

跨性別支援 | 公眾教育 | 自助組織 | 性別過渡支援 | 跨性別家長支援

Transgender support | Public education | Self help organisation | Gender Transition support | Parents support

雙年度報告

BIENNIAL REPORT

2020-2022



性別空間
Gender Empowerment



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 978-988-75021-5-9
出版 / Published by 性別空間 Gender Empowerment
出版地 / Place of Publication 香港特別行政區 Hong Kong SAR
出版日期 / Date of Publication 1 September 2022

撰寫 / Writer Hope Wong
編輯 / Editor Kaspar Wan
英文翻譯 / English Translator Hope Wong
設計 / Designer Hope Wong

© 性別空間 擁有版權

© Gender Empowerment. All rights reserved.

目錄

CONTENT

主席的話 CHAIRPERSON'S REMARKS	1
服務概覽 OUR SERVICES	3
重點發展 ORGANISATION DEVELOPMENT	7
年度議題 HIGHLIGHT	12
挑戰及前瞻 CHALLENGES AND FORESIGHT	17
團隊及組織架構 OUR TEAM	19
附錄 APPENDIX	20
財務資料 FINANCIAL INFORMATION	25
詞彙表 GLOSSARY	27

關於 性別空間

ABOUT GENDER EMPOWERMENT

性別空間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 self-help 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 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.

主席的話

CHAIRPERSON'S REMARKS

過去兩年的疫情狀況，除了給組織帶來挑戰之外，亦令我們經歷了不一樣的發展。

自2020年初疫情驟來以來，一方面固然令到不少活動需要暫停或延期，另一方面，在搜羅防疫物資及尋求應對之法時，我們卻多了與不同的機構和持份者聯繫，而且在活動暫停期間，我們團隊的人手便能夠將精力放在整理資訊和開拓資源上。因著不能實體相見，我們團隊除了以一些視像媒介去繼續舉辦互助小組和其中一些活動之外，亦開拓了instagram、youtube等其他社交平台渠道的帳戶，並製作了一些facebook頭像、短片、IG資訊、漫畫故事系列等等，去在網上或其他虛擬世界／元宇宙渠道連繫社群和不同受眾。

The pandemic in the past two years has not only brought challenges to the organisation, but also allowed us to experience various developments.

Since the outbreak of COVID in early 2020, many activities need to be suspended or postponed. During this period, our staff started reaching out to different organisations and stakeholders in the midst of adapting to the pandemic and seeking solutions. We were able to focus on consolidating our current resources and exploring new opportunities.

As we were not able to meet in person, our team not only continued to hold support groups and some activities through various online channels, but also opened up accounts on other social platform channels such as Instagram and YouTube, and produced Facebook avatars, animations, social media content, comic series, etc., to connect the community and different audiences online or in other virtual world/metaverse channels.

在籌款方面，我們更是積極地探索了不同的平台、形式和渠道，包括：AEON的幸福黃色小票、香港01心意、保單捐贈和在樓上cafe內作展覽和產品寄賣。我們更非常榮幸地獲選為香港唯一一個得到Paypal Community Impact Grant的組織，這是對組織的過往努力和未來潛力的莫大肯定。

此外，我們亦參與了由嶺南大學籌備的「2021東亞及東南亞跨性別論壇」，得以與不同地區的組織、活躍分子、關注團體和專業人士去交流，了解不同地區的跨性別社群狀況並肺炎疫情對社群的影響。對內方面，我們也舉辦了一次跨組大聯誼，讓跨女、跨仔和家長得以互相交流，了解對方更多。

而我們的團隊也在過去兩年逐漸變得穩定且建立出默契，盼望來年，我們能夠繼續全面而穩健地發展，接觸更多受眾，讓跨性別社群得到支援之餘，亦令性／別教育變得更普及。

In terms of fundraising, we have actively explored different platforms, methods and channels, including: AEON's yellow receipt, Hong Kong 01 heart, policy donation, and exhibition and product consignment in a cafe. We are also very honored to be selected as the only organisation in Hong Kong to receive the Paypal Community Impact Grant, which is a great affirmation of the organisation's past efforts and future potential.

In addition, we also participated in the "2021 East and Southeast Asia Trans Communities Forum" organised by Lingnan University, which allowed us to connect with organisations, activists, allies groups and professionals in different regions to understand the situation of the transgender community and how has COVID affected different regions. Internally, we also held a cross-group meeting, allowing trans women, trans men and parents to communicate and learn more about one another.

In the past two years, our team has gradually become stable and established a tacit understanding. We hope that in the coming year, we can continue to develop comprehensively and steadily, reach more audiences, and provide support for the transgender community, and continue promoting gender education to become more common.



主席
CHAIRPERSON

服務概覽

OUR SERVICES

過去兩年因疫情關係，組織大部分活動都被迫延期或暫緩。無疑地，疫情期間社群所需的支援有增無減，我們亦作出適當的應對措施，包括改為以網上形式進行輔導及支援服務，並在疫情稍緩期間，以保障社群健康及安全為前題，舉行有限度的實體活動。我們著重為跨性別社群提供全人全面的支援：

In the past two years, most of the activities of the organisation have been postponed or suspended due to the pandemic. Undoubtedly, the support that the community needs during the epidemic has continued unabated. We have also taken appropriate response measures, including switching to online counselling and support services. During the period of the pandemic, in order to protect the health and safety of the community, we value safety as the premise, and only limited physical activities are held. We focus on providing whole-person and holistic services for the trans community:



包括跨性別者的個體安康 (WELLBEING)，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.



跨性別者的身體醫療健康關注、生活日常關注、以致法律政策關注等各方面。

We are concerned with all aspects of life for transgender persons, from medical support, health, everyday life to legal policies.

