

Annual Report 2010



Game Changing

Have you ever awakened one day to suddenly realize that your world has changed? Looking back, you can see that it had been changing subtly over time, but you didn't realize it until something significant alerted you to the shift in your reality.

For me it happened this year when one day the phone rang in the NCTE offices. The call was from a Congressional staffperson whose boss wanted to help change U.S. policy regarding amending gender markers on passports and was working with a friend in the administration to make it happen. Knowing that we had been pushing for this for some time and had thought quite a bit about it, he asked us to provide technical assistance. He asked if we could provide a memorandum with our perspective on this issue by the end of the next day so the congressional leader would be fully informed before their meeting with the White House staff person.

Of course, the answer was yes. We've been building our body of expertise on federal issues that affect transgender people for many years and are always eager to share our knowledge with policy makers. But I thought to myself, "Really? Another request?"

You see, at the same time that this question came in, we were already in the midst of filling other such requests for technical assistance. The Department of Justice was asking for our help to train their people on how to respond to hate crimes. The DOJ had also asked for our help in designing the data collection instrument around hate crimes. The Office of Personnel Management (who acts as the HR department for the entire federal government) had asked for technical assistance relating to personnel policies. The Transportation Security Administration had asked



Executive Director, Mara Keisling

for our help in creating training materials so their agents could learn how to screen transgender travelers.

With all those demands on our tiny staff swirling around in my head, I hung up the phone and thought, "That's it. The world is different now."

For the past seven years we had been doing the long, hard work of building our expertise, building relationships, and building the case for transgender equality at the federal level. We had endured years of being excluded from meetings, being pushed out of important legislation, and being hung up on when we called policymakers. And now, they were calling us.

And while the lives of transgender people are still harmed by seemingly limitless discrimination in all sectors of life, the advocacy game has changed. We're no longer consigned to the sidelines of the playing field. Finally, we are getting down to the serious business of ending discrimination and violence towards transgender people. It's about damn time.

Sincerely,

A handwritten signature in black ink, appearing to read "Mara Keisling". The signature is stylized and fluid.

Mara Keisling

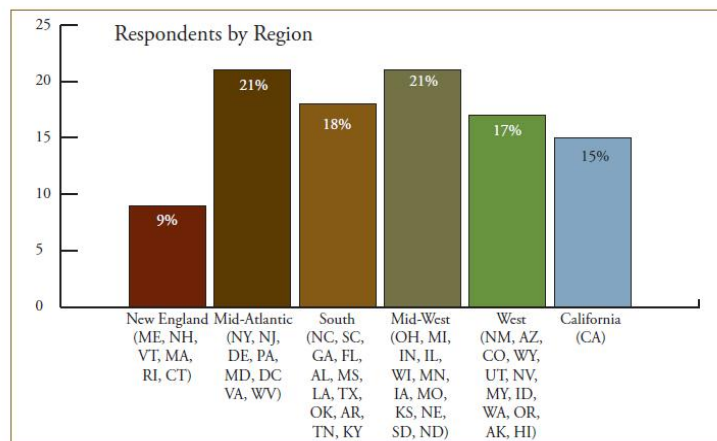
Measuring Transgender Discrimination

Working with the Policy Institute of the National Gay & Lesbian Task Force, NCTE completed the first academically rigorous national survey of transgender discrimination. With interviews collected from nearly 6,500 transgender and gender nonconforming people around the country, the survey provides the clearest picture of the prevalence of discrimination against transgender people in the United States.

Throughout 2010, NCTE and the Task Force undertook the long, difficult work of analyzing, parsing and interpreting the data for external audiences. While the full report has not yet been completed, some early analysis has been done to support the advocacy work around employment non-discrimination and health care reform.

Not surprisingly, the picture that is beginning to emerge confirms what activists have always understood: transgender people face grim levels of discrimination, hostility and violence. Some of what we have found includes:

- Respondents were twice as likely to be unemployed compared to the population as a whole.
- Half of those surveyed reported experiencing harassment or other mistreatment in the workplace.
- One in four were fired because of their gender identity or expression.



Responses to the survey came from all across the country

- Respondents were nearly four times more likely to live in extreme poverty, with household incomes of less than \$10,000.
- Respondents frequently experienced discrimination in health care and poor health outcomes. Nineteen percent reported being refused care due to bias about their gender identity or expression.
- Respondents also had over four times the national average of HIV infection.

