



性別空間

Gender Empowerment

2018
2019

年度報告
annual
report



性別空間 Gender Empowerment

性別空間是一個服務跨性別社群的慈善自助組織。以「融入社會，共建和諧」為目的出發，為跨性別者提供支援服務，以達到社群自助互助。透過提供適切的資訊和資源，協助跨性別者在不同的性別過渡階段 (gender transition)，適應其外表、身體、生活和社交上的轉變，鼓勵他們積極地以其自身的性別認同和性別表達去生活，並融入社會。我們亦提供支援予跨性別者的家人。

Gender Empowerment is a charitable organisation (NGO) supporting the transgender community. "Integrate into society, building harmony" is our vision, so that members of the transgender community would be able to help themselves and one another. By providing the appropriate information and resources, we help trans individuals go through the different stages of their gender transition, to adapt to the changes in their appearances, bodies, daily lives and social relationships. We encourage everyone, especially transgender or gender diverse individuals, to positively live with their gender identities and gender expressions, and integrate into the society. We also provide support to family members of transgender persons.



性別空間
Gender Empowerment

電話 / Phone +852 6120 9810

電郵 / E-mail info@genderempowerment.org

網站 / Website genderempowerment.org

ISBN 978-988-75021-1-1

出版日期 / Date of Publication 1 August 2020

撰寫 / Writer Kaspar Wan

編輯 / Editor Rita Chan

英文翻譯 / English Translator Hallie Tam

設計 / Designer Parnell Chan

© 性別空間 擁有版權

© Gender Empowerment. All rights reserved.

I	本年度的發展與服務重點 Development and Service Focus in 2018-19	3
II	了解跨性別社群 Understanding the Transgender Community	5
III	跨性別社群人數的估計和參考 Estimation of the Transgender Population and References	7
IV	組織簡介 Introduction of the Organisation	9
V	組織工作回顧——統計資料 Service Review — Statistics	13
VI	對內/社群支援及工作 Internal/Community Support Work	20
VII	對外工作/公眾教育 External Work/Public Education	30
VIII	挑戰及前瞻 Challenges and Foresight	33
	詞彙 <i>Glossary</i>	35

本年度的 發展與 服務 重點

I

Development and Service Focus in 2018-19

本組織踏入第四年之際，成功於本年度獲得社會福利署「殘疾人士/病人自助組織資助計劃」的資助。此資助計劃為期兩年，由2018年10月至2020年9月。有別於過去其他資助計劃，此資助不僅可用於組織舉辦活動及提供支援服務，還可應用於組織日常運作及辦公支出，以及聘請一名全職職員。我們期望藉著是次資助，組織所提供的支援服務會發展得更穩定、全面。有見及此，我們在下半年度(2018年10月至2019年3月)已陸續推出更多多元化的支援服務和活動，例如舉辦了首次的電影放映會、儀態班、健身體驗堂等。

同時，組織於本年度亦致力與外界合作，加強與其他機構和公司的聯繫，包括與東華三院「同•一線」的社工團隊合辦關於親密關係的工作坊，並獲得香港逸東酒店 (Eaton Hotel Hong Kong) 的支持，於上址舉行性別肯定/重置手術的經驗分享會。通過上述不同的合作活動和聯繫，既能讓外界多接觸並瞭解跨性別人士及相關議題，亦能讓參與活動的跨性別人士真切地感受到來自外界的友好善意和接納，有助於跨性別群體與社會的共融相處。

As our organisation entered its fourth year, we have successfully received a two-year funding (from October 2018 to September 2020) from the Social Welfare Department's "Financial Support Scheme for Self-help Organisations of Persons with Disabilities / Chronic Illnesses". Not only can this funding scheme be used on event organisation and support services as per our previous funds, but also on administrative and office expenses (rent excluded), as well as the employment of a full-time staff. With this funding, we look forward to offering more stable and comprehensive support services. For example, in the second half of the year (October 2018 to March 2019), we launched a series of diversified support services and activities, such as our first film screening, etiquette class and fitness trial sessions etc.

This year, we have also endeavoured to collaborate and strengthen ties with other organisations and companies, including co-organising workshops on intimate relationships with the social work team of Tung Wah Group of Hospitals' "Pride Line" and holding a sharing session on gender affirming/reassignment surgery with the support of Eaton Hotel Hong Kong at their site. Through these activities and exchanges, not only can the outside world get in touch with and understand transgender persons and related issues, by participating in the events, transgender persons can also feel truly accepted by the outside world, which in turn helps facilitate the communion between the transgender community and the society.

在支援服務方面，組織於2018年1月開展的家長組經過一個年度後，接觸人數有顯著升幅，由2018年3月時的4位家長，增至一年後的11位家長，此外還有雖未入組，但通過轉介和熱線而親身接觸的5位家長。由此體現了這方面的支援服務存在確實需要，並同時反映了組織於上一年度開展相關服務時的前瞻性與及時性。

In terms of support services, the number of parents who have joined our parents' support group has significantly increased one year after its launch in January 2018, from 4 parents in March 2018 to 11 parents after one year. On top of that, there are five more parents who did not join the group but have had face-to-face contact with us through referrals and our hotlines. These numbers reflected the evident demand of our support, and reassured the insightful and opportune launch of our services.



主席
Chair-person

了解 跨性別 社群

II

Understanding the Transgender Community

跨性別人士意指自身性別認同與其出生時被指定之性別所不同的人士（世界衛生組織定義）。根據現時的醫學理解，會以「性別不安/性別焦慮」（Gender Dysphoria, DSM-5）或「性別不一致」（Gender Incongruence, ICD-11）（舊稱：「性別認同障礙」，Gender Identity Disorder, DSM-IV & ICD-10）此斷症名稱，來形容當事人因其性別的內外不一致所導致的各種不安或焦慮狀況。

根據跨性別人士的自我性別認同，目前大致上可以分為三類：跨性別女性、跨性別男性和性別酷兒。

跨性別女性

又稱「男跨女」，出生時被指定為男性，自我性別認同為女性；

跨性別男性

又稱「女跨男」，出生時被指定為女性，自我性別認同為男性；

性別酷兒

指不論其出生時被指定性別為何，自我認同上不完全屬於單一男性或女性身份之人士。

其中，跨性別女性和跨性別男性均屬於二元性別認同者（binary），而性別酷兒則屬於非二元性別認同者（non-binary）。

Transgender persons refer to those who identify themselves in a different gender other than that assigned to them at birth (as defined by the World Health Organization). According to current medical understanding, this condition is referred to as “Gender Dysphoria (DSM-5)” or “Gender Incongruence (ICD-11)” (formerly known as “Gender Identity Disorder”, DSM-IV & ICD-10), the names of which are to describe the various uneasiness or anxiety caused by the incongruence between an individual’s experienced gender and the assigned sex.

The gender identity of transgender persons can be generally divided into three categories: trans women, trans men and genderqueer.

Trans women

those who are assigned male at birth and identify themselves as female or woman, also known as “Male to Female”;

Trans men

those who are assigned female at birth and identify themselves as male or man, also known as “Female to Male”;

Genderqueer

those who do not completely identify themselves as a single male or female identity, regardless of their sex assigned at birth.

Among them, trans women and trans men are categorised as having a binary gender identity, while genderqueer is categorised as having a non-binary gender identity.

不論是二元性別認同者還是非二元性別認同者，跨性別人士大多會對自身身體有着部位不一、強烈程度不一的抗拒、厭惡感，或是缺失感。因著這種程度不一，以及外在環境因素的限制和考慮，會形成了跨性別人士之間的差異性——不同跨性別人士會在不同的人生階段或時間點，例如：青春期、嘗試探索期、對身體狀況感到痛苦或情緒無法排解時，作出不同的決定，包括：健身、使用荷爾蒙、進行手術，甚至會有自殘行為。

在理解跨性別人士時，除了**性別認同 (Gender Identity)**的身份以外，另一個不可或缺的認知課題便是**性別過渡 (Gender Transition)**。性別過渡可分為三大層面：社交、身體和法定性別更改。

社交過渡

跨性別人士會期望並嘗試以其認同的性別身份去生活，包括但不限於改變其外表、衣著打扮、名字等；

身體過渡

藉着使用荷爾蒙及/或進行手術¹，甚至健身，來減低對自己身體的不安或厭惡感；

法定性別更改

跨性別人士的性別認同能得到法律的承認和相關保障，並顯示在法定的身份證明文件上，例如身份證和護照；按照現時香港的相關指引，跨性別人士必須完成特定手術，才能更改身份證上的(二元)性別，但卻不代表她/他能因此而獲得法律上的全面肯定和保障。

倘若能理解性別過渡的重要性和難處，就能避免將純屬性別表達的變裝/易裝(表演)者(其性別認同與指定性別一致之人士)，與強調自身性別認同的跨性別人士混為一談了。

Regardless of whether their gender identity is binary or non-binary, most transgender persons will experience resistance, disgust or incompleteness towards their own body in different degrees of intensity and for different body parts. This varying degree together with external limitations and considerations can lead to differences between transgender persons - different transgender persons at different stages or points of life, such as adolescence and exploration period, or when they feel distressed about their physical condition or cannot relieve emotions, will react differently with varying behaviours or decisions including bodybuilding, undergoing hormone therapy, surgery, or even self-harming.

When it comes to understanding transgender persons, other than **gender identity**, it is also crucial to know about **gender transition**. Gender transition involves three major aspects: social, physical and legal transition.

Social Transition

Transgender persons attempt to live as their identified gender in daily lives and may have the following changes, including but not limited to changing their outer appearance, attire and name etc.;

Physical Transition

Transgender persons may use hormone therapy, undergo surgery¹ and/or even bodybuilding to reduce the feelings of discomfort or disgust about their bodies;

Legal Transition

Transgender persons' gender identity can be recognised and protected by law, and be displayed on statutory identification documents such as ID cards and passports. According to current guidelines in Hong Kong, a transgender person must complete certain surgery in order to change the legal (binary) gender on the HKID card. But still, this does not automatically grant them a comprehensive legal affirmation and protection.

