

Trans and Gender Diverse Community Consultation Report 2025



Contents

Executive Summary.....	2
Consultation Reach.....	2
Top Priorities from Community.....	2
Who We Heard From.....	4
Online Community Survey (n=112).....	4
TGD Community Workshops (n=27).....	5
Follow-up Validation Survey (n=21).....	5
What We Heard.....	5
1. Inclusive Practice.....	6
2. Knowledge and Awareness.....	7
3. Community Engagement & Outcomes.....	8
4. Representation & Celebration.....	9
None of This is New.....	10
Conclusion.....	10
Appendix A – Consultation Methodology, Analysis and Limitations.....	11
Data Analysis.....	12
Limitations.....	14
APPENDIX B – Consultation Demographics.....	15
Online Community Consultation.....	15
Community Workshops.....	16

ACKNOWLEDGEMENT OF COUNTRY

Transfolk WA is based on the unceded lands of the Whadjuk people of the Noongar Nation. We recognise the deep and enduring connection that Aboriginal and Torres Strait Islander peoples have with their ancestral lands and pay our respects to their Elders, past and present. This land always was and always will be Aboriginal Boodjar (land).

ABOUT TRANSFOLK WA

Transfolk WA is a peer-led support service for the trans and gender diverse community and their loved ones in Western Australia. We advocate for rights and equal protection to build connection and belonging. Our mission is to empower trans and gender diverse people to thrive through peer-led support and advocacy.

Executive Summary

This report captures what trans and gender diverse (TGD) people in Western Australia say will make the most tangible difference to their daily lives, and sets out the priority actions for the State's first whole-of-government LGBTIQ+ Inclusion Strategy in 2025.

The message from the TGD community is clear. Inclusion must be embedded in the systems and structures of government. Across the state, participants called for a move beyond symbolic gestures to deep, systemic reform that is co-designed, properly resourced, and transparently monitored.

Since our consultations, some key reforms have progressed, including the abolition of the Gender Reassignment Board. The actions in this report focus on addressing the urgent, remaining gaps in safety, healthcare, and recognition.

Consultation Reach

Between 1 March 2025 and 29 June 2025 we engaged with:

- **112 eligible TGD respondents** via an online community survey.
- **27 participants** in two targeted workshops (online and in-person).
- **21 respondents** for a validation survey to prioritise draft recommendations.

Top Priorities from Community

1. **Mandatory, co-designed LGBTIQ+ training** across health, education, and the public sector, with clear compliance and refresh requirements.
2. **Legal protection from discrimination for TGD people**, regardless of their legal gender status.
3. **Practical access to gender-affirming healthcare**, including clear public-hospital surgery pathways, statewide GP upskilling, and TGD-led mental health supports.
4. **Co-design as the default**, “nothing about us without us” and ensure remuneration for lived expertise.
5. **Demonstrate accountability** by showing the community how their feedback is actioned, providing regular updates on legislative progress, and ensuring meaningful consequences for mistreatment.
6. **Provide sustained investment** in community-led organisations and inclusive, age-diverse events and spaces across Western Australia.

A Message to the Western Australian Government

“I love the way this is developing... we can share our thoughts about our daily challenges, especially job searching. Sometimes I feel hopeless, but being here gives me hope I'll see change in WA.” – **Consultation participant**

This report begins with a message of hope. The consultations that inform this strategy were seen by the trans and gender diverse community as a reason to believe in the possibility of real change in Western Australia (WA).

Participants have generously shared their expertise and lived experience, outlining the daily challenges they face against systems that fail to see, respect, or protect them, in clinics and classrooms, on forms, and at the front counters of government services.

The community has shown up with generosity, sharing their expertise to help build a safer and more inclusive WA. The community has provided the evidence and the solutions. It is now up to the WA government to deliver on the promise of this strategy with meaningful and sustained action.

Findings at a Glance

Inclusive Practice

People want dignity and equal treatment. This means correct names and pronouns as standard, no assumptions about gender, and safe, accessible services. Healthcare access remains the biggest barrier, and accountability for mistreatment is essential.

Knowledge and Awareness

Ignorance and misinformation drive poor experiences. The community demands mandatory, co-designed, and refreshed training for all public-facing staff. Gender-affirming care must be understood as medically necessary and life-saving.

