

Workshop Report

Empowering Transgender People –Inclusion and Diversity

Submitted to

Terre des hommes Germany – India Program

tdhnro@gmail.com, tdhnorthernzone@gmail.com

www.tdhgermany-ip.org, www.tdh-southasia.de



Submitted by

BINDU, Dehradun, Uttarkhand

binduorg@rediffmail.com, www.bindusociety.org

Empowering Transgender People- Inclusion and Diversity

Workshop title: “Empowering Transgender People-Inclusion and Diversity”

Duration and dates: Two days’ workshop on 28th and 29th April, 2022

Venue: NIVH, Rajpur Road, **Dehradun, Uttarkhand, India**

Financially supported by: Terre des hommes Germany – India Program

Organized by: BINDU (Society)

BINDU is a social, non-profit organization and a registered society with operations in Uttarkhand, India.

This workshop was supported by local NGOs, transgender community members, social Activists, Physiologists –clinical Psychology professionals-trainers-students, and NIVH

The workshop aimed to identify and address the problems and issues being encountered by Transgender People in Dehradun city sensitively, and come out with a tailor-made intervention that empowers the community. The workshop aimed at raising awareness to stimulate ideas, facilitate active learning opportunities and peer-to-peer exchanges and sharing of experiences. The expected outcome was a Plan of Action for the targeted community to address their educational, health care, emotional, psychological, social protection and livelihoods needs and aspirations.

Mode of Workshop: The workshop was facilitated with Interactive and Participatory tools and was addressed by diverse group of professionals and community groups such as sociologists, psychologists, Academic carrier counselor, social activists, gender trainers, community organizations and individuals including senior Clinical Psychology students.

BINDU tailored the workshop for “transgender people and grassroots human rights organizations, working in the field”. The “inclusion, equity and diversity” were the primary lens to bring marginalized community in the forefront, provide better opportunities for reflection and dialogue to the participants and integrate diverse perspectives to mainstream transgender community members in the society.

The unique risks and security needs and health care requirements of LGBTIQ persons (third gender) are discussed and addressed throughout the execution of workshop as a core element. **The discussions also focused on Traditional and Non-traditional Livelihoods opportunities available to them to proactively integrate the community members in the society.**

Workshop Schedule

First day

Formal Inauguration: lead by Dr Himanshu Das, Director of NIVH,
Members of transgender community, CSOs and other participants have attended the workshop.

Introductory Note- Need and Importance of the Workshop

Participants Introduction round

Followed by Talks on basic information available in public domain about transgender, Statistical evidence, status regarding transgender and the importance of the workshop

Other state experiences-sharing of information and exchange of ideas

Group discussions aimed to encourage participatory mode and the facilitation gave direction to achieve workshop objectives through participatory exercises.

Second session before lunch was addressed by Dr Pawan- Psychologist

He explained how mind plays a very significant role in personality development. He facilitated group activities to further explain how everyone is capable of thinking and acting in an “out of box” manner and set bigger roles, models and targets in life.

First day: Sessions after Lunch

Open communication with Transgender community

Experiences and Issues

Aspirations, Programs and Ideas shared by Transgender community members

NGOs, Community based organizations

Health department representative

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Some prominent dignitaries who graced the second session are :

- Dr Pawan-Psychologist
- Advocate: Smt Alpana Jadli
- Social Activist: Geeta Gairola,
- Gender Trainer: Deepa kaushlam,
- Government Representatives of Uttarkhand Health Department,
- Representatives of community organizations like
- Society for Environment and Development, Uttarkhand,
- Pariyojna Kalyan Samiti, Uttarkhand,
- Alliance India- VAJUD project-
- AMAN- Almora,
- JADI-Uttarakashi,
- NIVH,Dehradun,
- Forgiveness Foundation, etc...



Formal inaugural Session

Formal Inaugural motivational speech was delivered by Director of NIVH Dr Himanshu Das . He informed that different communities and different states react to the issue differently and it largely depends on their exposure and understanding levels. He stated that the NIVH would be happy if transgender-the marginalize community members join NIVH courses and serve the society with pride. He also described how the transgender community can be a part of the NIVH.