If we can better understand the importance of gender transition and the associated difficulties, there will be less confusion between cross-dressers or drag performers (whose gender identity is consistent with the assigned sex, and whose actions are only meant to be part of their gender expression) and transgender persons (whose gender identity differs from their assigned sex).

參考 / References:

- <ICD-11> <https://www.usatoday.com/story/news/2018/06/20/transgender-not-mental-illness-world-health-organization/717758002/>
- <https://www.who.int/bulletin/volumes/94/11/16-021116/en/>
- <transgender children> https://www.who.int/water_sanitation_health/publications/jmp-wash-in-schools.pdf

¹「性別肯定手術」, Gender Affirming Surgery; 舊稱「性別重置手術」, Sex Reassignment Surgery。

Gender Affirming Surgery, previously known as Sex Reassignment Surgery.

跨性別社群 人數的估計 和參考

III

Estimation of the Transgender Population and References

值得注意的是，性別過渡中的社交和醫療相關事宜並沒有特定的先後次序，而是因人而異，例如：正在進行或嘗試社交/日常生活性別過渡的跨性別人士，不一定同時在諮詢醫生或進行醫療上的性別過渡；反之亦然，正在諮詢醫生的人士並不一定正在進行醫療上的性別過渡（例如使用荷爾蒙或等候性別肯定手術的排期），也不一定正在進行社交/日常生活中的性別過渡。跨性別人士在探索自身身份與性別過渡中各層面的可能性和可行性時，是需要充裕時間進行反覆思量的。

此外，即使完成了性別肯定手術並更改了身份證明文件上的性別，跨性別人士仍有機會需要若干醫療跟進，例如：長期使用荷爾蒙或對不同手術後遺的關注。

暫時來說，公立醫療系統內的數字可以作為評估本港跨性別人士人數的一種參考。

於2016年10月，威爾斯親王醫院正式成立了一個「性別認同障礙」診所，旨在集中全港各區的有需要人士¹，向他們提供一站式，包括精神科、心理科、內分泌科、整形外科、泌尿科、婦科等各項諮詢支援服務。截至2019年初，登記的應診人數為超過350人。另一方面，從部份私家醫生提供的數字顯示，也有過百人曾經作出相關方面的諮詢和應診²。

It is worth noting that there is no specific sequence in carrying out social and medical procedures in gender transition, as it varies from person to person. For example, transgender persons who are undergoing or attempting a social/daily gender transition are not necessarily consulting a doctor or undergoing a medical transition simultaneously. Similarly, people who are consulting a doctor are not necessarily undergoing a medical transition (such as using hormone therapy or waiting to undergo a gender affirming surgery), nor are they necessarily undergoing a social/daily transition. It takes plenty of time for transgender persons to explore their gender identity and contemplate on the possibilities and feasibility in all aspects of a gender transition.

In addition, even if the gender affirming surgery is completed and the gender on the identity document is changed, transgender persons may still need to attend to some medical follow-ups, such as continuously receiving hormone therapy or post-operative care and observations.

For the time being, the figures in the public medical system can be used as a reference for assessing the transgender population in Hong Kong.

In October 2016, the Prince of Wales Hospital officially set up the "Gender Identity Disorder Clinic", which aims to gather people in need in Hong Kong¹ and provide them with one-stop services, which include

¹ 只限18歲或以上人士。

² Only for people aged 18 or above.

² 公立醫院與私家醫生接觸的人數中或會有一些重疊。

同時，未能準確掌握的數字大致包括以下幾類個案：

- 選擇在外國進行醫療上的性別過渡之人士；
- 早年已經完成性別過渡，此後沒有因此再接觸醫療系統之人士；
- 還沒有或不打算展開醫療上性別過渡之人士，當中包括對身體沒有強烈不適感的人士；
- 對自身性別認同或跨性別身份還未覺醒或開始探索之人士，其中包括跨性別兒童及青少年；
- 完全沒有接觸醫療系統或社群之人士。

“
There may be an overlap in the number of people who are in contact with private doctors and those who are in contact with public hospitals.

即使未能掌握當中某些個案數字，但從可見人數來估算，跨性別社群仍然是本港人數相對較少的群體。

specialist consultation services in Psychiatry, Psychology, Endocrinology, Plastic Surgery, Urology and Gynecology etc. As of the beginning of 2019, the number of registered cases exceeded 350. According to the figures provided by some private doctors, more than one hundred people have made medical consultations and appointments for related issues”.

On the other hand, the figures of the following types of cases cannot be precisely estimated:

- People who choose to undergo medical transition overseas;
- People whose transition has been completed in early years, and have no contact with the medical system since then;
- People who have not yet or do not plan to initiate a medical transition, which include those who do not experience strong physical discomfort;
- People who have not been aware of, or started to explore their own gender or transgender identity, which include transgender children and youth;
- People who have no contact with the medical system or the community at all.

Although the overall number of transgender persons with varying conditions or scenarios cannot be accurately grasped, based on the number of visible cases, we can tell that the transgender community is still a relatively small group in Hong Kong.

組織
簡介

IV

Introduction
of the
Organisation

「性別空間」成立於2015年4月，是一個支援跨性別社群的慈善自助組織。以「融入社會，共建和諧」為目的出發，為跨性別人士提供支援服務，以達到社群自助互助。透過提供適切的資訊和資源，協助跨性別人士在不同的性別過渡階段 (Gender Transition)，適應其外表、身體、生活和社交上的轉變，鼓勵他們積極地以自身的性別認同和性別表達去生活，並融入社會。同時，我們亦提供相關支援予跨性別人士的家人。

本組織的重點工作是透過為跨性別人士提供支援從而協助他們達至充權 (Empowerment)。我們會針對坊間所缺乏的支援服務去開展項目，以期達致善用資源。當中不少支援項目更是首開先河，別具創新與突破性，獲社群不同持份者及其他友好團體的肯定。與此同時，組織亦一直致力提供「全人」、「全面」的全方位支援：

“Gender Empowerment” was established in April 2015 as a charitable self-help organisation supporting the transgender community. “Integrate into society, building harmony” is our vision, so that members of the transgender community would be able to help themselves and one another. By providing appropriate information and resources, we help transgender individuals go through the different stages of their gender transition, to adapt to the changes in their appearances, bodies, daily lives and social relationships. We encourage everyone, especially transgender or gender diverse individuals, to positively live with their gender identities and gender expressions, and integrate into the society. We also provide support to family members of transgender persons.

We strive to assist transgender persons to achieve empowerment. Our projects are designed to provide support services that are currently lacking in the society to optimise efficient usage of resources. Many of our support initiatives are innovative, groundbreaking and the first of its kind; we are widely recognised by different stakeholders in the community and other organisations. It is also our commitment to providing “Whole Person” and “Holistic” support:



關注跨性別人士的個體安康 (well-being) ，
以至其融入社會和維繫家庭關係的各個層面。

*We are concerned with the individual well-being of transgender persons,
their integration into the society as well as the maintenance of family relationships.*



關注跨性別人士的醫療健康、生活日常，
以至法律政策等各方面的支援。

*We are concerned with the medical support, health,
everyday life and legal policies for transgender persons.*

組織提供不同層面的支援服務，除鼓勵跨性別人士以同路人或過來人身份互相支援外，我們也強調專業人士的參與，讓社群中人感受到她/他/他/佢的身份獲接納、其需要被受看見和肯定的同時，也藉此使相關支援服務能更到位及有效。我們團隊的專業人士包括：

Our organisation provides different levels of support services. Other than encouraging transgender persons to support and share experiences with each other, we also actively involve professionals to make our support more effective, and that transgender individuals would feel that her/his/their identity is accepted and their needs are seen and assured. Our team of professionals includes:

中性代詞，代表非二元性別認同 (non-binary) 的跨性別人士。

Gender-neutral pronoun, representing transgender persons whose gender identity is non-binary.

2 名
註冊社工/輔導員
registered
social workers
/counsellors

負責輔導服務及支援小組
responsible for counselling
services and support groups

1 名
言語治療師
speech
therapist

負責女聲或男聲訓練
responsible for female or male
voice training

1 名
職業治療師
occupational
therapist

負責就業輔導及職涯工作坊
responsible for career
counselling and career
workshops

我們的工作主要分為：

對內(社群支援)

跨性別人士及其家人

對外(公眾教育)

透過在不同場合的分享和教育，讓公眾了解到跨性別人士的性別身份、狀況和需要。

以下章節將對過去年度的各個工作項目有更詳盡之介紹。

Our work is mainly divided into:

Internal (community support)

targeting transgender persons and their families

External (public education)

targeting the general public through hosting sharing sessions and education forums to spread knowledge on the gender identity, status and needs of transgender persons

A detailed introduction to each project in the past year will be presented in the following chapters.

組織架構 Structure of the Organisation



組織委員共4人：

The board of committee consists of four members.

