

DIARY OF A HOMECOMING PRINCESS | BY THE NUMBERS | LOVING THE LAW

LET'S ALL MAKE MORE MONEY IN 2014

TRANSGENDER LAW CENTER'S

AUTHENTIC LIVES

FALL 2013



MEET
the Fabulous Juanita MORE!

CONNECT
with Shawna Virago & Kortney Ryan Ziegler



Welcome to Authentic Lives. We've made this issue into an interactive PDF, which means it's packed full of extra content.

Interactive PDFs are best viewed full-screen, and the functionality isn't usually supported in your browser - so that means for our extra features to work, you'll have to save this file and then open it, rather than just viewing it in your browser (such as Safari).

We hope you'll find all these goodies easy to navigate, but here's a quick walkthrough of what you can expect.

On the contents page, you'll notice the links highlight when your cursor passes them. If you want to be taken to an article, simply click that article when it lights up.

On the articles, you'll notice some little icons in the margins. These are our extra content goodies.



Stories & Articles



Movies



Explanations



Websites

To see where a button is going to take you, simply place your cursor over the button. It will light up, and a little yellow bubble will appear telling you what the extra content is. If you want to open the content, click the button. Otherwise, just move your mouse off the button and carry on reading.

That's it! We hope you enjoy the extra content, and let us know if you have any problems!



Friend,

When I came out as a transgender man in 1997, I think I knew about every trans activist, organization, and law on the books. Our elders had been fighting for our recognition and equality for a long time, but there were still relatively few visible trans folk or legal protections.

How things have changed! It's an exciting time to be a part of the transgender community as we realize a vision for a world in which gender self-determination and expression are seen as basic rights and matters of common human dignity. Now it's almost impossible to keep up with all of the groups, movies, TV shows, books, and advocates that are changing our culture and laws.

That's why I am so excited to introduce you to Transgender Law Center's *Authentic Lives*—a new publication to introduce change makers, explore our rights, and celebrate progress toward justice for transgender and gender non-conforming people.

On the following pages you'll find stories that may frustrate and inspire you. Amanda, for example, shares how she overcame barriers to legally change her name and gender. Devon Marchant, joined by her mom Laurie, discusses life as a trans activist and Homecoming Princess. And, of course, I hope you enjoy our cover stories featuring three fierce advocates who use art to create a world in which we can all live our authentic lives—Juanita More!, Shawna Virago, and Kortney Ryan Ziegler.

You'll also find informative articles authored by Transgender Law Center staff, including Staff Attorney Sasha Buchert, Project HEALTH Manager Anand Kalra, and Legal Director Ilona Turner covering the state of transgender law and the movement to remove discriminatory exclusions from health plans.

I hope *Authentic Lives* finds you well and leaves you better informed about your rights, deeply connected to our community, and even more committed to making authentic lives possible.

Thanks for being part of this movement together.

In solidarity,

Masen Davis
Executive Director

**“IT’S AN
EXCITING
TIME**

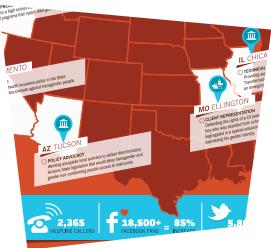
**to be a part of
the transgender
community
as we realize
a vision for a
world in which
gender self-
determination
and expression
are seen as
basic rights
and matters of
common human
dignity.”**

AUTHENTIC LIVES

FALL 2013

Contents!

FEATURES





Diary of a Homecoming Princess

TLC and Katie Couric talk with Devon and Laurie Marchant
on clean slates, getting involved, and becoming yourself.

Tears streamed down Devon Marchant's face

as she peeled back the wrapping paper to reveal documentation that both her name and gender had been legally changed to reflect her gender identity. "It's the best Christmas present I've ever received," she said as she embraced her mom, Laurie.

Laurie had been in contact with Transgender Law Center for several weeks prior to this special day, getting everything in order so that Devon could finally be recognized legally as her authentic self. She was 15, counting the days until she could enroll in driver's training. Laurie and Devon both knew that as she got older, Devon's ID and legal documents would become increasingly important.

Like so many people who have become involved with TLC, the Marchants' first point of contact was our legal helpline, which receives more than 2,500 calls a year—many about name and gender changes.

Hailing from Northern California, Laurie and Devon were so grateful and inspired by their experience with TLC, they began attending our Advocacy Day in Sacramento to help change laws and policies impacting families like theirs. Laurie genuinely and generously shared, "We could go on and on why we care about the work of TLC and certainly the role Advocacy Day has played in our lives. Getting Devon's new birth certificate upon the passage of the Vital Statistics Modernization Act was HUGE, and all the more a personal celebration, as we had been there pouring our hearts into the

cause. When it came time to look for a job, Devon was hired on her first interview—with a driver's license and passport that used the correct gender markers. This new generation of transgender youth like Devon will never have to suffer the anxiety of their documents not matching their identity, past or present. This is so incredibly powerful—a clean slate for life. Literally, the work being done by TLC has been life altering for us and for those now entering transition."

This year an unprecedented number of transgender youth and their families have courageously stepped into the national spotlight like never before, educating the public about their lives, building empathy for transgender people and the fight for equality, and giving hope and inspiration to others who continue to feel isolation in their communities.

Laurie and Devon were no exception. The two of them were recently interviewed by Katie Couric to educate people on the lives of transgender people. On the show, Devon talked about what it was like



photo: ABC News

growing up transgender, the struggles she had as a young child, and the triumphs she later achieved.

Laurie talked about how it felt to watch her child struggle and the many ways in which she and Devon's sisters stepped in to support her after connecting with other families like theirs. Laurie explains her emotions around Devon's transition, "Devon didn't have a choice. She was clearly trapped and suffering. It wasn't Devon who changed; we all had to change. In my surrender of acceptance, I found who I am in who she is."

