

Gendered Intelligence Conference 2018: Transforming Spaces

9th-10th November 2018, Resource for London

Day 1 Programme

9.45-10.30

Registration

10.30-11.15

Main Hall

Introduction

Keynote by Dr Meg-John Barker

Trans: Adventurers across time and space

This past year it was confirmed beyond all doubt that Dr Who is trans as Jodie Whittaker began playing their latest incarnation. During the same year we've been in the midst of an unprecedented trans moral panic where trans people have been treated much like the mutant characters in the X-men (echoing similar treatment of gay people in earlier decades). In this talk I play with the idea that trans people can usefully be regarded as timelords and shapeshifters - or shifters of space. Given these impressive superpowers it's sad indeed that we tend to be regarded as threats to time and space, rather than as heroes who may be able to transform both space and time for everybody's benefit.

11.30 – 12.25

Session 1.1 (Main Hall)

Can trans community spaces improve quality of life?

Facilitator: Jay Stewart

Speakers: Dr Jo Lloyd and Dr Vikki Chalklin, Goldsmiths, University of London

Research has indicated that transgender and gender nonconforming people experience minority stressors that are unique to their identity and that these may contribute to poor mental health and reduced life satisfaction. Minority stressors may include discriminatory encounters,

ineffectual healthcare and a constant need to be vigilant around identity disclosure.

In response to findings around risk and vulnerability, there has been increasing focus on the coping mechanisms transgender and gender nonconforming people use to combat minority stressors. Whilst some studies are exploring qualities found within individuals, such as resilience and self-compassion, others have begun to examine the strengths that can be developed through connection with transgender communities and participation in transgender spaces.

As part of the Gendered Intelligence 2018 Transforming Spaces conference, we will discuss recent findings from our ongoing Quality of Life in Transgender and Gender Nonconforming People in England study, with a specific focus on the importance of transgender community involvement for enhancing quality of life outcomes

Session 1.2 (Seminar Room 2)

Can we feel safe on the high street?

Facilitator: Jezza Donovan

Speakers: Open Barbers, Lush

How does one of the quintessential bastions of everyday British life, the High Street, interact with trans people? Or rather, how do trans people interact with it? What challenges and barriers, and what opportunities for change, are we seeing in what's often hailed as a dark time for the High Street? And how do we ensure its future by making it adapt to our needs, not the other way around?

Greggory Vass, Open Barbers: Hairdressing services for all

Open Barbers is a hairdressing service for all lengths, genders and sexualities, co-directed by Greggory Vass and Felix Lane. They celebrate the diversity of human beings by offering haircuts that are free of gendered language, that promote people to be in control of their appearance, and that give people the chance to have a haircut that is more in line with their identity or preferred style.

Session 1.3 (Seminar Room 3)

Responding to the needs of trans clients in the therapy room

Facilitators: Amanda Middleton, Serge Nicholson

Speakers: Iggi Moon, Kris Black

There is a growing demand for trans-knowledgeable therapists and counsellors from the trans community, and in turn therapists and

counsellors are increasingly seeking in-depth and specialist learning on gender diversity. In this session we will introduce the Gendered Intelligence Network for Therapists and Counsellors which aims to support professionals to enable a positive experience in a therapy session for trans people and their families, who are often failed by mainstream services. Iggi Moon and network member Kris Black will also talk about the update of the *Memorandum of Understanding on Conversion Therapy in the UK*.

Kris Black and Iggi Moon: Updating the Memorandum of Understanding on Conversion Therapy in the UK

In 2017 the UK Council for Psychotherapy, along with 12 other organisations including NHS England, NHS Scotland and the Royal College of GPs, signed an updated version of Memorandum of Understanding (MoU) on Conversion Therapy in the UK. For the first time, the document opposes the use of conversion therapy as a so-called cure for gender identity. Kris and Iggi will talk about the development of this update to the MOU.

12.30-13.25

Session 2.1 (Main hall)

Toilets

Facilitator: Jason Barker

Speakers: Dr Francis Ray White, Irina Korneychuk and Damien Graham (FaulknerBrowns Architects), Cara English

Toilets continue to create trouble for both trans people and policy makers. Efforts to create more gender-neutral facilities in schools and universities have made the news, while the Government's review of the Gender Recognition Act has revived a debate on who can access public toilets. Who loses out when toilets are policed? What can we do to make toilets and other facilities safe for all trans people? This session will look at the history of public toilets, what counts as good practice in building toilets, and how tech can play a role in making toilets more accessible.

Dr Francis Ray White, University of Westminster: Not Another Talk About Toilets

For at least the last 150 years public toilets have acted as a locus for cultural anxieties over gender, class, race, sexuality, age, ability... you name it. Often surfacing as debates about privacy, safety or social contagion these moments reflect white, hetero-patriarchal society's attempts to police public space and resist progressive social change. All this is well known (and available as a t-shirt slogan), so in addition to discussing how contemporary transphobia fits into this history, this talk

will ask what it means that as trans people we are constantly compelled to talk about toilets.

