

Transgender Law Center



Making Authentic Lives Possible

2011 Annual Report

10th Anniversary Timeline

Goals:

- Expand health care access
- Achieve economic, racial, and gender justice
- Eliminate violence
- Be who we are
- Secure full equality



Dear friends,

Transgender Law Center envisions a future in which gender self-determination and authentic expression are seen as basic rights and matters of common human dignity.

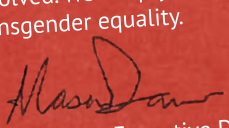
In April 2012, we won an incredible, game-changing decision from the U.S. Equal Employment Opportunity Commission (EEOC) stating that transgender people across the United States are protected by Title VII's workplace protections. This ruling sets an important national precedent and is a huge victory that really changes people's lives. We are incredibly proud that this decision was issued in response to a case that Transgender Law Center began working on in 2011.

By winning critical legal and policy victories in California and nationally, we have made an enormous difference for transgender people and our families. Unfortunately, many of us continue to face violence, discrimination, and harassment, and we lack equal access to housing, employment, health care, and other essential resources. Despite the extraordinary progress that we have made as a movement, our work is far from complete. Transgender Law Center's priorities reflect issues that are of critical importance to transgender people—economic justice, health care, and building a strong movement for racial and gender justice.

In the next few years, we seek to:

- Expand employment and economic opportunities for transgender people in the United States;
- End discrimination in health insurance coverage and increase access to health care;
- Secure full civil rights and ensure just treatment for our most vulnerable community members; and
- Build LGBT and ally individuals' and organizations' ability to effectively advocate for gender freedom and social justice.

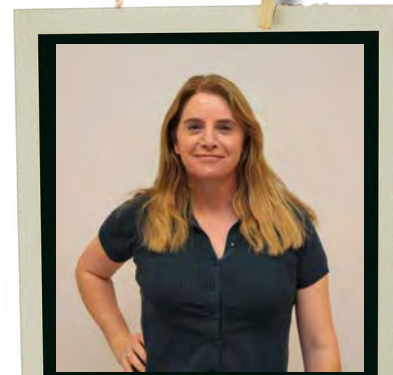
With your support, we can make this vision a reality! Please join us in celebrating our 10th Anniversary—and help launch us into our next decade of victories—by making an investment in our continued success. Whether you identify as transgender or as an ally, please get involved. We deeply value your support—and we will make it go a long way in our fight for transgender equality.


Masen Davis, Executive Director


Becky Benton, Chair, Board of Directors



Masen



Becky

Mission

Transgender Law Center works to change law, policy, and attitudes so that all people can live safely, authentically, and free from discrimination regardless of their gender identity or expression.

2002

Pride Law Fund & Echoing Green Foundation fund creation of Transgender Law Center, a fiscally sponsored project of National Center for Lesbian Rights, to meet unique legal needs of transgender community

Transgender Law Center, co-directed by Chris Daley and Dylan Wade, begins hosting free legal clinics twice monthly in San Francisco

TLC publishes *TransRealities*, documenting legal needs of San Francisco's transgender community

In the past decade, Transgender Law Center has provided free legal services to more than 10,000 transgender and gender non-conforming people and their families. In 2011 alone our legal helpline served more than 1,525 people. We are extremely proud that our legal work has established critical precedents, resulted in favorable settlements for our clients, and educated the public about the severity of anti-transgender discrimination.

Leveraging the Law

Through the many people who contact us, we identify cases with the potential to make a broad impact if brought to court. While lawsuits are expensive and time-consuming, they are often a powerful tool. They have the potential to change the law to protect the whole community and to raise public awareness about the lives of transgender and gender non-conforming people.

Our work has a significant positive impact on the lives of transgender people nationwide. Although our legal services were initially limited to California, in recent years, the number of calls and emails to our legal helpline from people living outside of the state has dramatically increased. In 2011, 20% of the people contacting us were from outside California, including transgender people and family members, employers, and attorneys seeking advice on how to best serve transgender clients. As a result, we took on our first non-California client this year - a federal worker experiencing horrific harassment in Michigan - and are exploring additional opportunities to improve and enforce transgender protections nationwide.

We have advanced impact litigation since 2002, setting precedents for transgender people in prison, immigrants, employees, and victims of transphobic hate violence.