主席：溫澤仁

Chair-person : Kaspar WAN

副主席：郭勤

Vice Chair-person : KWOK Kan

秘書：潘柏維

Secretary : Matt POON

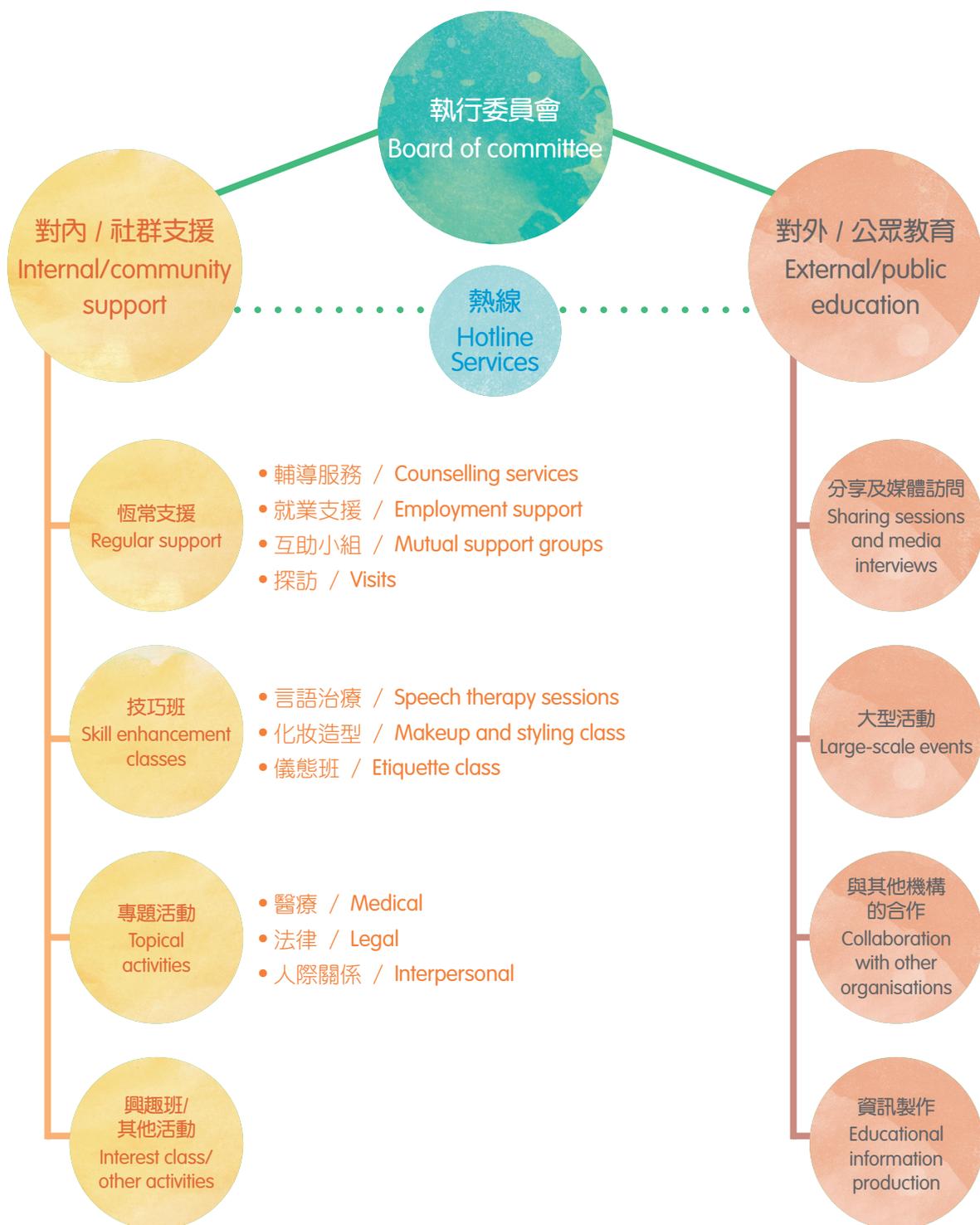
財政：Ng W.F.

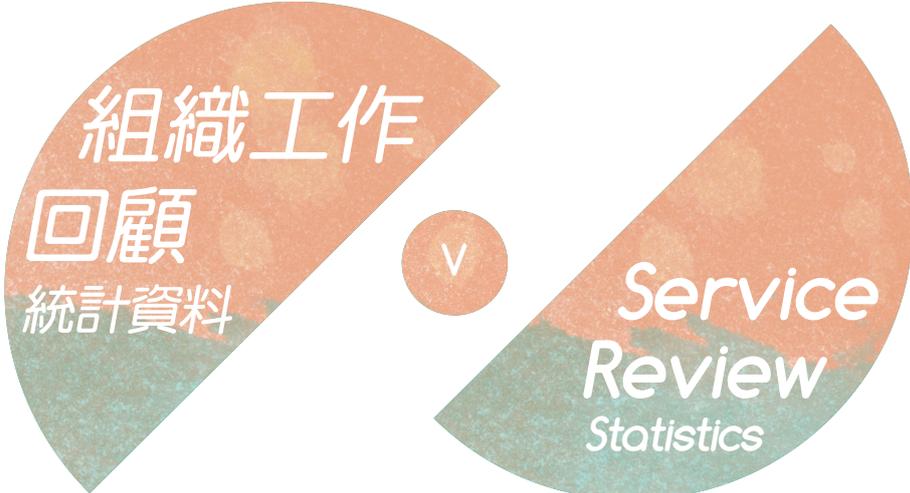
Treasurer : NG W.F.

「性別空間」組織工作架構圖 “Gender Empowerment” Organisation Structure

執行委員會以下的工作，會按服務或項目需要去作出適當的人手安排(包括僱用和招募義工)及分工。

For tasks shown below the board of committee, the manpower will be arranged and divided accordingly to the needs of each service or project (including hiring and recruiting volunteers).





組織工作
回顧
統計資料

V

Service
Review
Statistics

累計接觸人數

The Cumulative Number of People Contacted

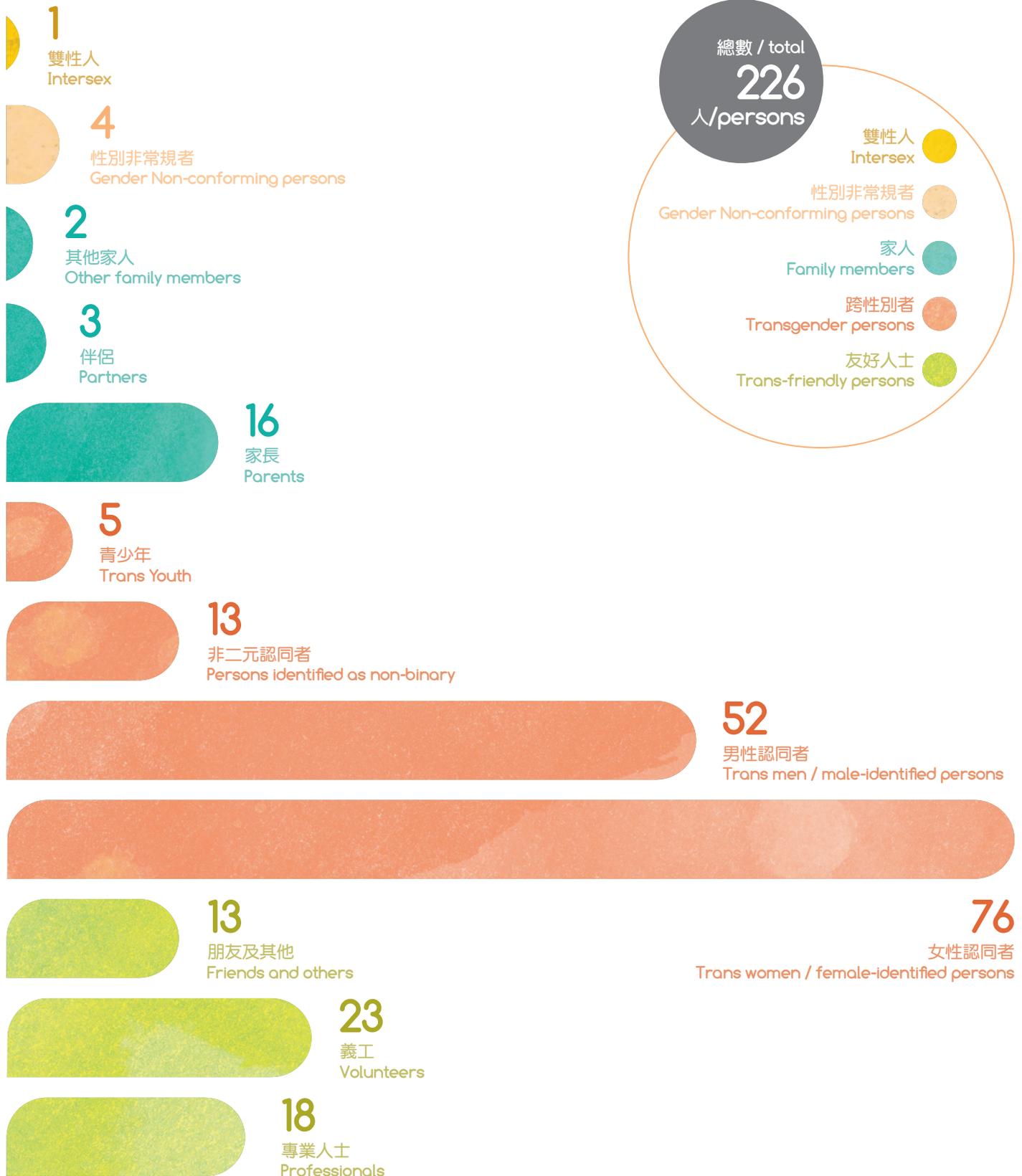
自2015年4月成立以來，本組織共接觸了超過140位跨性別人士，當中有76位跨性別女性（性別認同為女性而出生時指定性別為男性）(Trans-women)，52位跨性別男性（性別認同為男性而出生時指定性別為女性）(Trans-men)，和13位非二元性別認同(Non-binary)的跨性別人士（包括：性別酷兒(Genderqueer)、性別流動者(Gender-fluid)、性別探索者(Gender exploring/questioning)，及如中性或第三性別等性別身份認同人士)。另有4位變裝人士(Cross-dresser)。以上數字並不包括僅於熱線或網上接觸的查詢或個案。

此外，本組織累計接觸了5位18歲以下的跨性別青少年、20位以上的跨性別人士家長、家人或伴侶、1位雙性人(Intersex person)，以及超過50位友好人士及義工。透過社區教育和分享會所接觸的累積人數，亦已超過1500人。

Since its establishment in April 2015, our organisation has been in contact with over 140 transgender persons, including 76 trans women (whom identify themselves as female or woman while their assigned sex at birth is male), 52 trans men (whom identify themselves as male or man while their assigned sex at birth is female), and 13 non-binary transgender persons (including genderqueer, gender-fluid, gender exploring/questioning, gender neutral or third gender etc.). There are also 4 cross-dressers. The above figures do not include inquiries or cases reached through hotlines or online channels.

