

Transgender Law Center

annual report 2010

Bringing Our Vision to Life

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Dear friends,

The work of the Transgender Law Center is reflected in the stories of transgender people challenging real and devastating discrimination, and the ways in which we have helped them to transform that discrimination and become successful and powerful advocates in their communities. Every day, our attorneys work to restore the rights of transgender people while our policy staff members put policies in place to protect transgender people. We provide resources and encouragement to people across the state—and increasingly across the nation—who are making positive changes for transgender people’s health, legal rights and more.

We believe passionately that all people deserve equal treatment under the law and should be treated with respect. Yet we know all too well that narrow and outdated definitions of gender can turn everyday places—school, work, the doctor’s office—into dangerous places for people who don’t conform to gender stereotypes. By working to change laws, policies and attitudes, the Transgender Law Center makes it possible for us all to be who we are.

Every day, I am moved by the people who have the courage to stand up for their rights, who willingly take the risk of going public with their stories so that other transgender people will not experience the kind of discrimination that they have faced. I am equally awed by the people both in rural communities and in big cities who take action day after day to make things better for all of us. They are transforming our world. We are privileged to work together to create safer, freer and more equitable places for transgender and gender non-conforming people.

This report outlines some of the stories and the ways in which the Transgender Law Center has been able to make a difference in California and beyond. It is also the story of what you are making possible through your support.

In solidarity,



Masen Davis, *Executive Director*



Expanding Economic Opportunities

Ashley Yang is a transgender woman of color who worked as a Transportation Security Officer at Los Angeles International Airport. When Ashley was hired by the Transportation Security Administration (TSA), she was assigned to conduct passenger screenings, which are gender segregated. A routine background check revealed her prior name and she came out as transgender to her supervisor.

Refusing to recognize Ashley's identity as a woman—as well as the fact that she was recognized as a woman by everyone she interacted with—her supervisors required that she wear a men's uniform and a wig that she was forbidden to remove even during her own break time. She was required to use the men's restroom and had to screen male travelers, some of whom subjected her to lewd and harassing comments. This discriminatory treatment devastated Ashley, but when she complained to the Department of Homeland Security, she was ignored. She was terminated five days before the end of her two-year probationary period.

Ashley contacted the Transgender Law Center hoping to hold the TSA accountable for their discriminatory and humiliating practices. Legal Director Kristina Wertz represented Ashley and the case was settled for a financial award and mandatory training. We are now working to end this kind of discriminatory treatment by the Department of Homeland Security and the TSA. After the case was settled, Kristina said, "We are hopeful that Ashley's case will show the federal government that it makes good policy sense to respect transgender workers. Nobody should be subjected to the treatment Ashley endured just for being herself."



“My job was to keep passengers safe, but I felt unsafe because of how I was treated. All I wanted was to do my job without being scared or humiliated.”

- Ashley

The Transgender Law Center supports transgender workers in their efforts to get and to stay employed. We also work to ensure that the critically needed support that social services agencies offer is equally accessible to transgender people.

90% of transgender people have experienced harassment, mistreatment or discrimination on the job.

From Injustice at Every Turn, NCTE & NGLTF, 2011.

Transgender Economic Empowerment Initiative

TEEI is a collaboration between the Transgender Law Center, the San Francisco LGBT Center and Jewish Vocational Service that helps workers find and keep jobs while also encouraging employers to hire qualified transgender employees. TEEI partnered with Goodwill Industries of San Francisco, San Mateo & Marin Counties to open the first Goodwill retail location that prioritized hiring transgender workers in September 2010. This groundbreaking partnership came just a few months after TEEI nearly lost its funding from the City & County of San Francisco. The city board of supervisors restored TEEI's budget after seeing how strongly the community supported TEEI's services and hearing about both its impact and continued need.

Improving Access to Healthcare

Competent, compassionate health care can be the difference between life and death for a transgender person. The Transgender Law Center works to ensure that health care options work for transgender people. Whether we are privately insured or are using public services, everyone deserves access to quality care.