While it will take years and the efforts of many researchers to fully illuminate the many lessons to be gleaned from this mountain of data, NCTE and the Task Force will release a large report in early 2011. We'll then also share the data with researchers around the country in order to make the most of this invaluable resource.

Making the Government Respect Transgender Lives

In 2010 NCTE solidified its role as a key source of expertise for federal policymakers. NCTE is increasingly called upon to provide unique and critical information and analysis for policy initiatives large and small that affect transgender people's lives.

NCTE worked closely with multiple federal agencies to ensure strong implementation of the Matthew Shepard and James Byrd Jr. Hate Crime Prevention Act of 2009. Throughout the year we provided training and technical assistance to the Department of Justice Civil Rights Division, the DOJ Community Relations Service and the FBI to enable them to effectively prevent, track and respond to hate-motivated violence against transgender people.

As concerns about airport security measures spiked nationally in 2010, NCTE worked to educate the Transportation Security Administration (TSA) and ensure every person can fly with safety and dignity. While vocally opposing TSA's aggressive expansion of whole-body scanners and the introduction of so-called "enhanced" pat-downs, NCTE worked extensively with TSA to mitigate their impact on trans people. We provided research and consultation to TSA about the specific privacy concerns of trans people; attended a TSA conference together with representatives of Muslim, Sikh, Arab-American and disability groups; and worked with allies and community members to provide stories of airport problems to TSA. We also developed several new resources to inform the travelers about their rights and what to expect at the airport, based on the most current information available from TSA. We also consulted with TSA to help them address workplace concerns of several transgender employees.



President Obama briefs LGBT leaders, including NCTE staff members, on his LGBT agenda at the White House

NCTE has served as a critical resource for the U.S. Office of Personnel Management (OPM) and for transgender federal workers on efforts to ensure federal workplace equality. At the beginning of 2010, OPM officially announced a policy of gender identity nondiscrimination for the federal workforce. Throughout the year, NCTE worked with OPM to implement and strengthen this policy, both consulting with the agency and individual federal workers to resolve workplace problems, and further more formal policy and guidance for federal agencies.

Improving the health and safety of transgender people in prisons and detention facilities was a major NCTE priority in 2010. NCTE played a major role in a coalition campaign to urge the Department of Justice to develop strong national regulations under the Prison Rape Elimination Act of 2003 (PREA). Together with the ACLU, the National Center for Lesbian Rights, and Just Detention International, NCTE drafted extensive comments, along with a template that was used by dozens of local, state and national LGBT and other organizations to develop their own comments to the Department. The impact of this effort was made clear in January 2011 when the Department of Justice released proposed regulations that reflected many of our

Making the Government Respect Transgender Lives

recommendations, which if implemented, will make a tremendous difference in the safety of incarcerated and detained trans people throughout the country.

NCTE also actively participated in US Immigration and Customs Enforcement (ICE)'s NGO Advisory Group, attending regular meetings with ICE policymakers and providing resources and recommendations on a variety of proposed reforms of the immigration detention system, including proposed new national standards for detention facilities. While this will be a long process, we have already seen some tangible results. For example, in early 2011 ICE issued a directive that LGBT detainees should not automatically be placed in administrative segregation.

NCTE's work on prison and detention issues has contributed to increasing commitment and activity by non-LGBT human rights organizations to address transgender issues in these areas. As we have consistently engaged on these issues, our allies in other human rights organizations have increasingly incorporated a focus on the rights and vulnerabilities of transgender people in their own prison and detention work.

Health Care Reform

Access to affordable and trans-competent healthcare is among the most important issues to many transgender people, and NCTE's work this year reflected that.

We advocated with the federal government for better, fairer and more affordable healthcare for transgender seniors, trans veterans, unemployed trans people and anyone needing transition related care.

And we have been right in the middle of advocacy on The Affordable Care Act (ACA) or



Staff members from *The Center of Excellence for Transgender Health* visit with NCTE staff

healthcare reform as it has come to be called. We are taking advantage of the significant opportunities within this legislation and facing down challenges that arise for all transgender people.

Initially, we worked to ensure that transgender people would be considered fairly in the drafting and passage of the ACA. While we did not win every battle, the ACA passed with provisions that will dramatically increase the number of transgender people with insurance coverage and without prohibitions against transition-related care.