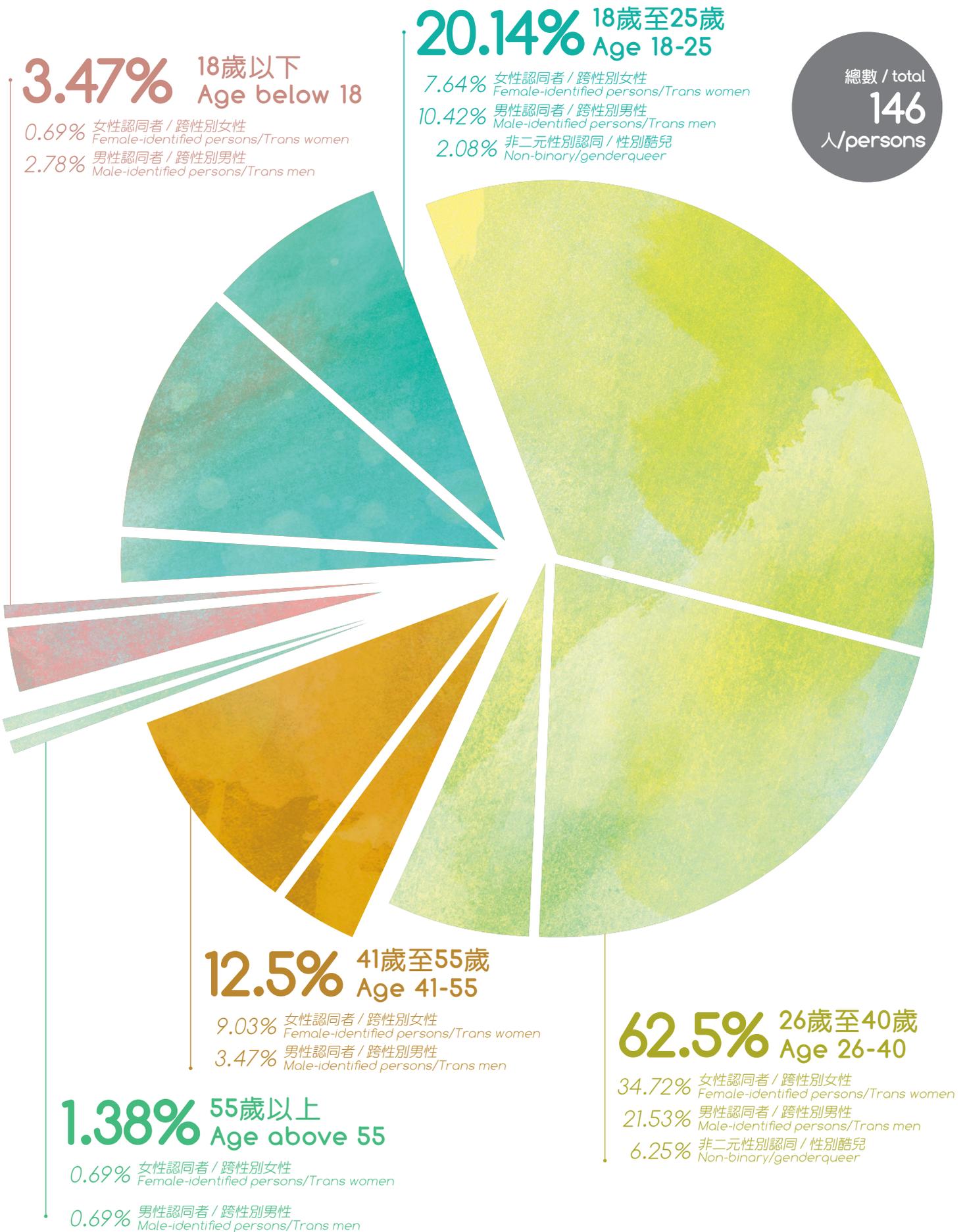
In addition, the organisation has been in contact with 5 transgender youths under the age of 18, more than 20 parents, family members or partners of transgender persons, 1 intersex person, and more than 50 trans-friendly persons and volunteers. The cumulative number of people reached through community education and sharing sessions has exceeded 1,500.

2015年至2019年 累計接觸人數 2015-2019 The Cumulative Number of People Contacted



2015年至2019年 累計接觸的跨性別人士數目 (按年齡分類)

2015-2019 The Cumulative Number of Transgender Persons Contacted (by Ages)



2018-19年度服務及活動一覽 Services and Activities in 2018-19



社群支援	Community Support
個人輔導	Individual Counselling
言語治療班(初班及鞏固班)	Speech Therapy Sessions (beginner and consolidation sessions)
就業輔導及職涯工作坊	Career Counselling and Workshops
支援小組(女性認同者)	Mutual Support Group (For female-identified persons/trans women)
支援小組(男性認同者)	Mutual Support Group (For male-identified persons/trans men)
支援小組(家長組)	Mutual Support Group (For parents of transgender persons)
熱線	Hotline Services
化妝造型班	Makeup and Styling Class
千嬌百媚 - 女性儀態班	Female Etiquette Class
簡易健身體驗堂	Easy Fitness Trial Sessions
家庭關係及溝通工作坊	Family Relationships and Communication Workshop
「你·值得愛」——愛與關係工作坊 (與東華三院「同·一線」合辦)	“Worthy of Love” – Love and Relationship Workshop (In Collaboration with TWGHS’ “Pride Line”)
專題活動	Topical Activities
性別重置手術經驗分享會2019	Gender Reassignment Surgery Sharing Session 2019
電影放映會	Film Screening
公眾教育	Public Education
到不同學校及商業社福機構作分享	Sharing Sessions at Schools, Business Corporates and Non-Governmental Organisations
「一點粉紅」(Pink Dot HK) 中的社區組織攤位	Community Booth in “Pink Dot HK”
資訊製作	Educational Information Productions
「性及性別小眾服務目錄」	“Sexual and Gender Minorities Services Directory”
「性別大輪迴 - 認識TQI人士」教育工具包	“Gender Wheel - Understanding TQI People” Tool Kit

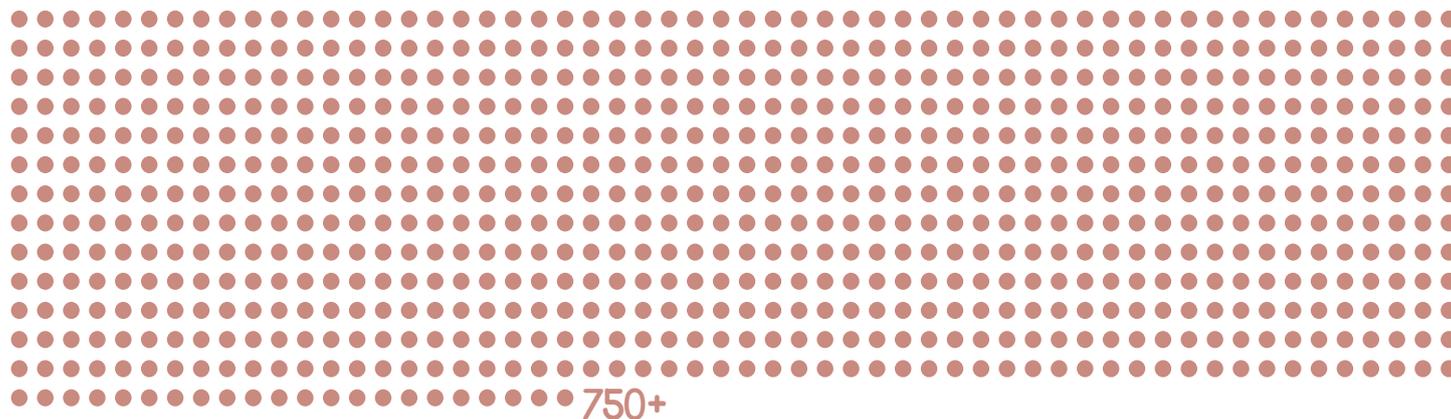
對外公眾教育統計數字 (2018年4月 - 2019年3月) Statistics on External Public Education Provided (April 2018 - March 2019)



- 服務人數及人次
Number of people served and services

社區教育活動(包括於不同學校、機構作出分享) (>13次)

Community education activities (including hosting sharing sessions at schools and organisations) (>13 times)

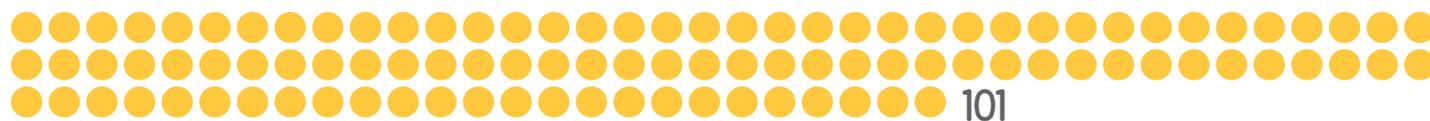


服務總人數 (2018年4月 - 2019年3月) Number of people served (April 2018 - March 2019)