Without families like the Marchants we would not be able to win lawsuits, change policies, and change societal attitudes to make the world a more just and equal place.

Recently, the dynamic duo joined Transgender Law Center and other families to speak out about the importance of another California bill, the School Success and Opportunity Act, which makes sure schools understand their responsibility to give transgender students a fair opportunity to participate in school programs and use facilities that match their gender identity.

Laurie recalled, "One day, when I picked Devon up from school, I noticed she wasn't her typically

bouncy, cheery self. She was sobbing. I panicked. When I asked her what was wrong, she told me through the tears: 'Mommy I'm a girl, and I can't be with the other girls at school. I can't do this anymore.' Laurie went on, "Like any parent, my children are my heart and soul, and all I have ever wanted is to provide each of them with safe, nurturing environments where they can be appreciated for who they are and be able to go to school without any fear of being treated differently."

Devon was clearly struggling to be herself at school, and this wasn't the first time. Laurie remembers another incident that occurred in this school system: "In 1999, a counselor told me that Devon had Gender Identity Disorder...A diagnosis that others had not heard of or understood. Furthermore it did not fare well with other parents, eventually causing tension within our PTA." Devon's pain had reached beyond just her, and began consuming her loved ones as well. The school was not supportive, and it was time to help Devon learn in the safe environment she deserved.

Devon was able to change schools to another county not long after the day she came home sobbing, and had a magnificent fresh start. In high school she lived as her authentic self, excelled in academics and dance, and was voted Junior Class Homecoming Princess. But not every family is so fortunate, and that's why Devon is sharing her story.

Personal stories have the power to change hearts and minds. Without families like the Marchants we would not be able to win lawsuits, change policies, and change societal attitudes to make the world a more just and equal place.

"We have reached a point of stepping out of our comfort zone and out from behind the coattails of those who have helped guide us, mentor us, and encouraged us to advocate," Laurie said. "You [TLC] are all great at the legal part and we are just finding our voice and courage for the personal journey part. Makes for a fabulous team, huh?"

We think so! ●

ANTHROPOMORPHIZING THE LAW

Chris Argyros (Albany, NY), 2012 sustaining monthly donor, on organizing **New York State's Gender Non-Discrimination Act** and amplifying what he can tackle.

Tell me a bit about yourself, Christopher.

Well, I'm definitely a New Yorker at heart. I would even preface that with "upstate"...especially in my current role at Empire State Pride Agenda. I grew up in Albany and came out as a lesbian when I was 17—I went to an Indigo Girls concert and remember being shocked by the sheer number of lesbians. And, I journeyed around a lot... lived in TX, CT, Boston for a spell and even spent one summer in San Francisco.

How did you like San Francisco?

Well, I was working as a bike messenger in the San Francisco hills and had no idea what I was doing. The trolley tracks totally freaked me out. That was an exciting summer though...hanging out in the queer scene...I'd never seen so many trans folks. It opened my eyes. I actually attended the first Trans March in SF that summer—I was 21.

Is that how you heard of Transgender Law Center?

I heard of TLC when it started coming more onto the national scene in the years following. During that

summer I spent in SF, I was more focused on myself than on what was happening in the movement, or going on around me. It was important I become comfortable with myself before becoming an activist. I commend the young people today who are so open with their transitions—coming out on YouTube.

Now you're certainly an activist? Working with Empire State Pride Agenda?

Yes! As the Transgender Rights Organizer, I'm working with the statewide Transgender Rights Coalition—this web of about 80 people and organizations from around New York—coordinating folks from all over the state on the Gender Expression Nondiscrimination Act (fondly known as GENDA). I never thought I could get so attached to a piece of legislation. It's my baby. I've anthropomorphized it in many ways.

[Between 2008 and 2013, the New York State Assembly passed GENDA six times. The New York State Senate Judiciary Committee has yet to vote on this iteration of the measure.] ►



GENDA, when passed, will provide legal protections from discrimination based on gender identity or expression in employment, housing, public accommodations, and education. On any given day it requires a broad array of activities and my favorite part is interacting with the trans community...Which is full of strong personalities and activists. They challenge me and I feel totally lucky to work with them.

How does your activism connect to your identity?

Now that I've come in to my own, and now that I've transitioned to the point that I'm comfortable with myself and how I present myself to the world, I feel totally dedicated to social justice. I can't imagine my life without that. I think part of that comes from having to struggle with my own identity. Also...a hope for freedom of gender expression and authenticity...what we all need, and deserve, to lead a fulfilling life and to fulfill our dreams and potential.

“...happiness and success shouldn’t be about luck of the draw in life. It’s critical that all people benefit from our movement’s progress.”

What is there left to do?

People who are trans and are privileged (because they're white, upper or middle class, those with two supportive parents or even one, graduates of college or high school) have taken much bigger strides than trans people who are poor, incarcerated, targeted by the police, don't have access to resources...I have definitely had a lot of privileges and luck in my life. But as one of

my friends here in Albany says, happiness and success shouldn't be about luck of the draw in life. It's critical that all people benefit from our movement's progress.

The trans movement has a real opportunity to learn lessons from the lesbian/gay and women's movements...lessons that teach us to stay unified. That's one reason I support TLC—I feel TLC is representing me and people of color, low income folks, trans immigrants, young people, and gender nonconforming people....

Can you speak to giving as a form of activism?

Sure. I can say it's a new form of activism for me. I haven't been in a position until recently that I was really able to give and I see it as a way for me to amplify what I can tackle. TLC is taking on this diverse range of issues and representing the totality of our community....that's not something I can do singularly.

Do you give to other organizations?

I support other organizations—public radio...my local public radio, trans advocacy organizations, and environmental issues.

What do you want people to know?

