



National Center for
**TRANSGENDER
EQUALITY**

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ANNUAL REPORT

www.transequality.org



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A LETTER FROM OUR EXECUTIVE DIRECTOR

Dear Friend,

I write to you as the National Center for Transgender Equality's new Executive Director. I recently surpassed my six-month anniversary in the position, and I could not be more proud of the organization and all it has accomplished during that time. First, I want to recognize the incredible staff that form NCTE. They are some of the most dedicated, innovative, and passionate people I have worked with during my career. I am so grateful for their hard work in 2021.

Last year was one of significant change, both at NCTE and across the movement. NCTE opened the year with its Blueprint for Equality policy agenda, a collection of more than 150 policies that the federal government can implement to support the wellbeing of transgender people. This agenda is the foundation for NCTE's work for the next four years, as the organization establishes relationships with the Biden Administration, federal agencies, and Congress to advocate for change.

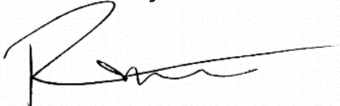
Victories in 2021 include major progress on ID policy at the federal level, significant movement on nondiscrimination protections in health care and housing, and historic representation of trans people in government.

Unfortunately, our community once again found itself threatened by anti-trans policymaking. Repeated attacks on trans health care and the rights of trans athletes characterized much of 2021, with more than 150 bills introduced in the states that aimed at explicitly restricting or eliminating access to health care and preventing trans people from playing on the sports teams of their choice. Opponents doubled down on false and harmful narratives about trans people, particularly the most vulnerable among us, trans kids. These kids found themselves on the receiving end of dangerous rhetoric intended to disrupt their lives and invalidate their identities.

NCTE's coordination with groups on the ground in key states meant the defeat of most of these bad bills. However, many of these same states are reintroducing these bills in 2022. NCTE will not back down and is ready to continue its fight for policies that protect and safeguard trans lives.

I am excited to share NCTE's Annual Report with you, which covers some of the organization's activities and milestones we reached in 2021, with the help of our supporters and allies. We would not be where we are without you, so thank you for all you continue to do to sustain our work.

Sincerely,



Rodrigo Heng-Lehtinen (he/him)
Executive Director
National Center for Transgender Equality
National Center for Transgender Equality Action Fund



A NEW ERA AT NCTE

Passing the Baton

The most notable change at NCTE in 2021 was the naming of new executive leadership. In March, Mara Keisling, NCTE's Founder and Executive Director of 18 years, announced she would be stepping down in June and succeeded by Rodrigo Heng-Lehtinen, then NCTE's Deputy Executive Director.

During her time at NCTE, Mara and NCTE's staff, volunteers, Board, and partners championed enormous policy wins in support of trans lives, including better ID laws at the state and federal levels, increased health care access, inclusive housing, and across-the-board nondiscrimination protections.

It was under Mara's leadership that NCTE first conducted a comprehensive survey of the trans community, in response to an alarming lack of data on trans people. This survey evolved into the U.S. Trans Survey, the only nationwide analysis of the trans experience and an essential data source for policymakers, researchers, and movement leaders.

Rodrigo carries Mara's legacy forward through sound and strategic leadership drawing upon years of experience. As a Cuban American transgender man, Rodrigo has wide-ranging experience in the movement that covers field organizing, leadership development, fundraising, and media advocacy. Before joining NCTE, he worked with Freedom for All Americans, GLAAD, the Transgender Law Center, Gender Justice LA, and the National LGBTQ Task Force.

If you are reading this report, you likely have met Rodrigo or seen him speak at an NCTE event. This means you know the passion he carries with him for the movement and the joy he experiences knowing NCTE is a part of that fight. Under his leadership, NCTE continues to strengthen and grow as an organization and movement leader. We look forward to having you with us on this journey.



NCTE United

In a historic milestone for the organization, NCTE is proud to recognize NCTE United, an employees union formed in partnership with the Nonprofit Professional Employees Union (NPEU). Comprised of staff members from every team at the organization, NCTE United is the result of years of work to establish a union at NCTE. As a social justice organization, NCTE knows that supporting employees' right to unionize will only strengthen the organization as it fights for trans justice and liberation. NCTE and NCTE United look forward to jointly building a more equitable, balanced, and fair workplace that prioritizes the wellbeing of the staff that make NCTE's work possible.

SECURING VICTORIES AT THE STATE & FEDERAL LEVEL

Protecting Access to Health Care

Biden Administration reinstates nondiscrimination protections in health care

Shortly after taking office in January, the Biden Administration directed the U.S. Department of Health and Human Services (HHS) Office of Civil Rights to enforce Section 1557 prohibitions on health care discrimination based on sex to include sexual orientation and gender identity.

This decision came after NCTE and its partners spent all of 2020 leading stiff opposition to the previous administration's efforts to reverse non-discrimination protections for trans people under Section 1557, using rulemaking, organizing health care providers to oppose changes, and mobilizing a massive public response of more than 130,000 public comments.

Section 1557, a part of the Affordable Care Act, prohibits discrimination based on race, national origin, sex, age, or disability in health care programs or activities. It is the first federal civil rights law to prohibit discrimination based on sex in health care.

Department of Veterans Affairs begins work to expand access to health care for trans veterans

In June, the U.S. Department of Veterans Affairs announced it would begin the process of expanding health care services available to trans veterans, including transition-related surgery, for the estimated 134,000 American veterans who are transgender. This new policy replaces previous VHA regulations, which maintained an outdated and discriminatory exclusion of transition-related surgical care from coverage. For more than a decade NCTE called for a review of the existing policies, citing the sacrifices trans veterans have made for their country, and resulting in this major agency win that puts an end to one of the last remaining bans on transition-related surgery in the federal government.