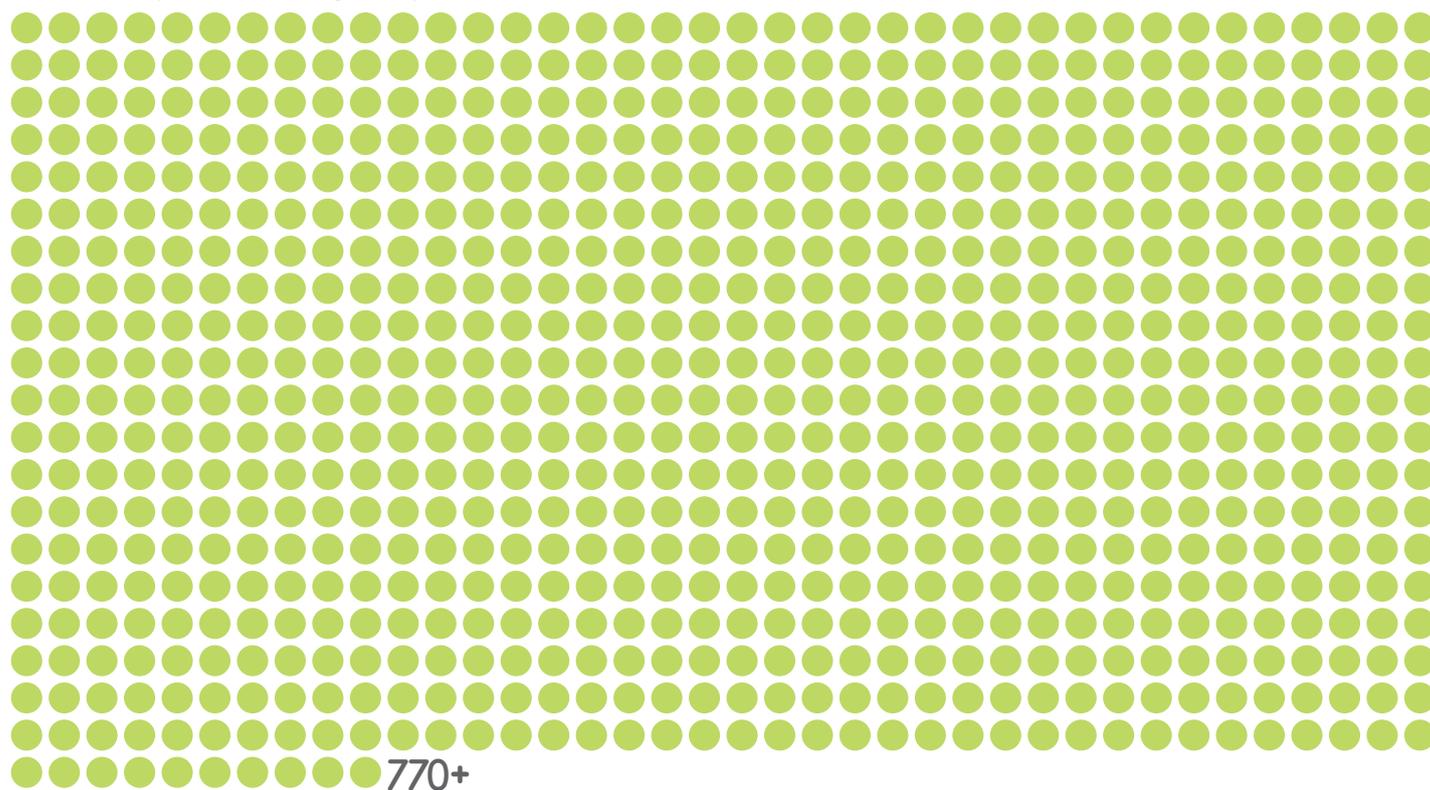
跨性別人士及其親友

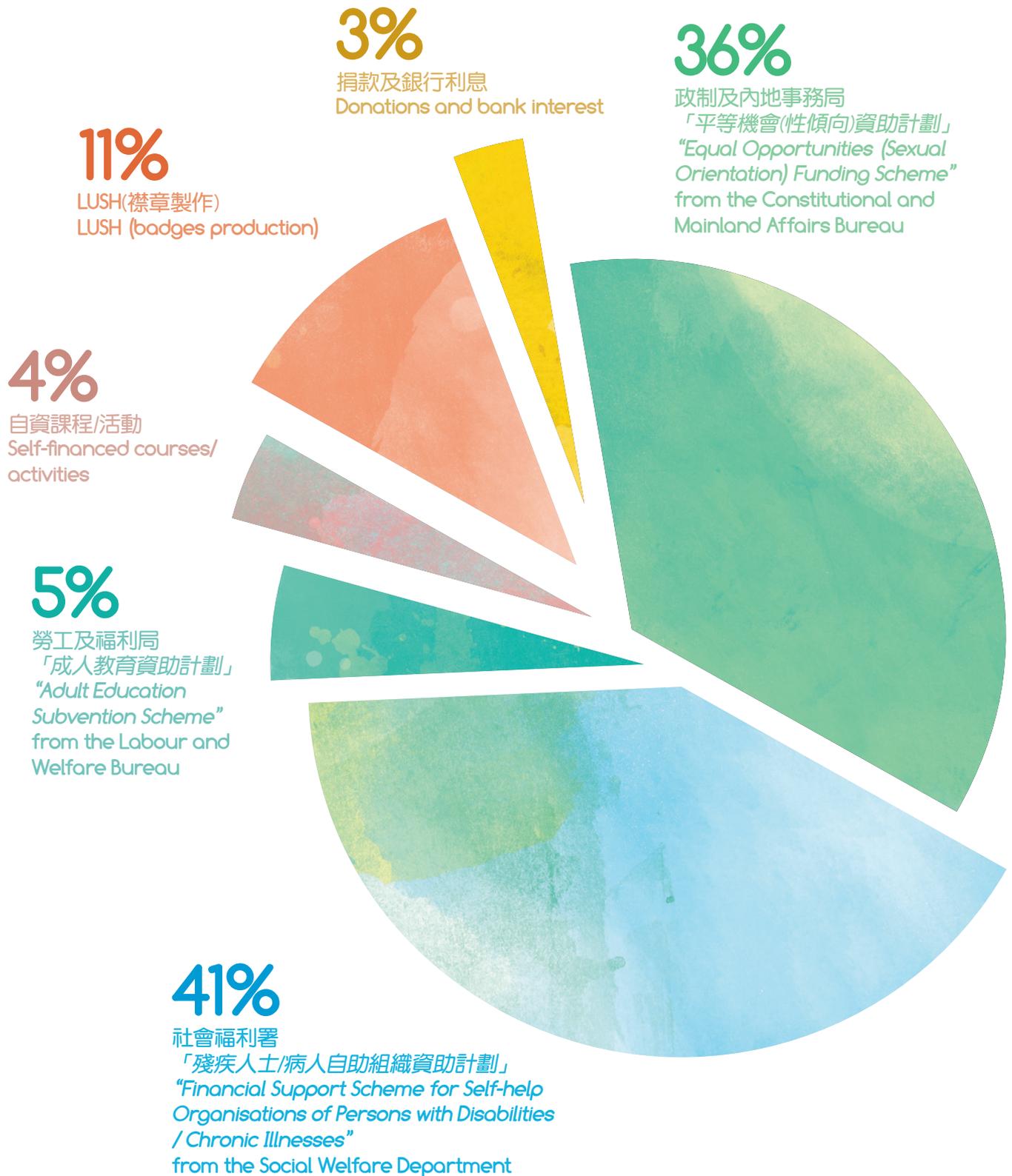
For transgender persons and their significant others



義工、專業人士及大眾

For volunteers, professionals and general public



2018-19年度資助及財政來源
Sources of Fundings and Finances 2018-19

對內/社群
支援及
工作

VI

Internal/
Community
Support
Work

針對跨性別人士在性別過渡期間的適應和需要，我們提供以下支援：

To help transgender persons adapt and fulfil their needs during their gender transition, we provide the following support:

情緒及一般支援
Emotional and general support

包括輔導服務及支援小組 (分為女性認同者小組和男性認同者小組)
including counselling services and support groups (which are divided into groups of trans women and trans men);

親友支援
Support for Significant Others

包括輔導服務及家長小組，以支援跨性別人士的家人
including counselling services and parents group to support transgender persons' families

就業支援
Employment support

包括就業輔導及職涯工作坊
including career counselling and career workshops

專題活動
Topical activities

例如荷爾蒙使用經驗分享會、手術經驗分享會、性別承認工作坊等
such as hormone therapy and surgery experience sharing sessions, and gender recognition workshop etc

技巧支援
Skill Enhancement Support

例如言語治療(女/男聲適用)及化妝造型班
such as speech therapy sessions (for both feminine/masculine voice) and makeup and styling class

其他活動
Other activities

例如瑜珈班、電影放映會等
such as yoga classes, film screenings, etc

恆常支援 Regular Support



輔導服務 Counselling



本組織自2015年4月成立以來，就開始提供個人及就業輔導服務。

個人輔導旨在協助跨性別人士及其家人疏導情緒，紓緩緊張的家庭關係，共同尋找正面的處理方法。

Since the establishment of our organisation in April 2015, we have been providing personal and career counselling services.

Personal counselling aims to assist transgender persons and their family members to ease emotions and tension in family relationships, and find positive solutions together.

就業輔導及職涯工作坊 Career Counselling and Workshops



在職業治療師的帶領下，透過輔導傾談、活動及小測試來協助跨性別人士認識自我個性及能力、探索職業興趣，並思考如何配合她/他們對性別過渡的期望和實際狀況，從而作出職涯規劃和工作上的調適。

Through occupational therapist-led counselling, activities and quizzes, we help transgender persons understand and explore their personalities, abilities and career interests so as to plan their career and adjust their work according to their expectations of gender transition and the actual situation.

互助支援小組 (女性認同者小組及男性認同者小組) Mutual Support Group (Trans women / Trans men)



組織於2016年中開展第一個互助支援小組，及後於2017年再細分成女性認同者小組及男性認同者小組，從而提供更細緻及針對性的分享與支援。

小組讓參加者以同路人身份，分享各自的生活經驗，彼此分擔和互相支援，期望藉此協助不同性別過渡階段的跨性別人士能更舒暢地完成過渡，或在過程中找到一個適合她/他們的位置，並提升她/他們融入社會的信心。

Our organisation launched our first mutual support group in mid-2016, and then it was divided into a trans women group and a trans men group respectively in 2017, providing more detailed and targeted sharing and support.

The groups allow participants to share their life experiences and offer support to each other, so that transgender persons at different stages of gender transition can go through the transition more smoothly, or find a comfortable position for herself/himself in the process, thus enhancing their confidence to integrate into the society.

互助支援小組 (家長組) Mutual Support Group (Parents)

家長組於2018年初開展，以朋輩方式讓跨性別人士的家長可以互相支援，分擔彼此的情緒，分享各自與其跨性別子女如何在不斷的轉變或摩擦中互相磨合相處，以及面對親友和日常生活中各種挑戰的經驗談，以調適家長們所面對的衝擊和適應過程，並增強他們對其子女的跨性別身份和性別過渡階段中各種狀況的認識，從而有助維繫家庭關係。

The parents group was launched in early 2018 for parents of transgender persons to support each other as peers, sharing their emotions and experiences on how they get along with their transgender child despite constant changes or friction in the relationship, and how to deal with everyday life challenges, such as confronting relatives and friends. This helps parents deal with and adapt to difficulties and be more understanding of their transgender child's gender identity and gender transition, thus facilitating family relationships.

