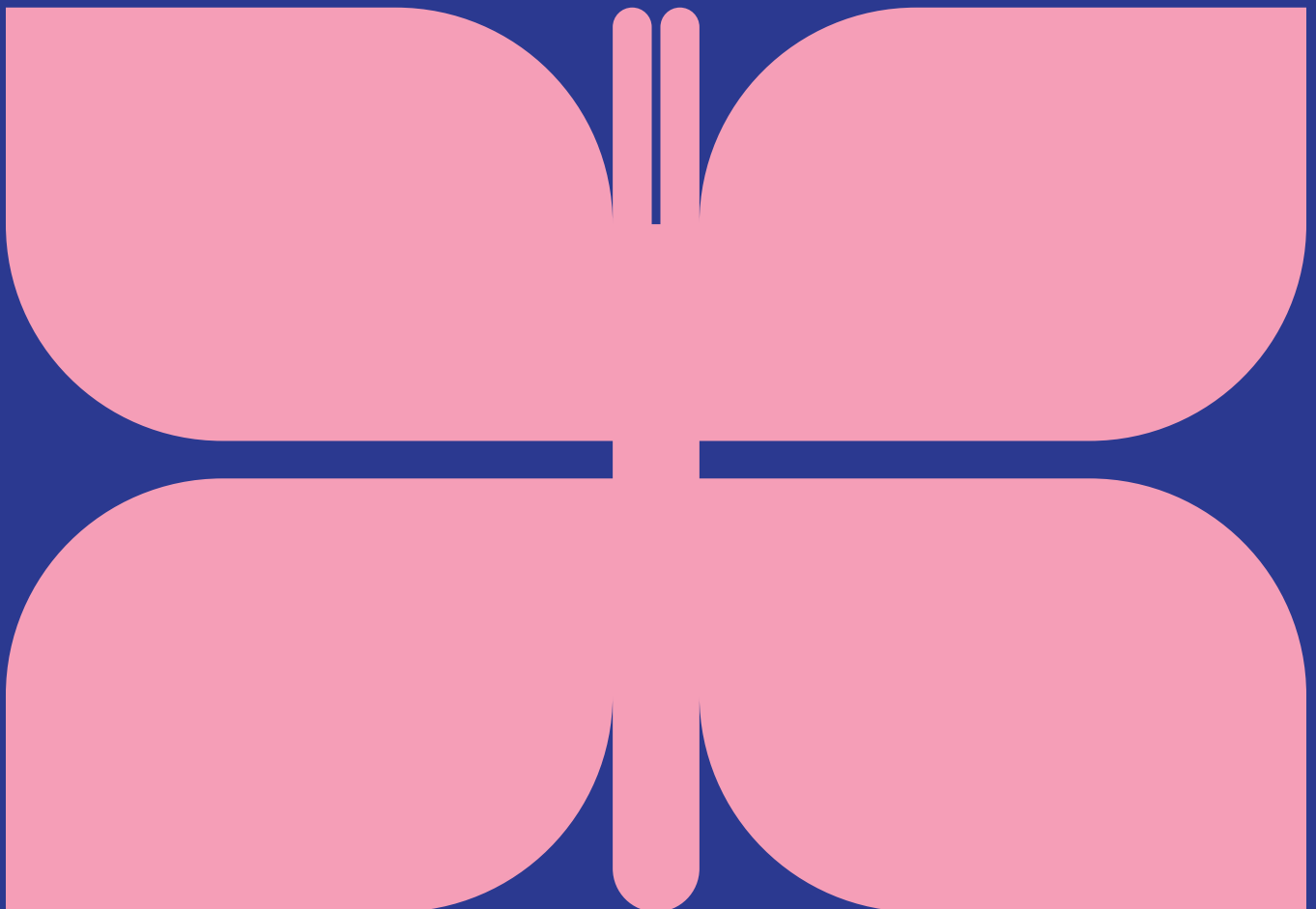


Strategic Plan

2024 – 2028



Strategic Plan

2024–2028

Vision



Trans, gender diverse and non-binary people are thriving and flourishing, living safe and empowered lives free from discrimination.

Purpose



Transcend delivers rights-based services and advocacy that celebrate gender diversity, affirm autonomy, and enhance the protective factors for strong families and young people's health and wellbeing.