我們的工作主要分為：

對內（社群支援）

跨性別人士，和他們的家人

對外（公眾教育）

透過在不同場合的分享和教育，讓社會大眾了解到跨性別人士的性別身分、狀況和需要。

Our works can be categorised into:

Internal (Community Support)

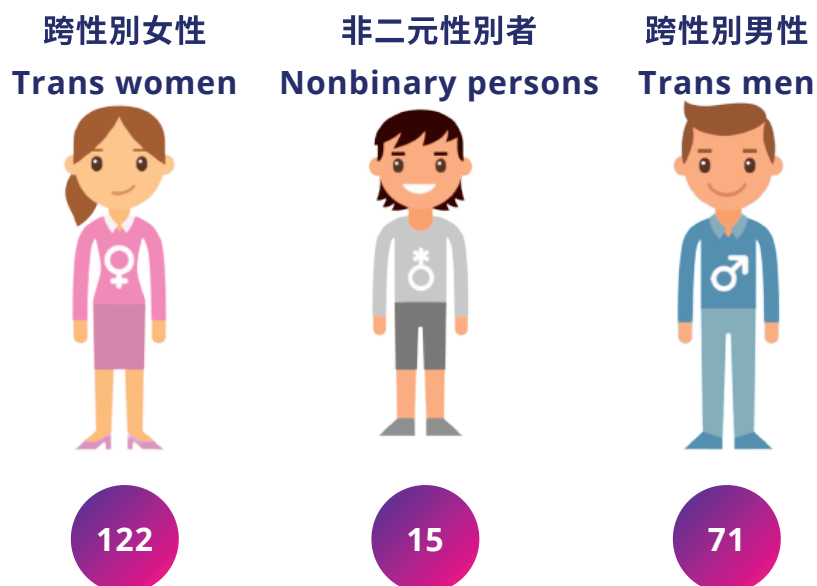
Transgender persons and their families.

External (Public Education)

Through various sharing and education, we hope to help general public gain knowledge on transgender persons' gender identity, circumstances and needs.

我們估計全港大概有數千名跨性別人士（見附錄），而性別空間成立至今所接觸的跨性別人士數目如下：

It's estimated that there's approximately a few thousand transgender persons in Hong Kong. The number of transgender persons Gender Empowerment has been in touch with is as follows:



2020-21年度服務時數及活動概覽：
2020-21 service hours and activities overview:

新增跟進個案
NEW INTAKE CASES

10

輔導及支援小組時數
COUNSELLING &
SUPPORT GROUP HOURS

394

2021-22年度服務時數及活動概覽：
2021-22 service hours and activities overview:

新增跟進個案
NEW INTAKE CASES

15

輔導及支援小組時數
COUNSELLING &
SUPPORT GROUP HOURS

460

對內活動
ACTIVITIES

- 防疫物資支援
COVID Support
- 電影分享會
Movie night
- 言語治療 (初級&鞏固)
Speech therapy
(Beginners & Consolidate)
- ANTI480性暴力講座
ANTI480 Sexual violence talk

- 靜心放鬆工作坊
Meditation workshop
- 電影分享會 Movie night
- 言語治療 (初級&鞏固)
Speech therapy
(Beginners & Consolidate)
- 造型升級再造班 Styling workshop
- 職涯工作坊 Career workshop
- 三組聯誼
Support group mingling
- 海洋公園聯誼日 Ocean Park day
- 和諧/覺色粉彩體驗工作坊
Pastel Art Class

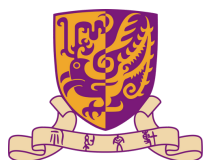
- 加入社聯
Becoming HKCSS member
- 復康會領袖訓練
The Hong Kong Society for Rehabilitation training course
- 粉紅同盟
Pink Alliance
- 一點粉紅
Pink Dot
- APCOM 論壇
APCOM Summit
- 永旺幸福的黃色小票
AEON yellow ticket
- 大專學生實習
Student internship
- 發展社交平台
Launching SNS platforms
- 香港01專輯及心意捐款
HK01 Featuring and donation
- 咖啡店義賣及展覽
Cafe exhibition and merch sales
- 性別診所會議
Gender Clinic meeting
- 2021東亞及東南亞跨性別論壇
2021 East and Southeast Asia trans communities forum
- PayPal 資助
PayPal Community Impact Grant
- 一點粉紅
Pink Dot
- 真人圖書館
Human library
- 保單捐贈
Policy donation
- 大專學生實習
Student internship
- Time Auction義工合作
Time Auction volunteering

重點發展

ORGANISATION DEVELOPMENT

性別空間創立至今的成績有目共睹，而我們堅持不斷進步，汲取過往的經驗、持續創新去帶動組織的發展。2020-22年度的重點發展為對外拓展，包括對外招募義工、進行不同類型的籌款活動、運用各種媒介及社交平台進行公眾教育、以及嘗試與過往有別的活動。

The achievements of Gender Empowerment since its establishment are obvious to all, and we insist on continuous progressing, learning from past experience, and continuing to drive the development of the organisation. The key development in 2020-22 is external expansion, including recruiting volunteers, conducting different types of fundraising activities, using various media and social platforms to conduct public education, and trying different activities from the past.



對外聯繫及招募義工 INTERNSHIP & VOLUNTEERING OPPORTUNITIES

2020-22年度是性別空間第一次招募大專院校的同學進行實習，包括香港中文大學、香港教育大學及香港理工大學。在籌備及構想有關實習內容時，我們希望同學們能運他們的專長，而我們則提供多方面的協助及支援，令同學們能得到最佳的學習經驗。

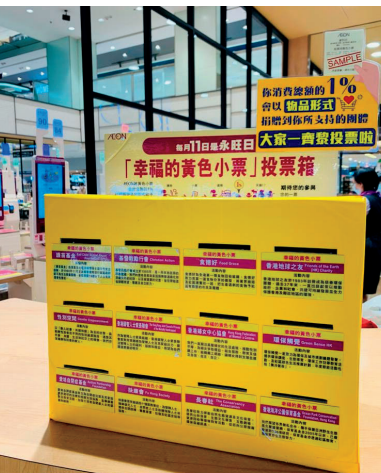
Google Ad Grants
AdWords for nonprofits

我們亦首次嘗試在社職及Time Auction招募義工，為組織的需要提供專業意見及支援。

The 2020-22 year is the first time that Gender Empowerment has recruited students from tertiary institutions for internships, including the Chinese University of Hong Kong, the Education University of Hong Kong and the Hong Kong Polytechnic University. When preparing and suggesting the content of the internship, we hope that the students can fully utilise their expertise, on the grounds that we provide various assistance and support to maximise the students' learning outcomes.

