

## POST ACTIVITY REPORT - PERSPECTIVES ON TRANSGENDER MILITARY SERVICE FROM AROUND THE GLOBE - 21 OCT 14

### References

- A. <https://www.aclu.org/perspectives-transgender-military-service-around-globe>
- B. RAAF Transitioning Gender Handbook

### Attended by

MAJ Donna Harding  
SQNLDR Catherine Humphries  
SQNLDR Vince Chong

1. SQNLDR Humphries and MAJ Harding are post transition women and contributed their personal experiences transitioning in Defence and supporting other personnel who are undergoing gender transitioning to the conference. SQNLDR Chong represented Diversity Directorate to provide insight into diversity and inclusive policy for transgender people in the ADF and his experiences providing support to LGBTI people of the ADF.

### Background

2. The aim of the conference was to gather experiential evidence from transgender service members from countries that allow open transgender service to answer the question “Would it be possible for transgender personnel to serve in the US military”. Australia is one of 18 countries that allow transgender members to serve.<sup>1</sup> This academic conference was co-hosted by the Palm Center at the University of San Francisco, and the American Civil Liberties Union in Washington DC. Travel costs for attendees were substantially funded by the Palm Center, with the exception of meals, incidentals, ground transportation and a component of airfares.

3. Service chiefs provided approval for attendees to represent their services at the conference. LTCOL Phillip Hills from ADS(W) attended at the request of O/VCDF given that VCDF could not attend.

4. Other participants were from the Swedish Defence Force, the Royal Air Force, the Royal Canadian Air Force, the Royal New Zealand Air Force, the Israeli Defence Force, the US military, and international academics attended and contributed to the conference. There was a very strong media interest and presence.

### Key Themes Communicated During the Conference

5. **MAJ Harding** was a panelist for the session “Foreign Military Experiences: Transgender Troops Tell Their Stories”. Her presentation included these key themes:

- a. The aim of transitioning is to relieve the dysphoria and the disabling symptoms gender dysphoria (GD) produces.
- b. The cost of treatment is cheap when compared lifetime costs to the person and ADF if GD is not treated.

---

<sup>1</sup> Hague Centre for Strategic Studies Report 2013: LGBTI Military Personnel a Strategic Vision for Inclusion, <http://www.hcss.nl/reports/lgbt-military-personnel-a-strategic-vision-for-inclusion/149/>

- c. The aim of treatment is to relieve the dysphoria and not to change men into women and vice versa.
  - d. That being able to serve openly and authentically had substantial positive impacts on her performance and effectiveness – an experience shared by many others.
  - e. That the Defence LGBTI Information Service (DEFGLIS) Realisation – Realignment – Resolution (R<sup>3</sup>) model for awareness and promoting understanding of responsibilities associated with gender transition provides a common framework applicable to all military forces. Annex A provides additional detail about this model.
6. **SQNLDR Humphries** was a panelist for the session "Deployment in Austere Conditions: Stories from Combat Zones". Her presentation included these key themes:
- a. The living conditions and ablutions for a member who has transitioned are no different than those required by any other male or female in an austere, deployed environment.
  - b. Following successful transition a member is just as capable as any other member in their ability to perform their job. Capability is not eroded, it is in fact increased as a member no longer suffers the adverse effects of hiding their true gender identity.
  - c. Similar to any member who is to be deployed, a member who has transitioned must satisfy exactly the same requirements for physical fitness and suitability for the job.
  - d. The requirement to take medication in the deployed environment cause no impediment to the member or the system, noting that many members deploy while taking a variety of different medications.
7. **SQNLDR Chong** was a panelist for the session "Lessons Learned and Best Practices". His presentation included these key themes:
- a. While transgender support is often a component of broader support for LGBTI people, it is vital to have specific transgender role models to provide representation, advice and support.
  - b. Military forces should strive to achieve an appropriate balance between policy, passive guidance, active innovative education and leadership to achieve successful transgender inclusion. Sufficient policy allows leaders to focus attention on individual needs of members and the workplace and not administrative minutia. Defence is working to identify an implement an appropriate balance of these techniques meet culture and organisational objectives.
8. The director of the Palm Centre Professor Aaron Belkin established that the parameters for the meeting were to gather evidence from experience in an academic fashion and specifically disallowed political commentary. Attendees provided no views about any US policy during the conference. Separate media interviews were not conducted.
9. International participants recognized the RAAF Handbook on Gender transition was as being the most comprehensive guide available for military forces and civil services.