Community Engagement & Outcomes

"Nothing about us without us." Co-design must be the standard for all policy and service development. People are tired of consultation without visible change. Inclusive data collection and transparent reporting on outcomes are critical to building trust.

Representation & Celebration

Authentic visibility and inclusive, community-led events matter. Concerns about corporate "pinkwashing" and safety at Pride persist. Sustained funding for peer-led organisations is non-negotiable.

The Consultation Process

To ensure the voices of the TGD community directly informed the WA LGBTIQ+ Inclusion Strategy, Transfolk WA undertook a multi-stage consultation process between March and June 2025.

Table 1. Summary of TGD Consultation Activity

Dates(s)	Activity	Participants
1 March – 7 April 2025	Online Community Survey	112
30 April 2025	2-hour Online Workshop	16
11 May 2025	2-hour In-person Workshop	11
22 June – 29 June 2025	Follow-up Survey for Workshops	21

This process began with a broad online survey to understand community needs, followed by in-depth workshops to explore key issues, and concluded with a validation survey where participants ranked the draft recommendations in order of urgency.

The workshops were co-facilitated with Rainbow Futures WA and structured around four key themes:

- Inclusive Practices – e.g. inclusive language, affirming policies
- Knowledge – e.g. training and awareness
- Information Gathering (later reworked into Community Engagement & Outcomes) – e.g. data collection, responding to feedback
- Representation and celebration – e.g. lived experience, marking special days

A more detailed breakdown of the consultation methodology, data analysis process, and the limitations can be found in [Appendix A](#).

Who We Heard From

Our consultations engaged a diverse range of the trans and gender diverse community in Western Australia.

Online Community Survey (n=112)

The survey captured a broad snapshot of the community. Key demographics include:

- Gender: 33.0% were Women, 23.2% were Men, 39.4%* identified outside the binary with the remaining preferring not to say.
- Age: 70.5% of participants were aged 35 and under.
- Location: 82.1% of participants were based in the Perth metropolitan area, with 17.9% from regional WA.

See [Appendix B](#) for a breakdown of participant demographics.

**The 39.4% figure combined multiple identities for summary purposes.*

TGD Community Workshops (n=27)

The workshops provided a space for deep, qualitative feedback. Participants reported a wide range of intersecting experiences, including disability, neurodivergence, cultural diversity, and Aboriginal (Noongar) identity.

See [Appendix B](#) for a summary of the demographics of participants who provided a response.

Follow-up Validation Survey (n=21)

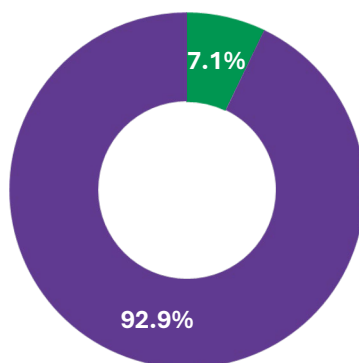
Following the workshops, a validation survey was sent to all workshop participants and registrants to help prioritise what was important to them. A total of 21 people responded, ranking a series of draft recommendations to identify the most urgent and important actions for the WA Government. These recommendations have been put into the report.

What We Heard

The consultation workshops generated 210 distinct comments and suggestions, providing a rich snapshot of the community's lived experiences with WA Government services. To provide a high-level overview of this feedback, each comment was reviewed for sentiment.

Figure 1. Participant Comments on WA Government's TGD Inclusion (n=210)

■ Positive Feedback ■ Areas for Improvement



As Figure 1 illustrates, while the majority of feedback was overwhelmingly highlighted a need for change, it is important to first acknowledge what the community feels is working well. A portion of the feedback (7.1%, n=15) expressed positive sentiment, pointing to pockets of good practice and signs of progress. These examples included an increased visibility of TGD people, experiences of respectful service delivery, and more inclusive practices appearing in some government and healthcare settings.

The vast majority of feedback (92.9%, n=195), however, identified significant areas for improvement reflecting a strong and consistent call for more inclusive policies, practices, and representation across WA. The following sections will detail the key findings and community-led actions for each of the four key themes.

1. Inclusive Practice

This theme is about the fundamental right to be treated with dignity and respect. It covers the changes needed to ensure all government and public spaces are safe, accessible and affirming.