Well...it feels really good to give. I can't give a lot but I'm creating sustainability for Transgender Law Center. It feels more rewarding than buying a new pair of jeans. Especially when I get an email from you folks and hear about some major victory—like removing exclusions from health insurance policies in CA.

Your \$10 gift can turn into \$10s of thousands.

In 2012, monthly sustaining donors gave nearly \$36,000 online to support the mission and programs of Transgender Law Center. To establish a sustaining gift like Chris's or to learn more about giving to Transgender Law Center, contact C. Nathan Harris, Development Director at 415.865.0176 ext 307 or nathan@transgenderlawcenter.org.



STATE OF TRANSGENDER LAW

2012 was a huge year in trans rights. We won incredible new legal rights in the areas of employment discrimination, access to health care, housing discrimination, and access to accurate identity documents. Some of the most vulnerable segments of our community, including students, prisoners, and immigrants, have new legal protections. And trans people's family relationships have more protection than ever before with the progress we've seen toward marriage equality across the country. Here are some of the highlights from 2012.

EMPLOYMENT DISCRIMINATION

Title VII. The biggest development of the year was TLC's victory in *Macy v. Department of Justice*. On April 20, 2012, the federal Equal Employment Opportunity Commission (EEOC) ruled that transgender people are protected under the federal sex discrimination law, Title VII.

The EEOC issued this groundbreaking ruling in a case brought by Transgender Law Center on behalf of Mia Macy, a transgender woman who had worked for years as a detective in Phoenix, Arizona. She applied for a job with the federal Bureau of Alcohol, Tobacco, Firearms, and Explosives, when she was still presenting as male. When Mia let them know that she was transitioning to female, the agency replied that funding for the position had been cut—even though Mia soon learned that someone else, with far less experience, had been hired instead. TLC helped her file a discrimination complaint that led to the EEOC's groundbreaking ruling that transgender people have legal protection under federal law.

This decision is game-changing for trans people across the country, who now have access to legal protection when they face discrimination on the job. It's especially important for trans people who live in the states that currently lack explicit laws barring discrimination based on gender identity or expression. As a result of this landmark ruling, transgender people anywhere who feel they have been discriminated against on the job can now file a gender identity discrimination complaint with their local EEOC office and have it investigated.

ENDA. In June 2012 the U.S. Senate held a historic hearing on the Employment Non-Discrimination Act, or ENDA, the bill that would add explicit workplace protection for LGBT people into federal antidiscrimination law. That hearing, attended by TLC Legal Director Ilona Turner, was the first in Senate history to include testimony by a transgender person. Kylar Broadus, founder of the Trans People of Color Coalition, testified about the many challenges he has faced as a transgender man over the course of his career.

MILITARY. In 2012, we welcomed the end of Don't Ask, Don't Tell, the law that barred lesbian, gay, and bisexual people from serving openly in the U.S. military. The fight isn't over, though! The repeal still left in place the discriminatory regulations that prohibit trans people from serving openly. Transgender Law Center is working with other advocates to strategize about how to finally bring an end to that official government discrimination.

TRANS PILOTS. The Federal Aviation Administration (FAA), which licenses pilots, used to require transgender pilots to take a battery of psychological tests, under the false and offensive assumption that being trans made them unfit to fly. Thanks to advocacy by Transgender Law Center and our friends at the National Center for Transgender Equality, on behalf of our client Tamsyn Waterhouse, the FAA agreed in August 2012 to end its requirement of extensive psychological testing for trans pilots.

INCLUSIVE STATE LAWS. Thanks to the tireless work of local activists around the country, states continue to enact laws that specifically prohibit discrimination based on gender identity or expression. In 2012, the new Massachusetts nondiscrimination law went into effect, making that the 16th state to explicitly protect transgender employees from discrimination. In June 2013 Delaware became the 17th state to pass an inclusive nondiscrimination law.

HOUSING. Finding safe, affordable housing remains a significant problem for many transgender people. Transgender Law Center joined a number of other civil rights organizations in urging the U.S. Department of Housing and Urban Development (HUD) to take action to protect LGBT people from housing discrimination. In response, in 2012 HUD issued historic regulations that prohibit discrimination based on sexual orientation or gender identity in federally funded housing.

In partnership with a broad coalition, Transgender Law Center had a huge success in July 2013 when the California Legislature passed the School Success and Opportunity Act (AB 1266). The bill will ensure all students can fully participate in all school activities and have access to facilities consistent with their gender identity.

IDENTITY DOCUMENTS. We all need access to ID documents that reflect who we are. Thankfully, the increasing trend in state and federal laws is to let trans people change the gender marker on documents based on how they identify, rather than requiring everyone to have undergone some specific medical procedure that may not be appropriate for or needed by all trans people.

In 2011, California passed the Vital Statistics Modernization Act. That law, co-sponsored by Transgender Law Center, got rid of the former surgery requirement. Instead, trans people now just need to submit a doctor's letter showing that they've undergone the right kind of treatment for them. That law took effect in January 2012, and already hundreds of trans people in California have been able to change their birth certificates using the new law, and we have begun providing technical assistance to leaders in other states to help update their laws and policies. In June 2013 the Social Security Administration adopted the same modern standard.

SCHOOLS. Legislatures are paying increased attention to bullying of LGBT youth in schools. As of the end of 2012, at least 12 states—California, Colorado, Connecticut, Illinois, Iowa, Maine, Massachusetts, Minnesota, New Jersey, Oregon, Vermont, and Washington—and the District of Columbia had enacted laws that explicitly protect trans and gender non-conforming students from harassment and discrimination at school. The federal law that prohibits sex discrimination in schools, Title IX, has also been increasingly interpreted to protect transgender and gender non-conforming students from harassment and discrimination in schools.

Transgender Law Center, in partnership with a broad coalition including Equality California, Gender Spectrum, the National Center for Lesbian Rights, and the ACLU, had a huge success in July 2013 when the California Legislature passed the School Success and Opportunity Act (AB 1266). The bill was signed into law by California Governor Gerry Brown and will ensure all students can fully participate in all school activities and have access to facilities consistent with their gender identity.