## Media Results

10. Mainstream media reporting of the conference internationally has been positive. Quotes from attendees are consistent with ADF values, and the ADF Diversity and Inclusion Strategy. Examples of positive reports include:

- a. <http://www.shfwire.com/Transgender-rights-are-the-real-LGBT-issue-of-our-time>
- b. <http://www.dailymail.co.uk/news/article-2800742/transgender-military-personnel-18-countries-open-service-allowed-gather-discuss-military-join.html>
- c. <http://www.hurriyetdailynews.com/transgender-troops-seek-end-to-us-military-taboo.aspx?pageID=238&nID=73256&NewsCatID=358>

## Recommendations

11. It is recommended that DPG:

- a. **endorse** the establishment of ongoing dialogue with the UK, New Zealand, Canada, and Sweden to seek their policy documents associated with gender transition and collaborate to develop best-practice recommendations for ADF policy. These countries have well developed policies that are likely to contain material that could be adapted to economise efforts to accomplish the Defence Diversity and Inclusion Strategy 2012-2017.
- b. **note** that these countries are in the process of reviewing their policies. The submission from DEFGLIS in 2013, to the Diversity Directorate, in response to a call for comment to proposed changes to Understanding Gender Transition in the Workplace brought on by the changes to the Sex Discrimination Act, is a well developed document. This document builds on the extant guidance, the RAAF Handbook and the experiences of the affected population.
- c. **endorse** the development of an update to Defence guidance incorporating applicable elements from the RAAF guide on gender transition and lessons learned from personnel who have transitioned in each service to provide improved guidance for the whole of Defence.
- d. **note** that JHC is developing a Health Directive (HD) on GD and Transition. This needs to harmonise with any administrative policy guidance developed. This is particularly important as the medical, social and administrative components of successful gender transition, are mutually supporting.
- e. **endorse** the development of Defence policy for administrative aspects of gender transition to ensure the articulation of procedures to reduce potential administrative errors and to ensure legislative compliance with changes to the Sex Discrimination Act introduced in 2013 across the whole of Defence.
- f. **endorse** the continued establishment of a Defence Pride Network that is capable of providing peer-support, peer-mentoring and role models for transgender persons in Defence.

**Conclusion**

12. The prospect of gender transition is daunting to both the member involved and the chain of command. Equity, good leadership and a policy frame work makes the process less daunting and helps the member transition as expeditiously as possible. Further engagement with the Palm Center and international partners on policies surrounding gender transition would be advantageous to Defence.

**Annex**

A. Defence LGBTI Information Service (DEFGLIS) Realisation – Realignment – Resolution (R<sup>3</sup>) model

## Defence LGBTI Information Service (DEFGLIS) Realisation – Realignment – Resolution (R<sup>3</sup>) model

DEFGLIS has developed the R<sup>3</sup> model to help commanders and managers understand what their personnel will be going through during gender transition. The following three broad phases provides a framework which can be used to understand workplace impacts and responsibilities with respect to a member's transition. The framework is useful for developing policy, planning and guidance for the member undergoing transition, colleagues of a member undergoing transition, and commanders and managers of personnel undergoing transition.