“I just want to walk into any government office or clinic and be treated like anyone else, no weird looks, no questions about my gender, just respect”

– Consultation Participant



What the Community Said

- **Laws and policies are failing to protect people.** Participants called for urgent systemic reform, highlighting that anti-discrimination laws need to be strengthened and that there must be clear and effective consequences when TGD people are mistreated.
- **Accessing services is a constant struggle.** The delivery of services was identified as a major source of distress. Gender-affirming healthcare is full of barriers like long waitlists, high costs, and a lack of trained providers, especially for people under 18.
- **Systems and language create unsafe situations.** Outdated digital and administrative systems that lack options for and highlight preferred names and pronouns lead to constant deadnaming and misgendering. Participants described the consistent use of correct names and pronouns as a non-negotiable baseline when engaging with government services.

Priority Actions

- **Action 1.1** - Fund and create clear public pathways for gender-affirming healthcare across WA, including making surgeries accessible in public hospitals, increasing funding, and upskilling GPs.
- **Action 1.2** - Strengthen the Equal Opportunity Act and other legislation to provide clear legal protection from discrimination for TGD people, regardless of their legal gender status.
- **Action 1.3** - Address the urgent need for socio-economic inclusion, with a major priority on improving employment and housing support for TGD people.
- **Action 1.4** - Streamline all administrative processes for updating names and gender markers, ensuring they are simple, accessible, and based on self-identification. This must include overhauling forms and databases to correctly use preferred names and pronouns.
- **Action 1.5** - Establish and promote clear, accessible, and trauma-informed pathways for community members to report mistreatment and have their complaints resolved.

2. Knowledge and Awareness

This theme addresses root cause of much of the harm experienced by the TGD community, a lack of understanding.

“People fear what they don’t understand. Education is the antidote.”
– Consultation Participant

What the Community Said

- **The burden of educating others is exhausting.** TGD people are constantly expected to educate their own doctors, teachers, and service providers, adding a significant emotional toll to every interaction.
- **Training is essential, not optional.** The community demands mandatory, co-designed, and ongoing training for all public-facing staff.
- **Misinformation is a public safety issue.** The government has a responsibility to actively counter the harmful and false narratives about TGD people that are prevalent in public discourse.
- **Intersectionality must be understood.** A deep understanding of how being TGD intersects with other identities, such as being First Nations, a person of colour, disabled, or neurodivergent, is critical for inclusive and culturally responsive service delivery.

Priority Actions

- **Action 2.1** - Implement mandatory, co-designed, and regularly refreshed LGBTIQ+ competency training for all staff in the health, education, and public sectors, with clear compliance measures.
- **Action 2.2** - Fund and launch a statewide public education campaign to counter misinformation and promote a positive, accurate understanding of TGD people and their experiences.
- **Action 2.3** - Resource the development and implementation of inclusive, age-appropriate curriculum and resources for all WA schools (K-12). This should include content that affirms TGD identities and history, and be supported by programs similar to the Safe Schools model.



3. Community Engagement & Outcomes

This theme reworks Information Gathering into being about rebuilding trust. Participants are tired of being consulted without seeing change. They demand a new relationship with government, one built on genuine partnership, transparency, and a commitment to action.



“We’re here, ready to help, just don’t shut us out once this report [strategy] is done.” – **Consultation participant**



What the Community Said

- **"Nothing about us without us."** This was the most consistent message. TGD people must be at the table, co-designing the policies and services that affect their lives.
- **Show us the results.** The community needs to see how their feedback is being used. A lack of transparency about progress (and delays) breeds cynicism and consultation fatigue.
- **Lived experience is expertise.** The knowledge and time of community members who participate in consultations must be valued and fairly compensated.
- **Engagement must be intersectional.** Participants called for consultation and data practices to be culturally safe and accessible, highlighting the need to co-design services with TGD First Nations people and People of Colour and ensure engagement methods are inclusive of people with disabilities.
- **Data collection must be ethical and safe.** The community needs assurance that their data will be handled securely and used to drive positive change, not just for reporting's sake.

