



TRANSGENDER LAW CENTER

2009 Annual Report

Transitioning California



ANNUAL REPORT 2009

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In 2009, TLC provided individualized legal information to more than 1,450 transgender people or their family members, and provided direct representation to approximately 120 transgender people.

Our Vision

A few words from our Executive Director

In reflecting on the past year I am deeply impressed by how the trans community is becoming increasingly empowered. As TLC works with diverse communities on health care access, employment, and other critical issues, we see more and more individuals standing up for themselves and coming together as a powerful movement. This resilience and strength exist in stark contrast to the reality of disproportionate poverty, discrimination, and barriers to social services (documented by TLC in our *State of Transgender California* report). Even with such pervasive discrimination, we know that we deserve to be treated fairly, and our community knows that they can turn to TLC for help in making sure our rights are recognized and enforced.

Recognizing that we need wide-spread systemic changes if we are to ensure that fewer people experience bias and discrimination, TLC completed our first formal strategic planning process last year. This process was led by our remarkably dedicated board, and was informed by significant community input. This process helped TLC determine that we need to proactively focus on two core areas—economic justice (including employment and access to social services) and health coverage and access. While TLC will continue to prioritize education, housing, and prisoner rights (and to be responsive in other areas as needed), these decisions are meant to ensure that our work effectively supports institutional changes that will positively impact all members of our community, including the most vulnerable.

I look forward to your continued partnership in the coming year as we bring new focus and energy to our work. Despite the challenging times in which we live, our movement is growing in power, sophistication, and skill—and we are poised to achieve new victories in California and beyond.

In Solidarity



Masen Davis



TLC's Executive Director, Masen Davis

OUR WORK

Mission Statement

The Transgender Law Center (TLC) is a civil rights organization advocating for transgender communities. Every day we connect transgender people and their families to technically sound and culturally competent legal services, increase acceptance and enforcement of laws and policies that support transgender communities, and work to change laws and systems that fail to incorporate the needs and experiences of transgender people.

TLC utilizes direct legal services, public policy advocacy, and public education to advance the rights and safety of diverse transgender communities. TLC uses the term "transgender" to represent all of the innumerable genders and forms of gender expression that fall within and outside of stereotypical gender norms. TLC also understands, acknowledges, and resists non-gender based oppressions, which limit people's ability to live in peace.

***Injustice
doesn't stop,
why should I?***

**- Jazzie Collins,
San Francisco-based
transgender activist**



Since our founding in 2002, TLC has won significant victories helping thousands of transgender people and their family members claim and uphold their fundamental civil rights. TLC's legal advocacy has led to precedent-setting cases, judgments, and policy decisions, resulting in the extension of public benefits, immigration rights, and employment access. TLC also has played an important role in socially transformative public policy victories, including: helping to pass local and statewide non-discrimination protections; challenging insurance restrictions; securing protections for transgender students; and developing innovative policies and programs in economic development and health care access.

To improve the quality of life for transgender and gender-nonconforming people, and to help build a movement for gender equality, the Transgender Law Center's new strategic direction focuses on areas critical to our most vulnerable community members, including:

- Economic justice;
- Healthcare access and coverage; and
- Strategic initiatives, including student safety, prisoners' rights, and access to social services.

Taking a multi-faceted approach, our work is to:

- Advance the rights of transgender and gender non-conforming people by providing legal counsel and representation on select cases;
- Increase the number of attorneys and professionals prepared to support our communities through "Know Your Rights" trainings and other legal education;
- Advocate for the adoption and implementation of policies that will end discrimination against transgender people; and
- Build the knowledge, experience, and confidence of transgender people and allies so they are better equipped to advocate for themselves and for institutional change in their communities.

To help TLC meet our goals for the coming years, or to request legal assistance and trainings, call 415-865-0176 or email info@transgenderlawcenter.org.