Our cases have involved:

Mia Macy v. Eric Holder (2012): groundbreaking decision from the Equal Employment Opportunity Commission (EEOC) holding that trans people who are discriminated against on the job are protected by federal law, Title VII, against sex discrimination

Amber Yust v. CA Department of Motor Vehicles (2011): successful settlement on behalf of a transgender woman who experienced discrimination and a violation of her privacy rights at the San Francisco DMV office

Ashley Yang v. Transportation Security Administration (2011): successful settlement on behalf of a transgender woman who was forced to work as a man at Los Angeles International Airport (LAX)

Gigi Marie Somers v. Superior Court of San Francisco (2009): victory in the California Court of Appeal that removed barriers for California-born transgender people living out of state to change the gender listed on their California birth certificates

John Doe v. Orange County Sheriff's Department (2007): successful settlement regarding Orange County policies on non-discrimination and access to health care for transgender people in jail

Challenging a 2002 federal policy that denied married bi-national couples, in which one partner was transgender, the rights afforded to non-trans married couples (2005)

Successfully advocating for the California Department of Health Care Services to ensure that Medi-Cal patients are able to access the medically necessary care to which they are legally entitled (2004)

Helping issue *Name Change Petition of Sylvia Guerrero*, by which Sylvia posthumously changed her daughter's name to her preferred name, Gwen Araujo (2004)

As a small organization, there's only so much we can do by ourselves, and increasing the number of attorneys and groups fighting for transgender equality is critical. That's why we trained and provided support to more than 895 legal professionals in 2011.

2003

TLC provides workshops for attorneys and law students throughout California, focusing on elimination of bias within the profession and employment law

CA Governor Gray Davis signs the 2003 Gender Non-Discrimination Act (AB 196), amending the definition of "gender" to protect transgender employees and tenants under the Fair Employment & Housing Act

Expanding Health Care Access

Discrimination is unhealthy. Transgender Law Center works hard to remove barriers that keep transgender people from accessing medically necessary care by advocating the elimination of transgender exclusions from health plans; organizing community members to address local barriers to care; training community health centers to serve low-income transgender people; and representing transgender patients experiencing bias.

In 2011, we worked closely with Google and with the City of Berkeley to negotiate employee health benefits packages so that their transgender employees have access to medically necessary care—including transition-related care. In addition to supporting the actual employees, these changes help create the public awareness and momentum that we need to eliminate transgender exclusions in all health plans – from city programs to federal health care reform.

Project HEALTH (Harnessing Education, Advocacy, and Leadership for Transgender Health), our groundbreaking initiative created with Lyon-Martin Health Services, works with community-based clinics to improve access to primary care for low-income trans people. St. John's Well Child & Family Center in South Los Angeles and Planned Parenthood of Shasta Pacific are both engaged in year-long training and technical assistance to open trans clinics, bringing the total number of clinics in the project to 26.

Finally, we have been a consistent voice advocating for equal access to health care through the ongoing implementation of the Affordable Care Act, the federal health care reform law.



Dino & Pavani

When my wife signed us up for health insurance with her new job, the telephone interviewer wanted to know why I had not selected a gender on the application form. I told her I was assigned female at birth and that I had completed top surgery. They sent a nurse to our home to take blood and urine samples and ask me a lot of questions—while we were told this was standard, they only did this to me, not my wife. All of the tests came back with results in the “normal” range, indicating I was in “perfect health.”

A few weeks later, we received a letter telling us that I had been denied insurance coverage, stating that the insurance company would not offer me insurance coverage until 12 months after I had completed “all” transition-related surgeries. They were requiring me to complete \$45,000 worth of medical care before they would consider covering me at all! I was outraged at this extremely prejudicial treatment, which essentially denied me coverage for emergency services, general physical exams, and basic prescriptions! I felt as if the insurance company did not even view me as a human being.

We contacted Transgender Law Center, who informed the insurance company that they were violating my civil rights and told them they needed to reconsider their denial. A few weeks later, we received a letter informing me that I would receive insurance coverage. I am especially grateful to Transgender Law Center because they helped me feel like we were not alone and that we had someone there to protect our rights.

- Dino Vergnani

2004

TLC helps Sylvia Guerrero legally change her daughter's name to Gwen Araujo after Gwen's tragic murder shakes our community

TLC becomes an independent 501(c)(3) non-profit organization!

2005

TLC Director Chris Daley and Deputy Director Cecilia Chung testify before the National Prison Rape Elimination Commission

Transgender Law Center is a staunch advocate for economic justice.

