



TRANSGENDER LAW CENTER

2007 Annual Report

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Life shrinks or expands according to one's courage.

Anais Nin

Greetings!

I am delighted and proud to have taken the leadership of TLC during 2007—an exciting time for transgender equality and for LGBT equality more broadly. TLC celebrated its fifth year with considerable programmatic success. We provided legal guidance and advice to more than 900 transgender people and their families, and direct legal assistance to more than 130 people. We organized more than 50 workshops to inform and assist attorneys and service providers in better working with transgender community members. Our Health Care Access Project has increased access to care in Alameda, Los Angeles, and Santa Clara Counties, and is poised to expand further. As co-counsel, we helped to win an important settlement for a transgender former inmate who alleged denial of medical care and gender identity harassment in Orange County jail, resulting in a monetary award to the client and significant policy reforms at the jail. In the pages that follow, you can

see that we have made significant advances for community members in numerous arenas—including immigration, education, and economic development—working at both the grassroots and policy levels.

TLC's successes are the result of many people's work and support. I especially want to acknowledge the leadership of Chris Daley and Cecilia Chung, who left TLC last year. Their vision and energy launched and sustained much of this work, built relationships that have been crucial to TLC's effectiveness, and continually ensured that the organization has been positioned to build the transgender community's capacity to mobilize for change.

I know that I have stepped into big shoes, and I was delighted this past year to welcome TLC's first legal director, Kristina Wertz, to help me fill them. Kristina is an outstanding leader with broad expertise as a civil rights litigator. Her legal knowledge and skills



Masen Davis, Executive Director
Kristina Wertz, Legal Director

add to my own experience in community activism and fundraising. Together, we are enthusiastic about carrying this work forward to make California a state in which all of us can fully and freely express our gender identities.

We also want to thank all of our community partners, donors, and activist allies for welcoming us into the TLC family and supporting this critical work for equality.

A handwritten signature in black ink, appearing to read 'Masen Davis'.

Masen Davis, Executive Director

A Brief History of TLC

TLC was formed in 2002 as a project of the National Center for Lesbian Rights, with support from NCLR, Pride Law Fund, and the Echoing Green Foundation. We were created to respond to the overwhelming discrimination that transgender people and their families faced in nearly every institution in California. In 2005 TLC became an independent nonprofit organization. From the beginning, TLC provided free personalized legal information to individuals—helping thousands of community members and their families better understand how to advocate for themselves and offering more direct legal services and advocacy to hundreds of people with particular

needs for assistance. TLC has organized more than 400 transgender law workshops to help community members, attorneys, government agencies, and social service providers better understand legal realities for the transgender community, and we have developed one of the nation's most complete libraries of individual transgender rights and advocacy documents. TLC has also litigated key cases, supported the development of significant legislation preventing discrimination in employment, public accommodation, and insurance coverage, and engaged in powerful initiatives for institutional change in schools, jails, health care facilities, and more.



Programs and Accomplishments

TLC engages in three major types of work:

Community Legal Services

These programs are designed to help individual community members address the particular challenges they are facing. Through our **advice and counsel** program, we respond directly to requests for information and legal assistance. Often, clear and accurate information is enough to help those who contact us resolve their problem, but in approximately 10-15% of cases, we provide additional legal representation or advocacy. Our **workshops** help transgender community members, their families, and the agencies that serve them to learn about a wide variety of legal issues—including identity documents, immigration, family law, health law, youth and school issues, police and incarceration, employment, housing, and public accommodation. We also create and disseminate **publications** on state laws affecting the transgender community.

Transforming Institutions

These programs include targeted initiatives to challenge systemic discrimination and barriers in a range of institutions that affect the lives of transgender community members every day. Our strategies include community organizing, litigation, research, public policy development, institutional advocacy, training key institutional personnel, and building coalitions and collaborations. We recognize that the best way to deal with discrimination is to prevent it from happening in the first place.

Leadership Development

TLC recognizes that a legal organization is only one piece of the larger puzzle—and we actively work to develop the transgender equality movement throughout California. We helped to establish the Transgender Equality Alliance in 2006, and we continue to help to organize the annual Transgender Leadership Summit, as well as supporting local leadership development and skills-building in various parts of California through our Transforming Institutions work.