Doug Heumann: Community Leader and TLC Partner

Doug Heumann is a member of the Professional Engineers in California Government union and has served on the Lavender Committee of SEIU Local 1000. He has been instrumental in helping the Transgender Law Center begin to negotiate transgender healthcare coverage with the California Public Employees' Retirement System (CalPERS).

Doug is ideally situated to bridge different communities and institutions, and help make these advocacy efforts truly broad-based. He has strong connections to both unions and TLC, and brings his experience as an engineer and a lawyer.

After much strategizing and relationship building, representatives of the TLC-SEIU coalition were able to meet with the California Legislative Analyst's Office in January 2010. Advocates are working with Senator Mark Leno's office which has pledged to helping us ensure that all state workers have equal access to healthcare.

As this work progresses, Doug continues to keep the momentum up.



Improving Access to Healthcare



2009 Leadership Council

The Transgender Law Center knows that we need to be creative and multi-pronged in our approach as we work to effectively address the barriers that our community faces in accessing and using health insurance and health care. In addition to our policy work around health care, we work with doctors, nurses, receptionists, pharmacists, and other medical providers to ensure that people who significantly impact quality of care for transgender people are aware of and sensitive to the needs of the transgender community. We also help enforce California's public accommodations laws by addressing discrimination in health care settings and advocating for individual clients' needs.

TLC's health care work really spawned a movement: clinics are providing care, organizations are holding trans health conferences. TLC is really responsible for that.

– from an anonymous interview for TLC's strategic plan

Health Access Victories in 2009:

We helped Bank of America secure **transgender inclusive health insurance policies for employees** by providing support to the company's LGBT affinity group.

We provided **technical assistance to community clinics and hospitals** in Los Angeles, Alameda, and Humboldt Counties to improve access to culturally and medically competent care at the local level. To sustain this work, we have partnered with Lyon-Martin Health Services to support locally-based Project HEALTH Councils (Project HEALTH stand for Harnessing Education, Advocacy & Leadership in Transgender Health). In Los Angeles we were able to successfully advocate for and support the effective **creation of a transgender clinic** at the Los Angeles Gay & Lesbian Center, and also supported the launch of a mobile transgender health van by East Los Angeles' BAART clinic.

We provided **trainings** on transgender health issues to more than 200 community members. We also trained more than 420 medical providers in transgender cultural competency and health law and policy, including 50 nurses at the Palo Alto VA mental health hospital and 80 mental health advocates with Disability Rights CA.

Advocating for Economic Justice

The Transgender Law Center takes a multi-faceted approach to addressing the overwhelming economic needs of the transgender community.

TLC sustains a Statewide Leadership Council, mobilizing transgender leaders from seven counties who have received extensive training on budget advocacy, media, and messaging. Given the state level budget challenges, Leadership Council members are building relationships with Local Workforce Investment Boards which are responsible for administering workforce services in their regions. We are working to ensure that transgender people are included in existing workforce development efforts across the state.

In San Francisco, we continued to play a leadership role in the Transgender Economic Empowerment Initiative (a collaboration between TLC, the San Francisco LGBT Center, Jewish Vocational Service, and SFTEAM). In 2009 we provided legal services to 50 TEEL participants; conducted 12 "Know Your Rights" trainings for community members; presented 10 "Elimination of Bias" trainings for employers, recruiters, or employment service providers; and trained staff at 3 San Francisco One Stop Centers on addressing the unique needs of transgender job seekers. We also successfully settled several employment discrimination cases.

As a leader in the United ENDA Coalition, the Transgender Law Center also mobilized California residents to meet with and call their federal legislators to voice support for the federal Employment Non-Discrimination Act (ENDA).

Transgender people are twice as likely to live below the poverty line (\$10,400/year) compared to the general population. This is the case even though transgender people are also nearly twice as likely to hold a bachelor's degree as the general population of California.

- The State of Transgender California, 2009



Diana Oliva: Leadership Council Activist

Diana Oliva joined TLC's Transgender Leadership Council in 2008. She proudly represents California's Central Valley.