Priority Actions

- **Action 3.1** - Embed co-design with TGD people and community organisations as a mandatory, standard practice for all government policy, training, and service creation.
- **Action 3.2** - Establish a transparent public reporting mechanism for the LGBTIQ+ Inclusion Strategy, with regular updates on progress against clear, measurable targets.
- **Action 3.3** - Implement a government-wide policy to ensure all individuals with lived experience are fairly remunerated for their contributions to consultations and advisory work.
- **Action 3.4** - Prioritise genuine partnership with community members who face compounded barriers, particularly First Nations people, People of Colour, and people with disabilities. Ensure their lived experience, alongside existing community-led research such as the Walkern Katatdjijin Roadmap Report, forms the primary evidence for all engagement.

4. Representation & Celebration

This theme is about the importance of being seen, celebrated, and supported on our own terms. It covers the need for authentic public visibility, safe community gatherings, and sustained investment in peer-led organisations.

“When I saw the trans flag on the Perth Council building, I actually cried. It made me feel like we are part of this city.” – **Consultation participant**

What the Community Said

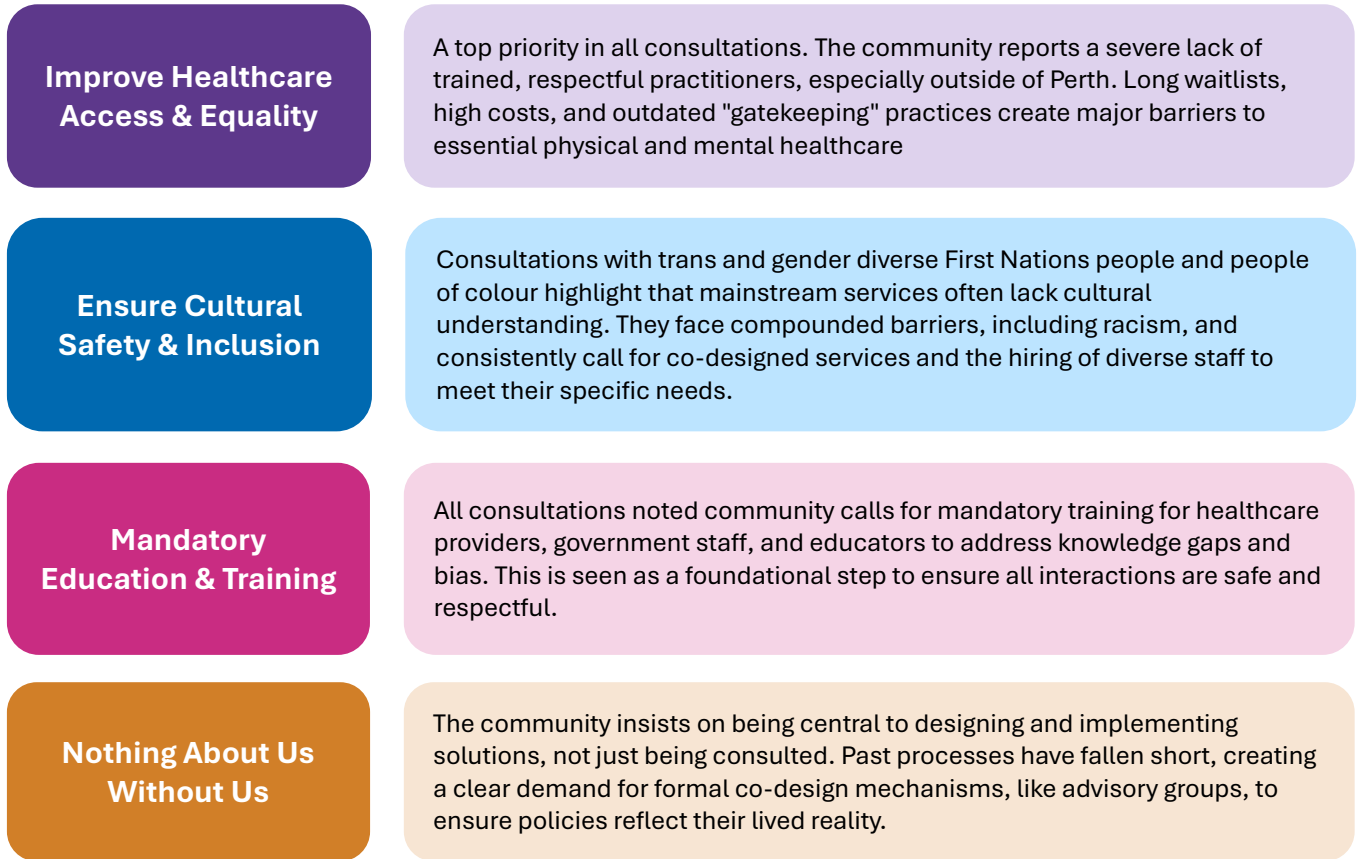
- **Sustained and flexible funding for peer-led groups and initiatives.** Participants called for secure, long-term investment in peer-led organisations but also for specific grants to support a vibrant community culture through arts, performance, and media projects.
- **Authentic representation.** The community called for more than just symbolic gestures, demanding positive media portrayals, meaningful government recognition of significant days, and the active inclusion of TGD people in visible leadership and decision-making roles.
- **Community gatherings must be inclusive safe, and community-focused.** While Pride is important, there were strong calls for more accessible events and spaces. This included a particular emphasis on addressing the gap in support for adults over 25 by creating age-diverse and non-alcohol-centric options. Persistent concerns were also raised about corporate "pinkwashing" and safety at celebrations due to the police and counter protester presence.