PRISONS. In July 2012, the U.S. Department of Justice passed comprehensive regulations to implement the federal Prison Rape Elimination Act. These historic regulations provide specific protections for transgender prisoners in prisons and jails across the country. The protections include requiring prisons to make decisions about where to house transgender people on a case-by-case basis, rather than deciding based on a person's anatomy, and limiting the practice of keeping trans people in administrative segregation for their own "protection."

In September 2012, a federal court in Massachusetts ruled that the state prison system had violated the constitutional rights of a trans prisoner by refusing to provide her with medically necessary health care. The prison had denied her sex reassignment surgery (SRS) even after every single doctor to examine her had concluded it was essential for her health. This groundbreaking decision will have important ripple effects even for trans people who are not incarcerated, with its holding that denial of transition-related care, including SRS, can constitute a human rights violation.

Transgender Law Center will be tracking the implementation of these important strides towards equality and working to enforce them. If you have any questions or would like to know how these laws may affect you, please contact our Legal Helpline at 415-865-0176 x306 or www.transgenderlawcenter.org/help. There's been so much recent change in the law related to transgender health issues that it warrants its own article. Please see 'State of Trans Health' on Page 21. ●

A dramatic, close-up photograph of a woman's face and upper body. She has long, dark brown hair with highlights and is looking slightly upwards and to her right with a contemplative expression. Her makeup is done in a smoky eye style with dark eyeshadow and red lipstick. A tattoo is visible on her right shoulder. The lighting is low-key, creating strong shadows and highlights on her skin.

AMANDA'S STORY

AMANDA MORGAN

entered an employer's office like any other job applicant, wide-eyed and ready to pursue her dream job. When examining her identification, the interviewer gazed across the desk and said "we are looking for a female." Amanda replied, "I am a female." The interviewer responded, "Your ID says otherwise."

Amanda did not get the job.

Amanda is not the first to experience this problem, nor will she be the last – many of the people who contact Transgender Law Center are looking for help with employment issues and updating identification documents. After this off-putting experience, Amanda began the process of changing her identification documents to align with her authentic self. Her first step was calling Transgender Law Center's legal helpline. "I called Transgender Law Center to get help with the name change process because I knew that it would be difficult seeking employment with my old identification," Amanda recalled. "It was a long process and I just had to be adaptable; however, TLC provided me with free services that made everything go more smoothly."

Amanda said that changing her name was a substantial financial burden because the process is laden with fees – something Transgender Law Center is working to change.* The process is also complicated and onerous for the countless clients, like Amanda, Transgender Law Center assists each year throughout the country. "I was so happy to have a support system to help me as not everyone has that," Amanda recalls. In addition to support from Transgender Law Center, she had friends and family who helped her with temporary employment, financial assistance to fund her name change and emotional support to integrate into a society that is sometimes unwelcoming. And while she has faced some trouble with her estranged father, she has also received loving support from other family

members. "Overall," she says, "I have a pretty stellar life."

That's why Amanda felt compelled to help others through the transition process. Her own experience prompted her and a friend to make an informational YouTube video in a series called "Road to Equality" to create an easy and accessible guide for Californians to change their name and gender markers. Amanda emphasized, "For our communities, these ID document changes are not easy; there is a lack of educational and financial resources to complete the process. I hope I can contribute another resource on top of what Transgender Law Center already provides for our community."

Currently a resident of San Diego, Amanda is pursuing a new job opportunity where she can work as a transgender advocate. She said she wants to help transgender people feel safe walking beyond the "gayborhoods" where our communities are often restricted and help her trans brothers and sisters live authentic lives. "I want to spearhead a movement in San Diego that allows trans people to feel safe going out at night. In fact, I want everyone to have the opportunity to have a good life, like I do."

So does Transgender Law Center. That is why we celebrate Amanda and extend to her our congratulations and encouragement.

**We receive hundreds of calls from people facing the same barriers Amanda did. We are proud co-sponsors of California's Assembly Bill 1121, authored by Assemblymember Toni Atkins, and signed by Governor Jerry Brown, which will reduce the costly and lengthy process to legally change your name and gender. Recently Washington, DC streamlined their process for changing birth certificates, and we are hopeful that these changes will continue across the country as more people hear stories like Amanda's. ●*

NATIONAL IMPACT MAP



OR SALEM

CLIENT REPRESENTATION

Advocating for a high school student's access to facilities and programs that match their gender identity.



CA SACRAMENTO

POLICY SUCCESS

Ensuring that every health insurance policy in the State of California cannot discriminate against transgender people.



AZ TUCSON

POLICY ADVOCACY

Working alongside local activists to defeat discriminatory Arizona State legislation that would deny transgender and gender non-conforming people access to restrooms.

2012
BY THE NUMBERS

 **2,365**
HELPLINE CALLERS

 **18,500+** = 85
FACEBOOK FANS = INCR



313,000,000 U.S.A. CITIZENS

protected from employment discrimination based on transgender status or gender expression under federal law—Title VII of the 1964 Civil Rights Act—thanks to our impact litigation (Macy vs. Department of Justice).

IL CHICAGO

TECHNICAL ASSISTANCE

Providing support and advice to Transformative Justice Law Project (TJLP), an emerging transgender rights organization.

MO ELLINGTON

CLIENT REPRESENTATION

Defending the rights of a 10 year-old trans boy who was expelled from school and then segregated in a special education class for expressing his gender identity.

WASHINGTON DC

POLICY ADVOCACY

Counseling the Federal government on trans-inclusive implementation of the Affordable Care Act.

SC GREENVILLE

CLIENT REPRESENTATION

Protecting a client who was terminated two weeks after announcing her transition—she was told some people in her workplace might feel “uncomfortable.”