Even with 15 years of experience in social work and a master's degree from an Ivy League university, Diana has had difficulty sustaining adequate employment because of anti-transgender discrimination in hiring. Since joining the Council, she has learned to effectively share her personal experiences regarding employment and job seeking with lawmakers and officials to convey the realities and struggles of transgender Californians.

Diana left her first Leadership Council training "really fired up" to increase employment opportunities for transgender people. Before the training, she had never met with an elected official, and she says that without training she would have felt too intimidated to articulate the particular needs of our community or to tell her own story. Since then she has met with aides at US Congressman Jim Costa's office, Local Workforce Investment Board members in Fresno, and other local politicians.

It is important for people to know that transgender people live and work in Fresno and in the Central Valley— they do not all move to San Francisco or Los Angeles.

- Diana Oliva

Pre-Trans-March Poster Event



Working With the Legal Community

Transitioning the Bar

Helping the legal profession to better understand and serve the transgender community is critical to our efforts.

TLC works to leverage our legal expertise so that the rights of transgender people throughout California and across the country are better protected.

In 2009, we conducted 20 trainings for lawyers and law students, reaching more than 500 people, and provided technical assistance to more than 50 attorneys in various parts of the U.S.

Publishing Legal Resources and Education Materials

TLC partnered with Immigration Equality to write *Immigration Law and the Transgender Client*. This groundbreaking legal practice manual was published by the American Immigration Lawyers Association.

TLC also produced a 6 hour CD presentation that qualifies for Minimum Continuing Legal Education (MCLE) credits. This resource provides an overview of California laws concerning: identity documents, marriage and parentage, youth rights, employment and housing, public accommodation, criminal justice issues, immigration law, and health care access.

Shaping the National Conversation

TLC published our groundbreaking report, *The State of Transgender California*, in 2009. This report analyzed survey results gathered from nearly 650 transgender adults in California in 2008—making it one of the largest up-to-date data sources on the situation of the transgender community. The Transgender Law Center's Executive Director Masen Davis and Legal Director Kristina Wertz collaborated with Eleanor Hartzell and Somjen Frazer to author this report. For a free downloadable PDF of the report, please visit transgenderlawcenter.org.

While the report paints a devastating picture of the economic, employment, and health barriers California's transgender communities face, and of the impact of discrimination, it has filled a gap in public knowledge and become a powerful tool in advocating for change.

Certainly one of the most important high-profile chapters in the struggle for change has been the progress toward passage of a transgender-inclusive federal Employment Non-Discrimination Act (ENDA). TLC submitted testimony (including the full text of *The State of Transgender California*) to the US House of Representatives Committee on Education and Labor and US Senate Committee on Health, Education, Labor and Pensions in support of ENDA. The report was also referenced during the House committee hearing. In addition, TLC helped community members prepare for in-district meetings with Congressional Representatives or staff. These kinds of meetings are critical; without them, too few of our elected officials know anything about the experiences of their transgender constituents. We were thrilled to learn that 3 California representatives became co-sponsors of ENDA after having visits from constituents that TLC organized!

The Transgender Law Center has been one of my most valued state partners.

They have gone above and beyond, scheduling dozens of lobby visits, accompanying and training constituents to those visits and generating thousands of calls into key districts across the state. When swift and effective action is needed in California, I call TLC. It is largely due to their efforts that the vast majority of moderate Democrats and Republicans in the state are supporters of ENDA.

**- Jaan Williams, Transgender Equality Organizer,
National Center for Lesbian Rights**

Setting the Precedent

Gigi Marie at California Capitol Building before testifying before California legislature.

Gigi Marie: TLC Client

Gigi Marie is a 68-year-old transgender woman who lives in Kansas. As a hobby she rebuilds old cars. In 2009 she was working on a 1952 Hudson, and currently she is fixing up a 1976 Cadillac. After spending most of her life doing mechanical work for a living, she is now retired and has been living on disability insurance since 1990. She said, "I tried so hard to be a man but eventually needed to follow my heart and be who I am. Now that I am accepted totally as a woman, I'm just so happy to be me. It's been a long hard life living a lie, so when I had the opportunity to change that, I took it."