We also tried to recruit volunteers in Social Career and Time Auction for the first time, looking for experts to provide professional advice and support for the needs of the organisation.





籌款、自主發展 FUNDRAISING & SELF-SUSTAINING

我們深深明白組織自主及持續發展的重要性，故過去兩年十分積極地開拓不同的籌款渠道以作組織發展。我們在香港01心意的母親節特別籌募計劃中，透過一個跨女及她媽媽的故事，讓公眾認識跨性別青少年的心路歷程和處境。我們亦加入了保單捐贈，讓公眾可以將性別空間納作他們的保單受益人之一。我們首次參與「AEON幸福的黃色小票」活動，籌款之餘亦同時進行性/別教育，所得的款額用作添置中心設施及支援組織日常運作。此外，本組織在去年亦被獲選為香港唯一能夠得到「PayPal Community Impact Grant」的組織，肯定了我們對於性別社群的貢獻和努力。

We understand the importance of autonomy and sustainable development, so we have been actively exploring different fundraising channels for organisational development in the past two years. We joined HK01's special fundraising campaign on Mother's Day in 2021, through the story of a teenage trans woman and her mother, to let the public know the struggles of transgender youth and their family. We have also joined the insurance scheme organised by Policy Donation to allow the public to have Gender Empowerment as one of their policy insureds. For the first time, we participated in the "AEON Yellow Receipt" campaign to conduct gender education fundraising activities. The funds raised were used to purchase center facilities and support the daily operation of the organisation. Gender Empowerment was also selected as the only organisation in Hong Kong to receive the "PayPal Community Impact Grant" last year, which recognises our contribution and efforts to the trans and gender community.



多媒體教材 VARIOUS EDUCATION MEDIUM

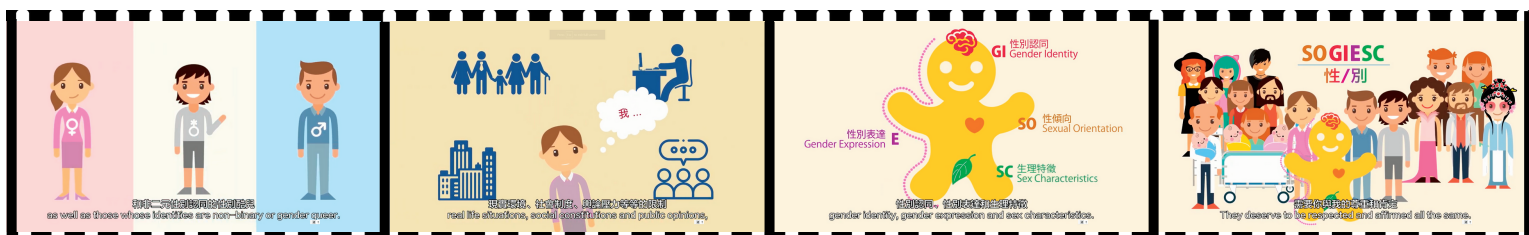
過去兩個年度我們亦嘗試透過不同的媒介去進行公眾教育，包括設立組織的Instagram及YouTube頻道，短短時間已有超過一千名追蹤人數。我們亦推出了一條約三分鐘的動畫，介紹性/別相關的多個向度。



In the past two years, we have also tried using different media platforms and channels to conduct public education, including setting up the organisation's Instagram and YouTube channels, and we have already achieved to gain more than 1,000 followers in a short period of time. We launched a three-minute animation that introduced SOGIESC, a phrase commonly known to describe multiple aspects of gender.



<https://youtu.be/ZgOm4A-t0mk>





持續創新、發展不同的社群活動 EXPLORE INNOVATIVE ACTIVITIES

除了恆常的支援如輔導、言語治療外，我們持續創新、發展不同的社群活動。包括到一間文青咖啡廳進行籌款及展覽活動、舉辦靜心放鬆工作坊、和諧粉彩班等等，用不同的方式去鼓勵社群朋友多方面嘗試，活出自我而豐盛。

In addition to regular support such as counselling and speech therapy, we continue to innovate and develop different community activities. Including going to a Cafe for fundraising and exhibition activities, organising meditation and relaxation workshops, harmonious pastel classes, etc., we use different methods to encourage community friends to live an abundant life on their true selves.



年度議題

HIGHLIGHT

疫情持續，兩年後的今天仍然餘波未完。疫情對社會各個層面都有一定的影響 - 由剛爆發疫情時的搶口罩、搶廁紙潮，到現在不少人都已經接受與疫情共存... 性別空間於2021年7月參加了由嶺南大學籌備的「2021東亞及東南亞跨性別論壇」(2021 East and Southeast Asia Trans Communities Forum)，當中探討了過去兩年疫情對東亞及東南亞地區的跨性別社群及其服務提供者的影響。而國際間亦有研究深入探討COVID對大眾、特別是對跨性別社群不平等的影響。

The pandemic continues, and two years later, the aftermath is still continuing. The epidemic has a certain impact on all levels of society - from the rush for masks and toilet paper when the epidemic broke out, to now many people have accepted the coexistence with the epidemic... Gender Empowerment participated in the conference 2021 East and Southeast Asia Trans Communities Forum, organised by the Lingnan University, which explored the impact of the pandemic on the trans community and its service providers in East and Southeast Asia over the past two years. International studies have also explored the impact of COVID-19 on the general public, especially on the inequalities of the transgender community.