**They say that time changes things,
but you actually have to change them yourself.**

Andy Warhol

Safe Schools

California public schools are obligated by law to protect students from discrimination and/or harassment on the basis of gender identity, yet many transgender and gender-nonconforming students continue to face chronic harassment. TLC and other partners in the California Safe Schools Coalition organized a California Senate Select Committee hearing on Transgender School Safety in October 2007. TLC staff and other community leaders and experts, along with transgender youth themselves, testified before state senators and more than 50 community members about the realities faced by transgender youth and the urgent need for change. TLC and our partners are working to implement the recommendations from this hearing. TLC also advocated on behalf of individual students in Fresno, Sacramento, and San Jose.

Transitioning the Bar

Ensuring that the legal system, attorneys, and court personnel understand, respect, and effectively represent transgender people and their families is a critical part of TLC's work as a legal organization. In 2007 we were approved as an independent clinical legal education (CLE) provider by the California State Bar, strengthening our efforts in this area. We provided training and technical assistance to more than 200 attorneys, including members of the State Bar, private attorneys, and public interest legal organizations.

Safe Bathroom Access

TLC's bathroom advocacy resulted in gender-neutral bathroom facilities at the San Francisco LGBT Community Center and promoted new organizing campaigns on Southern California college campuses.



Protecting Student Rights

Blayke

Thanks to TLC and GSA Network, genderqueer student Blayke Smith got to graduate from Clovis High School in style—and in good conscience—in the spring of 2007. Although the practice is declining, some high schools in California, like Clovis, require graduating seniors to wear gender-specific clothing under their gowns at graduation. While Blayke did not mind being called “she” by teachers and classmates, the requirement to wear a skirt or a dress didn't seem right to Blayke, who felt much more comfortable with the slacks and button-down shirts that male students were told to wear.

After attempting to advocate directly with school officials, Blayke asked GSA Network and TLC to intervene. With the support of both of Blayke's parents, TLC was able to convince the school that allowing Blayke to choose the more appropriate style of dress would not be disruptive to graduation and would ensure that this milestone event would be a joyful one for all of Blayke's family. Thanks to strong anti-discrimination protections and the efforts of students like Blayke, community awareness is growing, and schools around the state are learning how they can create safe and supportive environments for all students.



Asylum Victory!

Isabel

Los Angeles resident Isabel Armengol came to the U.S. in 1987 to find a place where she could safely be herself. In her home country, she had endured beatings by her family, social ostracism, and sexual assault. Other transgender youth she knew had similar experiences of violence. When a transgender friend was murdered after being picked up by the police, Isabel decided that she had to flee. After nearly 20 years of living below the radar in this country, she came in contact with TLC and realized that despite restrictive laws, she had a chance of winning asylum, although it would not be easy. Inspired by her courage and faith, TLC represented her throughout the legal process, and she was granted asylum in the summer of 2007.

Funding for Economic Empowerment

Unemployment, under-employment, and employment discrimination are critical issues for the transgender community. Using data from our groundbreaking Good Jobs NOW! report (2006), TLC worked with the San Francisco LGBT Center and Jewish Community Services to advocate for and ultimately secure nearly \$600,000 in public funding to support our collaborative Transgender Economic Empowerment Initiative. TEI provides critical services to assist transgender job seekers and transform the local employment climate. Building on this success, we launched a three-year campaign to secure public funding for transgender workforce development programs throughout California.

Challenging Employment Discrimination

TLC took a leadership role in building LGBT community consensus in favor of inclusion of gender identity protection in the Employment Non-Discrimination Act (ENDA)—with 300 organizations ultimately advocating for such inclusion. Working closely with San Francisco community members, we organized a 24-hour vigil in front of Speaker of the House of Representatives Nancy Pelosi's office, and met with her to make clear our community's need for employment protections. We also helped mobilize a statewide response and trained community members to educate their elected officials on transgender issues. We continue to fight for gender identity protection and inclusion at the federal level.

Securing Asylum for Immigrants

Transgender immigrants often face particular barriers to regularizing their legal status in the U.S., requiring special legal knowledge and experience. In 2007, we were very pleased that asylum was granted to two of our long-term clients.