Employment discrimination is linked to the tremendously high rates of poverty, unemployment, violence, and homelessness faced by transgender people. We combat this discrimination by advocating for laws and policies that protect transgender and gender non-conforming people – like the U.S. Equal Employment Opportunity Commission's decision that transgender people are covered by federal sex discrimination protections. We also educate community members about their rights, and represent transgender people experiencing discrimination at work, at school, or by health and human service agencies.

Expanding Economic Opportunities

To strengthen California's non-discrimination laws, Transgender Law Center partnered with Assemblymember Toni Atkins and Equality California to help pass the **2011 Gender Non-Discrimination Act** (AB 887) to make "gender identity and expression" its own protected category throughout California non-discrimination law. California has had laws that protect transgender and gender non-conforming people since 2004. Unfortunately, many employers, school officials and community members were unaware of their legal responsibilities and rights because these protections were hidden in the definition of "sex". To remedy this problem, we mobilized more than 500 people who educated policymakers about the impact of employment and school-based discrimination. Together, we were able to co-sponsor and help pass AB 887, which went into effect on January 1, 2012. Now, protections in the law are clear – our rights are visible in non-discrimination posters and school handbooks – and everyone can see that discrimination against transgender and gender-nonconforming people is prohibited in virtually every area of life in California!

Having identity documents that reflect someone's authentic gender identity is critical to full participation in American society – and to the safety of transgender people. That's why Transgender Law Center also authored and led advocacy efforts in support of the **Vital Statistics Modernization Act** (AB 433), sponsored by Assemblymember Bonnie Lowenthal, which streamlined the process for Californians to obtain and update birth certificates. This law brought California into line with U.S. Passport Agency policy, replacing the outdated and burdensome surgery requirement with a new standard that requires a person to show that they have undergone "clinically appropriate treatment for gender transition." This victory was incredibly important for transgender youth and adults who were previously unable to request a legal gender change due to onerous financial and medical requirements.



Casey

In August, my partner and I packed all of our belongings into my tiny car and drove from Rochester, NY to San Francisco. We imagined that I would have an easier time with my transition in San Francisco. Once we arrived, the Transgender Economic Empowerment Initiative (TEEI) was a wonderful resource, connecting me to possible employment opportunities. The first referral I received was for temporary work at a convention in downtown San Francisco. Eager to find employment, I applied and was quickly invited to attend an orientation. I adhered to their strict dress code for women and even bought a new black purse to keep in line with the all-black attire. They told me that with my typing abilities and computer skills I would be well-suited to work at registration.

Unfortunately, on my first day of work I was told that I had to remove my makeup and that I was not to wear nail polish to work the next day. As I walked to the bathroom to remove my makeup, I noticed that no other women were asked to remove theirs. After my break the manager called me into his office and explained that they were dealing with a lot of disciplinary things such as exposed tattoos. I explained that I was a woman, and felt uncomfortable without makeup acting as a gender cue. I told him it felt like I was being singled out. He told me he was going to talk to his bosses. When he returned he said that I could continue to wear makeup and nail polish but I would be demoted to the less visible position of room monitor. Depressed, and

dejected, I told them I could no longer work there.

I called TEEI's staff at the SF LGBT Community Center to ask if this was common, and they promptly referred me to TEEI's legal partner, the Transgender Law Center. Matt Wood, Staff Attorney, walked me through each step of the process in filing a complaint and entering mediation with the company. I am grateful to everybody at Transgender Law Center for their help and professionalism - without their support I would have felt completely defeated.

- Casey

Peeing in Peace: A Resource Guide for Activists and Allies released by TLC

TLC helps overturn federal policy denying the rights of married bi-national couples in which one partner is transgender

CA Governor Arnold Schwarzenegger signs the Insurance Gender Non-Discrimination Act (AB 1586) into law, affirming that transgender people should have equal access to health insurance coverage

Strengthening the Transgender Movement



"I love working with Transgender Law Center! They have the patience to do the nitty-gritty work, and helped advance the conversation so inclusive benefits finally became a reality." – Lynn Riordan

To create lasting, deeply-felt change, we need strategic collaborations, diverse coalitions, and committed activists working on multiple levels. Supporting the leadership of transgender and gender non-conforming people, **Transgender Law Center builds champions and alliances for transgender equality.** We continue to strengthen our connections to other organizations and movements working for racial, economic, and gender justice.

