



## Spotlight #6 Episode 7

### Podcast transcript

Spotlights is a SafeLives series. We gather content, publications and research, about groups of domestic abuse survivors who are often hidden from services. We combine data, the voices of survivors, and insight from practitioners, to find out how we can improve the response for this specific group. This Spotlight is about domestic abuse within the LGBT+ community. My name is Penny East, and I'm Head of Communications. I met with Tara Stone, the founder and director of Be – a trans community support, development and campaigning organisation. We talked about how to ensure services and organisations are inclusive of gender diverse people, and the additional barriers faced by gender diverse people who may be experiencing abuse. We also discussed the need to ensure the visibility of gender diverse people, and that they're heard in the debate and discussion around domestic abuse. Tara includes some tips and advice for organisations looking to develop their work in this area, and make sure they're as inclusive as possible.

**PE:** Okay so if you could just introduce yourself please and a little about yourself.

**TS:** Okay. So my name is Tara Stone. I'm here I guess today primarily as a Victim Support lead at Be, an organisation which I also founded. We support trans people in a variety of ways; one of the particular ways is around domestic violence and abuse but we also do a lot of just general support around gender, people who come in who are questioning; we also do some advocacy work around that and we do a lot of education work and development work with organisations from all sectors.

I'm very conscious that we're small and I am a person and for me I think a much better approach, long-term, is I would like to see organisations have their inclusive practice being as good it can potentially be because, quite simply, we can't have lots of specialist services for every single minority. We're never gonna get that, there's not the resources to do it. We can have some to cover our larger areas who can be informative to mainstream providers but I do think there's very much a case to say actually what we really need is we just need mainstream provision to be as inclusive of trans people as it possibly can.

So I've kind gone off on a tangent but I guess in terms of other stuff that we do, we work with trans people themselves and we work with parents of trans people. As I mentioned we work with organisations, whether that be private, third or public. We recently ran a really good conference, it was called 'Trans Life North East' and that was probably the biggest event of its kind that's been run in the North East and North West; anything north of North Yorkshire I guess. That had 15 public sector partners who were involved; I think it was around 150 attendees, which for Newcastle it was quite an achievement. We're gonna run that again this year and some of the themes that we'll explore will probably start to broaden out a little bit 'cause last year it was very health and social care. This year I think we're beginning to bring a bit more of the criminal justice stuff in.

**PE: How was the response; those public sector partners when they attended the event, how was their response? Do you think their thinking was in the right area or was there a lot of development to do?**

TS: I think I'm pragmatic with organisations. Everyone is at different points on a journey in terms of their inclusive practice and we're not gonna get from A to Z in a matter of weeks or a matter of years. You're talking basically, even for me it's going to an organisation and saying what is your one year plan, your three year plan and your five year plan and let's begin to think about this strategically in terms of how you can implement change. Some things are quick wins that you could probably bring in straight away; some things may take a bit more time.

**PE: Okay and if there're kind of organisations listening to this and they want to be more inclusive, are there any kind of things that you would highlight that things that people can get on and do?**

TS: Okay. There's what I would call inclusive practice which applies for everyone. So it's not sector specific and a lot of that is just right you need to basically have visibility of minorities; in this case we're talking trans people. So you need to have visibility within your organisation; does your literature include them; do you have policies which are inclusive of them; do your websites, your promotional materials; do all of those things reference them and do they reference them in the way which is culturally competent, which is more important because if you reference them in a way which is incorrect, obviously you're gonna do damage.

So I think that's very visible engagement. I think beyond that you start coming to things like there's something called the ladder of collaboration?