Priority Actions

- **Action 4.1** - Provide long-term, secure, and increased capacity building for a range of TGD-led initiatives, including core operational funding for peer support organisations and dedicated grants for community events, arts, and cultural projects.
- **Action 4.2** - Resource the development of safe and inclusive community-led groups, events, and spaces across WA. This must address the identified gap in support for TGD adults over 25 while ensuring opportunities are inclusive of all age groups, community-focused over corporate, non-alcohol-centric, and regionally accessible.
- **Action 4.3** - Actively support and create pathways, including mentorship programs and paid development opportunities, for TGD people to take on leadership and decision-making roles across all government and community sectors.
- **Action 4.4** - Develop a government-led initiative to promote the positive, authentic, and diverse representation of TGD people in media and public storytelling, and ensure meaningful government recognition of significant days like Trans Day of Visibility and Trans Day of Remembrance.

None of This is New

The consistency of the community's priorities over time is clear. The following graphic summarises the key themes from our 2023 consultations strongly reinforced by the 2025 consultations.



Conclusion

The message from the trans and gender diverse community of Western Australia is not complicated, but it is urgent. It is a call for systemic change, for genuine partnership, and for the right to live with safety, dignity, and joy.

The priorities outlined in this report are the community's voice for creating a more inclusive state. They reflect the deep expertise of a lived-experience that understands the barriers because they navigate them every day.

This report, and the strategy it informs, must be more than a document. It must be a commitment to sustained action, backed by real investment and transparent accountability. The community has done its part. It is now time for the WA Government to listen, to act, and to deliver the change that is so desperately needed.

Appendix A – Consultation Methodology, Analysis and Limitations

This appendix provides a more detailed breakdown of the process undertaken to gather and analyse the feedback from the trans and gender diverse community for this report.

Consultation Methodology

The consultation was conducted in three distinct stages between March and June 2025 to ensure a wide range of feedback was captured and then prioritised by the community itself.

Online Community Survey (1 March – 7 April 2025)

An online survey was conducted over five weeks, receiving 112 eligible responses from TGD people who have lived in WA in the past five years. The survey was promoted through social media, newsletters, and at Albany Pride Fairday.

Promotion of the survey mainly occurred through its established channels, such as Facebook, Instagram, membership newsletters and direct emails. To encourage participation respondents were offered an entry into a draw to win a \$100 gift card.

“

“There was nothing down here growing up, so it’s incredibly heart warming to see queer orgs here in Albany”

”

TGD Community Workshops (30 April & 11 May 2025)

Two targeted, two-hour workshops were held, one online via Zoom with 16 attendees and one in-person with 11 attendees. Participants were reimbursed for their time and expertise with a \$100 gift card. The sessions were co-facilitated with Rainbow Futures WA and structured around a community designed thematic framework that included Inclusive Practices, Knowledge, Information Gathering, and Representation & Celebration. Feedback was captured using a combination of open discussion, written input, and Mentimeter polls

The workshops were promoted via Transfolk WA’s social media, newsletters, and Humanitix. Although 22 people registered for each, final attendance was 16 online and 11 in-person.