疫情對跨性別社群的影響
The impact of COVID on the trans community

社會地位及經濟層面

COVID前，由於國際間沒有統一的性別承認制度，尤其不少東南亞地區對跨性別人物的法律保障仍有待改善：例如在泰國，就完全無法更改性別，造成當地跨性別社群生活上的許多不便 — 無論是到銀行開立賬戶、還是在求職、或工作間所遇到的不便，令不少跨性別人士寧願從事自由工作、兼職、娛樂表演或性工作，而這些工作模式對員工的保障及福利未必及一般企業。另外，跨性別社群亦可能會遇上被身邊的人拒絕、甚至是家暴的情況。

疫情令不少社群中人的生計受影響。以泰國的娛樂行業為例，由於不少顧客都是中國遊客，不少夜店於COVID的旅運停頓期間基本上完全無法生存。以此為生計的跨女們不少都面臨失業，而她們的工作性質又不受社會福利保障，令她們完全失去經濟來源及支援。類似的情況亦在越南及南韓發生。不少跨性別朋友於飲食業(越南)或酒吧(南韓)工作，各行各業被迫停工下，令社群朋友的收入大幅減少。

Impact on socio-economic status

Workplace harassment and lack of access to equal employment opportunities have led to many trans people engaging in freelancing, nightlife entertainment, or sex work. In Thailand, the nightlife came to a complete halt during covid. Since most customers in these clubs are from China, they cannot travel due to flying restrictions, clubs in Thailand were forced to shut down as there's no business coming in. Trans women working in those clubs found themselves **with no work and no where to go to seek financial support**. It's challenging for them to go to social security as the nature of their job is freelancing and it doesn't fall under any official category of 'work'. Similar situations happened in Vietnam and South Korea, as most trans people work in the service industry (in Vietnam), and trans women working in bars or clubs (in South Korea), lockdown measures restricted their source of income.

生計上的打擊故而**影響住宿**。失去基本收入來源、被減人工...種種因素令社群朋友無法負擔租金。在泰國，有不少跨性別朋友們要交家用予住在郊區的家人，而COVID下，這些家庭則失去主要的經濟支柱。有些跨青們(如在中國和越南)則因無法交租而被迫搬回家，導致家庭關係緊張、情緒受困擾等問題。

雖然現時社會對性/別小眾的接受度比過去高，但不少人仍對跨性別社群存有偏見。在南韓，有一家性/別小眾常光顧的酒吧爆出一宗COVID傳染個案，某些傳媒即時將事件名題為「同志酒吧傳播病毒」。當地性/別小眾組織立刻採取緊急的應對措施，透過成立緊急中心去聯繫當地政府及其他傳媒，並鼓勵曾到訪該酒吧的人士進行檢測，去譴責此種**污名化**。

Pay cuts and job losses inevitably led to not being able to pay rent, many trans people **lost their homes**. Some trans people (in Thailand) also couldn't afford sending money back to their families in the rural areas, for their mortgage or living expenses, and simply couldn't support them financially. Some trans youth (in China, Vietnam) had to return home because they couldn't afford a place for themselves anymore. This resulted in family conflict, mental health issues which will be discussed in the following chapter.

Albeit society's progression, the **stigma** against the trans community is real. In South Korea, there was a covid outbreak in one of the queer clubs, and some media outlets immediately coined it as 'infection spread by gay clubs'. Local gender/ sexuality charities immediately enforced emergency adaptation, through establishing emergency centers to contact the local government and medias, as well as encouraging visitors of said club to perform covid tests, in order to debunk such stigmatisation.

醫療及健康層面

在不少地區如越南和中國，跨性別社群較難從合法途徑獲取荷爾蒙。在越南，不少跨性別朋友會從黑市買荷爾蒙，並自行注射或服用。這可能會導致錯誤注射或較嚴重的副作用。而在中國，由於大部分醫療資源都位於大城市如北京和上海，居住於中國偏遠地區(例如中國西部)的跨性別朋友常要長途跋涉去接受醫療支援。

COVID爆發初期，不少國家及地區都被殺個措手不及。理所當然地，大部分的醫療資源都分配予**優先處理COVID個案**。而在越南，不少跨性別朋友都只能獲得有限度的HIV及其他醫療服務。有跨性別者表示受服務提供者歧視，導致其精神健康亦受影響。

Impact on healthcare

In places like Vietnam and China, it's extremely difficult to acquire hormones through official channels. In Vietnam, it's common for trans people to get hormones on the black market and administer such treatment themselves. This led to possible improper injection or side effects. A similar scenario can also be observed in China - as most healthcare resources are centralised in major cities like Shanghai and Beijing, trans people living in rural cities (such as in the west) often find it inconvenient to travel to get hormones or seek medical attention.

Covid hit suddenly and hard, no country was ready or even close to capable to handle all covid cases. As a result, understandably **medical priorities were given to Covid related issues**. In Vietnam, trans people only have restricted access to HIV and other healthcare support, their mental health was also affected as some of them felt discriminated by their service providers.

由於航班停飛、各國封關，不少跨性別人士無法前往泰國進行性別肯定手術。在中國，城鄉之分亦令不少居於偏遠地區的跨性別人士**無法前往大城市尋求醫療支援**。在南韓，政府提出以身分證登記方式，為市民提供免費口罩及COVID測試，但卻令不少未能更改身分證上性別欄的跨性別人士卻步，以致無法獲得基本的防疫支援。

由於社交聚會減少，有跨性別朋友無法宣洩壓力，導致**精神健康受損**。有些人因為無法負擔租金，被迫搬回家。有些未come out的朋友們則無奈被迫come out。在中國，有部分家長將他們的孩子送到所謂提供「扭轉治療」的「寄宿學校」，收費5000人民幣一年。這些「學校」對跨性別孩子們進行身體、精神上的折磨，侵犯孩子的人身自由。儘管當地社群嘗試揭發這些不人道的「療法」，但由於太難搜證，要舉報這些「學校」實在有難度。

Due to travel restrictions, many trans people cannot travel to Thailand to undergo Gender Affirming Surgery (GAS). Rural and urban division in China also led to **inability to access medical attention**. In South Korea, as one will need a valid ID registration to gain access to government-issued masks and free covid test, many trans people would rather not get those services because they couldn't change their gender marker on their ID.