Every year we organize the Transgender Leadership Summit, bringing more than 200 people together to sharpen their advocacy skills. Mandy Carter, a long-time leader in the fight for racial justice and LGBT equality, welcomed attendees to the 2011 Summit, in West Hollywood. Speaking to an audience that included activists with decades of experience as well as people attending their first ever transgender community event, Mandy challenged everyone to assess if they are part of the struggle for transgender rights to win justice for all, or for "just us."

Recognizing how important it is to educate policymakers about the discrimination and challenges transgender and gender non-conforming people face on a daily basis, we organize Transgender Advocacy Day and participate in Queer Youth Advocacy Day each year. Transgender and gender non-conforming people, as well as their family and other allies, travel to Sacramento to show legislators that they have constituents who care about protections and services for transgender people. At the local level, we organize HEALTH Councils to overcome barriers that keep us from being healthy. We support community leaders in their efforts to improve access to homeless services in Los Angeles, to expand healthcare access in San Francisco, and to improve workplace protections in rural Humboldt County.

Our innovative programs like Project HEALTH and the Transgender Economic Empowerment Initiative are designed to meet the basic needs of transgender people while also creating replicable models for the rest of the United States. Transgender Law Center also works with national partners and in D.C. to make sure transgender voices are represented in key federal policy conversations, and to urge funders to increase support for transgender organizing across the country.

2006

First annual Transgender Leadership Summit develops advocacy skills in transgender and ally activists across California

TLC releases *Good Jobs Now!*, groundbreaking report on economic health of San Francisco's transgender community

CA Governor Arnold Schwarzenegger signs into law the Gwen Araujo Justice for Victims Act (AB 1160), the nation's first bill to outlaw the use of "trans panic" legal strategies

TLC publishes *ID, Please!*, the first comprehensive guide for changing one's name and gender on identity documents

TLC launches Health Care Access Project to make community clinics welcoming to transgender patients

Champions for Equality



Amber Yust

Last year, I was excited to change my driver's license so that it finally reflected my authentic gender. That happiness was crushed when I received threatening hate mail at my home.

The clerk who processed my paperwork had taken my address from my DMV record and sent me a hand-written, hate-filled letter that called me an "abomination" and told me to reconsider my transition. He used my address to send me literature from a fundamentalist church that warned of eternal damnation, called for "homosexuals" to be "put to death," and included graphic and disturbing imagery of violence.

I contacted Transgender Law Center because I wanted to feel safe. It is scary that a government employee would take my personal information and get in touch with me. This experience made me feel incredibly vulnerable, and I didn't want anyone else to find themselves in a similar situation.

Transgender Law Center helped me get what I wanted most—a commitment from the DMV to include transgender sensitivity material in their ongoing employee trainings.

Since the clerk who harassed me had already resigned, Transgender Law Center and the Dolan Law Firm also negotiated a financial settlement to make the DMV take anti-transgender bias more seriously in the future. Most rewardingly, they helped protect the privacy rights of all Californians by ensuring that confidential information collected by our government stays confidential.

- Amber



Billy Jean Whittenberg

When I lived in San Francisco, Transgender Law Center convinced the housing provider to allow transgender women to use the appropriate facilities. I was so inspired by their help that I went to Sacramento for Advocacy Day to help get bills passed and educate others about the issues facing transgender women like me.

Knowing my rights and feeling empowered by the work Transgender Law Center does has helped me become the leader I am today.

Later in life, I lived in a shelter in Los Angeles that wanted me to wake up early and use the men's room so that I didn't confuse or scare anyone. In fact, there were times in my life where I had to change clothes several times a day in order to access the services I needed based upon which place was going to accept me as a transgender woman.

I felt like sometimes I had to be superman at night, and superwoman in the day. Eventually an ally on staff at that shelter helped me change the rules, and when new transgender women came to the shelter, I organized with them to make even more changes at the shelter.

- Billy Jean

2007

TLC organizes 24-hour vigil to support inclusion of gender identity protections in the federal Employment Non-Discrimination Act (ENDA)

Transgender Economic Empowerment Initiative, the United State's first comprehensive program to combat unemployment in trans communities, is created as collaboration between TLC, the San Francisco LGBT Community Center, Jewish Vocational Service, and SF TEAM

Successful settlement with Orange County Sheriff's Department on behalf inmate John Doe results in nondiscrimination policies and improved access to healthcare for transgender people in jail

Student Civil Rights Act (SB 777) and the Safe Place to Learn Act (AB 394) signed into law, protecting California students from harassment, bullying, and discrimination

2011 Financials

Transgender Law Center is proud to be in good financial health, especially given the devastating impact that the recession has had on the transgender community and on nonprofits. As a growing organization, we have always budgeted conservatively and are committed to making the most out of every dollar that our supporters contribute to us. We have also made strategic investments—hiring more legal staff, improving our infrastructure, launching a new website—to ensure that we are sustainable as we enter the next decade.