**PE: Okay.**

TS: Yeah which it's a tool that I talk about a lot which is basically about stakeholder engagement but actually moving from what are very tokenistic models of engagement through to co-production, partnership; actually working with minority people to basically create services that are actually really inclusive of them but also actually as well as people engaging with them, those people are actually involved in delivering those services. One of the really important things there for me is it's about distribution of power and about distribution of resource. One of the things I often find is, certainly over the last, I mean I've been doing this five years, so one of things I often find is it's great that organisations are starting to want to begin to do work but often trans people are just used in a very consultative fashion and then what actually happens is that nothing actually goes back into their communities and the work doesn't necessarily always hit the mark because they haven't consulted widely, so they basically usually consulted one or two key individuals and we've never really had really good research into very specific areas. So for example obviously I'm here today, we're talking about domestic violence and abuse.

One of the key things that happens for us a lot of the times is that we're conflated into this LGBT narrative and we get lost within that narrative and historically, even when trans people have been included within it, usually the datasets are statistically insignificant, and part of the problem is that there are some trans people that just won't engage with an LGBT narrative. It's not part of their experience; rightly or wrongly, they attach certain cultural things which aren't important to them to that particular acronym.

So I think a lot of the work that I do now, I would be disingenuous if I didn't say I use the terminology LGBT myself sometimes because it ubiquitous but increasingly what I

find is that I do try to use GSRD, which is Gender, Sexual and Relationship Diversity because it deals more broadly with the actual individual identities of the people rather than actually having those cultural signifiers that kind of come in. I just think that certainly from a practitioner perspective when I'm working with clients, I just find it's a much more holistic way of working with them and sure, they might be connected with a particular culture or community etc., but you need to fetch that in as something separate to the actual core identity work that you're doing with that person.

**PE: Okay. In terms of those challenges, was it some of that that inspired you to found Be? When did you found it?**

TS: So Be as basically been around for about two years and prior to that there was an organisation which I was involved with for the best part of about four-and-half years in the North East called Tyne Trans, and I think kind of with Be what we wanted to was we just wanted to start and professional some of the stuff which we'd been doing for a long time and I think historically we've done a lot of work for free 'cause a lot of people in our communities do work for free and we very much made a decision of well actually no we can't do this anymore, it's not sustainable and actually what happens is you're marginalising the communities which you're seeking to help when you actually take their intellectual property and don't give them anything back for it.

**PE: Yeah absolutely. Would you say, going back to what you just talked about in terms of LGBT, would you say that that was one of the challenges for trans people getting the support?**

TS: Yeah I do. I think it's something which can get in the way. I think that there's a real need for actual targeted campaigns which basically are specifically directed at gender diversity and I think talking about it in terms of gender diversity is a better approach. Trans is more ubiquitous but what is trans? It's kind of become this label; what do we mean when we talk about trans, do we mean all gender diverse people? Do we mean people who don't identify with their gender with their sex assigned birth? Do we mean socially and medically transitioning gender dysphoric people? What are we talking about?

Now I can talk to you about the full breadth of diversity and talk about trans in that kind of broad sense but do the services providers, do organisations actually understand those kinds of nuances or do workers have kind of ideas in their heads? So you talk about trans, so they immediately think then, alright well this is someone who's good to go on a journey and they're gonna socially and medically transition or they're gonna do this, that and the other and you basically got all of these kind of assumptions that swirl around the trans people because of the social narratives that have been created for them and if people don't do work with organisations that are able to deliver really good training practice, best practice and actually begin to unpack some of with this stuff, then you run the risk of basically harming someone because of your assumptions.

**PE: And I guess it feels a little bit like we're putting labels on people and that can feel isolating?**

TS: Yeah.

**PE: So just bringing it on to kind of domestic abuse specifically, I guess probably a bit of a big old question, is what do you think of the domestic abuse sector, for want of a better word, generally? What do you think they could be doing to improve their gender inclusivity?**

TS: Well where I would start is I think the first thing I would look at is your organisations. So how many trans employees do actually have? How many trans people do we

actually see in the sector? Are there problems with recruiting trans people into the sector? Are you aware of what the challenges might be for certain trans people in terms of engaging in those environments? Are those environments actually healthy and inclusive in the first place for those employees to want to actually work there, so you're attracting the talent in and once they're actually there will they actually be safe and treated in exactly the same way that employees who aren't trans actually treated?