Many trans people suffer from **social/ peer isolation** as they cannot meet up with community members for mental support. Some have to move back to their families since they couldn't afford rent, which led to disputes and conflicts since they might not be out to their families. In China, some parents sent their kids to 'schools' during Covid to 'straighten their kid up'. Such schools charge 5000RMB a year, and are basically conversion therapy since kids suffer from beatings, sexual abuse and deprivation of personal freedom. It's difficult for the community to expose these schools since it's practically impossible to obtain evidence.

*獲嶺南大學授權轉載以上內容，更詳細內容轉載於性別空間第八期通訊

*Authorised by the Lingnan University to publish the above content, more details can be found in the 8th issue of Gender Empowerment Newsletter

挑戰及前瞻

CHALLENGES AND FORESIGHT

總結兩個年度的經驗，我們有以下三方面的觀察：

Summarising the experience of the past two years, we have the following three observations:

1. 突破同溫層，增加接觸不同界別公眾的機會

當談及跨性別社群時，社群多被歸類為LGBT+或性/別小眾。我們過往較常接觸的群眾亦多為社群內的「同溫層」。這兩個年度以來，我們開始嘗試透過不同方式及渠道接觸了LGBT+或性別界以外的大眾，例如AEON幸福的黃色小票活動、保單捐贈、商界PayPal等等的類別。由於我們對於接觸其他界別的群眾未算太多，所以在如何將我們的信息傳達給目標受眾，以及進一步擴展到更廣泛的受眾方面仍需學習。

1. Live outside of the echo chamber, increase access to different sectors of the public

When it comes to the transgender community, the community is mostly categorised as LGBT+ or sexual and gender minority. The people we have been in contact with in the past are mostly inside the community chamber. In the past two years, we have begun to try to reach out to the public outside the LGBT+ or gender community through different methods and channels, such as AEON's yellow ticket campaign, Policy Donation, PayPal etc. Since we are still fairly new to reaching and branching out, there is still room to learn how to get our message across to our target audience and further expand to a wider audience.

2. 年代變更、追隨社會需要及腳步

不論是現在世代接收資訊的方式改變，或是由於疫情而必須作出相對的適應，我們在思考及籌辦活動時都要緊貼社群及其他受眾的需要，以及持續發展最合適的宣傳及教育方式，令更闊更廣的觀眾可以接觸到我們的資訊。

2. Adapting to the everchanging generations

Whether it is the current generation's change in the way of receiving information, or the need to make relative adaptations due to the epidemic, we must keep in mind the needs of the community and other participants when thinking and organising activities, and continue to develop the most appropriate publicity and education methods to approach a wider audience.

3. 組織傳承、建立固定的義工團隊

跨性別社群的人數並不算多，我們日常接觸的服務對象亦未必每個人都有足夠心力去義務支援組織。而外界對性/別議題認識未為足夠，故建立一個固定的義工團隊、及定時進行訓練，是有助組織長遠發展的重要議題。

3. Establish a solid volunteer team

The number of the transgender community is not very large, and not everyone who we support has enough energy to voluntarily support the organisation. On the other hand, there is still a lack of sufficient knowledge on gender identities and gender education among the general public. Establishing a solid volunteer team and conducting regular training are important issues that will help the organisation's long-term development.

團隊及組織架構

OUR TEAM

組織委員

THE BOARD OF COMMITTEE

主席 CHAIRPERSON

溫澤仁 Kaspar WAN

副主席 VICE CHAIRPERSON

郭勤 KWOK Kan

秘書 SECRETARY

潘柏維 Matt POON

財政 TREASURER

NG Wai Fan

專業人士 / 顧問

PROFESSIONALS / CONSULTANTS

註冊社工 REGISTERED SOCIAL WORKER / 輔導員 COUNSELLOR

註冊社工 REGISTERED SOCIAL WORKER / 心理師 PSYCHOLOGIST

職業治療師 OCCUPATIONAL THERAPIST

言語治療師 SPEECH THERAPIST

職業導向顧問 CAREER CONSULTANT

活動導師

ACTIVITY TEACHER

靜心放鬆班導師 MEDITATION COACH

反性暴力講座講師 ANTI-SEXUAL VIOLENCE LECTURER

造型班導師 STYLING CLASS LECTURER

職員

STAFFS

兼職籌款主任 PART TIME FUNDRAISER

兼職項目主任 PART TIME PROJECT OFFICER

附錄

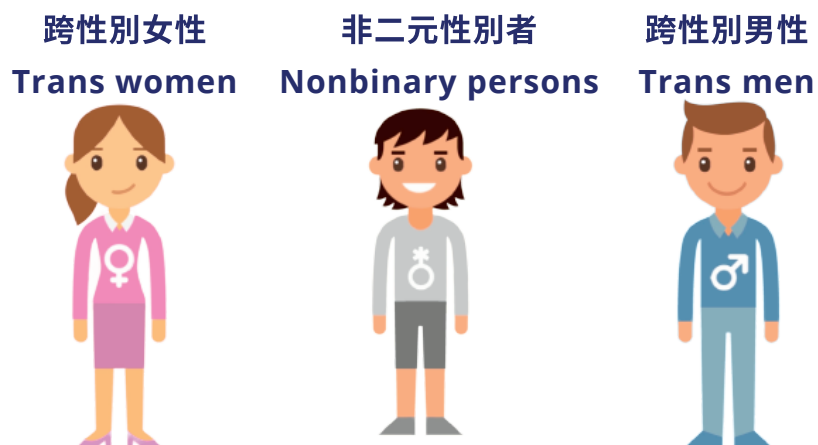
APPENDIX

跨性別社群的身份、狀態及人數估計

Gender Identity and population estimation of the transgender community

跨性別者是指那些自身性別認同與其出生時被指定性別不同的人（世界衛生組織定義）。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）這一斷症名稱，來形容當事人因為其性別上的內外不一致而導致的各式不安或焦慮狀況。

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.