Our 2011 budget was unexpectedly and significantly increased in May when we became the lead organization for Project HEALTH, a collaboration with Lyon-Martin Health Services. Beginning in mid-2009, Lyon-Martin was the lead organization for this collaboration, and Transgender Law Center received a portion of the funding for Project HEALTH as a subgrant. In early 2011, and half-way through the four-year project, Lyon-Martin announced that they were experiencing financial challenges. The Robert Wood Johnson Foundation, the lead funder for Project HEALTH and the largest health-focused foundation in the U.S., agreed to let Transgender Law Center become the lead organization for the project. This has been a great honor and huge undertaking, since the lead organization is also responsible for raising match funds for the project. As a result, \$552,400 (or approximately 35%) of our total income in 2011 can only be spent on the very specific work that Project HEALTH includes. Additionally, while we received this support in 2011, \$378,800 of these funds are allocated towards Project HEALTH in 2012 and 2013.

While we are fortunate to have had such a successful 2011, we need your support to maintain and expand our level of impact in 2012 and beyond. We rely on a broad base of supporters, including unemployed transgender people who can only donate \$2 per year, allies who donate whatever they can - \$10/month or \$100/month, and progressive foundations and corporations.

Please contact TLC for our complete financial statements.

Public Support & Revenue

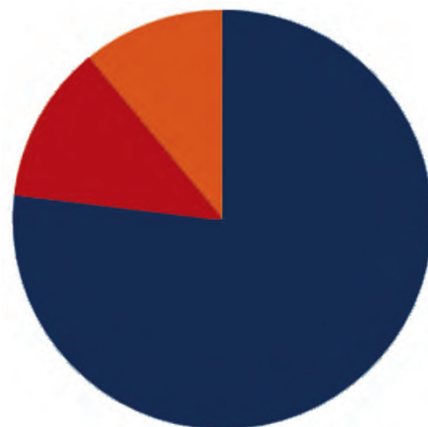
Foundations	\$1,252,900
Individuals	137,092
Corporate Support	48,464
Donated Professional Services	11,149
Special Events	46,895
Program Services	16,479
Case Fees	19,079
Government Contracts	31,093
Other revenue	16,161
Total Public Support & Revenue	\$1,579,314

Expenses

Legal Programs & Services	\$778,905
Administration	\$122,436
Fundraising	\$111,712
Total Expenses	\$1,013,053

Net Assets

Beginning of Year	\$837,837
End of Year	\$1,381,229
Change in Net Assets	\$543,392



legal programs & services
administration
fundraising

77%
12%
11%

2008

TLC stops deportation of Brazilian transgender woman tortured by police in Brazil and abused while detained by Immigrations & Customs Enforcement in the U.S.

TLC advocates on behalf of young gender non-conforming student at a Fresno high school, winning her the right to walk in graduation while wearing a suit after being told she would not be able to attend unless wearing a dress

TLC joins other legal organizations in submitting an amicus brief in Strauss v. Horton, the case challenging the validity of California's Proposition 8

TLC helps organize CA Senate hearing urging the CA Department of Corrections & Rehabilitation to improve inmate classifications, to decrease abuse, and to improve healthcare for transgender prisoners

Made Possible By...

Staff

Masen Davis, Executive Director
Kara Desiderio, Project HEALTH Manager
Danny Kirchoff, Client Advocate
Paige Kruza, Development Manager
Gretchen Lintner, Director of Operations
Maceo Persson, Program Manager
Isabella Rodriguez, Community Advocate
Mark Snyder, Communications Manager
Ilona Turner, Legal Director
Kristina Wertz, Director of Policy & Programs
Matt Wood, Staff Attorney

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Stacey Jackson-Roberts
Jen McAllister, Law Clerk
Katherine Ray, Social Work Intern
Erika Schmidt, Policy Intern
Olga Tomchin, Law Clerk
Kate Walsham, Law Clerk

Consultants

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Susan Colson, Board Development
Leslie Minot, Grantwriter
Susan Mooney, Organizational Development
Patricia St. Onge, Racial Justice Organizational Development