Project HEALTH

Harnessing Education, Advocacy & Leadership in Transgender Health is a collaboration between the Transgender Law Center and Lyon-Martin Health Services. Local HEALTH Councils in San Francisco, Los Angeles and Humboldt counties are organized to improve the health of their communities, and the Transgender Law Center supports this work by providing advocacy skills training, helping council members plan their strategy and drafting policy language.

Through this program, the Humboldt Project HEALTH Council successfully organized to expand healthcare access for transgender people in their rural county. In 2010, they persuaded the Open Door Clinic—the largest community clinic system for low-income residents in Humboldt County—to begin hosting a monthly transgender clinic night. They also persuaded the county, which is the largest employer and provider of health insurance in the area, to add gender identity and expression to their employment nondiscrimination policies.

Michelle Enfield and **Dawn Dickinson** have both gained valuable leadership skills and advocacy experience through their work with their local Project HEALTH Councils. Both have helped to make stronger, healthier communities by organizing for improved access to quality healthcare and homeless shelters—basic services that can make a huge difference to transgender people who need support.

Michelle is a Native American activist involved in the Los Angeles Project HEALTH Council, which is calling upon the Los Angeles Homeless Services Authority to pass regulations requiring L.A. homeless shelters to adopt trans-inclusive policies. Michelle helps transgender people access recovery services and shelter. Unfortunately, despite California's transgender nondiscrimination laws, social service providers often refuse to serve transgender clients or unlawfully require that they receive services or shelter in gender-segregated facilities that do not match their gender identities. The L.A. council members researched what transgender-specific shelter policies existed in other cities, and worked with the Transgender Law Center's attorneys to draft a comprehensive model policy for use in their advocacy.



Photo: Scott Johnson

Dawn is a white transgender woman who led the Project HEALTH Council in rural Humboldt County. A former U.S. Air Force mechanic, she runs her family's outdoor power sports equipment and services company. When Dawn made the decision to transition, she heard customers say they would rather drive 200 miles to another store than continue to do business with her after she began living openly as a woman. Dawn heard about the Project HEALTH Council through her local transgender support group and soon found herself fully engaged with this advocacy work. She has concentrated on building a broad base of community support, creating the foundation for two key local policy victories.



“I have been inspired by how many people have been willing to help.”
- Dawn

Building the Movement for Equality

Fostering New Allies

The Transgender Law Center is building a legal and policy support network to guarantee that transgender people are treated with respect and that their legal rights are recognized.

By offering training and technical assistance to attorneys, we increase the number of law firms who can competently and respectfully litigate on behalf of transgender people who have experienced harassment and discrimination in employment, housing and other areas.

spotlight
In June 2010, Staff Attorney Matt Wood led trainings about transgender people and immigration for more than 240 Immigration Services Officers working in the San Francisco and Los Angeles offices of the U.S. Citizenship and Immigration Services. These officers interview thousands of immigrants each year who are seeking lawful residential immigration status in the U.S.

“Matt's immigration training had immediate practical effects...After the training, I was notified that [my client's] marriage-based naturalization case had been approved, and the official I was working with specifically credited the training for clarifying the matter.”
-Sharon Dulberg, Immigration Attorney

Cultivating Transgender Leaders

The Transgender Law Center is deeply rooted in the transgender community, and we are proud to support emerging transgender leaders by developing their advocacy skills.

We organized the 5th Transgender Leadership Summit in May 2010. The Summit included a training to prepare attendees for the 1st Transgender Advocacy Day in Sacramento. Transgender and ally community members met with legislators and legislative staff to emphasize the severe discrimination that transgender and gender non-conforming people continue to experience, and the critical need for increased employment opportunities and access to healthcare. For most participants, this was the first time they had ever met or spoken with an elected official—and for some legislators, this was the first time that they had ever met a transgender constituent.

To end violence against young people, we need to protect youth who don't fit narrow gender stereotypes. The Transgender Law Center supports policy change to help end bullying, bigotry and harassment.

“Thanks to the advocacy of the Transgender Law Center, the California Department of Education has taken great steps to reduce discrimination and harassment based on gender identity and expression.”