根據跨性別者的自我性別認同，目前大致可以分為三類：跨性別女性、跨性別男性和性別酷兒。

1. 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。
2. 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。
3. 而不論其出生時指定性別為何，那些認同自己不完全屬於單一的男性或女性身分的人，就是性別酷兒。

跨性別女性和跨性別男性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）。

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

1. Trans women: those who are assigned male at birth and identify themselves as female or woman, also known as "Male to Female";
2. Trans men: those who are assigned female at birth and identify themselves as male or man, also known as "Female to Male";
3. 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 nonbinary gender identity.

無論是二元性別認同者還是非二元性別認同者，跨性別者大多會對其自身身體有着程度不一的抗拒、厭惡感，或是缺失感。部位不一，強烈程度也不一。這種程度上的不一，加上外在環境因素的限制和考慮，造成了跨性別者之間的差異性 - 不同的跨性別者會在不同的人生階段或時間（例如：青春期、嘗試探索中或忍無可忍時），作出不同的決定（例如：健身、服用荷爾蒙、進行手術、甚至自殘）。

性別認同（Gender Identity）的身分以外，在理解跨性別者時的另一個最重要認知就是性別過渡（Gender Transition）。性別過渡可分為三個層面：社交、身體和法定性別更改。

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, and 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.

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者，不一定同時在諮詢醫生或進行醫療上的性別過渡；同樣地，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／日常生活上的性別過渡。探索自身身分與性別過渡中各層面的可能性和可行性是極需要時間和反覆思考的。

另外，即使完成了性別肯定手術並更改了身分證明文件上的性別，跨性別者仍有機會需要若干醫療跟進，例如長期服用荷爾蒙或一些手術後遺關注。暫時來說，醫療系統上的數字仍可以為評估跨性別者人數提供一些參考。在2016年10月，威爾斯親王醫院正式成立了一個「性別認同」診所*，以期集中全港各區的有需要人士（只限18歲或以上），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、婦科等各式諮詢支援服務。截至2022年3月，登記的應診人數約為500人。從某些私家醫生提供的數字，也有過百人曾經作出相關方面的諮詢和應診（或與公立醫院的數字有一些重疊）。

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 Clinic"* , which aims to gather people in need in Hong Kong (equal or above 18 years-old) and provide them with one-stop services, which include specialist consultation services in Psychiatry, Psychology, Endocrinology, Plastic Surgery, Urology and Gynaecology etc. As of March 2022, the number of registered cases is around 500. According to the figures provided by some private doctors, more than one hundred people have made medical consultations and appointments for related issues (some numbers may overlap with the numbers in public hospitals) .

*前為「性別認同障礙」診所

*Previously known as the 'Gender Identity Disorder Clinic'

未能掌握的數字大致包括以下幾類：

1. 選擇在外國進行醫療上的性別過渡的人；
2. 早年已經完成過渡，此後沒有再因此而接觸醫療系統的人；
3. 還沒有或不打算展開醫療上的性別過渡的人（包括對身體沒有強烈不適的人）；
4. 對自身的性別認同或跨性別身分還未覺醒或開始探索的人（包括跨性別兒童及青少年）；
5. 完全沒有接觸醫療系統或社群的人。

即使有好些數字未能掌握，但從可見的人數來估算，跨性別社群仍然是一個人數相對很少的群體。

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

1. People who choose to undergo medical transition overseas;
2. People whose transition has been completed in early years, and have no contact with the medical system since then;
3. People who have not yet or do not plan to initiate a medical transition, which include those who do not experience strong physical discomfort;
4. People who have not been aware of, or started to explore their own gender or transgender identity, which include transgender children and youth;
5. 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.

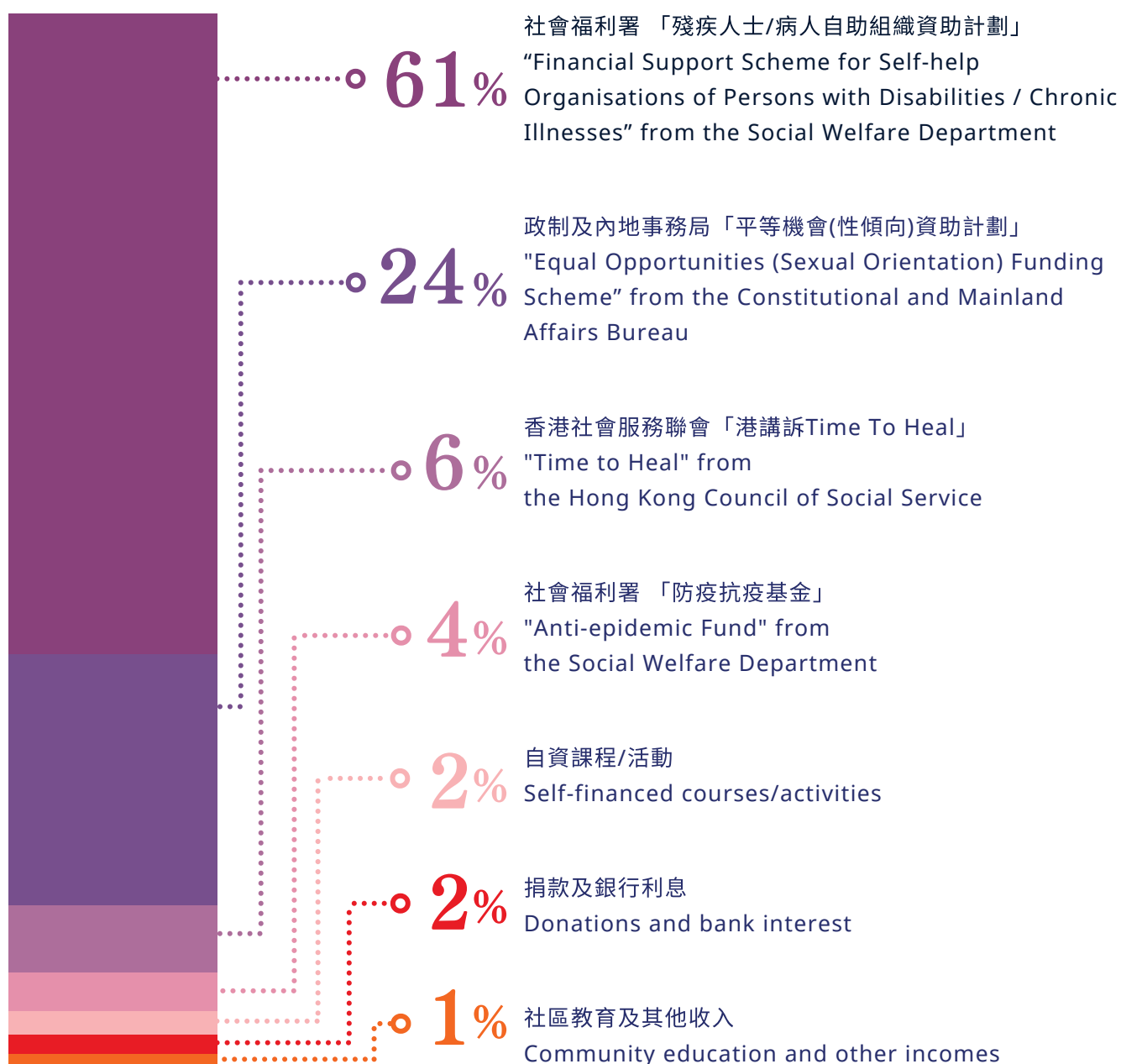
財務資料 (2020-21)

