It has been very enjoyable and informative.
It exceeded them (expectations)

What did you most enjoy or find most useful across the whole day and why?
Hearing from the trans young people about their experiences.
Most enjoyed Jay's session at lunchtime, most useful.
Practical voice stuff: great, involving my body, engaging me, making me laugh.
Really good workshops; good movie at lunch.
All useful and thought provoking and liberating. Afternoon role plays lovely, morning presentations valuable.
Newcastle teacher talking about doing stuff with primary school class.
Young people oriented way in workshop.
For me- the opportunity to 'free' chat with people in the main room over coffee/tea.
Networking as well as debate/Q&A.
All of it- good balance.
Networking.
The small plays were very powerful.
Primary school issues and film very useful and enjoyable. Networking enjoyable and useful.
All of it was totally stimulating.
Networking.
Natacha Kennedy- valuable data on gender variance in childhood and adolescence.
The young people in the inclusive space session were great, learnt a lot from their experiences and drama and discussion.
Good atmosphere.
Mix of academic, professional, creative.
Good, clear information.
The work with the youth theatre group because it was interesting to see their experiences and the drama was great.
Meeting new people and sharing ideas.
Information and networking.
Stalls in eating area.
The trans inclusive spaces.
The people participation.
Interactive workshops (forum theatre and voice workshops)
Sharing experiences with people.
1) The workshops on voice; 2) the performances at the end.
Chatting with people- mingling; the performances at the end.
The range of professionals/organisations/individuals represented.

Hearing feedback from all strands- would have liked to attend more.
Much better than the last one. Good to have a range of activities and be able to chop and change.
Performances at the end.
Listening to other people's experiences.
The community feel.
I found Louise Chambers really interesting and enjoyed that panel. It was also nice to do some writing.
Meeting and talking to new people. How everyone was so involved and interested.
The performances were good. I loved the workshops.
Networking and sharing of good practice.
Good networking opportunity.
Variety of opinions/disciplines.
Networking and Q&A sessions.
The drama representing the experiences of the young people.
I have always thought of myself as an oddity among trans people. Now I know that I'm best described as "gender queer" and I'm not the only one in the village!
GIRES education presentation.
Networking; the GIRES presentation; the film at lunchtime.
Specific discussion on trans instead of being side-lined.
Discussing sexual health with people on THT stall.
The opportunity to hear other organisations.
Having a diverse range of people in terms of professionals working with trans and young people.

What did you find least enjoyable or useful across the whole day and why?
Very exhausted!
The seating! 2 hours sat down! OW!
All enjoyable.
Some repetition in my chosen workshops, not quite interactive enough.
Playing games.
I've learnt a lot from everyone/all sessions 😊
Gluten free veg lunch- no protein or carbs. Had to buy own lunch.
No electric air conditioning. A bit hot in hall. Lots of information on stalls.

Last session, wasn't as relevant to my needs as a trans person, nonetheless I can see its value.
None.
Not being able to sit down for lunch.
Not sure.
Nothing!
Morning session good but would have preferred more interaction.
Having to choose.
Getting locked out every time I went for a smoke!
I would have liked introductions in the plenary.
That I couldn't attend everything.
Nothing.
Lunch- needed more seating/ more healthy options e.g. fruit.
I think the conference was too long. Too much background noise from other activities going on in the building.
Lack of clear, positive action on key issues like education and sexual health.
The introduction- it was quite dry.
Nothing. It was all fab.
Equality campaigning session a little unstructured, but strand hoppers was good for self-assessment that was not necessary for everyone to hear.
Breaks increasing the length of the day- feels like a long day- but still very enjoyable.
Don't like the word "strand"! Negatively associated with the rigidity of earlier TCCs.
Lack of a quiet space.

Words that describe your overall opinion of the open day			
26 people said "involving"	12 people said "challenging"	23 people said "inspirational"	13 people said "enlightening"
12 people said "absorbing"	20 people said "entertaining"	0 people said "boring"	24 people said "interesting"
0 people said "confusing"	1 person said "exasperating"	1 person said "basic"	5 people said "clear"
2 people said "straightforward"	11 people said "realistic"	4 people said "hands-on"	4 people said "theoretical"