探訪 Visits

探訪有需要的跨性別人士及/或其家人，以表達我們的關心及對她/他們的支持，例如：探訪剛完成全部/部份性別肯定手術的跨性別人士，提醒她/他們手術後的護理要點。

We visit transgender persons and/or their families in person to express our care and support for them. For example, we would visit transgender persons who have just completed all/part of the gender affirming surgery and remind them of some core post-operative care.

熱線 Hotline Services

凡對性別認同有所煩惱或疑惑的人士及/或其家人，和其他關注跨性別社群的人士均可致電或發訊息與我們詳談。

Anyone who has concerns or queries about gender identity, including their family members and those who are concerned about the transgender community can call or send messages to us.

技巧班 Skill Enhancement Classes



跨性別人士在性別過渡 (Gender Transition) 期間需要面對許多繁複的轉變與適應，不僅需要付出努力，最重要是正確掌握相關技巧。有見及此，除輔導及小組形式的支援外，「性別空間」針對不同技巧需求舉辦了一系列的學習班，並邀請有關的專業人士來作導師，務求協助參加者能在性別過渡期間增強信心、克服挫折，以致能較順暢地完成過渡，或找到一個個人感到舒服或適合的位置。

Transgender persons face many complicated changes and adaptations during their gender transition, which requires expending huge efforts and mastery of relevant skills. In light of this, in addition to counselling and group support, "Gender Empowerment" has organised a series of classes to target different skill learning. We have invited related professionals as mentors to enhance the participants' confidence in overcoming setbacks, having a smoother transition or being able to feel comfortable.

言語治療 2018年9月 - 2019年2月 Speech Therapy Sessions Sep 2018 - Feb 2019



跨性別人士在開展性別過渡後，隨著衣著打扮上的改變，普遍都會對自己聲線的關注度日益增加。在言語治療師的協助下，透過聲線分析、練習基礎發聲、女/男聲發聲技巧等等，讓跨性別人士可以尋回屬於自己的聲線。

After initiating a gender transition and changing their attire and makeup style, it is common for transgender persons to start paying more attention to their voice. With the help of a speech therapist, through voice analysis, basic vocalisation practices and learning feminine/masculine vocal skills, transgender persons can find and speak in a voice that suits them most.

「性別空間」是第一個獲發正式資助，以聘請專業的言語治療師舉辦言語治療課程的相關組織。自2015年開始，便舉辦一年一度的初班、進階/鞏固班。此課程的受歡迎程度無疑反映了社群對此的需要，課程經常在年中留位時，人數早已滿額，故不會再另行公開招募參加者。除獲資助的小班上課外，有興趣人士亦可跟言語治療師自行安排全自費的個別授課。

"Gender Empowerment" is the first organisation to receive official funding to hire a professional speech therapist for this course. Since 2015, we have held beginner, advanced/consolidation sessions annually, which have been in very high demand, undoubtedly reflecting the community's needs. The course is usually full by the middle of the year through advanced reservations, thus no further public recruitment of participants is needed. In addition to these subsidised small sessions, those who are interested can also pay for their own lessons with the speech therapist.

化妝造型班 2018年4-5月 Makeup and Styling Class April - May 2018

儘管坊間有不少化妝及穿搭技巧的資訊，然而跨性別人士所需要的卻是針對性的指導，以及一個友善、安全舒服的環境下進行練習。我們的化妝造型班邀請來自廣告製作界的造型師 (Stylist) 來親自教授。當中技巧包括：護膚和打底、眼眉和眼影、胭脂和面形修飾，及頭髮和衣著造型。讓女性認同的參加者能夠打造合適自己的造型風格，提升她們的自我形象和融入社會的信心。

Although there is a lot of information on makeup and dressing skills out there, what transgender persons need is specific guidances and being able to practise such skills in a friendly, safe and comfortable environment. In our makeup and styling class, we invited stylists from the advertising industry to teach techniques such as applying skin care and primer, doing eyebrows, eye shadows, blushes and contouring with hair and fashion styling. Participants who identify themselves as women can create a style suitable for themselves and enhance their self-image and confidence to integrate into the society.



千嬌百媚 - 女性儀態班 Female Etiquette Class 2019年3-4月 March - April 2019

除了針對改善外型的化妝造型班外，今年度我們亦特別開設了女性儀態班，讓一眾對此有興趣的女性認同者可對日常和社交場合中的各種儀態多作研究，亦可讓她們重新認識、擁抱和欣賞自身或已擁有的女兒態，從而在舉手投足間流露自愛與自信美。

In addition to the makeup and styling class aiming at improving appearance, this year we have also set up female etiquette class for those who identify themselves as women to learn more about various etiquette for everyday life and social occasions. This helped them know more about themselves, embrace and appreciate the femininity they may already possess, thus enhancing their self-love and self-confidence with every move they make.

簡易健身體驗堂 2019年2月 Easy Fitness Trial Sessions February 2019

相對女性認同者對化妝造型和儀態上有較多關注，男性認同者普遍較重視如何有效地塑造出理想身型。故此我們特別邀請了曾獲健美冠軍的性別酷兒小風帶領了兩節健身體驗堂，指導參加者如何運用不同簡易方法，針對身體特定部位，鍛鍊出理想的身型及肌肉線條。

Compared with trans women, trans men generally place more importance on finding effective ways to achieve an ideal body shape rather than makeup and etiquette. Therefore, we specially invited Siu-fung, a genderqueer who is a bodybuilding champion to lead two sessions of fitness class and guide participants on getting toned and achieving ideal shapes on specific body parts with simple methods.



家庭關係及溝通：跨性別人士與家庭樂共融 2018年10月 Family Relationships and Communication: For transgender persons October 2018

我們透過家長小組為跨性別人士的家長提供朋輩支援，與此同時，我們也非常重視跨性別人士作為家庭成員之一的自身角色。即使跨性別人士的身份和性別過渡會為家庭帶來不同程度的衝擊和影響，我們亦始終深信「家庭」是在面對各種內外挑戰下，仍然能給予各成員無盡的支持，並能在維繫彼此關係下相互成長，而當中的關鍵所在，就是溝通。

是次項目獲得勞工及福利局成人教育資助計劃資助，由一位資深的家庭輔導員帶領一共四節的工作坊，通過講解和體驗活動，讓參加者了解到不同家庭成員在溝通過程中，可能出現的溝通形態、處境和誤會，並藉着演練相關溝通技巧，協助她/他/牠們改善與家人的溝通和相處。

中性代詞，代表非二元性別認同 (non-binary) 的跨性別人士。

We use parents group as a means to provide peer support for parents of transgender persons. At the same time, we also greatly value transgender persons' role in their family. Even though the gender identity and gender transition of transgender persons tend to bring varying degrees of impact to the family, we still strongly believe that "family" as a unit could offer endless support to its members in face of all kinds of surrounding challenges. With proper communication, family members can maintain their relationships and achieve growth together.

This project was funded by the Labour and Welfare Bureau's "Adult Education Subvention Scheme". A senior family counsellor led a four-session workshop that explained to participants possible communication patterns, scenarios and misunderstandings that may happen when interacting with different family members. Through role-playing and acting out these scenarios, and rehearsing relevant communication skills, this has helped to improve the communication and relationships between participants and their families.



專題活動 Topical Activities



針對社群的獨特性，「性別空間」亦會就部份備受社群關注的特定專題舉辦交流會或工作坊，從而提升社群中人對相關課題的認識和理解，並藉此機會讓更多人交流分享自身經驗，同時表達他們的擔憂、關注和意見。

To address the uniqueness of the transgender community, "Gender Empowerment" hosts exchange sessions or workshops on topics that specifically concern the community, so as to enhance the community's understanding of relevant issues and let more people exchange and share their experiences and express their worries, concerns and opinions.

社交方面 Social Aspect



「你·值得愛」——愛與關係工作坊(與東華三院「同·一線」合辦) 2019年2月
"Worthy of Love"- Love and Relationship Workshop
(In collaboration with TWGHs Pride Line) February 2019

跨性別人士同樣有著不同的性傾向，包括異性戀、同性戀、雙性戀等(根據她/他/牠們的性別認同或在性傾向方面的自我認知)，然而，由於她/他/牠們在性別認同、身體和社交上性別身份的種種掙扎和處境，本來就不容易為他人所理解和體諒，而且因著面對和適應在性別過渡期間來自四方八面的問題，早已消耗她/他/牠們的大量心力，從而導致個別跨性別人士對展開親密關係時，較容易感到不知如何自處，並有所卻步。

Transgender persons have different sexual orientations, including heterosexuality, homosexuality and bisexuality etc. (based on their self-awareness on gender identity or sexual orientation). Given the struggles and status caused by their gender identity and physical body, and the social expectations on gender, it is difficult for them to be understood by others. Moreover, the gender transition period tends to be very exhausting for them when they are confronted with adapting issues and problems from all levels. As a result, it makes some of them feel ambivalent and hesitant about establishing and maintaining intimate relationships.

東華三院「同·一線」的社工團隊對親密伴侶關係(包括異性戀和同性戀伴侶)的輔導經驗深厚，故本組織特意與他們合辦是次工作坊，讓社工團隊帶領參加者認識五種「愛之語」，從中了解自己對愛及對伴侶關係的種種期望，藉此加強跨性別人士對親密關係的掌握。

The social work team of Tung Wah Group of Hospitals' "Pride Line" is well experienced in helping people cultivate intimate relationships (including both heterosexual and homosexual relationships). In view of that, we collaborated with the team to organise a workshop where they led the participants to learn about the "five languages of love", through which the participants would understand their expectations of love and relationships, thus helping them establish and maintain intimate relationships successfully.