Cara English, open lavs

open lavs is a new project for people to map out places offering gender-neutral toilets, so that non-binary and trans people are able to find out easily where their custom is welcome so they can eat, drink, work and play with one fewer worry. The talk is about the importance of such a project, especially in the UK, and how we can help make sure such toilets become increasingly common across our High Streets.

Irina Korneychuk and Damien Graham (Faulkner Browns Architects)

Reacting to the rapidly evolving diversity of the UK population, designers and building operators are rethinking how toilet and changing facilities are configured. It is apparent that the traditional binary male-female approach is failing to meet the demands of an increasingly diverse nation.

This session will explore the principles of Universal Design - design solutions that can be easily and comfortably accessed, understood and used to the greatest extent possible, by all people, regardless of their gender, religion, personal convictions, abilities or disabilities. The session will examine a number of design solutions from current projects, addressing considerations of universal changing rooms and toilets in both swimming pools and dry sport facilities.

Session 2.2 (Seminar Room 2)

Coming out of the archive: Trans lives in museums

Facilitator: Jay Stewart

Speakers: Kayte McSweeney, Kayte McSweeney, Kayte McSweeney

Recently there has been an explosion of interest in trans and gender nonconforming history in the cultural sector, bringing nuanced understandings of gender and trans lives to a broad audience. In this session we look at how the Science Museum and Wellcome Collection engaged young trans people to create their own histories in a field that often speaks about them but not to them, and how the Museum of Transology put trans objects at the centre of its work.

Kayte McSweeney: "What makes your gender?" – *Hacking into the Science Museum*

In 2014 Gendered Intelligence collaborated with the Science Museum on *What makes your gender?* – a project about interacting with the objects in the *Who am I?* gallery in order to reorient or reinterpret its meaning.

This project was thought up and created by 17 young trans people from Gendered Intelligence in order to show members of the public the various ways in which people express their gender through different means and objects. It aimed to enable young transgender people to consider and learn about science, and medical science in particular, in relation to their heritage.

Eleanor Lanyon, Wellcome Collection: Transvengers at Wellcome Collection's Institute of Sexology

The Transvengers webcomic was created by a group of young trans people aged 13-19 from Gendered Intelligence to be featured in Wellcome Collection's 'Institute of Sexology' exhibition in 2014-15. It was the group's response to some of the themes and personalities in the exhibition, informed by their own experiences as young trans people. They wanted to create a lighted hearted response to some really complicated ideas, in a way that everyone could understand and enjoy.

They worked with artist Jason Barker to create the artwork, and interviewed Dr Jana Funke as part of their research. Each person designed their own Transvengers character who travels back in time to challenge key sexologists and their ideas – many of which continue to shape society's thinking about sex and gender today.

EJ Scott, Museum of Transology

The Museum of Transology is the largest and boldest display of trans artefacts and photographic portraiture ever displayed in the UK. This highly intimate exhibition challenges the idea that gender is fixed, binary and biologically determined by exploring how the artefacts helped fashion self-shaped gender identities.

Session 2:3: Seminar Room 3

The sports field

Facilitator: Simon Croft

Speakers: Simon Croft (Gendered Intelligence), Funke Awoderu (FA), Emma Frankland (Brighton Rockers roller derby team)

There is a thriving sports culture both in the UK and globally and trans people want to be part of it. How do we create a level playing field for all sportspeople and make sure there's an in-built inclusion of trans and gender non-conforming people as a starting point? Gendered Intelligence's Simon Croft will summarise existing policy on gender-affected sports and its effects on trans and gender nonconforming sports people at all levels. Funke Awoderu will talk about the FA's experiences of

putting equality at the heart of its plan for future-proofing the world of sports.

Simon Croft, Gendered Intelligence: Overview of gender-affected sports policy

Funke Awoderu, Football Association

In 2016 the FA published guidance for club, leagues and other groups and individuals in football on ways to include trans people, building on their 2014 Trans Policy. Funke Awoderu (Corporate Affairs Manager, Equality & diversity) will speak about the development of this guide.

14.15-15.10

Session 3.1 (Main hall)

Safer spaces for young trans people

Facilitator: Finn Greig

Speakers: Jake Kelly, Sabah Choudrey, young person

Residential have a huge impact on the wellbeing of young trans people. Over the past 10 years Gendered Intelligence has run a series camping trips for young trans people – in 2018 Super Camp became the biggest ever residential with 170 trans youth. In this session Jake Kelly and Sabah Choudrey will consider the issues facing young trans people and the benefits of residential, sharing good practice from Gendered Intelligence camping trips and a residential for LGBT BAME young people. They will be joined by a young person who will talk about their own experience.