NCTE and allies are now engaging with policy makers to ensure that implementation of the various ACA programs will be done in ways that actually improve and even save the lives of trans people. From insurance exchanges to PCIPS to medical loss ratios to nondiscrimination provisions, NCTE is immersed in very technical issues and robust advocacy to ensure America's future healthcare system is fair and inclusive.

Building the political power to succeed

In advocacy work we often talk about the need to reach both hearts and minds of decision-makers in order to move them to action. NCTE has become a center for expertise on federal policy that affects transgender people. We are able to present compelling arguments that are grounded in legal and political precedent and, sometimes, able to move the minds of key policymakers. But occasionally, lawmakers say to us, “I don’t have any transgender people in my district, so this issue doesn’t matter to me.” And often what they unconsciously tell us is, “I’ve never met a transgender person, and my heart isn’t in this.”

NCTE’s annual lobby day and policy conference addresses this head on and has a tremendous impact on lawmakers and participants alike. Transgender people from around the country travel to Washington, DC every year to talk with lawmakers about the issues that matter to them and to share their personal stories, effectively helping to move the hearts of some decision-makers.

This is one of the ways that NCTE supports



Lobby Day 2010 Participants on the steps of the U.S. Capitol

the grassroots work of organizations and individuals. One of the other ways is the through our annual policy conference. We bring together experts and activists so they can learn from each other, share best practices and gain insight into the details of our national work. Armed with renewed energy and ideas, participants return to their local communities as stronger leaders in the movement for transgender equality.

In 2010, the policy conference was another way we felt that the game had changed. While past conferences were largely led by allies and experts from non-profits working with us on transgender equality, this year several officials from the Obama administration joined us. Representatives from the Transportation Administration, the Department of Justice and the White House all briefed participants on the work they were doing to eliminate transgender discrimination at the federal level.



Brian Bond, Deputy Director of White House Office of Public Engagement briefs policy conference attendees

Shaping the Public Debate on Transgender Equality

In order to maximize our ability to provide “education and advocacy on national issues of importance to transgender people,” as our mission states, NCTE not only reaches out directly to our members and allies through email and social media, but also engages with reporters and opinion leaders at all levels of the media.

Each time a media outlet calls upon NCTE to provide context, background, and commentary on the news of the day, we have an opportunity to shape the public debate around transgender issues.

And in 2010, NCTE seized that opportunity again and again. With appearances in venues as varied as the local LGBT papers, the New York Times, ABC News.com, and Salon.com, NCTE staff members were able to provide education to a wide national audience.

And with the increase in administrative action in 2010 came an increase in media requests for NCTE. The passage of health care reform legislation, new non-discrimination policies in hiring federal employees and a

“The community and the movement have done everything we’ve been asked to do,” said Mara Keisling “We’ve worked and worked and gotten sufficient votes to make sure gender identity stays in the bill,” said Keisling, “but the bill is not being prioritized.”

Mara Keisling in Bay Windows

“What’s important here is that every child, including Shiloh, has the opportunity to express herself and explore her world in a way that is safe and nurturing for her. Our society needs healthy, well-rounded children whose interests and tastes are as diverse as the children themselves and are not limited by outdated stereotypes of gender.”

Justin Tanis in The Advocate

Harper Jean Tobin, the National Center for Transgender Equality’s policy counsel, explained there’s a growing recognition that “hormone therapy is medically necessary for transgender people. It’s not cosmetic, it’s a serious medical need.”

“We have a constitutional commitment to providing adequate health care to people who are in prison, regardless of their offense and regardless of their identity,” said Tobin.

Tobin says “the hard and fast rules that are used to classify transgender inmates often subject them to greater danger”

Harper Jean Tobin in Salon.com

strong push to eliminate prison rape (along with a celebrity story or two) sent reporters seeking input from NCTE staff members.

By influencing the public debate on issues that pertain to transgender people, NCTE sets the stage for further advances in legislative and administrative advocacy.

Furthermore, NCTE’s growing staff provided the media with more voices and more sources of input into various stories. While Mara Keisling is one of a handful of nationally recognized experts on transgender equality, 2010 was a year to diversify the pool of spokespeople.