Follow-up Validation Survey (22 – 29 June 2025)

Following the workshops, a list of draft recommendations was developed based on the key subthemes. This list was sent to all workshop participants and registrants in a follow-up survey, where 21 respondents voted for the three recommendations they considered most urgent and important.

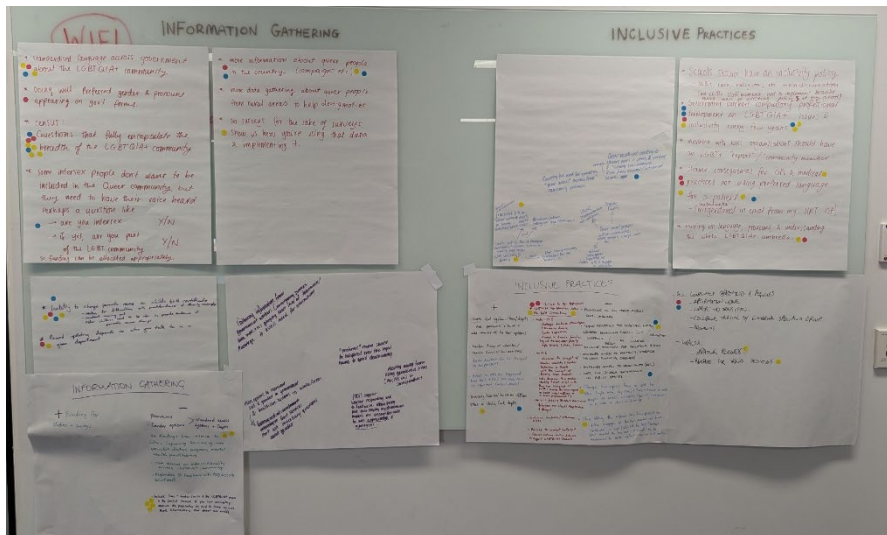


Photo of in-person consultation discussions captured

Data Analysis

The workshops generated an initial 225 comments and suggestions. The following steps were taken to analyse this qualitative data.

Data Cleaning

Although comments were initially recorded under the theme being discussed at the time, many were more relevant to other areas once reviewed in detail. During data cleaning, several comments were recategorised into more appropriate themes. For example, a comment about the need for inclusive training for government and healthcare staff was raised during a discussion on Representation and Celebration but was later recategorised under Knowledge and Awareness, which had a training focus.