Gigi found the Transgender Law Center through an Internet search and worked with TLC lawyers from 2005 until her legal gender change case was resolved in 2009.

Gigi is glad she was able to change the precedent for others, and hopes that other states will follow California's example so that even more people will benefit.

After her case was settled, she visited Sacramento to join Legal Director Kristina Wertz in testifying before the California legislature for better policies for transgender people.

The lawyers at the Transgender Law Center are such great people. They were so helpful, and really bent over backwards to help me.
- Gigi Marie

Better Case Law for Our Community

TLC secured a groundbreaking victory and unanimous decision in the California Court of Appeal in *Somers v. Superior Court*. Prior to this decision, California law required that petitions for a court order recognizing a change of gender be filed in the petitioner's county of residence. Our client in this case, a California native living in Kansas, was unable to amend her CA birth certificate because, Kansas would not issue her a court order recognizing her change of gender. As a result of our victory, individuals can now petition California courts to amend their California birth certificates regardless of their current states of residence.

Policy Victory for Our Students

In April 2009, working with our partners at GSA Network, we secured commitments from the California Department of Education (CDE) that they would update their website to include:

- the state's definition of gender, including clarifying that gender identity and expression are a recognized part of gender,
- a model complaint form, and
- clear instructions for filing a valid complaint.

These additions to the CDE web site will provide guidance to schools and districts so they can better protect students from gender identity-based harassment and discrimination.

Legal Success for Our Families

We supported a transgender boy and his father in their advocacy with a YMCA summer camp. The child had attended this camp for years. After transitioning during the school year in 2009, he wanted to attend the camp as a boy. We educated the YMCA's attorney on public accommodation law and best practices, and connected the YMCA with Gender Spectrum, which provided training for the camp counselors. As a result of this work, the boy was able to attend camp with appropriate respect for his gender and his privacy.



Jazzie Collins: Activist and Summit Panelist

Jazzie Collins is a San Francisco resident who had been politically active for more than 11 years. She had partnered with the Transgender Law Center since 2006.

As a regular attendee of the California Transgender Leadership Summit, Jazzie has honed her advocacy skills while also serving as a model for others. As a panelist at the 2009 Leadership Summit in San Diego, she spoke about the work she does, and recent victories she has seen that benefit the transgender community. In addition, Jazzie has also been active in contacting local, state, and federal politicians, and has phonebanked to urge others to call their legislators in support of the Employment Non-Discrimination Act (ENDA).

Jazzie says that she always looks forward to the Summit as a chance to renew existing friendships and to create new ones.

I keep TLC cards on me at all times because I never know when I'm going to need to give the number to someone.

- Jazzie Collins

Developing Transgender Leaders

From March 27 to 29, 2009, approximately 250 transgender community members and allies gathered at the University of California - San Diego campus for the 4th Annual Transgender Leadership Summit. The Summit was planned by a dedicated core of more than 35 diverse community volunteers working closely with TLC staff.

The Summit's 2009 theme, "Stonewall to Today: Building Powerful Transgender Communities," reflected the steady progress and growth the movement for transgender equality has achieved since transgender women and men of color began the movement for LGBT human rights in 1969. Summit organizers chose this theme on the 40th anniversary of Stonewall to reflect the increasing momentum for activism, advocacy and leadership using multiple strategies within and among our diverse communities to ensure civil rights and equality for all transgender people. This theme was woven through 6 inspiring plenary sessions and 23 workshops. Participants came from all over the country, with the majority representing California.