We've got half an hour but there're some very unique things to do with that in terms of how you begin to think how do we basically do some positive action to bring people into this profession 'cause my experience is I think that there's not a lot of trained trans workers. You've got a lot of people who are perhaps volunteers, sort of on the fringes who do work, but they're not actually skilled. So it's that thing about can we begin to get people in and actually upskill them? Can we find a way to do that because clearly if they're engaged as volunteers then there's obviously some will and interest in them to be actually doing the work. So I think that's a great place to start looking at fetching people in and upskilling the workforce to include some trans people.

**PE: And I guess kind of investing in them shows how seriously we're taking it?**

TS: Yeah.

**PE: You know, this isn't something that should be kind of left to the goodwill of a few individuals?**

TS: Yeah.

**PE: It should be actually embedded in our practice.**

TS: And then from there, again, it's about what's happening with organisations. I think there are some very good organisations that have very good practice out there who do try to be inclusive but equally we have organisations that perhaps give survivor services a bad name because of their engagement with trans people. So I don't want to talk at length about anti-trans activists which some people refer to as trans-exclusionary radical feminists; I don't. I think anti-trans activist is a much better way of phrasing it because, on a personal note, I consider myself quite a strong feminist and I don't find them actually inclusionary which means that to me they're not feminists. It's as simple as that.

Some of these people or certainly some of their ideologies are embedded in some services. It would be disingenuous to say that it doesn't exist. I'm not gonna give you the name of a service for example who I recently had an engagement with via social media, who tried to link the expected consultation that we're going to have around the Gender Recognition Act and they tried to link that with a sex offender who basically had started wearing women's clothes etc., and as well as the actual linkage, the issue with that particular engagement, this is on an actual organisation's public page, so they allowed this to go on when you've got actually a lot of women coming on who are actually being quite transphobic and they're not challenging that transphobia; they're allowing it to basically go on.

There's something very important about organisations and if you want trans people to actually believe that you're sincere in this and you're working with them and that you are inclusive, you need to challenge this because if you don't challenge this, then you're complicit in it basically being an ongoing problem.

**PE: Yeah. I mean like talking about social media, we know that a lot of survivors go on to social media to share experiences and to find mutual support. How we can help make social media safe for trans people because it doesn't feel very safe?**

TS: I don't think it's very safe.

**PE: No, it's not.**

TS: I think there's work going on in the background I think basically with Twitter and Facebook for that matter to begin to try and make these places safer but I think that may take time. I think it needs the buy-in of those organisations to begin to police this; it's about their policies and at the moment again one would argue that they themselves are actually complicit in basically allowing this abuse to actually take place.

I don't think we live in a world where people who are anti-trans activists are in a majority, they're certainly not but they're certainly a very loud minority and they're a minority who have quite extensive contacts, they're able to influence mainstream media in a way which is incredibly detrimental to trans people. It would be remiss not to talk about how bad the actual press media has been, over the last sort of six months whilst this consultation has been kind of hanging in the air to basically happen and you know that's no mistake; of course it's not. It's just basically beginning to try and head things off and I think while I'm positive that I think we're heading in the right direction and I'll think we'll eventually get there, but my worry is, is how many people do we lose along the way and I don't wanna start quoting horrendous statistics around mental health issues, around suicidality because they're easy to find if anyone wants to basically look for that information regarding trans people.

So we know the issues are there; we know for example that the Lancet did a good bit of work in their last year which very much definitively said: trans people – all of these issues that they basically suffer from, it's not because it's inherently because they're trans, it's because of social exclusion, marginalisation, discrimination; they're not embraced and not part of society.