Session 3.2 (Seminar Room 2)

Where can we make change? Campaigning for trans equality

Facilitator: Cara English

Speakers: Helen Belcher and Baroness Liz Barker, Nim Ralph and Charlie Craggs

It seems there is more campaigning for trans equality taking place than ever before. The current review of the Gender Recognition Act 2004 has revitalised trans communities' engagement with Parliamentary process, with over 15,000 people talking part in the Scottish consultation and hopefully just as many in the consultation for England and Wales. Yet campaigning goes beyond efforts to reform legislation. In this session we will hear about how support for grassroots activism and activists is

growing and what changes when communities and projects overlooked by traditional funding methods are financed. We'll also hear from one campaign that winning hearts and minds, one manicure at a time.

Helen Belcher and Baroness Liz Barker: Engaging Parliament

Helen Belcher of LGBT Consortium and Baroness Liz Barker will talk about how parliamentary campaigns on furthering trans equality have been successfully launched and run, what challenges have reared their heads and what future campaigns may look like.

Charlie Craggs, Nail Transphobia!

Charlie Craggs is an award winning trans activist and author. She set up her campaign Nail Transphobia in 2013, which sees her traveling around the UK with her pop up nail salon offering the public free manicures for the chance to sit down and have a chat with a trans person, in a bid to humanise the issue, break misconceptions and build allies.

Session 3.3 (Seminar Room 3)

Prisons

In the UK there continues to be a great deal of public apathy towards the conditions faced by those in prison. Against this difficult backdrop, Civil Servants, legal professionals and activists have worked towards trans prisoners' access to gender-affirming treatment, including appropriate accommodation and medical intervention. In this session we look at the Diversity & Inclusion work that has taken place in HMPPS, how trans prisoners have been impacted by human rights cases and how debates around accommodation for trans prisoners are framed in the media.

Facilitator: TBC

Speakers: Megan Key (HMPPS), Dr. Chryssy Hunter (Bent Bars Collective), Tara Hewitt (Trans Equality Legal Initiative (TELI))

15.15-16.10

Session 4.1 (Main hall)

Supporting trans employees in the workplace

It's now impossible to dispute the business case for LGBT+ inclusion in the workplace – employees can only flourish if they can bring their whole self to work. More organisations are seeking to develop good practice to support transgender (including non-binary) employees. In this session Aviva and London Ambulance Service will present case studies on the steps they have taken to make sure trans team members feel welcomed and valued in the workplace.

This session is aimed particularly at those whose roles are based in diversity and inclusion.

Facilitator: Simon Croft

Speakers: London Ambulance Service, Emma Cusdin (Aviva, Global Butterflies)

Session 4.2 (Seminar Room 2)

Creating a trans-inclusive university

Universities and other Higher Education institutes present unique challenges to writing trans-inclusive diversity policies. Policies must reflect the needs of employees who work across a huge range of roles in a global workplace, plus students with educational, pastoral and accommodation requirements.

Facilitator: Sasha Padziarei

Speakers: City University, Gendered Intelligence, Cambridge University Student Union LGBT+

City University will present a case study on the development of a major new policy for trans staff and students that was launched earlier in 2018.

Gendered Intelligence will talk about how we have engaged with Universities to work towards their inclusion of trans students and staff in various ways.

Session 4.3 (Seminar Room 3)

Making space for trans pregnancy

Facilitator: Jason Barker

Speakers: Dr Ruth Pearce, Professor Sally Hines & Dr Francis White

Over the last decade in the UK, legal advances around same-sex partnerships and parenting have widened access to fostering, adoption and assisted reproduction. Same-sex parenting has enjoyed increasing social and cultural visibility, and has been the subject of substantial academic enquiry. Transgender parenting, and especially trans experiences of pregnancy, however, have received much less sustained attention, outside of their appearances as sensationalist tabloid novelty. Drawing on initial data from the Trans Pregnancy project, including policy analysis and interviews with trans and non-binary individuals who have become pregnant and given birth, this paper will highlight the problematic lack of 'space' for trans pregnancy in culture, law and healthcare settings, and what can be done to change the situation.

Professor Sally Hines, Dr Ruth Pearce and Dr Francis Ray White are the UK researchers on an ESRC-funded project based at the University of Leeds 2017-2020. *Trans Pregnancy: An International*

Exploration of Transmasculine Practices of Reproduction aims to explore the feelings, experiences and health care needs of transmasculine people (including trans men and non-binary individuals) who wish to or become pregnant. For more information see our website at: <https://transpregnancy.leeds.ac.uk>

16.30-17.15

Main Hall

Closing panel

17.15

Drinks reception