Health Care Access

TLC's Health Care Access Program (HCAP) has used outreach, community empowerment, advocacy, training, and work with community health care providers to increase opportunities for transgender community members to access culturally- and medically-competent care. Our work in Alameda, Los Angeles and Santa Clara counties has resulted in stronger relationships between community members and local clinics, and we have secured funding to expand this work to five additional counties. We created "How to Start a Transgender Clinic," an easy-to-use guide for health care providers to increase services to the transgender community. We have also been keenly focused on developing plans to ensure better implementation of AB 1586, a California law prohibiting discrimination on the basis of gender identity in insurance coverage, and we continue to advocate to employers, insurers, and officials for inclusive insurance policies.

Safety for Transgender Inmates

Transgender prisoners in California and across the U.S. are at high risk for abuse and denial of medical care. Working as co-counsel with the San Diego law firm Stock Stephens, LLP, TLC helped to secure a settlement in the case of John Doe, who alleged denial of medical care and gender identity harassment while in the Orange County Jail. The settlement includes changes in jail policies regarding provision of hormones to transgender inmates and training for medical and corrections staff.

Community Legal Services – By the Numbers

In 2007, we provided free legal information and advice to more than 900 transgender community members, their families, attorneys, and service providers. Our direct legal assistance supported 130 community members in the preparation and filing of petitions for a change of name and gender, addressing employment discrimination, securing medical care, fighting for asylum, securing parental custody, and other matters. We organized more than 50 transgender law workshops and trainings, reaching more than 1,500 people. We also created, updated, and/or disseminated legal publications addressing issues such as employee and tenant rights, asylum, Medi-Cal, and ID change.

**Injustice anywhere is a threat
to justice everywhere.**

Dr. Martin Luther King Jr.

Expanding Recognition of Gender

Joanna

A life coach with the University of California at San Francisco, Joanna was diagnosed in 2003 with end stage liver disease. Because her condition makes any kind of surgery very risky, she was told that she was not a candidate for transition-related surgery.

Early in 2007, she asked TLC for help in securing a court order recognizing her gender so that if her illness claimed her life she could be guaranteed that her female identity would be respected. While California law authorizes legal change of gender through court orders for people who have had transition-related surgery, it does not address people who are medically unable to have surgery.

Working with TLC Staff Attorney Ben Lunine and Legal Director Kristina Wertz, Joanna filed a petition with the court explaining her situation and asking for a change of gender order even though surgery had not been part of her transition. In late October, the court agreed with our reasoning and issued Joanna's order. Now, Joanna can focus her energy on overcoming her illness without concern that her identity will be disrespected if anything happens to her.



November 22, 2007

What do we do now?

By MASEN DAVIS

This is the question being asked by myriad lesbian, gay, bisexual, and transgender community activists and organizations since the House of Representatives voted to pass a watered-down version of the Employment Non-Discrimination Act without gender identity protections in early November.

Although the unprecedented mobilization by hundreds of LGBT organizations did not succeed in restoring gender identity to this year's bill, the struggle is far from over. Even the stripped-down ENDA faces multiple challenges in the Senate, and the threat of a presidential veto. Transgender and gender-nonconforming people, together with their gay, lesbian, and bisexual brothers and sisters face a long, difficult struggle to achieve full civil rights and workplace protections.

So we have some decisions to make as we set upon the next stage of our journey toward a fully inclusive ENDA. How can we build on the unity and solidarity that was so impressive in the struggle for a united ENDA? And what is the best use to which we can put our time and energy? Speaking from the House floor about barriers to including gender identity inclusion in ENDA, Congressman Barney Frank (D-Massachusetts) pronounced that "... there is more prejudice in this society today against people who are transgender than against people who are gay and lesbian;" "... they [advocates for transgender inclusion] tend to talk excessively to each other;" and "...they do not have allies." While these points are debatable, they do provide a sort of a road map for ENDA activists.