4 people said "academic"	21 people said "relevant"	0 people said "irrelevant"	17 people said "useful"
6 people said "provoking"	6 people said "innovative"	1 person said "complicated"	1 person said "comprehensive"
1 person said "thorough"	15 people said "valuable"	1 person said "unfocussed"	over my head
0 people said "over-ambitious"	7 people said "invigorating"	0 people said "waste of time"	6 people said "exhilarating"
4 people said "exhausting"	19 people said "made me think"	1 person said "celebrating"	1 person said "frustrating"
1 person said "affirming"	1 person said "fun"		

INDIVIDUAL SESSIONS

Which sessions did you attend?	
Trans in education	20
Making your space trans inclusive	17
Taking forward trans equality campaigning	9
Voice 1	5
Voice 2	5
Identities, discourse and the visual	12
Creative Writing	8
Trans inclusion- good practice in education and health	15
Addressing Trans Equality in Education	16

In what way do you think attending these sessions might be useful to you now/ in the future?
Helping me to make our youth projects more trans inclusive.
Expanding knowledge.
I hope we can find a way to use the acting out scenarios.
Builds my confidence in presenting myself.
Overall really useful and relevant.
Expands my understanding.
I can talk to my work colleagues more now.
It would have been really helpful to have hand-outs from the presenters. The material was excellent and it was a lot to take in.
Academic interdisciplinary networking very important for me at the moment (doing trans research).
Good info and updating. Chance to write a monologue in a stimulating setting- I will perform it.
Joined up thinking on trans inclusion needed across whole of public sector BEST PRACTICE EVOLVES!
How to deal with difficult situations involving trans people.
Ideas for my schools work.
Networking/learning.
Learned of resources to be used in our work.
I can take back learning to my job and be more inclusive to trans young people.
Opening up thinking and creativity. Ideas for running things.
Very useful.
Information to pass on to third party.
Made me aware of the need to focus on the positive, and made me think about how to challenge people.
Help in my Uni studies. Helped me as a trans person (cross dresser).
Gave me contacts and references for campaigns and statistics.
Improved knowledge and action.
Feel more confident.
It broadened the way I think about diversity in the trans world, sharing experiences with different people.
Relaxing, breathing, projecting.
Examples of interactive work with young people.
Greater awareness of other work happening.
Networking, meeting other trans writers and people who organise trans cultural stuff.

Get back into writing.
Not sure- learned new confidence.
Confidence.
Gave me more insights into the experiences of trans folk, and varieties thereof.
Stimulation.
I am planning on teaching.
Useful in making schools more trans friendly. Useful for training.
Useful to hear concerns of trans community.
I run a trans support and activism organisation.
It's interesting to see different points of view and ways of expressing them.
Models of good practice and service development making it real and good.
Reassurance about my own identity. Supporting trans people in my job teaching in Further Education.
Understanding other activities by other organisations and networking.
Because of the connections between my work and that of others.
Increased understanding of current trans information and insight developed into scenarios etc.
Ideas for addressing trans health provision.
Good to use personally and professionally.

What did you like about your chosen sessions?
Very creative, run by people with lots of knowledge. Whether from personal experience or academic research they've carried out.
Informative
Finn is a good facilitator! The short plays were an effective way to explore situations and their alternatives.
Ho hum. Practical all-body exercises; working as a group.
Experiential and engaging
Real life experiences
The presentations were really fabulous. Finn's workshop with the young people was brilliant.
Efficient moderation.
Good, lively, info session 2, accessible, not boring, great creative writing teaching.
Informative.
Variety, involvement. Informative.
Relevance. Some good speakers.
Tutors were clear, enthusiastic, inspiring.

Good presentations and valuable discussions.
Variety- especially the drama in the inclusion session which was brilliant. Great young people 😊
Good combo of academic input and creative/facilitation.
Mix of participation, interaction, sharing.
Openness.
The young actors were great! The chance to see the different situations trans people face when dealing with professionals.
Information.
Natacha Jessica Kennedy's session was fantastic and informative, as was GIRES.
Good.
How open people act.
The interaction of the workshops, especially the afternoon one.
Involving and exhilarating; also creative.
PM- interactive, moving around, talking. Performance.
Very informative.
Chance to write.
Sharing ideas.
Interesting and supportive.
Subject matter interested me.
The diversity of thinkers, the space to express.
The discussions that followed.
Education focus.
Good content.
Being able to do writing and hearing other points of view.
Interactivity.
Several short presentations instead of one long one; Opportunity for questions and discussions; Finding out which modern philosophies address gender.
Really impressed by GIRES work.
Info from GIRES.
1) Person who's not LGBT on our side! (teacher); 2) Finn; 3) Questions asked about FTM sexual health.
Good content.
A good reflection of trans issues within primary schools/good deal of involvement from everyone.