The broad phases of transition include:

- a. **Realisation** – member questions their gender identity, and realizes that they can no longer cope with their current gender status and gender identity. Member seeks professional assistance from medical or psychology, which typically includes an assessment for gender dysphoria.
- b. **Realignment** – member takes action to address to address their gender dysphoria. It is important to recognize that realignment is very different for each individual person, and not all people undergo the following components of realignment. There broad components of realignment include:
  - (1) **Medical.** Medical realignment includes treatments for dysphoria, which may include hormone therapy and other medical interventions,
  - (2) **Social.** Social realignment is where the member lives in their affirmed gender at home and in the workplace. This is where the chain of command plays a vital role in providing leadership, creating a safe environment and inclusive culture to strengthen their team and assure a successful transition.
  - (3) **Surgical.** Surgical realignment involves procedures to align a person's body with their affirmed gender identity.
- c. **Resolution** – The dysphoria is relieved and a member no longer requires active intervention. A person is operationally ready for deployment and is capable of self-managing any ongoing medical requirements. There may be a requirement for occasional medical monitoring and maintenance medication, which is typically hormone therapy.

Item 3  
Serial 1

Wednesday, 19 November 2014 12:57:19 PM

Dept. of Defence

**CMS Expense Summary Report**

Document ID : AU03078950

Card Holder **D47F** HARDING Account Type Diners/MasterCard - Dual  
Account Holder Donna Harding

Expense Type FEES

Tran Date	Reference	Merchant	Merchant Cat.	Amount	Tax Code	Net	Tax	Gross
17-10-2014	Diners00000018239365	CASH ADVANCE FEE	Payment / Fee	(1@1.56) 1.56 AUD	DTC-P2	1.56	0.00	1.56
19-10-2014	Diners00000018260284	CASH ADVANCE FEE	Payment / Fee	(1@8.10) 8.10 AUD	DTC-P2	8.10	0.00	8.10
24-10-2014	Diners00000018278018	CASH ADVANCE FEE	Payment / Fee	(1@1.70) 1.70 AUD	DTC-P2	1.70	0.00	1.70
25-10-2014	Diners00000018286575	CASH ADVANCE FEE	Payment / Fee	(1@2.67) 2.67 AUD	DTC-P2	2.67	0.00	2.67
				<b>14.03 AUD</b>				
						<b>14.03</b>	<b>0.00</b>	<b>14.03</b>

Expense Type MEALS INC

Tran Date	Reference	Merchant	Merchant Cat.	Amount	Tax Code	Net	Tax	Gross
17-10-2014	Diners00000018239363	AUST DEFENCE CREDIT	ATM	(1@89.30) 89.30 AUD	P5	89.30	0.00	89.30
				<b>89.30 AUD</b>				
						<b>89.30</b>	<b>0.00</b>	<b>89.30</b>

Expense Type OS FARES

Tran Date	Reference	Merchant	Merchant Cat.	Amount	Tax Code	Net	Tax	Gross
29-10-2014	Diners00000018306322	BPAY PAYMENTS	Payment / Fee	(1@-2472.00) -2472.00 AUD	DTC-P2	-2472.00	0.00	-2472.00
				<b>-2472.00 AUD</b>				
						<b>-2472.00</b>	<b>0.00</b>	<b>-2472.00</b>

Expense Type OS MEALS INC

Tran Date	Reference	Merchant	Merchant Cat.	Amount	Tax Code	Net	Tax	Gross
25-10-2014	Diners00000018286574	TRAVELEX <b>D47F</b>	Manual Cash Disbursement ** formerly Tours/Holidays/Vacations	(1@157.40) 157.40 AUD	P5	157.40	0.00	157.40
				<b>157.40 AUD</b>				
19-10-2014	Diners00000018260285	PULSE EFT	ATM	(1@400.00) 400.00 USD	P5	476.51	0.00	476.51

ACQUIRER

400.00 USD

633.91 0.00 633.91

Expense Type

PARKING

Tran Date	Reference	Merchant	Merchant Cat.	Amount	Tax Code	Net	Tax	Gross
24-10-2014	Diners00000018278017	TRAVELEX 472	Manual Cash Disbursement ** formerly Tours/Holidays/Vacations	(1@100.00) 100.00 AUD	P1	90.91	9.09	100.00
						100.00 AUD		
						90.91	9.09	100.00
<b>Account Total</b>						<b>-1643.85</b>	<b>9.09</b>	<b>-1634.76</b>

\*\*\*\*\*<<<<< Declarations >>>>>\*\*\*\*\*

I, the Defence Travel Card holder declare that all purchases were duly authorised and within my approved travel budget.