Mara Keisling, executive director of the National Center for Transgender Equality, said, “The largest employer in the country is doing what all the other large employers in the country are doing, so that’s really great news.”

Mara Keisling in the New York Times (discussing new non-discrimination policy in federal government)

“Different people modify their bodies or not,” she said. “A lot of people don’t modify in any way, and that is not always choice, but a question of access.”

Stephanie White in ABCNews.com

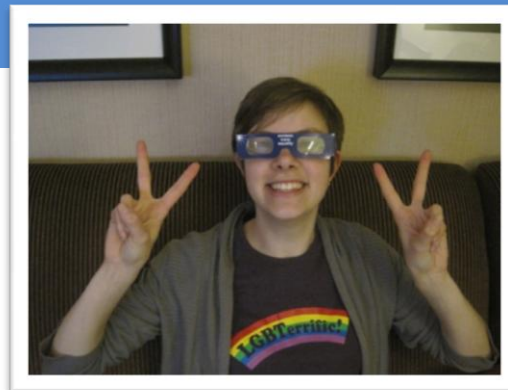
Envisioning the Future of Transgender Equality

Transgender policy will continue to advance quickly in 2011 and NCTE will be at the center of it with a core of great allies and increasing number of transgender people. While we do not anticipate significant federal legislative victories for 2011, we will continue to educate Congress about transgender people and our lives.

As long as the federal government continues to sanction discrimination in employment based upon sexual orientation and gender identity, NCTE's first priority will continue to be ending that shameful fact. In the coming years we will continue to organize, collaborate, educate and demand until we win these very basic civil rights for transgender people, no matter how long it takes.

Additionally, we are planning for key wins in several federal administrative policy areas. In particular, we will:

1. Advocate with the federal government to interpret existing civil rights laws such as Title VII, Title IX and the Fair Housing Act to cover transgender people.
2. Make further advances in ending the transgender identification documentation problems.
3. Convince SSA to once and for all stop sending no-match letters.
4. Impact healthcare reform implementation



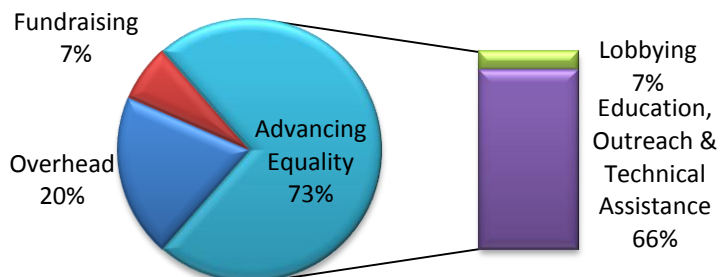
5. Support state-level activists working to pass state anti-discrimination laws, model driver license policies and birth certificate policies.
6. Work to implement the Prison Rape Elimination Act to protect vulnerable transgender inmates.
7. End the discriminatory F.A.A. medical certification process.
8. Secure humane & reasonable immigration detention standards.
9. Secure humane & reasonable federal prison policies.
10. Change VA health policies to be transgender positive.

In 2011 NCTE will also look for ways to fill the gap in national transgender community organizing. The movement for transgender rights will need a way to find and engage new leaders on a large scale in order to continue advancing equality.

One way that NCTE will address this in 2011 is to launch a new online tool for college activism: the Transgender On-campus Non-discrimination Information, or TONI. This online wiki will provide a central location for students to rate the transgender inclusiveness of their campus and to share best practices for increasing that rating. It will provide tools, information, and a shared community that will help to spark and engage new leaders for the movement.