Is there anything that you would recommend the strand team do differently next time?
Better signposting. Easy to find Central but not clear how to get from reception to conference rooms! More posters directing us to new building.
Very brief beginning. <u>Proper</u> exercise with enough time (Venn diagram).
Give us book lists on a sheet of paper.
Just hand-outs on the material they presented so that we could take this away with us to the organisations/place of work.
It was all good. And you had <u>vegan sandwiches</u> . Best conference ever! Congrats.
A bit more interactive.
Better signage (simpler). PA in the main auditorium.
Format is good, Next time themes could be: capacity building among small local groups; medical info for trans people.
Maybe one afternoon workshop, not two- but then, the end performance was great, and may not have been if only one session.
No.
No.
Have a list of delegates.
No.
No.
No, it was awesome.
Be good to learn about the fears/worries of a Head or Deputy or a Governor in a school with experience of trans. How these fears were overcome.
I felt each of the strands were too broad- trying to cover too many areas at once. Could be more coherent next time.
Better speakers for some sessions.
No.
More presentation and questions, less workshop style.
Perhaps shorter breaks; create a conference contact list with email addresses for increased networking opportunities.
Avoid double sessions- they restrict choices.

Is there anything in particular you would like to see going forward from these sessions?
Please could you email participants the PowerPoint presentations from the workshops, e.g. from the trans young people and education workshop. Some really useful stats, quotes etc that I'd like to use in our training in schools.
Resources made available online.
1) Can we do some work on trans in old age? 2) Also trans in BME religious communities.

More, more, more!
Working with children and trans parents
Book stall
It was just a taste of the material they had so much information on. Would have loved to know more. Maybe a short course run by some of the presenters.
More creative writing in mixed groups- LGBT and allies.
Sessions should provoke action points for relevant focus groups, reps of working parties to cascade feedback locally.
Trans issues integrated into mainstream school policy and practice.
Ensuring that nothing in the Equality Act is not implemented on or before April 2011.
More awareness of trans issues and mainstream particular within schools and youth settings.
I will have a proper reflect and make contact.
More.
Another event here in this building.
No.
More collaboration.
Yes, that trans will be more recognised.
More conferences please! And maybe offshoots into other areas?
More regular creative groups? Voice/creative writing etc.
Trans writers' forum e.g. online?
Review of charges for small scale organisations.
No.
More work outside of London.
Establishment of a route of communication to OFSTED/ISI to communicate fairly and effectively when diversity is not being supported appropriately.
Clear, positive action.
The involvement of <u>more</u> young people in all aspects of the conference (if they want).
An alliance of UK support groups set up for annual meetings.
The main problem area in term of trans equality appears to be education. Maybe this needs to be addressed by a TCC which addresses these issues and to which education and education media senior representatives.
Trans equality and inclusion.
Training for lots and lots of professionals and young people about the trans condition.

General comments
Thanks!
No vegan cakes, no soya milk ☹️
Fantastic- will walk out 6" taller
Many thanks
Thanks!
Great conference, excellent venue, food was yummy and everyone running the event was very friendly and helpful. Really enjoyed it, thanks so much.
Initial introduction was effective and informative. It did not go on too long- yet covered the important stuff. The 'warm up' exercise was beneficial.
Enjoyed the event and the feeling generated among the participants.
Thank you. Well organised and professional. Friendly. And thanks for the good veggie lunch!
Worthwhile day.
Looking forward to next year's conference.
Whole day was great, well organised, great facilitators, well timed sessions were long enough to really let you explore issues.
I am more than happy to come again next year, or get involved in any projects you feel are relevant.
Loved plenary session- seeing people's work from different strands. Great day!
Very good overall and very enjoyable.
Very interesting day.
Very good, well done.
Enjoyable, fun, powerful and emotional.
Fantastic- hope you get lots of funding to do this again and more!
Thank you!
The identity session was a little <u>too</u> academic and not very accessible to young people.
Strand hopper's summary was excellent.
Thank you.
It was great.
Great venue except the wind whistling in the downstairs room while people were speaking.
Timing of conference is difficult for travel from the north. Not realistic to get here before 10.
It was all great. Loved the end too.
Some terms went unexplained such as "gender queer" or "bi-gendered".

