Building a Respectful Community

Trans and Gender Diverse

Inclusion Position Statement

The Building a Respectful Community (BRC) is a regional partnership dedicated to the prevention of gender-based violence through coordinated action across local government, community health, tertiary education, women's health, community services and the private sector. Our shared mission is to work together across the northern metropolitan region (NMR) of Melbourne to prevent gender-based violence by embedding gender equity in our strategies, programs, services, and workplace cultures.

Achieving this goal requires a commitment to equitable gender inclusivity. This means acknowledging that gender-based violence is disproportionately experienced by women and girls - including trans women and girls - as well as by other trans and gender-diverse people. Therefore, the perspectives and experiences of trans and gender-diverse people should be actively included in all aspects of our gender equity and violence prevention work.

Commitment to inclusion

As a BRC partner, BKI affirms that the prevention of gender-based violence must be inclusive of trans and gender-diverse individuals and communities. Our commitment to inclusion is grounded in the understanding that gender-based violence affects all people impacted by gender inequality and rigid gender norms, and sustainable prevention efforts must address these realities. By embedding trans inclusion into our gender equity and prevention frameworks, we strengthen our capacity to create safer, more just communities for everyone. We recognise that we each have more to learn and do to achieve this, but the commitment is shared.

Furthermore, our commitment to trans inclusion aligns with our legal and ethical obligations under the Sex Discrimination Act 1984 (Cth), the Equal Opportunity Act 2010 (Vic), the Charter of Human Rights and Responsibilities Act 2006 (Vic) and the Gender Equality Act 2020 (Vic). These laws affirm the right of all people, including trans and gender-diverse individuals, to participate fully and equitably in society. Ensuring compliance with these legislative frameworks not only strengthens our collective accountability but also reinforces our commitment to fostering workplaces, services, built environments and communities that are safe, inclusive, and free from discrimination.

Why inclusion matters

1. STRENGTHENING OUR VISION FOR GENDER EQUITY

The pursuit of gender equity is incomplete without addressing the needs of all marginalised genders. Trans and gender-diverse inclusion enhances gender equity work by challenging restrictive gender norms and advancing a broader vision of fairness and safety for all.

2. ADDRESSING VIOLENCE AT ITS ROOTS

Misogyny, transphobia, and transmisogyny are interconnected forms of oppression that reinforce gender-based violence. By actively rejecting transphobia and transmisogyny, we reinforce our commitment to eliminating all forms of gendered violence.

3. BUILDING SAFE AND RESPECTFUL COMMUNITIES FOR ALL

A gender-equitable society is one where all people—regardless of gender identity— can live free from violence and discrimination. Ensuring that policies, programs, and services explicitly support trans and gender-diverse individuals strengthens our collective impact and advances social cohesion.

4. MEETING THE NEEDS OF DIVERSE COMMUNITIES

As organisations committed to gender equality and organisational social responsibility, we must ensure our programs and services are reflective of and responsive to the communities we serve. Trans and gender-diverse inclusion increases our ability to meet diverse community needs, foster trust, and improve service effectiveness.

The BRC and its partners recognise that gender equity and violence prevention efforts must be inclusive of people of all genders - cisgender women, girls, men and boys, as well as trans and gender-diverse people - to be truly effective. By committing to this approach, we strengthen our shared mission to eliminate gender-based violence and create safer, more equitable communities. Together, we will lead with inclusivity, ensuring that all people—regardless of gender identity—can live with dignity, safety, and opportunity in the northern metropolitan region of Melbourne and beyond.

Acknowledgements

This position paper was developed by members of the *Building a Respectful Community Partnership* and reflects our shared commitment to the *Allyship in Action* priorities.

Endorsement

On behalf of our organisation, I endorse the attached statement and support its inclusion in the next BRC Strategy as a demonstration of our organisations and the partnership's support for trans and gender-diverse inclusion in gender equity and prevention of gender-based violence work.

Organisation	Bendigo Kangan Institute
Authorised Representative Name	Laura Macpherson
Role/position	CEO
Signature	
Date of Endorsement	
Activities Provide details of any initiatives or activities planned or underway, in support of TGD inclusion.	• Publish statement on website • Share with staff • Post on our social media