**PE: Do you see the impact in terms of talking about the media and social media? Do you see the impact in your work of this kind of negative reporting?**

TS: Yeah. Some people aren't able to disengage themselves from it. I don't; what I would say is I pretty much rarely use Twitter largely because I can't be bothered with the toxicity of it, which is a shame because I know that there's also benefits in engaging via it. We don't want a social media channel but that's Karen my counsellor runs that and for me I just can't, it's just too toxic and I think for some people, as I say, they've gotta engage with this, they feel the need to fight it but then I think there's an element of sometimes that just gives the fire more oxygen and it just allows it to continue to burn but then what do you do 'cause no one else is stepping in necessarily to call this out. I think there's something really powerful about allies stepping in to say actually no, this isn't right; not to the extent where there's a danger where if you do too much of that, trans people become bystanders to their own causes and their own fights but find ways to do it productively both to bring trans people along with you and to empower them.

**PE: Yeah, absolutely. So to come back to domestic abuse and we've talked a little bit about how the sector can improve its response. I guess one thing I wanted to talk about was the voices of survivors themselves and how do we make it more inclusive 'cause I feel personally that the media is still focussed on a very traditional narrative around what does a survivor of domestic abuse look like. So I just wonder if you could talk a little bit about that?**

TS: I think there just needs to be positive action to actually to start to bring in survivors. I think what would be fantastic, I don't know who's gonna do that research, but I think it would be fantastic if a large organisation basically put a bit in to do some research

specifically around trans experiences of DVA. I think it would be even more fantastic if they basically chose peer research as its actual methodology because that would be incredibly empowering and to basically have survivors involved with that and that I think it would be a beautiful project and informative because, as I say, I think one of the issues is, even when trans people do engage and you do see the odd the person who does come forward and you know they're strong enough or brave enough to basically do that but then what often happens is they're used. They end up being used and it just becomes right, so you're there to tell a story but actually what's happening, because one of the ongoing themes that we see is that we talk about stuff but then we don't actually see the tangible action and we don't see the tangible result and that cuts across the board. I think it happens in DVA but I think it happens in the sexual violence sector; it happens just everywhere.

People keep on saying we're on the crest of a wave of change but it feels like we've been surfing that wave for a long time and can we actually finish that wave and go to find some other ones and begin to actually deal with some of the smaller waves that we can work on, basically while looking at this big hole, and actually do things which are tangible for trans people.

**PE: Absolutely. You talked a little bit about how services can I guess minimise additional barriers that trans people face in getting support and being visible.**

TS: So I think some of the first things we've already mentioned – let trans people know that you're there for them. It's about ensuring that they can see you on their website. Don't be frightened about including language that basically is inclusive of them but I do think that some services worry that they might actually create a bit of a kick-back against them by, for example, anti-trans activists, where if they started to talk about things like for example non-binary inclusion in say a service which is for women. I mean trans women already have a right to access these services anyway, which I think is really important to say, but equally you can have people who are non-binary but perhaps they're feminine spectrum, so for example myself, you know, I'd say I'm gender queer but I'm certainly femme presenting, I would say I'm certainly more from that side of the fence and I don't have a problem using the word woman occasionally but I know, for example, a service that we have a real problem up in my area with me accessing them because I don't say I am a woman and it comes across in their advertising, it comes across in their promotion and that means that for me to access them, I would have to modify my language, I would have to basically be modifying who I am a little bit rather than the actual service actually being inclusive of me, I'm trying to be inclusive of the service and I don't think that's ever a good way for us to actually work as a practitioner. I'm really mindful of trying to be as holistically inclusive of people I possibly can so that basically I'm not creating barriers for them.

**PE: Yeah and of course we know that domestic abuse, the impact of domestic abuse can be that someone feels their identity is being robbed from them, so then for that to be an extra factor.**