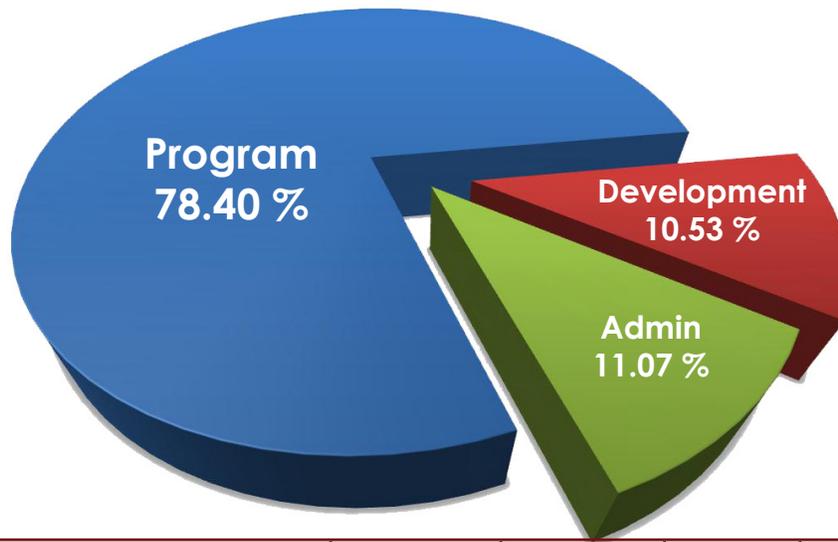
Connor Maddocks, a resident of San Diego, served on the planning committee. He had attended the first three Summits, but noticed the San Diego summit was significantly larger than previous summits. He also praised the organizing committee for being a "real collaboration of people from across the state." Participating in the planning process gave him a newfound sense of how much preparation and careful thought and effort goes into successfully coordinating an event of that scope. It also gave him a chance to meet and work with a new group of activists -- a welcome change after organizing locally with the same group of people. Now Connor has a sense of who in California has expertise in a given area, and whom to contact for referrals and requests for information.

"Whenever I have a problem, I call TLC, and they have resources."
- Connor Maddocks



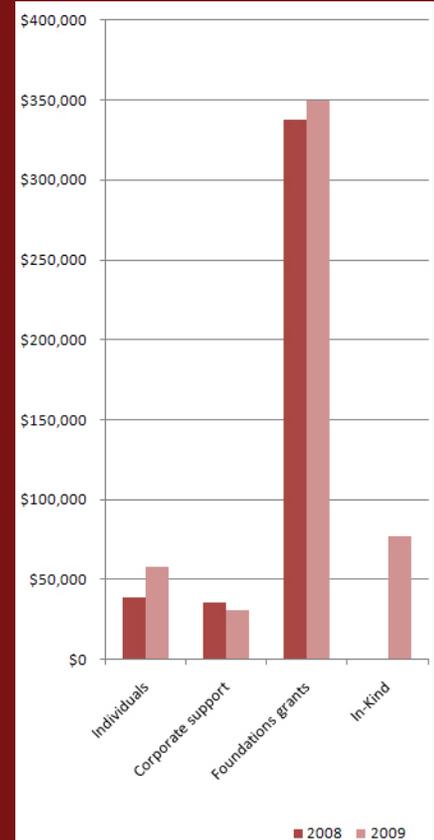
Senator Mark Leno (center right) shows his support for Queer Youth Advocacy Day. TLC Legal Director Kristina Wertz (far right) helped prepare youth at QYAD for administrative advocacy with the California Department of Education.