Inauguration : Dr Himanshu Das- Director of NIVH along with participants

Introductory Sessions: The participation

In the beginning a brief introductory session with all participants was held. Participants were from diversified section of community such as transgender community, civil society members, and professionals played active role in the deliberations. A good number of participants have attended the workshop about average 35-45 each day. (*Participants list attached*)

Though, the workshop was planned for 25 participants; being the first of its kind in Dehradun-Uttarkhand and conducted in the campus of an Institution, a very large number of people showed their interest to participate and were accommodated to join the program to promote the themes of “Inclusion and Diversity” in the true sense.

The introductory session is addressed by the Dr Rashmi Painuly from BINDU. She explained *the “importance of the discussions on the crucial subject”* and *“role of different sections of community”* and *“the purpose to involve Transgender Community”* in the process of Empowering Transgender People-Inclusion and Diversity. (*Information sheet and brief presentation enclosed*)

Open Session : an extensive open talk session was conducted in the second session on the First day wherein Transgender participants shared their experiences, aspirations and expectations and deliberated on socio-economic-political and psychological issues, available Institutional support and prioritized steps to handle different issues .

Second Day Recap

The conversations of first day sessions were shared via recap notes that were considered *meaningful by the majority* and easy to *take action upon*.

This was to improve participant’s ability to not only remember the information from the first day sessions, but also to *apply* it and *integrate* it into their behaviors and actions.



Transgender Community Members – The Real Talk

Deliberations and Summing Up

Each participant was given a platform for a few minutes to share their experiences and ideas on the issues and problems discussed on day one to arrive on some actionable Plan of Action agreed upon by the majority. Later in the day, the ideas were summed up by the President, BINDU to give a clear picture to the participants and resource persons present there.

Workshop Out put

On the basis of sessions on 28th and 29th April held in the workshop, **major issues raised by the representatives of the transgender community** and suggestions poured in; following conclusive recommended plan of action emerged to move forward:

Advocacy & knowledge support- The community needs IEC Material to bridge knowledge gap and requires space in public place to peacefully assemble and facilitate dialogue to advocate for their rights

Reservation- The transgender members are vocal for reservation –an exclusive quota in govt. jobs, school admissions, welfare benefits as weaker section etc.

Regular Awareness and sensitization drive - regular and frequent awareness programs on issues relevant to third gender- Regarding third Gender/s needs- a scientific approach including awareness on biological, psychological and clinical issues are appreciated. This program also meant to share information among general community regarding gender differences and related issues and enhance acceptance of third gender persons in the society and within transgender community itself.

Advocacy with local administration- Advocacy is recommended to sensitize government department to develop sensitivity regarding transgender issues and ensure programs, policies for the transgender community and facilitate easy availability of public place exclusively for transgender in a time bound manner to help them in organizing their events, meetings etc.

Voting Rights- Enlisting in voter list is crucial. The community discussed how due to heavy social pressure they/ their families ignore to be a part of census and voter list. This further restricts authorities to develop exclusive programs and schemes for their benefit.

Psychological Support- Acknowledging differences and high level of stress in the community members, it was highly recommended to enhance availability of counseling and psychological support services for emotional and psychological needs .

Role of Community Leaders-Village Sarpanch-grampradhan, counselor, MLAs etc. should be sensitized to play effective role and raise their awareness level.

Renting out- It is highlighted that getting shelter/ room on rent is difficult for transgender community and needs to be looked into.

Community Sensitivity- Community and family members should be sensitized to make them more responsive and supportive.

Police- Since harassment by police is the most frequent trouble experienced by majority, it is most important to sensitize police department and have regular and frequent workshops with the targeted community

School program- The participants from the student community (Clinical Psychology students) explained how it is important to include “Gender awareness and sensitization program for teenage students in their school curriculum. The participants urged that B. Ed and Teaching courses must include chapter about Transgender issues. School Parents-Teachers Meetings must discuss Transgender issues.

Vocational courses- Authorities must design and make available vocational courses available to Transgender community members. Courses such as –dance, music, painting, theater, photography, computer proficiency, accountancy etc.