TS: Yeah, yeah and I think there're really obvious things; I mean people talk to you about mis-gendering side of things, be careful about language etc, but I think we need to go a bit deeper. So when we run educational work for example, we talk to people about okay well what's the psychology of that; so let's begin to look at – do you run the risk of re-traumatising them if what happens is basically they were a victim of historical abuse and at the time that they were basically historically abused, they were this gender and then times moved on and now they've basically done something about that and now they're this gender. So if you get something wrong, it's not just about you've got something a little bit wrong well actually what you've done is you've just re-traumatised that person and that's why I think there's a danger sometimes when, I think anything's better than nothing in terms of development work but I think if organisations kind of just

rush out and all they wanna do is quickly get what I would call trans 101 on the books. Then there's a danger there which is, well actually would you not be better off finding a provider who could've actually provided with you work which was directly relevant to the field that you're actually in. Someone who's qualified in your field but also qualified with the trans stuff and they can merge all of that together and deliver you better work with is really relevant and cover all the bases rather than trans 101 'cause I think it's very easy to do that and there's lots of organisations offering that and I think that's important and relevant but don't let that be the end-point. If you do wanna get that as a short-term thing before you can find something else then do that because I think there's lot of trans organisations that are capable of delivering that.

As to how many trans organisations I think are capable for example of delivering work which is more complex and it's about do they have people who are professionals who are engaged in those fields that can basically begin to do that type of work.

**PE: I mean there's a long way for us to go as a sector I think in terms of domestic abuse but do you think, I think you said earlier that things were going in the right direction. I guess I want you to just think about how you think it's progressing and do you think some of the kind of more toxic and abusive stuff that's going online, is that bringing us backwards?**

TS: I actually think the toxic stuff is allowing for conversations. So as painful as it might be, what's actually happening is, people are looking from the side-lines and they're well wait there, this is horrendous and I don't think trans people need to do that. Most they can just sort of continue to allow these people to essentially give them enough rope and they're hanging themselves; that's what they're doing. It's a shame because some of the individuals involved; you can look at historical work that they perhaps did in one time and some of that work was great but now there in this position where they're gonna be on the wrong side of history and I think all of that social conversation around gendered violence has become so much more expansive. Whereas for such a long time it has just been about violence against women and girls and all of the strategies inherent within that and nobody's trying to take anything away from the violence against women and girls strategy, never, never because obviously we know that that's a huge issue in society but that doesn't mean that we can't begin to deal with some of this or that work that needs to be done.

A good example of that is, is you've got the survivors partnership from a sexual violence perspective and the Male Survivors Partnership, Duncan and Craig, and the work that's been done with them and Lime Culture around the male standards which have been recently released. Those standards are great; they're quite trans inclusive, so from a policy perspective you've now got something that gives a really good guide to organisations; they're obviously implementing those now but also more to the point what it does is it gives guidance for commissioners who can begin to look at things and say: right they can go to services and say are you gonna be able to provide this, because we'd like you to provide it 'cause it's better if we have all-inclusive services but if you're not able to provide all-inclusive services then perhaps we need to find someone else who can actually do this work that you're not going to do, rather than people just disappearing through the cracks which is currently what happens, which is why we have trans people who have horrendous mental health issues, suicidality etc., because they're not going to support services, they're not accessing support which should be accessible for them.

**PE: When you talk about these services do you mean a kind of a holistic support services that mental health and DV can be understood together?**

TS: Well they run alongside but obviously in context of DVA services you have therapeutic support involved in those services, so mental health is part of that. I know a lot of trans

therapeutic practitioners; they're not in services, usually they're independent and unattached. So I think that's one area where we do have engagement in this field quite well but I think what we don't have is so much as is we don't actually have grassroots practitioners, community outreach workers who are DVA trained, we don't have trans Idvas. That's what we're kind of missing; we're missing the boots on the ground.

**PE: So in times of I guess the wider piece 'cause at SafeLives we talk a lot about training the police and making sure that there's a public health response, what're hospitals and GPs doing. What are your views on the kind of public sector more generally? So whether it's teachers, the police, nurses, the kind of people that might be able to spot someone in trouble; what's their approach and what's their progress in terms of being inclusive?**

TS: So I think some are better than others. Again I think it's the conversation which is evolving. I think you've got good examples of good practice out there where organisations have basically ran with it and they've started to do the work. I think there're other places where they still have a long way to go.