5%
CREASE



5,800
TWITTER FOLLOWERS



36
ACTIVE CASES



3,500
TRAINEES



20,019
AVERAGE MONTHLY VIEWS

PERFORMING GENDER



A CONVERSATION WITH

Shawna Virago

(San Francisco CA), 2013 SPARK! Vanguard Awardee and

Kortney Ryan Ziegler

(Oakland CA), 2013 SPARK! Authentic Life Awardee



SO, do you two know each other?

Kortney and Shawna: Yes. We've met before.

K: I know of Shawna's work with Trans Film Fest.

S: I know Kortney for making an incredible documentary.

Has your documentary shown at the Trans Film Festival, Kortney?

K: No I haven't shown it yet. The festival is primarily for short films.

S: Yeah, because of funding. We're hoping to get into a larger venue this fall and show longer features...people could buy popcorn. It's always been a dream of ours.

K: It's a dream of mine for you too.

Can you share with our readers about your work?

K: I love visual arts. Any media in which I can make tangible the way I see the world. But I really enjoy filmmaking. It's a way to tell stories that language or words cannot tell. Film can travel to spaces I can't and carry a message with it.

People primarily know my work, *Still Black*. But, I've done a host of shorter, experimental films focused on gender and sexuality...and, work that is not confined to gender categories but the universality of humanity. I started a project a couple years ago focused on crying—who's allowed to cry, why we cry, in what spaces we cry....a piece of that is showing at Frameline Film Festival actually. Activism, though, has become and continues to be at the forefront of my life.

Especially for trans people, art and film give us so much visibility.

S: I am a musician and songwriter primarily... It's how I identify...artistically. I came out in the 1980's as a transgender woman and I've been living for over 20 years, full time, as they say. I think for me, as an out trans woman musician, my artistic journey coincides with my personal journey.

Even in SF when I first moved here and began performing, I was usually the only trans woman in the

club. I never knew what the reaction would be to my natural, baritone singing range. I would sometimes hesitate to get on stage because of the bias I often faced. And, that bias informs my politics. And my politics informs my art.

I'm just grateful I'm still here because I know lots of people who aren't.

Will you talk a little about art as activism?

K: As an artist who happens to be transgender..., it is an obligation in some ways to connect trans-ness with art. I think that for trans people, art spaces allow a different type of activism to take place and art allows healing to take place. When you say, Shawna, that there are so many who are no longer with us...I'm in awe of trans artists who are vocal and out. It's a nice alternative to policy work...or writing legal briefs...or protesting...It's important and healthy.

S: Yeah. There was this ongoing conversation in the '90s of artists mistrusting activists and everybody mistrusting academics. I think we need everybody.

I feel it's a blessing being transgender. It's not always easy but I think it's one of the best ways to go through life....questioning what we're handed... questioning what reality should look like.

The way Kortney makes art or the way my partner Sean makes art – they're all questioning and taking risks. It shows the power of the individual to make change...as opposed to how the collective makes change. As artists, we travel alone. Whether its Woodie Guthrie or Ani DiFranco or Utah Phillips..., they are political beings and they put their art first and because they're competent artists their messages shine through.

K: I appreciate what you're saying. Being an artist allows you to make change and keep your individuality.

How is art an especially important form of activism in our movement?

K: I think art has played an important role in our movement. In some ways, being trans...we're allowed to use our gender in different ways. We're not always thought of first as intellectuals or leaders.

In some ways, we're seen as performers. We can be subversive and use that in a powerful way. I do that. I'm always going to be seen as some kind of performance of gender so why not use that?

S: The idea of people seeing you as performing gender....when, in fact, we're all performing gender –even if we're not trans. There's a way of working with that—if you think my gender's an act...I can be a trickster and a provocateur... It gives me this legitimacy as a performer that other people might not have.

What hit home for me 20 years ago...my experience as a white trans woman was very different than the experiences of my trans women of color friends. We'd be out shopping for clothes and there was this double layer of surveillance they were getting that I wasn't. So, it's not just about our work to make the dominant culture trans friendly – we have to remain vigilant and continue working on issues within our own community.

All that in a two minute pop song. *[Laughing...]*

Shawna, as a founder, what was your vision for TLC?

S: I started doing police accountability work and organizing in the '90s. It was so frustrating that the larger gay and lesbian communities in SF didn't understand or believe the extent of the police abuse happening against trans communities at the time. For me it was really important to shake people up—so they could get that and care about that. And I don't think we were truly successful getting people outraged enough.

I guess what I was hoping for: that we finally had the people on our side who could use the big words, write the policies, represent our community in court...I was hoping in addition to that, we'd have an organization that carried anti-oppression analysis and politics.

A lot has happened since 2002....in such a short time. We had meeting after meeting just trying to decide what the logo would be...I guess that's what people do in our queer world.

Kortney, what are your impressions of TLC today?

K: I'm grateful that I've gotten my chance to work with the organization. With the tremendous visibility our community is receiving lately, I value the presence of

TLC and respect the work it does. Other organizations that have the T at the end aren't always concerned with transgender advocacy. And...that I get to live in the state in which TLC exists...to see the benefits of the policy work that it does...I'm grateful. It seems like every major victory the trans community can celebrate, TLC had a hand in it.

What are your hopes for TLC and our community for the future?

K: I hope you get more money. I always hope that for organizations that I respect. There are populations that get overlooked or marginalized in social movements. I know that some things are determined by funding. Like I said, TLC's precedent setting work is powerful, overwhelming, and encouraging.

S: A lot more money would be good. And, I have my wish list... I think it's easy to put a lot of pressure on TLC. Like ENDA. Do I want it to pass? Of course. Wouldn't be great if job creation accompanies ENDA? Of course. I would like to see a way to protect the rights of transgender prisoners and it would make sense to me for TLC to lead that effort. It goes hand in hand with advocating for the most marginalized members of our community and it speaks to TLC's origins.