2009 FINANCIAL INFORMATION

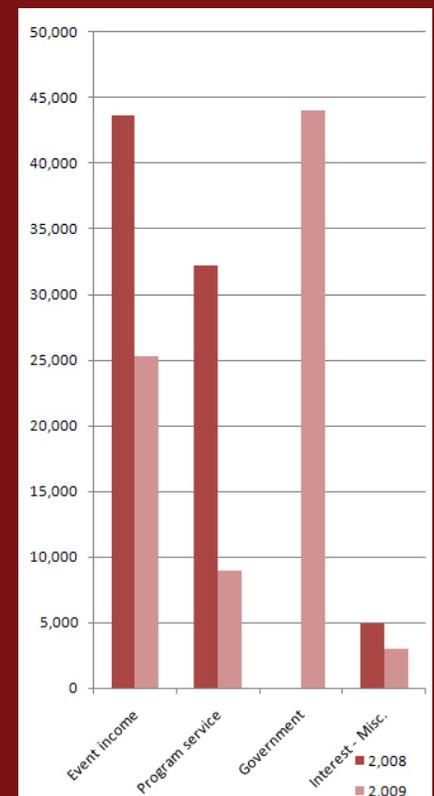


Support and Revenue	Unrestricted Funds	Temporarily Restricted Funds	Totals 2009	Totals 2008
Public Support Contributions:				
Individuals	\$ 57,698	\$ -	\$ 57,698	\$ 38,434
Corporate support	30,592	-	30,592	35,831
Foundations grants	349,417	351,500	700,917	337,652
Net assets released from restriction	316,256	(316,256)	-	-
In-Kind	77,242	-	77,242	-
Total Support	831,205	35,244	866,449	411,917
Revenue:				
Event income	25,326	-	25,326	43,642
Program service income	9,000	-	9,000	32,183
Government income	44,016	-	44,016	-
Interest income	2,427	-	2,427	4,936
Miscellaneous income	1,595	-	1,595	-
Total revenue	82,364	-	82,364	80,761
Total public support and revenue	913,569	35,244	948,813	492,678
Expenses:				
Program	474,502	-	474,502	382,259
General and administrative	63,007	-	63,007	62,625
Fundraising	67,708	-	67,708	45,776
Total expenses	605,217	-	605,217	490,660
Change in Net Assets	308,352	35,244	343,596	2,018
Net Assets, beginning of year	161,222	286,754	447,976	445,958
Net Assets, end of year	\$ 469,574	\$ 321,998	\$ 791,572	\$ 447,976

Public Support : Contributions



Revenue



2009 SUPPORTERS

2009 TLC Staff

Masen Davis
Executive Director

Danny Kirchoff
Equal Justice Works Fellow

Maceo Persson
Movement Building Coordinator

Mila Pavlin
Operations Manager

Alexis Rivera
Community Advocate

Kristina Wertz
Legal Director

Matt Wood
Staff Attorney

Consultants

Jennie Brick
Accountant

Leslie Minot
Grantwriter

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Susan Christian

Alex Cleghorn
Co-Chair

Lisa Dummer
Co-Chair

Shay Aaron Gilmore

Victoria Kolakowski
Vice Chair

Carolyn Laub

Allison Laureano
Secretary

Justin Louie
Treasurer

Dragonsani Renteria

Foundations

Anonymous (1)
Arcus Foundation
Bob A. Ross Foundation
The California Endowment
The California Wellness Foundation
The David Bohnett Foundation
Edward Wang and Rosemary Busher Fund
Equal Justice Works
Gill Foundation
Evelyn and Walter Haas, Jr. Fund
Horizons Foundation
Liberty Hill Foundation
San Francisco LGBT Pride Celebration Committee, Inc.
Rainbow Endowment
Tides Foundation's State Equality Fund
(a philanthropic partnership that includes the Evelyn and Walter Haas, Jr Fund, the Gill Foundation, and anonymous donors)
Kicking Assets Fund of Tides Foundation
van Löben Sels/RembeRock Foundation
Wilson Sonsini Goodrich & Rosati Foundation
The Women's Foundation of California

Corporate

\$10,000+
Equality California

\$2,500-\$4,999
Bay Area Lawyers for Individual Freedom - The End Up

\$1,000-\$2,499
API Wellness Center - Estrada Land Planning
La France & Associates - Los Angeles Gay and Lesbian Center
Modern Appealing Clothing - Ms. San Francisco Leather Contest
New Guard Production Company - Patisserie Philippe
Red Ace Technology Solutions - Sisters of Perpetual Indulgence

\$500-\$999
American Lung Association - Dr. Michael L. Brownstein
Lyon-Martin Health Services - National Center for Lesbian Rights
Public Benefits Attorneys, Inc - Sui Generis Boutique