So I'm thinking of a bit of work that we're doing around safeguarding at the moment with the local authority and a lot of that's basically about sitting down and getting people to be able to spot things which are problems. So it's like right, okay, that parent for example who is obfuscating their trans child's medical care, it's not just a problem with their identity, it's abusive; you need to understand and be able to spot what abuse looks like. Obviously some of the people's capacity to do that is coloured by their own biases around some of the issues that exist for trans people and these are things which you could have a policy and put a policy in front of someone or give them a piece of e-learning which has become so popular, and you don't fix the issue because you can't challenge someone's value system, with a piece of e-learning or a piece of policy; you need to have someone in the room and more to the point, you probably need to have the object of discrimination itself in the room, i.e. trans people and then you need to basically find trans people who actually know the field or professionals who are able to engage and deliver the work but also not be traumatised in the process of actually doing it because they're coming up against some quite often awful situations.

**PE: Hmm that's true. How do we support survivors as you say to be able to have those conversations but without it being re-traumatising because they've just gone through maybe abuse in another way and then they're coming into line with police officers or that and then going through more abuse again. How do we protect?**

TS: How can we protect them?

**PE: Yeah a lot to learn and a lot of progress that needs to happen definitely. In our police training course we talk a lot about real behaviour change 'cause that's key isn't it? It's not just about a kind of one day training course and then we can all tick a box and we'll go home**

TS: Yeah. It's inclusivity as a broader piece of work. It isn't just something that you do and then it's done; it's something which is basically ongoing.

**PE: Okay. Thank you. So just to bring us back to Be; I just wanted to talk about what's next in the Be story? What have you got on the horizon?**

TS: What's on the horizon? I think some of the work we wanna do around with parents is something relevant to what Be do very much over the next six months to get set up. I



think that's really important; I think there's a real lack of awareness in our region anyway and generally parents tend to be the people where there's nothing there for them but often they're also the people who can cause the most harm to their kids if they're basically getting it wrong. So I think actually trying to build something specifically around that's really useful. Obviously we do have organisations who are national, like I should mention Mermaids, they're a great organisation but they're a national organisation; they're not based in every town and every city and you can speak to someone on a phone but you can't actually beat grassroots local support where people can kind of sit down and basically do the work and you can't see what's going on through a phone.

So I think that's definitely one of the areas that we wanna do a bit more work and one of the problems we have in our region, just to kind of complicate it, so Tyne and Wear is a lovely metropolitan area and you can reach people there; Northumberland, County Durham, Cumbria which surround us – not so much. So those areas, you're talking about rural areas, people are isolated to begin with and trying to basically get people to travel as a general rule, as a service provider myself, people don't travel more than, you know, they'll go an hour tops. One of the problems you have with, okay I'm leading away little bit from parents there but one of the problems that you do have with trans service users is if you are expecting them to come to you all the time, then it's probably not gonna happen because social anxiety is often something which is really common in trans populations. So actually hoping that people are gonna get in touch with you or you're gonna get walk-ins, it's just really unlikely and your service needs to be accessible for them, so I guess it's go to the places where trans people are. So go to social media, they're on social media, whether that would be good or harmful for them as we've discussed, but they're spaces where if you just go to the right spaces, advertise, basically promote then you'll reach them via those areas. Don't rely on things like, you know, I've heard people talk about go to Prides. Well actually there're a lot of trans people that don't go to Prides because again they're not engaged with it because those things aren't inclusive for them. So I would never suggest don't go to Prides 'cause there will be some trans people there but don't bank on it as your engagement tool for basically engaging with this community.