But, it's not fair to put all of that on TLC. TLC has been called upon and has done a remarkable job with the amount of work and breadth of community expectations.

Are you excited about SPARK!?

K: Yes. I'm excited. I had fun last year.

S: Yeah. I'm excited. Last year was crazy. Sean and I had just come back from Europe the day before. We were out of our minds with jet lag. But, we loved performing.

Any other thoughts for our readers?

S: Gosh. Yes. Tell your readers that I have survived economically by touring..., and we are always looking to make connections. And if the beautiful readers of this annual report have connections to performance venues, you should send 'em our way.

SPINNING **AUTHENTIC LIVES** POSSIBLE



...your artistic interests and where in your life art and activism intersect?

Growing up as a young adult in San Francisco's queer art community has greatly influenced the direction of my life. At first I explored the culinary world, which I still believe is my first true gift. I am also very interested in artists who work in the fields of photography, drawing, and illustration. I assisted a very talented photographer for a number of years in my early 20's and grew up with a cousin who was an animator for Walt Disney Studios. So

I have been surrounded by artists all my life. Art and activism intersect in a very fluid way for me. Bringing the two together can be very powerful. A great example is my annual Pride event where I collaborate with an artist to create a beautiful image that benefits a local non-profit and reflects how strongly I feel about the cause.

Why does TLC interest you? What inspires you about our work?

TLC interests me for many reasons, most importantly their mission to help change people's views of gender. I am always inspired by what feels fair. If a group or organization is fighting for that—I'm there.

"Art and activism intersect in a very fluid way for me. Bringing the two together can be very powerful."

Tell us about BEATPIG: the name of the event and the community that supports it.

BEATPIG was created with my child Walter Gomez and DJ Sidekick. The purpose was to combine the elements that we love of music, leather, fashion and drag and bring them to the legendary SoMa venue Powerhouse. I tend to like parties that are socially all-inclusive. Our idea worked and the party has been a great success on many levels. I was recently approached by a handsome elder gentleman in leather who thanked me for bringing new music, women in heels, young, hot, curious Castro boys and, of course, drag to the venue. He went on to say how he has always loved all of these things but as an elder in our community didn't feel like they were accessible to him anymore.

“The work that TLC is doing has always been important to me. Equality is important to me.”

How did you select TLC as the right beneficiary for BEATPIG?

The work that TLC is doing has always been important to me. Equality is important to me. Making TLC the recurring beneficiary was a continuation of the values I believe in.

What would you say to others in the community about leading, volunteering, and giving back?

My best recommendation for someone who is interested in leading, volunteering, or giving back to our community is to believe in the cause. It is so much easier to share your passion and enthusiasm with others when it comes from an honest place.

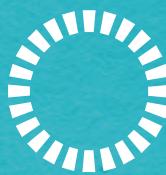
What do you want our readership to know?

I am super honored to be considered part of the TLC family. My affiliation is genuine. I don't usually dwell over the philanthropic work I do, but am quite proud to have hopefully made an impact on TLC.

Transgender Law Center extends special thanks to Juanita MORE! who has generously volunteered her service and talent to coordinate <http://www.beatpigsf.com/> for over three years—generating financial support and good will in support of our mission and programs. ●



BEATPIG photo: Uel Renteria



STATE OF TRANSGENDER HEALTH

Although transgender people can celebrate a string of monumental health care policy victories in 2012, access to competent and quality health care remains one of the most challenging barriers that transgender people face on a day-to-day basis. Most insurance plans continue to exclude gender affirming health care, and the exclusions can range from denials of sex-specific care (like denying a trans man coverage for a Pap smear), to defining trans as a “pre-existing” condition as a basis to deny any type of medical care, to denials of medically necessary gender confirming health care such as hormones, mental health care, or gender confirming surgeries.

- **28% OF TRANSGENDER PEOPLE REPORT BEING HARASSED IN A MEDICAL SETTING.**
- **19% OF TRANSGENDER PATIENTS REPORTED BEING DENIED MEDICAL CARE BASED ON HIS OR HER GENDER IDENTITY.**

(Injustice at Every Turn, 2011)

Transgender Law Center strives to remove the barriers to competent health care access for transgender people in a number of ways, including

- ▶ Advocating for laws and regulations that prohibit health care discrimination,
- ▶ Training doctors and clinics to provide culturally competent care for trans people, and
- ▶ Challenging discriminatory practices through impact litigation.

The Affordable Care Act. One of the most significant health care victories of 2012 was the upholding of the Affordable Care Act (ACA) in the Supreme Court. The ACA promises to be a substantial step forward in ending LGBT health care discrimination. Health and Human Services (HHS) Secretary, Kathleen Sebelius: “the Affordable Care Act may represent the strongest foundation we have ever created to begin closing LGBT health disparities.” Transgender Law Center, in partnership with partner organizations, worked to ensure that the ACA is trans-inclusive. As a result of that coalition work, the ACA now prohibits gender-based discrimination from health care providers. Section 1557 of the ACA prohibits “sex” discrimination, which is defined by the HHS to include gender identity and gender stereotyping. This provision will be essential in developing new legal advocacy tools.

Transgender Law Center Executive Director Masen Davis: "Because each state will be determining what health benefits will be covered by its exchange and because many of the plans that will be in these exchanges currently have transgender exclusions, we must work to educate policy makers at the state level as to how these exclusions contradict the anti-discrimination language in the ACA."

So what will the ACA mean for transgender people? It means that transgender people will no longer be denied basic health care coverage or services because their transgender or HIV status is defined as a "preexisting condition." It means that more transgender people will be able to access basic health care services. Transgender people are twice as likely as the general population to earn less than \$10,000 per year, and the expansion of Medicaid along with the increased access to health care through the exchanges will dramatically increase the number of trans people who currently have access to health care coverage. This expansion of coverage will especially impact transgender people of color who face the highest levels of discrimination and health care disparities as well as the lowest income levels.