Signed :  (Card/Account Holder)

Employee ID: 

Date: 19/11/14.

I, the CMS supervisor declare that I have reviewed the above transactions and accept that they have been properly made on behalf of Defence, in line with the approved travel budget.

Signed : \_\_\_\_\_ (CMS Supervisor)

Employee ID:

Date:

\*\*\*\*\*<<<<< \*\*\*\*\* >>>>>\*\*\*\*\*

Friday, 9 October 2015 10:56:55 AM

Dept. of Defence

### CMS Expense Summary Report

Document ID : AU03057998

Reprint # 1  
Reprint

**Card Holder** CATHERINE HUMPHRIES **Account Type** Diners/MasterCard - Dual  
**Account Holder** Catherine HUMPHRIES

**Expense Type** A\_TMC

Tran Date	Reference	Merchant	Merchant Cat.	Amount	Tax Code	Net	Tax	Gross
18-10-2014	Diners00000018222030	QBT PTY LTD	Travel Agencies and Tour Operators	(1@104.42) 104.42 AUD	DTC-P1	94.93	9.49	104.42
				<b>104.42 AUD</b>				
						<b>94.93</b>	<b>9.49</b>	<b>104.42</b>

**Expense Type** FEES

Tran Date	Reference	Merchant	Merchant Cat.	Amount	Tax Code	Net	Tax	Gross
18-10-2014	Diners00000018244599	CASH ADVANCE	Payment / Fee	(1@8.61) 8.61 AUD	DTC-P2	8.61	0.00	8.61
18-10-2014	Diners00000018244600	CASH ADVANCE	Payment / Fee	(1@1.58) 1.58 AUD	DTC-P2	1.58	0.00	1.58
18-10-2014	Diners00000018244601	CASH ADVANCE	Payment / Fee	(1@1.40) 1.40 AUD	DTC-P2	1.40	0.00	1.40
18-10-2014	Diners00000018261436	ATM CASH ADVANCE	Payment / Fee	(1@2.50) 2.50 AUD	DTC-P2	2.50	0.00	2.50
18-10-2014	Diners00000018261437	ATM CASH ADVANCE	Payment / Fee	(1@2.50) 2.50 AUD	DTC-P2	2.50	0.00	2.50
26-10-2014	Diners00000018284532	CASH ADVANCE	Payment / Fee	(1@3.33) 3.33 AUD	DTC-P2	3.33	0.00	3.33
26-10-2014	Diners00000018302413	ATM CASH ADVANCE	Payment / Fee	(1@2.50) 2.50 AUD	DTC-P2	2.50	0.00	2.50
				<b>22.42 AUD</b>				
						<b>22.42</b>	<b>0.00</b>	<b>22.42</b>

**Expense Type** MEALS INC

Tran Date	Reference	Merchant	Merchant Cat.	Amount	Tax Code	Net	Tax	Gross
18-10-2014	Diners00000018244597	ATM CASH ADVANCE	Automated Cash Disbursement - ATM	(1@80.00) 80.00 AUD	P5	80.00	0.00	80.00
				<b>80.00 AUD</b>				
						<b>80.00</b>	<b>0.00</b>	<b>80.00</b>

**Expense Type** OS FARES

Tran Date	Reference	Merchant	Merchant Cat.	Amount	Tax Code	Net	Tax	Gross
15-10-2014	Diners00000018244598Balb	QANTAS AIRWAYS	Airlines and Air Carriers	(1@1817.60) 1817.60 AUD	DTC-P2	1817.60	0.00	1817.60