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Jae Maldonado
Jacob Richards
Melanie Rowen

2011 Foundation & Government Support

Anonymous (1)
Arcus Foundation
Astraea Foundation
Bob A. Ross Foundation
The California Endowment
The California Wellness Foundation
City & County of Los Angeles
City & County of San Francisco, Human Services Agency
City of West Hollywood
Community Clinics Initiative
David Bohnett Foundation
Equal Justice Works
Evelyn & Walter Haas, Jr. Fund
Folsom Street Events
Gill Foundation
Horizons Foundation
Liberty Hill Foundation
Musk Foundation
Qualcomm Charitable Foundation
Robert Wood Johnson Foundation
S. Mark Taper Foundation
Small Change Foundation
Tide Foundation's State Equality Fund (a philanthropic partnership that includes the Evelyn & Walter Haas, Jr. Fund, the Gill Foundation, & anonymous donors)
The Foundation to Promote Open Society/Open Society Institute
van Löben Sels / RembeRock Foundation

Donor Advised Funds

3 Gratitudes Fund at Horizons Foundation
E. Wang & R. Busher Fund
Geoff & James' Big Gay Adventure Fund at Horizons Foundation
girls just wanna have funD at Horizons Foundation
Howald-Blake donor advised fund at the San Francisco Foundation
Kicking Assets Fund of the Tides Foundation
O'Hanlan-Walker LGBT Equality Fund at Horizons Foundation
Strategy Lab Fund at the San Francisco Foundation

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2009

Superior Court of San Francisco removes barriers for California-born transgender people living out of state to change the gender on their birth certificates

TLC mobilizes scores of in-district visits to educate policymakers about employment discrimination, and releases State of Transgender California report referenced in federal hearings on ENDA

Recognizing the medical necessity of the client's health care, TLC wins appeal of a Medi-Cal decision which had denied reconstructive surgery for a transgender woman suffering from a ruptured implant

TLC partners with Immigration Equality to write *Immigration Law and the Transgender Client*

Thank You

Corporate Supporters

\$5,000+

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For a full list of supporters, please contact Transgender Law Center for a print copy of our Annual Report.

\$2,500-\$4,999

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The Southern California Gas Company

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Dolan Law Firm
Estrada Land Planning
farm : table
Moonstar Catering Services
National Center for Lesbian Rights
RBC Wealth Management
Red Ace Technology Solutions
Wilson Sonsini Goodrich & Rosati
Young's Market Company

2010

First Transgender Advocacy Day held in Sacramento

Strong community support for the Transgender Economic Empowerment Initiative (TEEI) convinces the San Francisco's Board of Supervisors to maintain funding for TEEI

After initially denying coverage, Medi-Cal agrees to pay for the costs of a medically necessary, transition-related surgery for a transgender man with a disability

TLC and the Humboldt HEALTH Council pass a non-discrimination ordinance protecting county workers and to create a transgender health clinic in this rural county

Thank You

For a full list of supporters, please contact Transgender Law Center for a print copy of our Annual Report.



“When I became one of the founding members ten years ago, I had no idea what the future would hold for the organization, but I was convinced that any move would be a move in the right direction. TLC’s 10th anniversary and its many accomplishments and milestone victories are proof that I could not have gotten a better return on my investment. In 2004, TLC was there for me and my wife when U.S. Citizenship & Immigration Services suddenly invalidated our marriage. We CAN make changes in this country, but the magic word is WE. Thank you, TLC!” - Chris Haiss

2011

U.S. Transportation Security Administration pays damages to a transgender woman whom they forced to dress as a man at her job at the Los Angeles International Airport and agrees to require all TSA managers undergo sensitivity training

The San Francisco Office of the Department of Motor Vehicles settles a lawsuit with a transgender woman over civil rights & privacy violations

Vital Statistics Modernization Act (AB 433) signed into law, streamlining the process to have one's state identity documents and birth certificate accurately reflect a person's authentic gender

Gender Non-Discrimination Act (AB 887) signed into law, adding “gender identity and expression” as an explicit, protected category throughout existing CA state non-discrimination laws

TLC advocates for LGBT inclusion in federal health care including historic meetings at the White House and with DHHS Secretary Kathleen Sebelius

*Save the Date for Spark!,
our 10th Anniversary
Celebration, on Thursday,
October 4th in San Francisco.
We are excited to see you
there!*

www.transgenderlawcenter.org



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Transgender Law Center
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