\$100-\$499
ATYS Contemporary Living Accessories - Cowgirl Creamery - Debauchery
Descend Salon - McVey Mullery & Dulberg - The Minoan Brotherhood
Nice Collective - SEIU Local 1021 - Allison Palitz Photography - Antoine Proulx, LLC
Brazen Garage Squad LLC - Center Women Present - Claremont Colleges
farm : table - George Lambert Wise, Inc. - Gimme Shoes, Inc.
Ginger Rubio Salon - Grubstake, Inc. - The Jamie Starr Foundation
Jewish Community Federation - Legal Aid Society
Nervous Dog Coffee - Pacific Reproductive Services
Pupuseria & Cafeteria Centroamericana - Tranny Shack

Individuals

\$10,000+

Anonymous (1)

\$2,500-\$4,999

Ignatius Bau · Chris Haiss

\$1,000-\$2,499

Paul F. Albert · **Holly Anderson** · Lee Evans
Joanne Herman and Terry Fallon · **Alice Miller and Avis Boutell**
Shannon and Robin Minter · **Dana Runge**
Mark Savery · **Theresa L. Sparks**

\$500-\$999

Ruth Velere Adar · Anonymous (4) · Ray K. Bernstein · Linda J. Burnett
Susan Christian · **Alex Cleghorn** · **Janine Davis** · Kara Flynn
Jane E. Gelfand · **Victoria Kolakowski** · **Winter Joanne McCall**
Rebecca Lynn Rolfe and Susan Mooney
Joseph F. Wiedman and Eric J. Chamberlain

\$250-\$499

Anonymous (4) · Becky Benton · Anna Burkhart · Anna Chamberlain Lynch · Christopher Corey
Madeline Deutsch · Sharon Dulberg · Diane Garcia · Kate S. Ingber and Bonnie Serrano
Roberta Ann Klitgaard · **Carolyn Laub and Heather Tumey** · **Kelly Moyer** · **Gayle Roberts**

\$100-\$249

Alison Cerezo and Maceo Persson · Chip · Sherri Clearlake · **Jennifer Davis** · **Masen Davis and Michele Horn Davis** · **A.G. Doherty** · Ben Doyle and Anna Kingsley · Frank Eddy · Vicki Estrada · Shawn and Peggy Giammattei · Deborah Goldsmith · Shelly Gregory · Derek J. Gruen · Chelsea HaleyNelson · Mary Ann Horton · Dr. Delores Jacobs · Jeffrey Janis · **Margaret and Zander Keig** · Kim Klausner · Lissette Lahana · Allison D. Laureano · Pam M. · Peter McCluskey · Sandra Medina · TJ Michaels and Marina Rosa Stoev · Troy Mikanovich · Leslie Ann Minot · Hansel Naranjo · **John Newsome** · Gina Orban · William Michael Quinn · **Trystan Reese** · Cynthia Robertson Alex Sachs · **C. Safriet and J. Marksamer** · **Autumn Sandeen** · Fernando C. Santos · Beverly Senkowski · Victor Silverman · Erin Smart · Eleanor Swift · Ken Tak · Karen Taylor · Laura Thomas · Hale M. Thompson · Karen Thompson · **Anthony Thorpe** · Amy and Jaime Todd-Gher · Greg Tung · Elise S. Turen · Lilly Vallee · **Morgan Weinert** · Kristina Wertz and Mary Abler

Under \$100

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Thank you to all of our supporters!

The Transgender Law Center is rooted in the communities that we serve—we would not be able to do this work without you.

Invest in the movement for gender equality and help provide urgently-needed legal services to transgender people by becoming a monthly sustainer today!

Every contribution strengthens our work to make the world better for transgender people. **Become a TLC donor today by visiting transgenderlawcenter.org/donate or by calling the TLC office at 415-865-0176.**

TLC's 2009 monthly sustainers are marked in bold.

We apologize for any omissions or mistakes. Please email paige@transgenderlawcenter.org if you notice one so we can correct our records.



www.transgenderlawcenter.org