FINANCIAL INFORMATION

01/04/2020 - 31/03/2021

此年度組織所獲資助

FUNDINGS RECEIVED THIS FISCAL YEAR



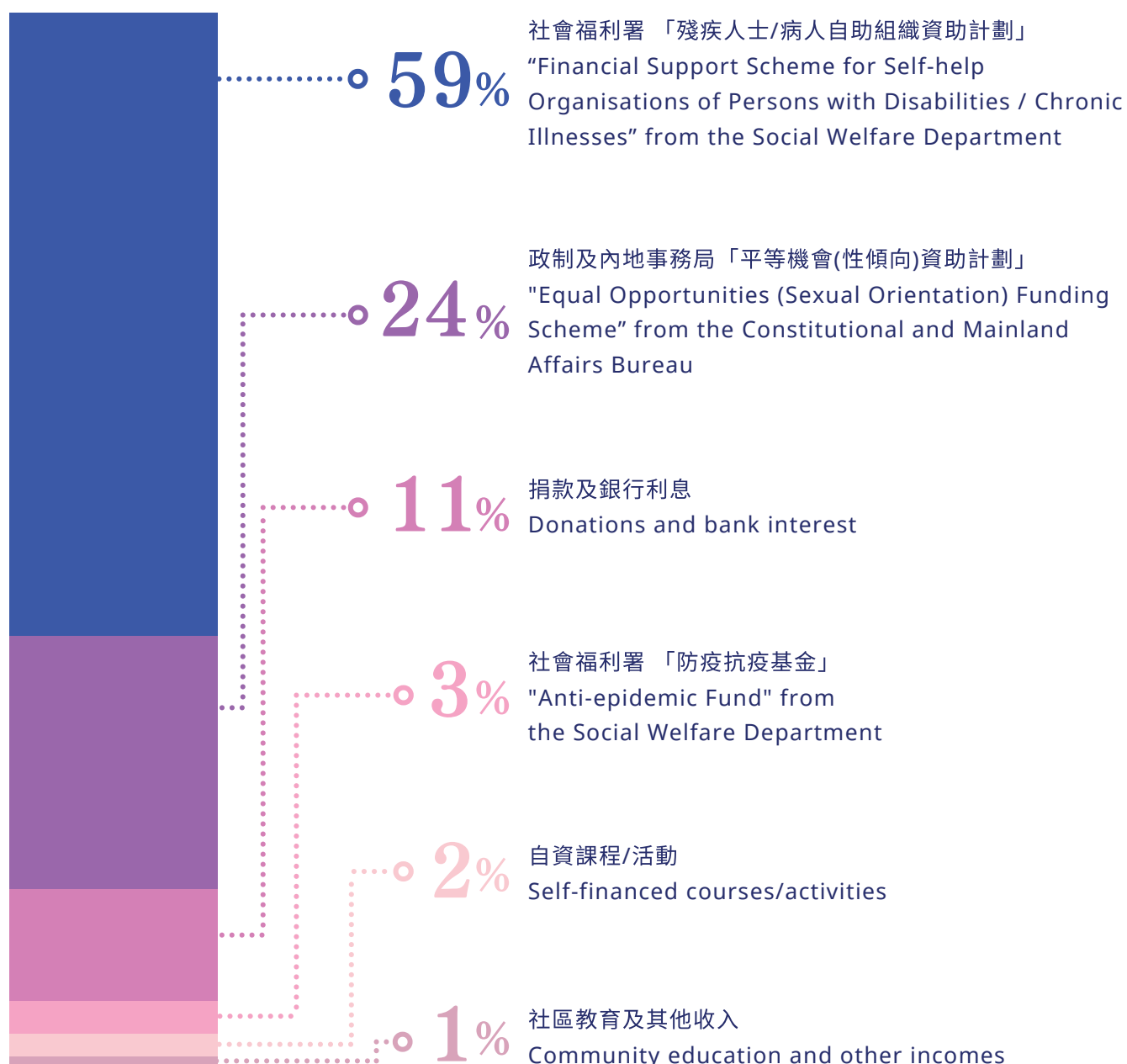
財務資料 (2021-22)

FINANCIAL INFORMATION

01/04/2021 - 31/03/2022

此年度組織所獲資助

FUNDINGS RECEIVED THIS FISCAL YEAR



詞彙表 GLOSSARY

出生男性

指出生時被指定為男性。

出生女性

指出生時被指定為女性。

生理性別

性，或可稱為生理性別、解剖性別、或身體性別，是由性器官、染色體、荷爾蒙等等的部分組成。但不能與性別認同混為一談。

社會性別

指一個人在日常生活中，怎樣在社會對(特定)性別的既有印象、框架和期望中去生活及與人互動，或因之而覺得另一人是什麼性別。

性別認同

性別認同是自身心理對自己性別的意識。個人根據對自己的認識，從而產生對任何一個性別的共鳴。

性別表達

透過舉手投足、衣著、態度等等表達自身的性別。個人的性別表達方式多數會介於各種社會性別規範。

性傾向

與生理性別一樣，性傾向與性別認同截然不同。性傾向是對與自己性別相同或不同的人感到吸引，或無性吸引，與自身性別無關。性傾向可以分為情感上或親密經驗上的取向。

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年在美國出版。

Assigned Male at Birth (AMAB)

Those who were assigned male at birth.