Insurance policies approved in California can no longer deny treatments to transgender people that are given to non-transgender people.

Insurance Division Clarifications.

For almost a decade, Transgender Law Center has worked closely with the California Department of Insurance (CDI) and the Department of Managed

Health Care (DMHC) to remove the discriminatory exclusions of gender-affirming health care that exist in most health care plans. As a result of that work, the CDI and DMHC have clarified that insurance policies approved in California can no longer deny treatments to transgender people that are given to non-transgender people. The announcement was a monumental victory and will result in access to medically necessary health care for thousands of transgender Californians. We are also working to end health care discrimination locally. The Transgender Law Center worked with the city of San Francisco in 2012 to end its discriminatory exclusions within the city's health care plan (Healthy San Francisco).

We're thrilled to see other states take a similar approach to ending health insurance discrimination. As a result of California's pioneering work in this area, insurance divisions in Colorado, the District of Columbia, Oregon, and Vermont all began requiring health insurers to remove their discriminatory exclusions in 2012.

As more and more transgender people have access to health care, we are working to ensure that health care providers have the information and support that they need to provide competent and quality health care to transgender people. That is why we launched Project Health.

Project HEALTH and TransLine.

We know that many well-meaning health care providers and doctors need information and support on how to best care for transgender patients. Transgender Law Center in partnership with Lyon-Martin Health Services, formed Project HEALTH, a one-of-a-kind program.

Project HEALTH has trained hundreds of health care providers, doctors, insurers and other institutions, and the program offers a unique medical rotation internship for aspiring physicians. To help answer questions from doctors on how to give the best care for trans patients, the program launched TransLine, a groundbreaking virtual terminal (<http://project-health.org/transline/>) for doctors to dialogue with other physicians who are themselves transgender or experts in the area.

HIV/AIDS. In addition to the need for access to competent health care, many transgender people are struggling with HIV/AIDS. The transgender community has been disproportionately impacted by HIV/AIDS. HIV/AIDS rates within the trans community are devastating, and there is much work to be done in addressing the epidemic. The Presidential Advisory Council on HIV/AIDS (PACHA) passed a groundbreaking resolution in 2012 recommending ways to address the high rates of HIV/AIDS among transgender communities throughout the United States.

PACHA's advice and recommendations are vitally important in assisting the White House to implement the National HIV/AIDS Strategy. This resolution is groundbreaking in nature, as it is the first time PACHA has issued a transgender-specific set of recommendations.

Transgender Law Center Senior Strategist, Cecilia Chung noted, "We're incredibly grateful to PACHA for passing such a strong and compelling resolution. These recommendations, if implemented, will meet some of the dire needs of our community by providing data collection, education, and culturally competent prevention and care for transgender people. This is especially important as our community continues facing extreme violence and discrimination—both of which contribute to a higher prevalence of HIV/AIDS."

We have made great strides in removing the discriminatory barriers to health care in 2012, and working together, we will continue to push the growing momentum forward until each and every transgender person has access to quality, affordable, and competent health care.

• Transpeople are
4X MORE LIKELY to have HIV.

National Transgender Discrimination Survey (NCTE & NGLTF)

• **48% OF TRANS PEOPLE**
felt it was reasonable to avoid treatment due to HIV criminalization laws.



LOREN'S STORY

LOREN CANNON is in great health, having recently completed the famous Escape From Alcatraz triathlon. Unfortunately, his insurance plan provided by California State University, denied his requests to cover hormone therapy and a hysterectomy. That's when he called Transgender Law Center.

"Even though I am lucky enough to be able to afford to pay for my hormones out of pocket, it didn't seem right, and I wanted to make sure others got the coverage they needed," he said. "I wanted to set a precedent."

Transgender Law Center worked with Loren and his doctor to clarify to the insurance company that this care was indeed medically necessary, despite the insurance company's transgender exclusions. Side-by-side with Cannon, TLC navigated the system and helped Cannon ensure all his "ducks were in a row." Last summer Cannon finally got the insurance coverage he deserved, setting in motion an important precedent indeed.

Cannon is thrilled that California recently directed all state-regulated health insurers to remove

transgender exclusions. "When you have to go about everything yourself, piecemeal, it often means the people with the most privilege benefit because they are able to spend the time and work on letters with the right language and such. That's why it's so important that the directive happened—it will help the insurance companies know their responsibility to their transgender patients."

Loren Cannon is a trailblazing supporter of Transgender Law Center. He grew up in Colorado and earned his PhD in Philosophy at Arizona State University where he later taught and transitioned on the job. "It's important to separate the people of Arizona from the politics going on there," he said noting a recent round of anti-transgender legislation.*

Today Cannon lives with his wife in Humboldt County, California where he teaches Ethics and Trans Theory. He was also an active member of a Health Council started by Transgender Law Center's Project HEALTH. Last year, Cannon and his fellow Council members successfully worked with the community to open a weekly transgender health clinic. "TLC has been so helpful to the trans community in Humboldt in a variety of ways. It can be really isolating up here." Cannon's wife is also a speaker and activist, traveling throughout the country to advance social justice causes.

**When this article was authored, an Arizona lawmaker had recently proposed a bill that would allow businesses to deny restroom entry to anyone suspected of being transgender, and impose jail time on transgender people who violated the requests of the business. It quickly became known as the "bathroom bill." Transgender Law Center worked with local advocates to help shift the media narrative from mean-spirited attacks on transgender people to more personalized stories about the daily significance non-discrimination laws have in transgender people's lives. The bill was then revised to void any local non-discrimination laws protecting transgender people. The bill did not survive amidst legislators' focus on budget issues in 2013, but we remain vigilant for future efforts to deny transgender Arizonans their civil rights. ●*



KEEPING IT EVERGREEN

Insight on karma, philanthropy and retitling your car
from **Laura Peterson** (Leavenworth WA),
2012 Transgender Justice Council Donor.