Values



Justice

We commit to fairness and human rights to strengthen individual agency, personal autonomy, and intersectional equity.

Collaboration

We foster an inclusive approach to engage and connect community, center diverse lived experience, and harness collective courage and optimism.

Accountability

We demonstrate transparency, integrity and accountability in our work through good governance practices that promote openness and honesty.

Truth

We generate authority and respect through deep listening and an evidence-informed approach that promotes truth and understanding.

Kindness

We show kindness, compassion and respect, acknowledging our shared and unique experiences, perspectives and journeys.



Key focus areas & strategic goals



1. Support and connection (Our services)

1.1 Responding to TGDNB young people's need: We facilitate access to evidence based gender affirming care, support and information that is holistic, timely, person-centred, confidential, and easy to navigate.

1.2 Connecting families and building resilience: We connect families and their TGDNB children to peer-led supports that promote resilience through shared support, learning, and celebration.

1.3 Improving access and equity: We strengthen our cultural safety and accessibility by embedding diverse lived experience and intersectional need in program planning, delivery and evaluation.

2. Leadership and influence (Our advocacy)

2.1 Advocating for our community: We position as a trusted and authoritative voice for our community by leading and supporting legislative, policy and funding advocacy in collaboration with national, state and community partners.

2.2 Educating families and community: We support families and address stigma and discrimination by sharing information that promotes understanding of TGDNB people, their rights and needs.

2.3 Building ethical research and evidence: We gather and share research to identify gaps, inform priorities and system design, and support safe, ethical and evidence-informed practice.

3. Partnership and engagement (Our collaboration)

3.1 Partnering with our community: We maximise the reach and impact of peer support and advocacy through mentoring, leadership development, and established systems for connecting volunteers to opportunities.

3.2 Collaborating with our TGDNB partners: We collaborate with key LGBTIQ+ and TGDNB groups and organisations nationally to improve access to and visibility of locally available supports for families and their TGDNB children.

3.3 Strengthening intersectoral alliances: We foster national and state-based strategic alliances with key government, community, private and academic partners to promote system coordination, reduce fragmentation and harmonise national approaches.

4. Capacity and growth (Our sustainability)

4.1 Strengthening our reputation and impact: We strengthen our standing as an accountable, trusted and credible voice by further developing our governance, planning processes, and capacity to measure and communicate the impact of our work.

4.2 Supporting our people: We attract the best people to care for our community by ensuring Board and staff work in a safe and inclusive environment that promotes health and wellbeing and offers learning and development opportunities.

4.3 Ensuring our sustainability: We plan for growth to ensure our staffing, resources, systems and infrastructure are sustainable and enable us to meet our future aspirations and stakeholders' expectations.

Vision

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Purpose

Transcend delivers rights-based services and advocacy that celebrate gender diversity, affirm autonomy, and enhance the protective factors for strong families and young people's health and wellbeing.

Values

Justice:

We are fair and help people make their own decisions.

Collaboration:

We work with others, including trans young people and their families.

Accountability:

We are responsible for our actions.

Truth:

We listen and tell the truth.

Kindness:

We respect that everyone has a different story.

Key focus areas

1. Our services

- We respond to TGDNB young people's need
- We connect families and build resilience
- We improve access and equity

2. Our advocacy

- We advocate for our community
- We educate families and community
- We build ethical research and evidence

3. Our collaboration

- We partner with our community
- We collaborate with trans, gender diverse and non-binary partners
- We strengthen intersectoral alliances

4. Our sustainability

- We strengthen our reputation and impact
 - We support our people
 - We ensure our sustainability
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Our Impact Goals

Empower

We will create, disseminate, and implement programs and resources to empower parents, families, and caregivers, as well as their transgender, gender diverse, and non-binary young people.

Advance

We will collaborate with and amplify the voices of trans, gender diverse, and non-binary communities and their families, while partnering with community-led organisations to raise awareness, educate, and advocate for positive change, equality, and inclusion.

Collaborate

We will collaborate with community, services and organisations to enhance health access and equity for transgender, gender diverse, and non-binary young people.

Our Organisational Goals

Sustainability for our organisation

National **influence** and **leadership**

Our Impact Areas

Improving **mental health** and **wellbeing** of families and their trans, gender diverse and non-binary young people.

Enhancing **education to families** to empower them by building confidence and knowledge.

Advancing **trans and gender diverse health and rights**.