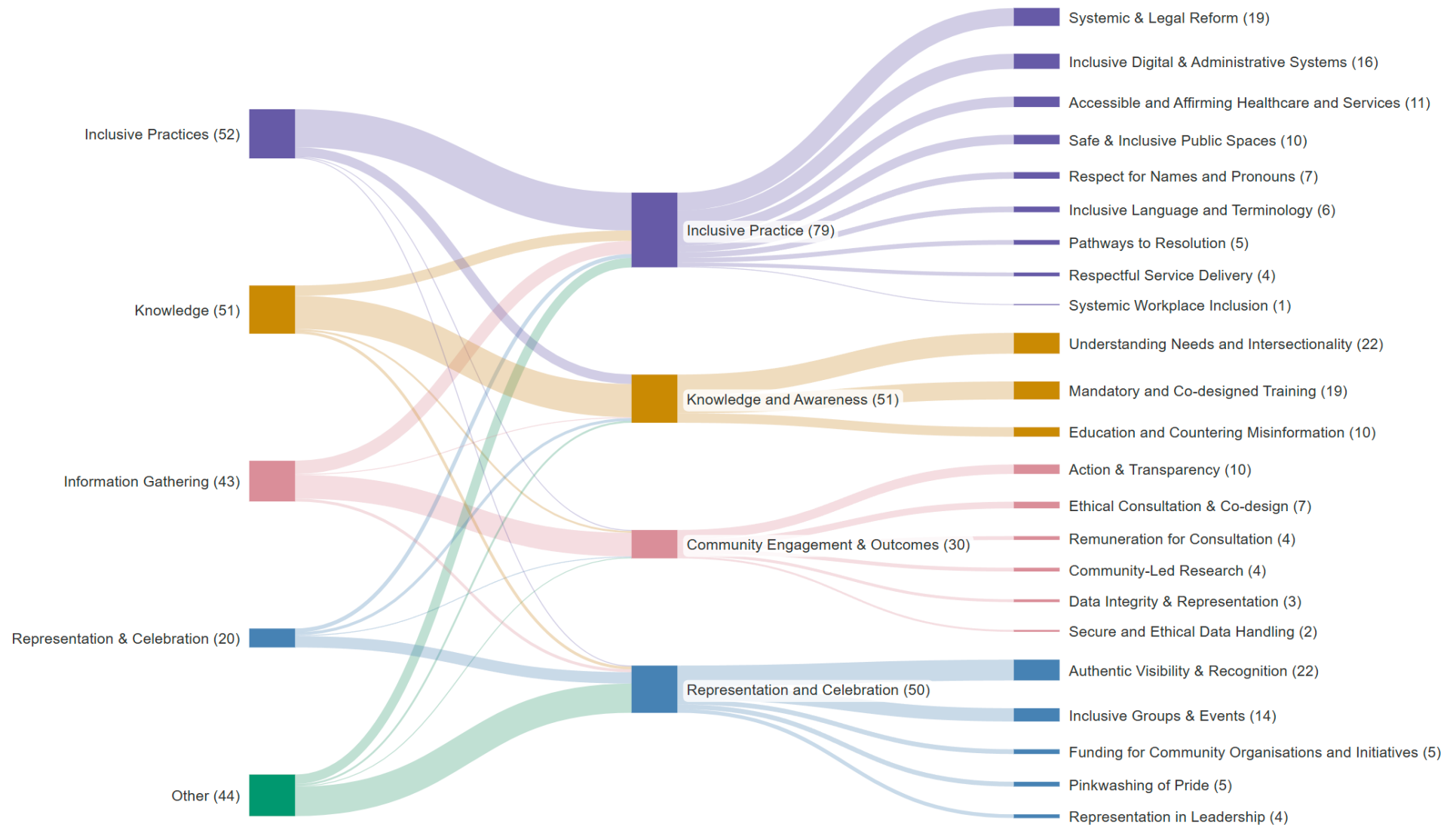
Thematic Recategorisation

During analysis, some comments were recategorised from the topic they were raised under to a theme that better aligned with their content. For example, a comment about the need for inclusive training was recategorised from "Representation & Celebration" to "Knowledge and Awareness". From here,

Following this, comments were then grouped into more granular subthemes to form the basis of the key findings and recommendations in this report.

The following diagram (Figure 2) visually represents this data analysis journey, showing the transition of feedback from the initial workshop topics to the final, refined themes and subthemes.

Figure 2. Transition of Workshop Feedback into Key Themes and Subthemes



This diagram shows the flow of the 210 workshop comments through the analysis process.

- The column on the left shows the initial number of topics captured under each of the five topics used to guide the workshop discussions.
- The middle column shows the final four consolidated themes and how the number of comments in each theme shifted after recategorisation.
- The column on the right shows the final, detailed subthemes that were developed, providing a granular breakdown of the community's feedback.
- The connecting lines show how comments were recategorised from their original topic to their new theme, and finally into sub-themes to formulate key recommendations.

Limitations

There were several limitations, however they do not invalidate the rich findings of the report as themes raised were consistent with past community consultations.

Compressed Timeline and Limited Capacity

The scope of these consultations was significant, and the process was conducted under tight time pressures and with limited capacity to conduct more thorough and complete consultations.

Community Consultation Fatigue

Participants expressed significant consultation fatigue, stemming from a long history of being heavily researched and consulted by various bodies with little subsequent action or fair compensation, leading to community members feeling their expertise is often extracted without respect. There were also several WA LGBTIQ+ Inclusion Strategy consultations taking place at similar timeframes, leaving individuals with limited capacity to engage. In recognition of this, and to ensure participation was meaningful, we took several steps to be respectful of the community's time and energy. We actively chose not to overly promote the workshops, and ensured all workshop attendees were remunerated for their expertise.