Building alliances

If we hope to pass an inclusive ENDA in the future, we must stand together as a unified community and create alliances with other groups and movements. The United ENDA campaign gives us a good start and something on which to build. Within days of the announcement that congressional leaders were considering stripping gender identity from ENDA, at least 350 organizations committed themselves to struggle for legislation that would protect our entire community. This coalition of organizations, most of which represent primarily non-transgender constituencies – gay, lesbian, bisexual and even straight – demonstrated reality of solidarity in action. We need to expand this base of support by educating and engaging potential allies from various civil rights and social justice movements, not to mention lesbian and gay organizations and community members who have not yet joined the growing coalition.

Telling our stories

We must redouble our efforts to educate members of Congress and the mainstream public about the reality of transgender lives. This can take

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many forms – sharing the lived stories of transgender and gender non-conforming people; talking about the real-life experience of struggling for civil rights legislation at the state and local levels; gathering and disseminating data to document the need for employment protections; and standing up as a champion for transgender equality. This often means coming out – either as an ally for transgender quality or a transgender or gender non-conforming person. Although awareness of transgender people has increased in recent decades, most people think they don't know transgender people. Yet Harvey Milk taught us that changing hearts and minds begins by coming out as ourselves. I challenge all transgender people who are privileged to live in cities and states with gender identity protections to come out to your friends, colleagues, and legislators. We have learned to talk to each other in recent years – let's start spreading the word so that we can change the national conversation about transgender inclusion in ENDA.

Addressing prejudice

The recent struggle demonstrated that the LGBT movement needs to strengthen its infrastructure at the national, state, and local levels to effectively mobilize community members and educate policymakers about civil rights. To accomplish this, we must build up existing progressive organizations to ensure sustained, long-term advocacy efforts, and we need to ensure that the leadership of our LGBT and allied organizations includes representatives of the transgender community. Legislators, officials, and community leaders must interact with transgender people as peers, rather than thinking of us as a vague, abstract, distant "other." Meanwhile, we need to construct new networks that facilitate communication and collaboration to respond effectively to hate crimes and incidents of discrimination as well as policy debates. We must build our capacity to employ creative strategies to win incremental civil rights advances even as we advocate for an inclusive ENDA, such as increased litigation and state and local statutes to protect against workplace discrimination.

Holding legislators accountable

Our representatives in Congress need to hear loud and clear from LGBT activists and their allies that exclusion of gender identity from civil rights legislation is not acceptable and cannot be repeated. Although Bay Area representatives have historically championed LGBT equality, many were far from the champions of inclusion that we needed them to be. They need to hear about it. But most of all, we must nurture and extend the bonds of solidarity that, for a brief shining moment in October and early November, halted the juggernaut of divisive politics in its tracks.

Financial Statement

Statement of Activities

For the year ending December 31, 2007

Please contact TLC for a complete financial statement

PUBLIC SUPPORT AND REVENUE

	Unrestricted	Temporarily Restricted	Total
Individuals	\$28,811	-	\$28,811
Corporate Support	\$18,291	-	\$18,291
Foundation Grants	\$177,570	\$146,100	323,670
Net assets released from restrictions	(139,338)	-	-

Total public support

\$364,010 \$6,762 \$370,772

Revenue:

Event income	\$21,582	-	\$21,582
Program service revenue	\$20,391	-	\$20,391
Interest income	\$7,434	-	\$7,434

Total revenue

\$49,407 - \$49,407

Total public support & revenue

\$413,417 \$6,762 \$420,179

EXPENSES

Programs & Services	\$269,777	-	\$269,777
Management & General	\$48,199	-	\$48,199
Fundraising	\$41,701	-	\$41,701