中性代詞，代表非二元性別認同 (non-binary) 的跨性別人士。

醫療方面 Medical Aspect



性別肯定/重置手術經驗分享會 2019年3月

Gender Affirming / Reassignment Surgery Sharing Session March 2019



跨性別人士及其親友對手術有著莫大的切身關注。然而，諸如醫生的執刀技術、自身的體質，以至護理方法等因素不同，均會導致手術效果及復原進度在不同個體身上產生差異。再者，即使現時公立醫院已設有一站式的性別診所，用以照顧跨性別人士在醫療上的各種需要，包括：各科應診、荷爾蒙使用、抽血，以至各項大小手術，但基於排期需時、手術效果或個人因素等考慮，部份跨性別人士會選擇到外國去進行手術。

有見社群對手術資訊的需要，我們繼兩年前的手術經驗分享會後，本年度再次舉行分享會。是次分享嘉賓更邀請了分別於香港性別診所及於海外完成手術的不同過來人，內容涵蓋資訊與個人感受，例如：術前準備、術後護理，康復所需時間及進度、復原後對「新生身體」的感受等。我們期望以社群中人的經驗角度、「真實用家」的身份出發，補足一般由醫生主講的醫療資訊，令跨性別群體對手術有著更全面的認知。

Understandably, transgender persons and their families and friends would express great concern to surgery. Different individuals receive varying degrees of impacts from the surgery and the recovery period caused by factors ranging from the doctor's skills, one's own physique to the nursing methods. Despite the fact that in Hong Kong, there is an one-stop gender clinic in public hospital providing medical services that cater for the various needs of transgender persons, including specialist consultations, hormone therapy, blood drawing and different surgeries, some transgender persons would opt for having surgery overseas considering the long waiting time, for personal reasons or to pursue their desired surgery effects.

To fulfil the community's need for surgical information, this year we held our second surgery sharing session after the first one that took place two years ago. We invited those who completed the surgery at the Hong Kong Gender Clinic and those who had it overseas respectively to share surgical information such as the pre-surgery preparation, post-surgery care, the recovery time and progress, as well as how they feel about their "new body" after recovery. With these guest speakers being a part of the community and as "real life users", we hope their sharing will supplement the medical information given by doctors, so that the transgender community can have a more comprehensive understanding of the surgery.

興趣班/其他活動 Interest Class/Other Activities



「性別空間」除提供與跨性別身份及/或性別過渡相關的核心支援外，我們偶而亦會舉辦各式活動，藉此擴闊參加者眼界、豐富參加者的生活，以及維繫社群情誼。

“Gender Empowerment” provides participants with not only core support related to transgender identities and gender transition, but also occasional topical activities to widen their horizons, broaden their social circles, enrich their lives and maintain good communal relationships.

電影放映會 Film Screening

2018年12月
December 2018



電影中的跨性別角色和故事，可以是部份跨性別人士認知其跨性別身份的重要媒介。通過電影觀賞會，一方面能讓參加者從不同電影故事中，理解

Transgender characters and stories in films can be an important medium for some transgender persons to recognise their gender identity. Through film screenings, not only can participants understand and resonate with transgender persons and their experiences in different time and space, they can also see how media changes its understanding and portrayal of transgender persons.

更多跨性別人士的面貌和經歷，從中找到共鳴；另一方面，亦能讓她/他/牠們看到媒體對跨性別人士的理解和表達上的轉變。

In our first film screening, we played two award-winning short films produced in Hong Kong and invited two transgender producers to share their experience in film production and attending film festivals. As audiences reacted positively to this event, we expect to continue screening different transgender films in the future.

在首次舉辦的電影放映會中，我們放映了兩齣香港製作的得獎短片，並邀請了兩位跨性別製作人來分享她/他們的製作過程及外國展影經驗，觀眾反應積極，因此，我們期望在未來將繼續放映不同的跨性別電影。

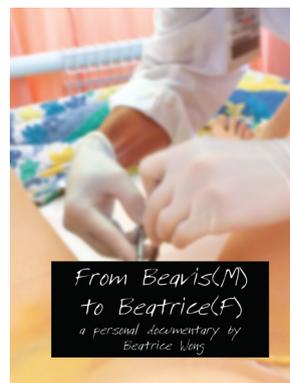
Both short films are funded by Creative Hong Kong’s “Hong Kong Short Film: New Action Express”, allowing producers to attend overseas film festival and communicate with local audiences and other filmmakers.

兩套短片皆獲創意香港「香港短片新里程」的資助，讓製作人在短片於海外電影節參展時，到當地與現場觀眾及其他電影人作實地交流。



《假若我有靈魂》
“KasparX – If I Had a Soul”

《從百輝(男)到雪綾(女)》
“From Bevis (M) to Beatrice (F)”



中性代詞，代表非二元性別認同 (non-binary) 的跨性別人士。

上述兩部影片在「香港短片新里程」中的介紹 / The introductions of the two films in “Hong Kong Short Film: New Action Express”:

- 《從百輝(男)到雪綾(女)》 / “From Bevis (M) to Beatrice (F)” : <http://www.naehk.com/2019/en/success/content.php?u=MjI2>
- 《假若我有靈魂》 / “KasparX – If I Had a Soul” : <http://www.naehk.com/2019/tc/success/content.php?u=MjAZ>



對外工作/ 公眾教育

VII

External Work / Public Education

我們的對外工作主要為分享和教育兩大部分，透過熱線服務、到各處分享、接受媒體訪問、與其他機構合作和製作資訊等渠道，致力提升社會各界對跨性別人士的性別認同身份和相關議題的理解。

機構/學校分享

本年度我們曾到訪各機構和學校作出分享，當中包括：

- 香港大學
- 香港中文大學
- 香港城市大學
- 香港浸會大學
- 香港演藝學院
- 香港理工大學專上學院
- 明愛專上學院
- 生命熱線
- 仁安醫院護士科
- 警察內部訓練 (聯同東華三院芷若園團隊)

Our external work mainly focuses on sharing and education. Through offering hotline services, hosting sharing sessions, conducting media interviews, collaborating with other organisations and producing informational materials, we are committed to enhancing society's understanding of transgender persons' gender identity and other related topics.

Institution/School Sharing Sessions

This year we have had sharing sessions in various institutions and schools, including:

- The University of Hong Kong
- The Chinese University of Hong Kong
- City University of Hong Kong
- Hong Kong Baptist University
- The Hong Kong Academy for Performing Arts
- PolyU Hong Kong Community College
- Caritas Institute of Higher Education
- Suicide Prevention Services
- Department of Nursing, Union Hospital
- Police internal training (in collaboration with TWGHs CEASE Crisis Centre)



媒體訪問 Media Interviews

一般而言，香港社會大眾對跨性別人士的狀況仍欠缺全面認知，以致在無意中會產生偏見或不必要的歧視情況。我們期望透過接受不同的媒體訪問，如實呈現跨性別人士的心路歷程，及生活上所面對的困難，使大眾對跨性別人士的身份和需要有著更立體全面的認識，從而達至社會共融。我們接受的媒體訪問包括：

- 香港開電視節目「同理·繼續走」



Overall speaking, the general public in Hong Kong still lacks a comprehensive understanding of transgender persons' situation, which may cause inadvertent prejudice or unnecessary discrimination. We hope to authentically show the public the journey of transgender persons and the difficulties they face in life through doing media interviews. When the public have a deeper understanding of the gender identity and the needs of transgender persons, it helps merging the latter into the society harmoniously. The media interviews we have done include:

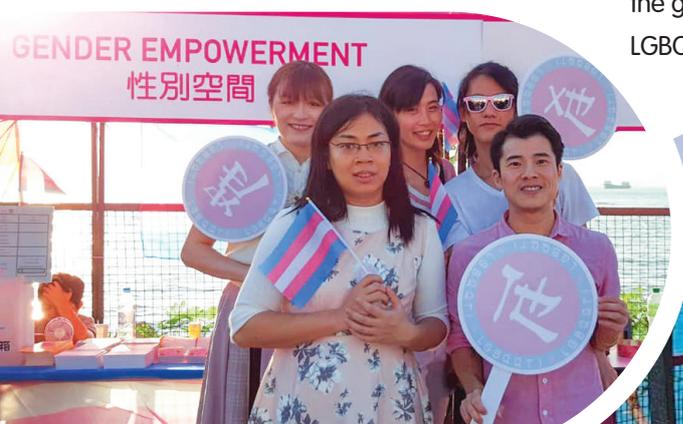
- Hong Kong Open TV's show "Walk with you"

與其他機構的合作 Collaboration with Other Organisations

「一點粉紅」(Pink Dot HK) 社區攤位
Community Booth in "Pink Dot HK" 2018年10月
October 2018

性小眾(LGB)及性別小眾(T)不時會被混淆或當作一體，尤其在平權運動中，例如爭取反歧視法立法之時。然而，LGBTQI+社群間有着各自獨特的身份、議題和需要，未必為別的社群所完全明白。故此，「性別空間」很榮幸能再次在2018年度的「一點粉紅」中擺設社區組織攤位，讓跨性別社群的身份與聲音能在同志社群及關注LGBTQI+的人們面前被看見、被聆聽。

From time to time, people confuse LGB and T as the same thing, especially in advocacy actions and movements such as when fighting for anti-discrimination legislation. However, different LGBTQI+ communities have their own unique identities, issues and needs that may not be fully understood by each other. Considering that, "Gender Empowerment" is honoured to have set up a community booth in the "Pink Dot HK" event in 2018, grasping the opportunity to let the identity and voice of the transgender community be seen and heard among the gay community and by those who care about LGBTQI+.



資訊刊物製作 Educational Information Production

《性及性別小眾服務目錄》(政制及內地事務局資助製作)
“Sexual and Gender Minorities Service Directory”
(sponsored by the Constitutional and Mainland Affairs Bureau)

不同的性及性別小眾 (LGBTQI+) 人士和關注人士 (例如家長) 可按其需要從這目錄中找到支援個別社群的團體或組織的相關資訊。

From this directory, different sexual and gender minority groups (LGBTQI+) and concerned parties (e.g. parents) can find relevant information on the support and services provided by groups and organisations.