Sample Size and Scope

The 27 participants in the workshops represent a small sample of the broader trans and gender diverse community in WA. Recruitment for the consultations was also impacted by the increasingly hostile environment on social media, as community members reported reduced engagement on platforms like Facebook and Instagram due to the prevalence of transphobic content. However, the qualitative findings are highly consistent with the key themes from the larger 112-person community survey and previous consultations, which strengthens their validity.

Inconsistent Data Collection

Due to the rapid and participatory nature of the workshops, demographic data was not consistently captured for all 27 workshop attendees, as responding was optional. This limits the ability to draw detailed quantitative insights from workshop data alone.

APPENDIX B – Consultation Demographics

Online Community Consultation

Table 2. Demographics of Transfolk WA Online Community Survey Participants (n=112)

Demographic	Description	Number (%*)
Gender*	Woman	37 (33.0%)
	Man	26 (23.2%)
	Nonbinary	27 (24.1%)
	Agender	5 (4.5%)
	Genderfluid	4 (3.6%)
	Transmasculine^	4 (3.6%)
	Genderqueer	1 (0.9%)
	Prefer not to say	8 (7.1%)
Age	Under 16	5 (4.5%)
	16-25	40 (35.7%)
	26-35	34 (30.4%)
	36-45	19 (17.0%)
	46-55	4 (3.6%)
	56-65	7 (6.3%)
	65+	3 (2.7%)
Location	Metropolitan#	92 (82.1%)
	Regional	20 (17.9%)

* Percentages represent the proportion of responses within the total sample of 112 participants.

^ One person identified as trans masculine puggender

Peel participants (n=10) were included as Metropolitan

Table 3. Cultural and Social Background of Survey Participants

Cultural or social background	Number (%*)	
White/European heritage	56 (50.0%)	* Percentages represent the proportion of responses within the total sample of 112 participants. ^ This category covers broader social identifiers participants used (e.g., working class, Catholic/former Mormon/raised Muslim, white privilege, single mum/limited support, work in IT, disabled/neurodivergent, WA-raised etc). These were combined into one category for reporting clarity because each occurred infrequently and often overlapped with cultural background.
Asian heritage	10 (8.9%)	
Mixed heritage	2 (1.8%)	
First Nations	3 (2.7%)	
African/Caribbean/Mauritian	3 (2.7%)	
Latin American	2 (1.8%)	
Jewish	2 (1.8%)	
Gender or sexuality	4 (3.6%)	
No response	15 (13.4%)	
Other self-descriptions^	20 (17.9%)	

Table 3 groups the participant’s open-text responses into broad categories for readability. Identities are complex and often span multiple cultural, ethnic, religious, and social dimensions. This summary reflects how participants described themselves and is intended as a practical snapshot, not a fixed label or exhaustive list.

Community Workshops

A total of 27 individuals participated in the community workshops. Not all participants provided a response against the demographic questions. Table 4 shows that attendees who participated in the Menti identified as Woman/Girl represented the largest group (34.8%). The age group 26-45 was the most represented, capturing 43.5% of the participants.

Table 4. Gender of Participants

Gender*	Percentage
Woman/Girl	34.8%
Non-binary/Nonbinary	17.4%
Genderqueer	13%
Man/Boy	8.7%
Genderfluid	8.7%
I use another term	8.7%
Transmasculine	4.3%
Transfeminine	4.3%

**We recognise the limitations of categorising people into specific gender groups and acknowledge that gender is a diverse and fluid spectrum.*

Table 5. Age of Participants

Age group in years	Percentage
16-25	34.8%
26-45	43.5%
46-55	13%
56+	8.7%

There were also multiple intersecting experiences, including being disabled, neurodivergent, culturally diverse, carers, trans parents, and Aboriginal (Noongar) as seen in figures 3 and 4 on the next page.

Figure 3. Word Cloud of Online Participant Other identities*



Figure 4. Word Cloud of In-Person Participant Other identities*



**The terms in these word clouds were drawn directly from participant submissions in Mentimeter and have not been altered. The language, including profanity, is retained to ensure the authentic representation of the community's voice and the intensity with which they express their identities.*

trans folk_{WA}

Peer-led support
& advocacy

Transfolk WA

2 Delhi St

West Perth WA 6005

 admin@transfolkwa.org.au

 transfolkwa.org.au