Total expenses

\$359,677 - \$359,677

INCREASE IN NET ASSETS

\$53,740 \$6,762 \$60,502

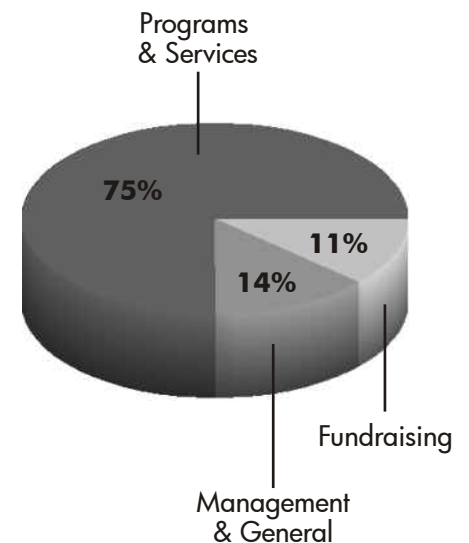
NETS ASSETS, BEGINNING OF YEAR

\$114,944 \$270,512 \$385,456

NET ASSETS, END OF YEAR

\$ 168,684 \$277,274 \$445,958

2007 Expenses



People

Board of Directors

Lisa Dummer
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Vice-Chair

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Executive Director

Ben Lunine
Staff Attorney

Leslie Minot
Grantwriter

Mila Pavlin
Operations Manager

Alexis Rivera
Southern California Organizer

Stefanie Schur
Communications Consultant

Kristina Wertz
Legal Director

Individual Supporters

Founder's Circle

Thank you to all of our donors, including the 110 + individuals and agencies who contributed \$100 or more in 2007.

Champions of Justice

TLC is grateful to the almost 50 sustaining donors who give monthly to help TLC throughout the year.

Foundations

Arcus Foundation
Ben & Jerry's Foundation
Evelyn & Walter Haas Jr. Fund
Funding Exchange
Gill Foundation
Horizons Foundation
Open Society Institute
Bob A. Ross Foundation
The David Bohnett Foundation
The California Endowment
The California Wellness Foundation
The San Francisco Foundation
The Small Change Foundation
The Women's Foundation of California
Tides Foundation, State Equality Fund & Kicking Assets Fund
Van Löben Sels/RembeRock Foundation

Corporate Sponsors

American Civil Liberties Union,
Northern California
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Wellness Center
AsiaSF
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First American Title Company
GLOSS Magazine
Latham & Watkins LLP
Law Offices of Lenore Rae Shefman
Lyon Martin Health Services
Medjool
Minami Tamaki LLP
Moonstar Catering Services
Morrison & Foerster LLP
National Center for Lesbian Rights
Northrop Grumman Corporation

Out & Equal
Pink Magazine
Rosen Bien & Galvan LLP
Schwab Charitable Fund
SF Pride
Wilson Sonsini Goodrich & Rosati Foundation
Young's Market Company and The Estates Group

Thank you to all of the former staff and project consultants who helped make TLC's work possible in 2007, especially our visionary founder Chris Daley, the fabulous Cecilia Chung, Danielle Lopez, Andy Burgos, Patricia Kevena Fili, Tiffany Woods, Chris Roebuck, and Jamison Green.

If you advance confidently in the direction of your dreams, and endeavor to live the life you have imagined, you will meet with a success unexpected in common hours. You will pass an invisible boundary: new, universal and more liberal laws will begin to establish themselves around you and within you, and you will live with the license of a higher order of beings.

Henry David Thoreau



"As a long-time activist and veteran, I understand the need to foster the next generation of leaders in the movement for transgender equality. That's why I am a member of the Transgender Equality Alliance and a long-time donor to TLC. I love TLC and the organization's agenda for transgender equality. TLC continues to grow as a wonderful organization with good people and effective methods that produces lasting results for our community."

Autumn Sandeen
Internet Media and Community Activist



"I support TLC because I believe that organizations like TLC pave the way for the transgender community to realize our full potential, create awareness within and to other communities, and give the transgender community empowerment in their daily lives!"

Tita Aida
Asian & Pacific Islander Wellness Center/SF Pride Committee



" Transgender and gender non-conforming youth are often targets of harassment and violence. The advocacy and technical assistance that TLC attorneys provide—to students, teachers, and organizations alike—are critical complements to Carolyn's work with the GSA Network."

Carolyn Laub and Heather Toomy
Founder and Executive Director Gay-Straight Alliance Network



"TLC has been an excellent resource to me as an attorney working with transgender persons through various legal issues. In addition, TLC has been incredibly helpful to me personally through participation in its educational and enriching annual Leadership Conferences. Attendance at the conferences created an opportunity whereby I am now a partner with TLC as we work to achieve transgender health benefits equality. . . . I encourage anyone interested in civil rights, especially for the transgender community, to fully support TLC and the excellent work they do."

Douglas J. Heumann, Attorney-at-Law



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