-Sharon Felix-Rochon, Director, Office of Equal Opportunity, CDE

Safe Place to Learn

While transgender and gender non-conforming students who attend public schools are protected from discrimination under California laws, school districts do not always understand how they should respond to reports of discrimination. To help clarify this, the Transgender Law Center helped the California Department of Education (CDE) develop a model handout for school districts in December 2010. The release of this handout, which details a school's "duty to protect" students, was one of the final steps in the implementation of the Safe Place to Learn Act, legislation protecting transgender students that the Transgender Law Center helped pass in 2007. In addition to the handout, the CDE also released a copy of a model complaint form that school districts can use. The Transgender Law Center helped draft these documents and encouraged the CDE to approve them.

Financials

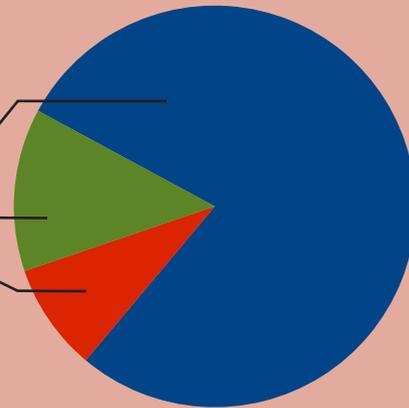
Statement of Activities for the year ending December 31, 2010

Please contact Transgender Law Center for a complete financial statement.

	Total 2010	Total 2009
SUPPORT & REVENUE		
Public Support & Contributions	\$687,229	\$866,449
Revenue	\$147,664	\$82,364
Total public support & revenue	\$834,893	\$948,813
EXPENSES		
Program	\$616,698	\$474,502
General & Administrative	\$68,440	\$63,007
Fundraising	\$103,490	\$67,708
Total expenses	\$788,628	\$605,217
NET ASSETS		
Beginning of Year	\$791,572	\$447,976
End of Year	\$837,837	\$791,572
Change in Net Assets	\$46,265	\$343,596

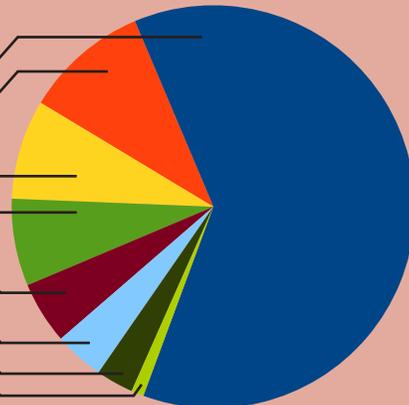
EXPENSES

Programming	78%
Fundraising	13%
Administrative.....	9%



SUPPORT AND REVENUE

Foundation Grants	62%
Individuals.....	10%
Program Service Income	8%
In-kind.....	7%
Government Income.....	5%
Event Income	4%
Corporate Support	3%
Miscellaneous Income	1%



Foundation Support & Government Contracts

Anonymous (1)

Arcus Foundation

David Bohnett Foundation

The California Endowment

The California Wellness Foundation

City & County of San Francisco,
Human Services Agency

Equal Justice Works

The Foundation to Promote Open Society /
Open Society Institute

Gill Foundation

Evelyn & Walter Haas, Jr. Fund

Horizons Foundation

Kicking Assets Fund of the Tides Foundation

Liberty Hill Foundation

New Beginnings Initiative

Pride Law Fund

Bob A. Ross Foundation

The San Francisco Foundation

San Francisco LGBT Pride Celebration
Committee

The State Bar of California

Tides Foundation's State Equality Fund (a
philanthropic partnership that includes
the Evelyn & Walter Haas, Jr. Fund, the
Gill Foundation, & anonymous donors)

van Löben Sels / RembeRock Foundation

The Women's Foundation of California

Donor Advised Funds

The Edward Wang & Rosemary Busher Fund

Geoff & James' Big Gay Adventure Fund
at Horizons Foundation

girls just wanna have funD at Horizons
Foundation

O'Hanlan-Walker LGBT Equality Fund
at Horizons Foundation

The SNART Fund at Horizons Foundation

Strategy Lab Fund at the San Francisco
Foundation

3 Grattitudes Fund at Horizons Foundation

**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!**

Please contact the Transgender Law Center for a printed version of this report.



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