

# STRATEGIC PLAN 2021- 2023

TRANSFOLK  
of WA

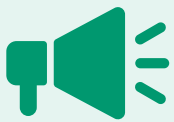
## VISION

All trans and gender diverse people are valued and empowered members of communities.

## PURPOSE

Informing, empowering and advocating for trans and gender diverse people to survive and thrive.

## STRATEGIC PRIORITIES



### ADVOCACY

To be actively engaged in legal and policy decision making relating to trans and gender diverse people.



### SUPPORT

To provide peer support and resources to trans and gender diverse people that is responsive to their circumstances and needs.



### HEALTH

To improve the health outcomes of trans and gender diverse people.



### FINANCIAL SUSTAINABILITY

To have stable funding and an income generating business model.



### ORGANISATIONAL DEVELOPMENT

To have sufficient resources to expand our reach and appropriately compensate our staff and volunteers.

## OUR VALUES

### EMBRACE DIFFERENCE

We seek out, embrace and encourage difference.

### BUILD COMMUNITY

We bring people together and support each other.

### ELEVATE LIVED EXPERIENCE

We prioritise the lived experience of trans and gender diverse people.

### TAKE ACTION

We represent our community with integrity and tackle difficult issues even when it's hard.

### SUSTAINABLE CHOICES

We act with transparency to be socially, environmentally and economically sustainable.

# STRATEGIC PRIORITIES ACTION PLAN 2021- 2023



## **ADVOCACY** TO BE ACTIVELY ENGAGED IN LEGAL AND POLICY DECISION MAKING RELATING TO TRANS AND GENDER DIVERSE PEOPLE.

### **REFERENCE GROUP CONSULTANTS**

TransFolk of WA to have established reference groups of trans and gender diverse experts from a variety of lived experiences.

#### **YEAR 1**

- Establish sector needs for demographic breakdown
- Build relationships in trans communities in the following area: Aboriginal Torres Strait Islander, CaLD, disability, youth, homelessness/housing uncertainty, low income and/or un(der)employed, regional and remote
- Establish expected remuneration for reference group members
- Commence recruitment

#### **YEAR 2**

- Advertise reference groups on website, social media, networks
- Have at least 3 engagements for one or more reference groups

#### **YEAR 3**

- Have at least 6 engagements for one or more reference groups

### **COMMUNITY CONSULTATION**

Transfolk of WA will consult with its members and community to provide direction and feedback on its services

#### **YEAR 1**

- Consult with trans and gender diverse people about best ways to engage their demographic i.e. youth, adults, elderly.
- Develop implementation plan

#### **YEAR 2**

- Report on progress against implementation plan

#### **YEAR 3**

- Review progress against implementation plan
- Planning for next community consultation



# STRATEGIC PRIORITIES ACTION PLAN 2021- 2023



## **SUPPORT** TO PROVIDE PEER SUPPORT AND RESOURCES TO TRANS AND GENDER DIVERSE PEOPLE THAT IS RESPONSIVE TO THEIR CIRCUMSTANCES AND NEEDS.

### **FACE-TO-FACE PEER SUPPORT GROUPS**

TransFolk of WA provides regular in-person peer support groups for trans, gender diverse and questioning people, and for parents and under 18s.

#### **YEAR 1**

- Establish monitoring and evaluation framework Increase attendance by 25%
- Develop workshop series for specific topics and skills (i.e. makeup, speech therapy)

#### **YEAR 2**

- Increase attendance by 10%
- Evaluate face-to-face peer support groups
- Draft implementation plan based on recommendations

#### **YEAR 3**

- Increase attendance by 10%
- Report on progress against implementation plan



### **ONLINE PEER SUPPORT SERVICES**

TransFolk of WA provides online Facebook groups for trans men, trans women, non-binary people, parents, under 18s, and partners.

#### **YEAR 1**

- Refresh under 18s Facebook group and promote
- Establish monitoring and evaluation framework for support services
- Increase membership of all other Facebook groups by 10%

#### **YEAR 2**

- Increase membership by 12%
- Evaluate online support services
- Draft implementation plan based on recommendations

#### **YEAR 3**

- Increase membership by 12%
- Report on progress against implementation plan

### **RECOMMENDED SERVICES DIRECTORY**

TransFolk of WA updates and maintains a directory of services and clinicians who have been reported to be trans friendly and informed. This list includes, GPs, endocrinologists, physiotherapist, hairdressers, hair removal and more.