《性別大輪迴 - 認識TQI人士》教育工具包 (政制及內地事務局資助製作)
“Gender Wheel - Understanding TQI People” Tool Kit
(sponsored by the Constitutional and Mainland Affairs Bureau)

工具包以饒有趣味的遊戲形式，帶出與跨性別人士和雙性人身份相關的概念和關注。

This tool kit addresses relevant concepts and concerns for transgender and intersex persons through interesting games.



挑戰及 前瞻

VIII

Challenges and Foresight

過去數年間，「性別空間」所提供的支援服務逐漸建立了穩固的基礎，並得到跨性別社群、其他社福機構和專業人士的肯定，故此亦會不時接收到各種相關轉介個案，服務對象的人數亦陸續增多。

然而，若以人數比例計算，本港跨性別社群雖然人數較少，但所屬背景卻十分多元化，舉例說，不同年齡層的跨性別人士有着不同的需要，對性別過渡的影響亦因而有著莫大的差異性，由原生和婚姻家庭關係、工作或學校環境的轉變或調適等均有所不同。因此，我們團隊在不斷探索及開展各針對性服務的時，需要經常去思考如何令到潛在資助者明白服務的必要性，以及相關資源投入與服務使用者人數方面亦未必能如其他群體（例如青少年、殘疾人士，甚至同志/同性戀者等等）的一般資助比例作計算。

Over the past few years, "Gender Empowerment" has gradually established a solid foundation to provide support services to the transgender community. Trusted and recognised by the community, other NGOs and professionals, we often receive referral cases through these contacts and the number of service users has been increasing.

Although the number of people in the transgender community is still small in relation to Hong Kong's total population, the backgrounds of these people are more than diverse. Transgender persons of different age groups have different needs and experience different impacts with gender transition. They also have different primary family and marital relationships, and experience different school or work environment challenges or adjustments. For this reason, other than exploring and developing targeted services, we have to constantly think of ways to convince potential funders the necessity of our services, and to understand that they cannot apply the same funding mechanism used for other communities (such as youths, disabled people and even gay/homosexual persons etc.) to the transgender community, given that the population of transgender persons is relatively small.

有見及此，藉着過去兩年獲得勞工及福利局「成人教育資助計劃」的資助，我們成功向當局反映到跨性別社群的偏少人數估計，以致爭取到於本年度舉辦課程時，計劃的目標學生人數可獲大幅減少，並與某些獲資助社群（例如少數族裔）的目標學生人數相同。

若計畫參加者未能達到所需人數，資助金額將根據參加者人數按比例計算。例如，若計畫需要 20 名參加者，而我們只能招募到 14 名參加者，那我們可得之資助金額將會減少至原本金額的七成 ($14/20 \times 100 = 70\%$)。

The amount of fundings granted for a project is calculated in proportion to the number of participants recruited when it does not fulfil the required number of participants for each project. For example, if we can only recruit 14 participants for a course that requires 20 participants, the funding granted would be deducted to 70% ($14/20 \times 100 = 70\%$) of the original amount.

就我們接觸本港跨性別社群的經驗，以及對包括醫療、法律等跨性別相關議題於國際發展的了解，我們總結出四大較有逼切性的議題，並因此提出下一階段的服務發展方向：

- 支援跨性別青少年
- 了解及支援非二元性別認同者
- 加強支援跨性別人士的就業
- 增強社群中人對以下兩大層面的關注和認識：
 1. 群體內的多元身份認同與狀況；
 2. 除醫療、法律等方面外的各種議題，諸如保險保障、精神健康及性健康等。

與此同時，「性別空間」需要在組織架構和運作上發展得更具系統，以逐步建立公信力。我們將在下一年度繼續尋找更多資助來源、擴闊宣傳渠道，以及與其他組織、機構緊密聯繫和合作，從而讓本組織成為跨性別社群中一個更高成效的交流平台。

In light of this situation, over the past two years, we have fought for a revision of policy with the Labour and Welfare Bureau's "Adult Education Subvention Scheme". Despite the relatively smaller population of the transgender community, we have successfully convinced the authority to significantly lower the targeted number of participants to that of some other subsidised groups (such as ethnic minorities) to ensure better funding.

Based on our experience with the transgender community in Hong Kong and our understanding of the international medical and legal development of transgender-related issues, we have summarised four pressing issues as follows that would direct our next stage of service development:

- Supporting transgender youths
- Understanding and supporting people with non-binary gender identities
- Strengthening employment support for transgender persons
- Enhancing the community's attention and understanding of the following two aspects:
 1. The diverse identities and status within the transgender community;
 2. Topics other than medical and legal issues, such as insurance protection, mental health and sexual health.

Looking forward, "Gender Empowerment" will continue to develop a more systematic organisational structure and operations in order to further cultivate our credibility. In the coming year, we will find more sources of funding, increase our publicity and work more closely with other organisations and institutions. Ultimately, we strive to become a more effective platform in connecting transgender persons and integrating the transgender community into a broader society.

詞彙 Glossary

跨性別女性

又稱「男跨女」，出生時被指定為男性，自我性別認同為女性。

跨性別男性

又稱「女跨男」，出生時被指定為女性，自我性別認同為男性。

性別酷兒

指不論其出生時被指定性別為何，自我認同上不完全屬於單一男性或女性身份之人士。

性別認同

指一個人對其自我性別的內在理解或認同，可以是女性、男性、或男女以外的性別身份（例如性別酷兒、中性等），而這內在理解或認同未必與其出生時被指定之性別或性徵一致。

性別過渡

性別過渡是跨性別人士以其認同的性別身份去生活的一個重要過程。當中涉及很多改變和適應，並可以分為三個層面去理解：社交過渡、身體過渡和法定性別更改。

社交過渡

跨性別人士會期望並嘗試以其認同的性別身份去生活，包括但不限於改變其外表、衣著打扮、名字等。

身體過渡

藉着使用荷爾蒙及/或進行手術，甚至健身，來減低對自己身體的不安或厭惡感。

法定性別更改

跨性別人士的性別認同能得到法律的承認和相關保障，並顯示在法定的身份證明文件上，例如身份證和護照。按照現時香港的相關指引，跨性別人士必須完成特定手術，才能更改身份證上的(二元)性別，但卻不代表她/他能因此而獲得法律上的全面肯定和保障。

性別不安/性別焦慮

這是「精神疾病診斷與統計手冊 - 第五版 (DSM-5)」內的斷症名稱，來形容當事人因其性別的內外不一致所導致的各種不安或焦慮狀況。在第四版(DSM-IV)中的舊稱為「性別認同障礙」(Gender Identity Disorder)。「精神疾病診斷與統計手冊」是美國及多個國家的精神科是美國及多個國家的精神科醫生及心理學家最常用來診斷精神疾病的指導手冊，它的第五版於2013年在美国出版。

性別不一致

這是「國際疾病分類第十一版 (ICD-11)」內的斷症名稱，來形容當事人因其性別的內外不一致所導致的各種不安或焦慮狀況。在第十版(ICD-10)中的舊稱為「性別認同障礙」(Gender Identity Disorder)。此疾病分類為聯合國專門機構世界衛生組織所制定。

性別肯定手術

舊稱「性別重置手術」，Sex Reassignment Surgery，SRS。

中性代詞

代表非二元性別認同 (non-binary) 的跨性別人士。

性別非常規者

指那些性別表達不符外界對其被指定性別的印象的人士，例如變裝人士 (cross-dresser) 或變裝／反串表演者 (drag)。其性別認同與其被指定性別一致。

Trans women

Those who are assigned male at birth and identify themselves as female or woman, also known as "Male to Female".

Trans men

Those who are assigned female at birth and identify themselves as male or man, also known as "Female to Male".

Genderqueer

Those who do not completely identify themselves as a single male/man or female/woman identity, regardless of their sex assigned at birth.

Gender Identity

Refers to a person's internal sense of being a woman or female; a man or male; or an alternative gender (e.g., genderqueer, genderneutral) that may not necessarily correspond to a person's sex assigned at birth or sex characteristics.

Gender transition

Gender transition is the process transgender persons go through to live a gender role more aligned with their identified gender and which differs from their assigned sex. It involves a lot of changes and adaptation, and can be divided into three major aspects – social transition, physical/medical transition and legal transition.

Social Transition

Transgender persons attempt to live as their identified gender in daily lives and may have the following changes, including but not limited to changing their outer appearance, attire and name etc.

Physical Transition

Transgender persons may use hormone therapy, undergo surgery and/or even bodybuilding to reduce the feelings of discomfort or disgust about their bodies.

Legal Transition

Transgender persons' gender identity can be recognized and protected by law, and be displayed on statutory identification documents such as ID cards and passports. According to current guidelines in Hong Kong, a transgender person must complete certain surgery in order to change the legal (binary) gender on the HKID card. But still, this does not automatically grant them a comprehensive legal affirmation and protection.

Gender Dysphoria

This is the diagnosis name used in DSM-5 to describe the various uneasiness or anxiety caused by the incongruence between an individual's experienced gender and the assigned sex. The previous diagnosis name in DSM-IV is "Gender Identity Disorder". "Diagnostic and Statistical Manual of Mental Disorders" is a reference manual commonly used by the psychiatrists and psychologists in the United States and many other countries in clinical practice. Its fifth version, DSM-5, is released in the United States in 2013.

Gender Incongruence

This is the diagnosis name used in ICD-11 to describe the various uneasiness or anxiety caused by the incongruence between an individual's experienced gender and the assigned sex. The previous diagnosis name in ICD-10 is "Gender Identity Disorder". "The International Classification of Diseases" (also known as "The International Statistical Classification of Diseases and Related Health Problems" in previous versions) is a medical classification list by the World Health Organization (WHO).

Gender Affirming Surgery

Previously known as Sex Reassignment Surgery (SRS).

Gender-neutral pronoun

Representing transgender persons whose gender identity is non-binary.

Gender Non-conforming Persons

Those whose gender expression do not match with the expectation associated with their assigned sex, such as cross-dressers or drag performers. Their gender identities are aligned with their assigned sex.

American Psychological Association (2015). Guidelines for Psychological Practice with Transgender and Gender Nonconforming People. *American Psychologist*, 70(9), 832-864. doi: 10.1037/a0039906