1817.60 AUD

1817.60 0.00 1817.60

Expense Type OS MEALS INC

Tran Date	Reference	Merchant	Merchant Cat.	Amount	Tax Code	Net	Tax	Gross
18-10-2014	Diners00000018244595	TRAVELEX AT&T	Manual Cash Disbursement ** formerly Tours/Holidays/Vacations	(1@506.95) 506.95 AUD	P5	506.95	0.00	506.95
26-10-2014	Diners00000018284531	ATM CASH ADVANCE	Automated Cash Disbursement - ATM	(1@190.00) 190.00 AUD	P5	190.00	0.00	190.00
				<b>696.95 AUD</b>				
						<b>696.95</b>	<b>0.00</b>	<b>696.95</b>

Expense Type OWN MEANS

Tran Date	Reference	Merchant	Merchant Cat.	Amount	Tax Code	Net	Tax	Gross
18-10-2014	Diners00000018244596	ATM CASH ADVANCE	Automated Cash Disbursement - ATM	(1@90.00) 90.00 AUD	P5	90.00	0.00	90.00
				<b>90.00 AUD</b>				
						<b>90.00</b>	<b>0.00</b>	<b>90.00</b>

Expense Type PARKING

Tran Date	Reference	Merchant	Merchant Cat.	Amount	Tax Code	Net	Tax	Gross
23-10-2014	Diners00000018272301	AT&T	Automobile Parking Lots and Garages	(1@114.00) 114.00 AUD	P1	103.64	10.36	114.00
				<b>114.00 AUD</b>				
						<b>103.64</b>	<b>10.36</b>	<b>114.00</b>

Account Total

2905.54 19.85 2925.39

\*\*\*\*\*<<<<< Declarations >>>>>\*\*\*\*\*

I, the Defence Travel Card holder declare that all purchases were duly authorised and within my approved travel budget.

Signed : (Card/Account Holder)

Employee ID:

Date:

I, the CMS supervisor declare that I have reviewed the above transactions and accept that they have been properly made on behalf of Defence, in line with the approved travel budget.

Signed : (CMS Supervisor)

Employee ID:

Date:

\*\*\*\*\*<<<<< \*\*\*\*\* >>>>>\*\*\*\*\*






12.28 AUD

12.28 0.00 12.28

Expense Type MEALS INC

Tran Date	Reference	Merchant	Merchant Cat.	Amount	Tax Code	Net	Tax	Gross
18-10-2014	Diners00000018244028	TRAVELEX 	Manual Cash Disbursement ** formerly Tours/Holidays/Vacations	(1@722.45) 722.45 AUD	P5	722.45	0.00	722.45
				<b>722.45 AUD</b>				

722.45 0.00 722.45

Expense Type OS FARES

Tran Date	Reference	Merchant	Merchant Cat.	Amount	Tax Code	Net	Tax	Gross
29-10-2014	Diners00000018305228	BPAY PAYMENTS	Payment / Fee	(1@-2472.00) -2472.00 AUD	DTC-P2	-2472.00	0.00	-2472.00
				<b>-2472.00 AUD</b>				

-2472.00 0.00 -2472.00

Account Total


3736.53 19.31 3755.84

\*\*\*\*\*<<<<< Declarations >>>>>\*\*\*\*\*

I, the Defence Travel Card holder declare that all purchases were duly authorised and with

Signed:  (Card/Account Holder)  
Employ:   
Date: 17 DEC 14

I, the CMS supervisor declare that I have reviewed the above transactions and accept that they have been properly made on behalf of Defence, in line with the approved travel budget.

Signed:  (CMS Supervisor)  
Employee ID:   
Date: 22 DEC 14

\*\*\*\*\*<<<<< \*\*\*\*\* >>>>>\*\*\*\*\*