**PE: Yeah absolutely and we see with domestic abuse survivors that, as you say, they are isolated and they might not necessarily feel able to travel and I guess that's an extra layer in terms of when we're looking at trans survivors.**

TS: Yeah and as I say for me if you've got someone say in the wild and woollies of Northumberland to get to, a lot of trans people aren't good travellers to begin with but then if you've got say like an hour and a half to two hour bus journey to try and get say from the top of Northumberland to a large metropolitan place. So I think we need to start looking at things; we need models of service access which are quite decentralised. We certainly need a lot more outreach for trans people, I think that's really important. When we've engaged with local authorities around this, one of the things I find is, is that because organisations are coming from a really low level of knowledge in the first place, so I mean you're talking about people where they still really don't get what this trans thing is. So it's very hard to begin to talk about something which is say like seven steps down the line, when people haven't even just got the basic vocabulary to talk about something which is what I said earlier, it's that whole A to Z and where are those people on that particular journey and sometimes you've gotta turn around to someone and say well actually we can't do this work with you, it's not the right thing to do yet because we need to do this.

**PE: Yeah Absolutely. Okay. It's interesting in what you say about parents as well. So we talk a lot about the whole family approach here, and I guess that kind of speaks to that, the fact that someone's risk and vulnerability is affected by the way they're family members are responding as well as maybe the direct**

**perpetrator and that may be the parents, it may be an intimate partner but it's the whole family response to that person.**

TS: Yeah.

**PE: I think I've come to the end of my questions. So yeah I guess if there's anything that you'd like to highlight, you know, as we talked about the need for local provision and the need for provision to be inclusive. Obviously I work for a national domestic abuse charity and I think we touched on this a bit more but I just would be really interested to hear what you could think SafeLives but also other domestic abuse major charities could be doing on a national level to challenge some of the concerns here?**

TS: Okay we touched on it. I think there's need for some sort of national campaigning around this and then it's about how that's done. So you've got big players like yourself, obviously you've got some national organisations from the LGBT sector perspective; we have Stonewall, that's one of the hats I wear is actually on Stonewall Trans Advisory Group. So I think there's potential reach there. Obviously Stonewall they're primarily a campaigning organisation; they're not service deliverers but I still think there's a place for them to basically be able to get those messages out. I think it's really important to include survivors; I think it's really important to include trans workers who exist even though they're quite thin on the ground in that campaigning and I think there's a lot of education work that's needs doing and I think one of the things, I say this often which is, I mean we obviously do educational work so, hello, anyone who wants to work with us by all means, but I'm not precious about the work that I deliver. What I'm actually bothered about is I'm very process driven and very cause driven. So, you know, perhaps there's something to be said about large national players if they're able to start doing work about creating training partnerships where we begin to centralise the expertise around this and then you basically farm out training partnerships to organisations who deliver work for you but it has to be done to the standard that's actually been agreed centrally. That's kind of the model I'd like to see for that type of work.

**PE: Fab. I think that's a call to action; for everyone listening, let's do it. Fantastic. Is there anything else that you wanted to highlight at all that you think is important to get across?**

TS: I've think we've talked a lot but I think it's just important that trans people are part of this conversation and it really feels like we haven't been for a long time, and that needs to change and when I say trans, I'm gonna say gender diverse and gender diverse people need to be part of this conversation because all too often, even when we see things going on, we see that it's socially and medically transitioning gender dysphoric trans people who are basically part of this.

So I wanna see non-binary people basically included in the conversation; people who don't have gender dysphoria but are gender diverse. Let's see some of those people, you know, people who perhaps they still suffer social exclusion etc., because their gender expression is different, even if their gender identity itself it's still cisgender. They're still part of this conversation because it doesn't matter what your identity is when you walk down the street if someone thinks you look different because people can't mind-read you. They're judging you based on how you look.

So can we start to basically just bring everyone into this conversation and talk about gender diversity in a much broader way and I know some people in my own community might think: oh are you shooting yourself in the foot but no, I think we do; this is broad conversation 'cause gender isn't just about me as a socially medically transitioned trans person, it's about you, you have a gender. Everyone out there on the street has

a gender and we need to start talking about what happens with gender, why do we have gender-based violence because it's all genders that're impacted by gender-based violence in terms of victims and also in terms of perpetrators.

**PE:** Thank you.

TS: You're welcome.

**PE:** Thank you very much Tara.