Recommended Plan of Action

To meet the diverse issues and challenges, following activities were deliberated and proposed under Plan of Action with short term and long term perspectives to achieve the workshop objectives effectively.

Issues	Proposed Activities- Long term perspective	Proposed Activities- Short term perspective	Expected Impacts
Every count matter- Raise registration drive in specified gender Column in Census, Voter lists widely	Regular awareness and Recognition drive to make transgender an empowered citizen Mobilize people and transgender community to accept and respect own identity and register them confidently	Raise Awareness and Advocacy for an exclusive single window operation for transgender to facilitate availability of all necessary welfare schemes/ services and legal rights etc. to count in every single member of Transgender community and render them appropriate IDs (TG IDs) etc.	Every head of Transgender community will be counted in and the government accountability will rise as well as the IDs will provide social security to the third gender community
Promotion of legal / constitutional entities exclusively for transgender community	Advocacy Campaign to introduce exclusive single window operation mechanism- online-mechanism for transgender	Awareness camps to support them to access gender specific correct IDs, Mobilize transgender community to avail schemes, program benefits Develop schemes as per their immediate human needs Transgender Champions :Empower some members to develop leadership amongst themselves to effectively advocate for the legal/constitutional rights of all community members	Enhanced awareness will ensure fulfillment of constitutional and human rights for transgender community

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Awareness and sensitization drive to make public aware and Police dept. about Transgender community	<p>Advocacy to make Regular and frequent awareness programs on third gender-</p> <p>Organize policy level interventions and conduct frequent activities between different genders, ensure transgender community representation in every policy-program-activity to design appropriate plans for them</p>	<p>Design sensitization program for the general public</p> <p>Develop awareness material, charts etc. on different biological, socio-physiological, medical need of transgender/s</p> <p>Organize gender sensitization programs for all community members</p> <p>Formation, promotion & strengthening of transgender groups - NETWORKs</p> <p>Promote Active Networks to develop leadership among transgender community</p>	<p>Enhanced awareness and advocacy efforts will positively impact the transgender community members to empower them</p>
Shelter/room/land for housing society /residential flat-exclusive quota and availabilityof basic amenities	<p>Strong advocacy for shelter and basic amenities with exclusive reservation and special budgetary allocations / funds / regulations for land reservation for transgender community etc.</p> <p>Stress upon exclusively toilet at public places for the community</p>	<p>Sensitize respective authorities to offer support, social security and safety to them to enable them to live with dignity</p> <p>Encourage Transgender members to play productive role for their families</p>	<p>Basic Amenities such as TOILET and Public SPACE for small get together will provide social security and safety and lead changes in family and the society at large</p>

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Educational activities	Time bound Govt. Order should be issued to all educational entities for including transgender specific curriculum and organize workshops to mainstream the community	<p>Orientation & exposure workshops for Community Leaders to make them understand the “need of inclusion of transgender community”</p> <p>Development of Gender inclusive curriculum :</p> <ul style="list-style-type: none"> • TOTs for teachers, • policy makers, • school authorities – govt., private sector, corporate • Development of courses and programs • Organization of counseling services <p>This will help the new generation to be more gender sensitive</p>	<p>This will develop tolerance for each other</p> <p>This will raise more opportunities for marginalized section of transgender community</p> <p>Crucial age of gender transition will not be missed and the community members will have the opportunity of school-peer group environment</p>
Reservation – exclusive quota in govt. jobs, admissions, welfare benefits	Advocacy for Provision of Constitutional amendment for exclusive “Reservation- quota”	Orientation workshops on reservation quota provisions- with deferent departments, authorities, and policy makers including panchayat level should be organized	<p>Reservation and fixed quota can support marginalized transgender community to move forward and also to opt for other dignified livelihoods options</p> <p>Inclusion and diversity themes will be indirectly and positively impacted</p> <p>Enhanced levels of social security in the community members</p>

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**Two Days Workshop On
Empowering Transgender People : Inclusion & Diversity**

ट्रांसजेंडर लोगों को सशक्त बनाना : समावेशन और विविधता

28 – 29 April, 2022

Venue: NIEPVD, Rajpur Road Dehradun - 248001

<https://photos.app.goo.gl/kosr5NGjz2SCBvhz6>