

## A Gender Agenda: delivering affirmative career development services to transgender and gender diverse Australians

Mr Joel Radcliffe<sup>1</sup>

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### **Biography:**

*Joel Radcliffe is an educator and advocate who was born and raised in Canberra. He is currently employed as the Deputy Director and Training and Education Coordinator at A Gender Agenda and over the last ten years has held several youth-focused education and project management roles across LGBTIQ inclusion, family violence prevention, mental health and remote aboriginal education. In 2015 he completed a Masters in Social Change and Development where he led a research project investigating educational leadership perspectives on trans-inclusive practices in schools. He has also contributed to a range of leading programs, resources and policy areas for supporting LGBTIQ young people and has presented nationally and internationally on this work.*

A Gender Agenda (AGA) is a unique Canberra-based community organisation that works to support the intersex, trans and gender diverse communities. The organisation provides training and education, advocacy, social support services, information, referrals and resources and is actively engaged in policy and law reform at a local and national level.

This workshop will draw on the practice expertise of staff and the lived experience of AGA members to explore some of the specific career development needs of trans and gender diverse people and highlight some of the common cultural and systemic barriers facing the community when pursuing career pathways. Participants will develop an enhanced understanding of the range of inter-related social factors influencing the career seeking behaviours of the community and build skills for delivering more responsive and integrated models of practice.

The core issues will be illustrated through an exploration of key concepts and language, an overview of contemporary Australian research findings about the health, wellbeing and service experiences of trans and gender diverse people, and an outline of some key inclusive practice strategies within a service delivery context. Participants will also integrate theory and practice by participating in a range of interactive exercises, including career focused case studies, to help unpack some of AGA's key workplace resources and apply the core concepts and practice issues to a career development context.

Overall, the workshop will provide participants with an opportunity to understand how trans-affirmative models of service delivery can deliver critical outcomes for an often marginalised and misunderstood population, while also contributing to the legitimacy and effectiveness of the career development sector at large.