#### **YEAR 1**

- Maintain and expand recommended services list based on community feedback
- Recruit a volunteer to proactively engage with providers who have be recommended by the community to ensure their credibility and offer resources and training

#### **YEAR 2**

- Maintain and expand recommended services list
- Develop a resource kit for medical professionals working with trans and gender diverse patients

#### **YEAR 3**

- Maintain and expand recommended services list

# STRATEGIC PRIORITIES ACTION PLAN 2021- 2023

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## HEALTH

TO IMPROVE THE HEALTH OUTCOMES OF TRANS AND GENDER DIVERSE PEOPLE.

### TRANS SPECIFIC HEALTH AND WELLBEING CLINIC

TransFolk of WA will establish a clinic which is trans health specific which will serve as a one-stop-shop for the community. It will provide transition and medical healthcare in addition to allied health and other relevant services such as beauty therapy, fitness and community workshops.

#### YEAR 1

- Desktop research
- Community consultation and co-design
- Project scoping Establish steering group for clinic

#### YEAR 2

- Develop model and produce project proposal
- Draft policies and procedures for clinic

#### YEAR 3

- Seek funding and maintain continual refinement of proposal based on feedback



### BINDER PROGRAM

TransFolk of WA has a binder program which enables members of the community access binders for free or at-low cost.

#### YEAR 1

- Collect data about impact of the program
- Develop fundraising plan to maintain program
- Advertise donation drive
- Provide equivalent binders to previous year

#### YEAR 2

- Provide an additional 10% of binders to community members
- Evaluate program

#### YEAR 3

- Maintain fundraising plan and continue to deliver binders at Y2 output

### PEER NAVIGATORS

TransFolk of WA will engage peer support worker/s to provide trans and gender diverse people with necessary knowledge and support to navigate health and other services.

#### YEAR 1

- Develop service model and JDF
- Achieve pilot funding

#### YEAR 2

- Commence recruitment and service delivery

#### YEAR 3

- Maintain service delivery

# STRATEGIC PRIORITIES ACTION PLAN 2021- 2023

## FINANCIALSUSTAINABILITY

TO HAVE STABLE FUNDING AND AN INCOME GENERATING BUSINESS MODEL.

### OPERATIONAL AND PROJECT FUNDING

TransFolk of WA requires stable funding to achieve its strategic objectives and improve community wellbeing.

#### YEAR 1

- Secure funding for a services coordinator
- Achieve funding for scoping of trans specific health and wellbeing clinic and administrative costs

#### YEAR 2

- Achieve reliable funding for ongoing operations

#### YEAR 3

- Seek comprehensive funding for trans specific health and wellbeing clinic
- Secure funding for a volunteer coordinator



### CONSULTANCY FEE-FOR-SERVICE

TransFolk of WA is the only dedicated trans organisation in Western Australia and is engaged as subject matter experts on a fee-for-service basis.

#### YEAR 1

- Develop suite of consultancy services
- Establish fee breakdown
- List services on website
- Advertise services through social media and networks
- Receive at least \$8,000 income from consultancy services

#### YEAR 2

- Increase income stream by 25% on previous year

#### YEAR 3

- Maintain fundraising plan and continue to deliver binders at Y2 output

### TRAINING

TransFolk of WA delivers training on trans issues suitable for organisations, schools and individuals to attend.

#### YEAR 1

- Increase training bookings by 25%
- Schedule 4 public courses

#### YEAR 2

- Increase training bookings by 10% on previous year
- Schedule 4 public courses

#### YEAR 3

- Increase training bookings by 10% on previous year
- Schedule 6 public courses

# STRATEGIC PRIORITIES ACTION PLAN 2021- 2023

## ORGANISATIONAL DEVELOPMENT

TO HAVE SUFFICIENT RESOURCES TO EXPAND OUR REACH AND APPROPRIATELY COMPENSATE OUR STAFF AND VOLUNTEERS.

### VOLUNTEERS

TransFolk of WA has a dedicated and skilled team of volunteers to deliver its services and events.

#### YEAR 1

- Develop JDF for volunteer coordinator
- Recruit and onboard volunteer coordinator
- Develop job role descriptions and responsibilities for volunteers and distribute to existing volunteer base
- Scope organisational needs for volunteers and skills
- Recruit volunteers based on organisational needs

#### YEAR 2

- Maintain stable volunteer base
- Provide training and support to existing volunteer base
- Recruit volunteers based on organisational needs

#### YEAR 3

- Maintain stable volunteer base
- Provide training and support to existing volunteer base
- Recruit volunteers based on organisational needs



### POLICIES AND PROCEDURES

TransFolk of WA has a rigorous policy and procedure package to support and protect the organisation.

#### YEAR 1

- Strengthen existing policies and procedures to support onboarding paid staff

#### YEAR 2

- Maintain policies and procedures

#### YEAR 3

- Maintain policies and procedures