Assigned Female at Birth (AFAB)

Those who were assigned female at birth.

Sex

Sex (sometimes called biological sex, anatomical sex, or physical sex) is comprised of things like genitals, chromosomes, hormones, body hair, and more. But one thing it's not: gender.

Social Gender

How the society perceives a particular gender to act a certain way.

Gender Identity

Your psychological sense of self. Who you, in your head, know yourself to be, based on how much you align (or don't align) with what you understand to be the options for gender.

Gender Expression

The way you present gender through your actions, clothing, demeanor, and more, your outward-facing self, and how that's interpreted by others based on gender norms.

Attraction/ Sexuality

Like sex, attraction isn't really a component of gender. However, we often conflate sexual orientation with gender, or categorise the attraction we experience in gendered ways.

Gender Dysphoria

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

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。

身體不安

對自身身體的性徵或性器官感到抗拒或不安。

性別認同診所

舊稱「性別認同障礙診所」，於2021年12月正式更名為「性別認同診所」，是醫院管理局在2016年10月於沙田威爾斯親王醫院設立，接受全港註冊醫生及心理學家之轉介，為有需要的18歲或以上人士提供一站式性別不安評估及治療服務。專業團隊成員包括精神科醫生，內分泌科醫生、外科醫生、臨床心理學家、護士、職業治療師、言語治療師及醫務社工等。

跨性別女性 (跨女)

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 (跨仔)

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或女性身份之人士。

性別流動

指個人的性別認同可以在光譜上流動，不一定為主流的二元性別，也不會固定或穩定地停留在某一個性別認同身份上。

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既有印象的人士，例如變裝人士 (Cross-dresser) 或變裝/反串表演者 (drag queen/ drag king)。其性別認同與其被指定性別一致。

Gender Incongruence

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

Body dysphoria

Referring to the discomfort towards one's body or sexual characteristics.

Gender Identity Clinic

The Hospital Authority established the 'Gender Identity Clinic' (GIC) at the Prince of Wales Hospital (previously known as 'Gender Identity Disorder Clinic', when established in October 2016. Renamed as GIC in December 2021). People experiencing gender dysphoria have the option to be referred by registered general practitioners or psychologists to receive related one-stop treatments at the GIC. Professional support services include psychiatry, endocrinology, surgical, clinical psychology, nursing, occupational therapy, and speech therapy.

Trans women

Those who were assigned male at birth but identify themselves as female or woman.

Trans men

Those who were assigned female at birth but identify themselves as male or man.

Genderqueer

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

Gender Fluid

A person whose gender identity (the gender they identify with most) is not fixed. It can change over time or from day-to-day.

Gender non-conforming persons

Whose gender expression may not conform to the social expectation of their assigned sex, such as cross dressers or drag kings and queens. While their gender identities are aligned with their assigned sex at birth.

性別過渡

指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/身份證性別更改。

社交過渡

跨性別者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

藉著使用荷爾蒙及／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。目前也沒有「男」、「女」以外的第三性別或其他性別的選項。

性別肯定手術

舊稱「性別重置手術」(Sex Reassignment Surgery, SRS)。透過手術療程改變原生理性別的特徵，以配合自身認同的性別。俗稱「變性手術」。

青春期抑制劑

抑壓青春期發展的藥物，可以壓制青少年的原生荷爾蒙生長，防止某些性徵的發展。這使他們有時間探索自己的性別認同，或能避免之後的性別肯定手術(如果她／他們選擇進行手術)。

中性代詞

相對於二元劃分的代詞(例如他/她 或 He/She)，這是以用作代表非二元性別認同(non-binary)的跨性別人士。較普遍的代詞如 They/them 作為一個單數中性代詞去使用，而非一般理解的眾數代詞用法，即是廣東話的「佢」而非「佢哋」。

性及性別小眾

又可寫為「性/別小眾」。從前是只以「性小眾」去涵蓋女、男同性戀、雙性戀及跨性別等少數群體(LGBT)，現在則更仔細地按其性質(和主要關注)而分為「性小眾」(性傾向相關)和「性別小眾」(性別認同或性別表達相關)。

Gender transition

Gender transition is the process transgender persons go through to live a gender role that is more aligned with their identified gender, 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 transition and legal transition.

Social transition

Transgender persons attempt to live as their identified gender in their daily lives and may have the following changes in, but not limited to their appearances, attires and names etc.

Physical transition

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

Legal transition

Transgender persons' gender identity can be recognised and protected by the 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. Yet, this does not automatically grant them a comprehensive legal affirmation and protection.

Gender Affirming Surgery, GAS

Previously known as Sex Reassignment Surgery (SRS). Changing the sex characteristics to align with one's identified gender.

Puberty blocker

Puberty suppression is the practice of suppressing an adolescent's hormone production to prevent the development of certain secondary sex characteristics. This gives them time to explore their gender, and can benefit them from later gender affirming surgeries should they choose to pursue them.

Gender-neutral pronoun

Representing those who identify as non-binary.

Sexual & Gender Minority

In the past, the term 'sexual minorities' is commonly used to describe people who identify as Lesbian, Gay, Bisexual, Transgender etc (LGBT). As society progresses, more people are aware of other sexualities or gender identities that fall on the spectrum and therefore the term is coined under the category of 'sexual & gender minorities'.