Building a Strong Base of Support

NCTE Expenses 2010



Statement of Financial Position as of December 31, 2010

ASSETS		LIABILITIES & EQUITY	
Current Assets		Liabilities	
Checking/Savings		Current Liabilities	
1000 · Checking	41,880.20	Accounts Payable	
Total Checking/Savings	41,880.20	2000 · Accounts payable	10,887.14
Other Current Assets		Total Accounts Payable	10,887.14
1340 · Grants Receivables	75,000.00	Other Current Liabilities	
1350 · Contribution Receivables	12,714.81	2100 · Payroll Liabilities	
1370 · Misc Receivable	110.00	2117 · FSA	639.47
1400 · Prepaid	4,284.86	2121 · Metro Withholding	-222.85
Total Other Current Assets	92,109.67	2123 · IRA Withholding	667.69
Total Current Assets	133,989.87	Total 2100 · Payroll Liabilities	1,084.31
Fixed Assets		Total Other Current Liabilities	1,084.31
1500 · Fixed assets		Total Current Liabilities	11,971.45
1502 · Equipment	50,055.29	Total Liabilities	11,971.45
1590 · Accumulated depreciation	-21,968.27	Equity	
Total 1500 · Fixed assets	28,087.02	3005 · Restricted Net Assets	152,564.60
Total Fixed Assets	28,087.02	3010 · Unrestricted Net Assets	72,540.84
Other Assets		3900 · Retained Earnings	206,721.38
1600 · Long Term Receivable	75,000.00	Net Income	-206,721.38
Total Other Assets	75,000.00	Total Equity	225,105.44
TOTAL ASSETS	237,076.89	TOTAL LIABILITIES & EQUITY	237,076.89

Building a Strong Base of Support

Income and Expenses, January 1 – December 31, 2010

Income	
4000 · Individual contributions	89,595.99
4110 · Restricted Contribution	5,000.00
4150 · Foundation contributions	7,548.55
42000 · Grants	270,000.00
4400 · Event Income	<u>4,225.00</u>
Total Income	385,653.54
Expense	
5010 · Salary	339,806.40
5100 · Payroll Taxes	29,475.29
5200 · Employee Benefits	48,560.84
6010 · Bank charges/CC fees	2,622.60
6020 · Conference fees	318.00
6030 · Consultants	31,849.13
6040 · Interns	2,572.25
6090 · Depreciation expense	9,547.03
6095 · Event	14,135.01
6100 · Meetings & Trainings	6,187.19
6220 · Insurance	205.17
6245 · Lease	4,968.24
6255 · Dues Membership	1,300.00
6260 · Office equipment-small	336.50
6270 · Payroll fees	2,980.13
6273 · Flex benefits expense	1,307.99
6280 · Postage	1,704.77
6290 · Pubs/Research Materials	3,002.05
6300 · Printing	5,092.69
6320 · Professional Fees	19,428.90
7010 · Rent	26,400.00
7030 · Supplies	2,243.38
7050 · Staff recruitment	23.80
7120 · Telecommunications	13,876.95
7200 · Travel & Meals	<u>24,430.61</u>
Total Expense	<u>592,374.92</u>
Net Income	<u><u>-206,721.38</u></u>



NCTE's Seven Year Anniversary Celebration at the National Press Club in Washington, DC



Supporters of Transgender Equality

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Douglas Ousterhout

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Laura Arrowsmith
Chicago's Be-All Conference
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Erica Fields
Mary Ann Horton
Julie Kruse
Dan Massey
Shannon Minter
Deborah Strauss
Diane Trice
Andrea VonKaenel
David & Ruth Waterbury
Marcus Waterbury
Pamela Werb
Chelsea Wendt

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Sharon Brackett
Ann Cook
Mara Drummond
Phyllis R Frye
Deborah Goldsmith
Chris Hansen
Laura Hart
Josiphine Hill
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Mo Morelli
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Amanda Simpson
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Jenny Boylan
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Paulette deCoriolis
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Clemmie Engle
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Brian Wong
Yes It's Better
Amy Zucker

A Transgender Voice in D.C.



Mission

The National Center for Transgender Equality is a national social justice organization devoted to ending discrimination and violence against transgender people through education and advocacy on national issues of importance to transgender people.

By empowering transgender people and our allies to educate and influence policymakers and others, NCTE facilitates a strong and clear voice for transgender equality in our nation's capital and around the country.

History

NCTE was founded in 2003 by transgender activists who recognized a large gap in national LGBT work. With very few resources to draw from initially besides a committed board of directors, an all-volunteer staff of one, donated office space, and the hard-earned money from a small community of transpeople across the country, we set out to accomplish what no one had yet done: provide a strong, clear voice in Washington, DC for transgender people. NCTE provides a constant presence by:

- Monitoring federal activity and communicating this activity to our members around the country;
- Providing congressional education; and
- Establishing a center of expertise on transgender issues of national significance.

NCTE also works to strengthen the transgender movement and individual investment in this movement by highlighting opportunities for coalition building, promoting available resources, and providing technical assistance and training to transpeople and our allies.

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