Tell me a bit about
yourself, Laura.

First and foremost I'm a parent. I've got two teenagers and all the fun and excitement associated. They're the most important things in my life. I grew up in the Pacific Northwest and moved to CA when it became clear that I needed to focus on the challenges associated with not leading an authentic life. I needed to transition. In terms of attitudes, and the overall environment, the Bay Area was a great place to be during that process.

The Seattle area is also a fantastic place to be if you're in the LGBT community, though, right?

Certainly. We're not quite in Seattle—we're temporarily living in Leavenworth, WA with the squirrels and the bears... It's gotten me closer to my kids and it's the right, important thing for me to do.

Since moving back here, interestingly, I've started ID document changes...there were so many and it's so confusing. It's amazing how much time it takes navigating government agencies that can't agree on a process. Most people don't have to deal with these types of changes and I'm reminded how complicated retitling a car can be for a trans person...and changing the gender marker on my birth certificate. Because of TLC's work, the driver's license in CA is much easier.

How were you first acquainted with Transgender Law Center?

I was aware of TLC before moving to the Bay Area and it informed my decision to move to San Francisco, actually. It's a top tier organization. But, my first experience with TLC was at a fundraiser, meeting

enthusiastic supporters and staff. I was impressed by the breadth of community—not just LGBT people but an array of folks in important political and corporate positions. The momentum behind the work brings people together.

And, I think TLC has the impact that it does because it knows the key issues to address and the right people who can help advance change around those issues.

What other causes inspire you?

Every year when I look at where I'm going to make donations, there's a number of causes that are consistent priorities for me...Education, children's resources, LGBT rights and services - I look for organizations that have the deepest impact on the largest number of people. TLC, for example, can touch tens of thousands of people with just one litigation victory and helps thousands of additional individuals through the legal Helpline on a person-by-person basis.

And, it's not just about the law. TLC also helps change the perspective on trans people. Even in rural Washington, Leavenworth, I meet people and they realize I'm just like anyone else. But out in the real world, people are still making up their minds. TLC is helping them.

Why does giving feel good to you?

I was raised with a value around taking care of others...giving back and belonging to a community. As a child, I would visit nursing homes with my mother. We didn't have a lot to give financially but we could give our time and presence.

Each of us has a unique gift to give. That gift may evolve at various points in our lives but it's important that we remain active in giving back whatever that gift is.

But it's not just about feeling good—giving is an important part of existing. There's a good karma aspect...even if you're giving time or skills... everything just seems to get better.

Many people have a higher quality of life because of TLC even if they don't know it. I'm always reminding my Seattle and Bay Area tech industry friends that

the rights we have today came from the hard work of those who came before us. By giving a donation today you're paying that forward and helping others down the road...because there's still work to be done.

It doesn't matter to me that I'm not currently living in CA—giving to TLC makes perfect sense given their focus on national level impact litigation and the simple fact that CA is frequently at the vanguard for equality.

Why does TLC speak to you so powerfully?

I will say that I strongly, strongly believe in the mission of TLC. Living an authentic life is fundamental and some people might easily take it for granted. When you're not living an authentic life, you know it.

Having looked at many NFPs as financial investment opportunities, the return is enormous when investing in TLC. It's hard for me to find an organization with a comparable dollar-for-dollar impact.

Members of the Transgender Justice Council, our major donor society, make a financial commitment of \$1,000 or more annually either in installments or as a single gift. Transgender Justice Council benefits include invitations to special events, regular updates from the Transgender Law Center Executive Director, action alerts, and invitation-only briefings from key TLC staffers. To join the Transgender Justice Council or for more information about giving to Transgender Law Center please contact C. Nathan Harris, Development Director at 415.865.0176 ext 307 or nathan@transgenderlawcenter.org. ●



Transgender Law Center

Making Authentic Lives Possible

Staff:

- Masen Davis** Executive Director
Sasha Buchert Staff Attorney
Cecilia Chung Senior Strategist
C. Nathan Harris Development Director
Kris Hayashi Deputy Director
Anand Kalra Project HEALTH Program Manager
Danny Kirchoff Helpline Manager
Maceo Persson Operations Manager
Radha Rodriguez Development and Operations Associate Manager
Mark Snyder Communications Manager
Olga Tomchin Soros Justice Fellow
Ilona Turner Legal Director
Matt Wood Staff Attorney



Board of Directors:

- Rebecca Benton, Chair** Software Developer, Self-Employed
Allison Laureano, Vice Chair Network Engineer, Forte Systems
Shay Aaron Gilmore, Secretary Attorney, Fireman's Fund Insurance Company
Michael Blake, Treasurer Vice President of Finance, Evelyn & Walter Haas, Jr. Fund
Marci Bowers, MD OB/GYN and transgender surgeon, Self-Employed
Shawn Demmons, MPH Social Work Associate, UCSF–Department of Psychiatry
Vicki Estrada President, Estrada Land Planning
Rose Hayes Engineering Director, Google
Audrey Kwan Founding Partner, Kwan & Olynick, LLP–Intellectual Property Law Group
Andre LeBlanc Reproductive Health Specialist, Kaiser Permanente
Jimmy Loyce Retired (formerly Deputy Director of Health at the SF Department of Public Health, Executive Director of AIDS Project Los Angeles, and founder of Black Coalition on AIDS)
Min Matson Director, Provider Network Development, San Francisco Health Plan
Melanie Rowen Associate Director for Public Interest & Public Sector Programs, UC Berkeley School of Law
Theresa Witherspoon Staff Attorney, SEIU Local 1000