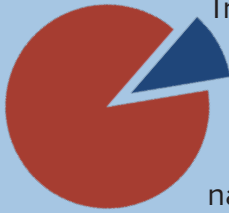
Moving the Needle on Affirming IDs

The State Department Removes Barriers to Accurate Passports

After years of advocacy from NCTE and its partners, the U.S. State Department announced in June 2021 it would eliminate the medical requirement for a person to change the gender marker on their passport and other consular forms, removing a major anti-trans barrier that prevented many trans people from obtaining accurate travel documents. In addition, the State Department announced it would be adding an “X” gender marker, delivering on its promises to trans non-binary people.



Traveling while trans already carries with it risks of harassment and discrimination. By giving trans people the freedom to self-attest our gender on our passports, the State Department has made one part of the journey more accessible and safer for the community.



The 2015 U.S. Trans Survey revealed that only **11%** of respondents had an accurate name and gender on their ID.



Nearly one-third (**32%**) of respondents experienced verbal harassment, were denied benefits or service, or assaulted because of an ID with a name or gender that did not match their gender presentation.

NCTE's ID Center

NCTE's ID Center remains the top online resource for trans people looking for guidance on updating their identity documents. With the support of an external partner, NCTE engaged in a yearlong project to refine the ID Center's content to be current and precise. NCTE and its partners examined what policies were still in place in the states and which policies had changed in recent years. NCTE also investigated complex policies as they relate to transgender youth and trans immigrants, who often face even more barriers when seeking affirming identification.

State Identity Documents

NCTE provided technical assistance to several states and territories exploring statewide ID policy reform. NCTE worked directly with state agencies to inform policy development that is inclusive of trans people, expands the options for gender identification, and simplifies the process for obtaining an accurate ID. NCTE has been leading this work for years and is proud of its accomplishments throughout the country. However, there is more work to be done. This year, NCTE worked with Hawaii, Mississippi, the District of Columbia, Michigan, Pennsylvania, Ohio, and the Northern Mariana Islands to make updates to their ID policies.

A Seat at the Table

The U.S. Senate confirms Rachel Levine as the next Assistant Director of Health at HHS

In keeping with his promises to build a diverse administration, President Biden ushered through the groundbreaking nomination and confirmation of Admiral Rachel Levine, the first transgender person appointed to a Senate-confirmable position and now the highest transgender official serving in

the U.S. government. NCTE was an essential participant in making this happen, working behind the scenes with the Biden Administration to move Admiral Levine's confirmation through the Senate. Before serving on the federal level, Admiral Levine was Pennsylvania Secretary of Health, where she deftly managed the commonwealth's response to the COVID-19 pandemic and became a recognizable figure on the national level.

As Assistant Secretary of Health for the Department of Health and Human Services (HHS), Admiral Levine oversees the department's key public health offices and programs, a number of presidential and secretarial advisory committees, 10 regional health offices across the nation, and the Office of the Surgeon General and the U.S. Public Health Service Commissioned Corps.

Admiral Levine is an essential voice on the federal level for trans people everywhere. Her position with HHS allows her to make key decisions and offer guidance that consider the unique needs of transgender people. She is also in a critical position to champion pro-trans health care policies across the agency, and as a trans woman herself, contribute ideas and perspectives that center the trans community.



Holding Critical Conversations

Over the summer, the White House invited NCTE to participate in a dozen private listening sessions of an Interagency Working Group focused on the safety, inclusion, and opportunity for transgender people. The working group includes participants from the Departments of Justice, Housing and Urban Development, Health and Human Services, Education, Homeland Security, Labor, Interior, Veterans Affairs, and Defense. The Department of State and USAID also participated to strengthen their efforts to protect trans people from violence and discrimination around the world.

NCTE advised the White House at each listening session, contributing to the roundtable conversations on how the Administration can spearhead policy that safeguards trans wellbeing. Many of the discussions cited NCTE's Blueprint for Equality, an agenda for the White House and Congress that outlines more than 150 actions the federal government should take to improve the lives of transgender people.

With guidance from NCTE, the Administration has already implemented many of these proposals, like repealing the trans military ban, issuing a directive to agencies to enforce the Supreme Court's *Bostock* ruling, officially recognizing March 31st as Transgender Day of Visibility and November 20th as Trans Day of Remembrance, and explicitly calling for protections for all trans people in the 2021 State of the Union address.

PROTECTING TRANS KIDS

Transgender kids faced attacks from all fronts in 2021. Placed in the middle of a culture war, trans kids and their families witnessed devastating proposals aimed at restricting kids' health care or banning them from playing on the sports team of their choice. Trans kids are like any other kids; they wish to spend time with friends, learn about the world around them, and live a healthy and joyous life. Opponents instead adopted harmful narratives that otherized trans kids and introduced at least 150 anti-trans bills.

NCTE and its partners mounted a coordinated campaign to switch the narrative on trans youth and build support for trans kids and their families. Because of this work, most bad bills were soundly defeated.



What did NCTE do?

- Coordinated an open letter to the National Governors Association signed by more than 1,600 medical, mental, and behavioral health providers across the country in opposition to anti-trans health care bills
- Petitioned major sports associations and teams to publicly voice their support for trans athletes and condemn anti-trans legislation
- Sent NCTE staff to testify in state legislatures on behalf of trans athletes
- Mobilized supporters and allies through the online State Action Center, which monitors moving legislation in the states and outlines steps supporters can take to act

More than 250 anti-LGBTQ bills introduced in state legislatures in 2021, and NCTE played a critical part in defeating most of them.

- At least 35 bills sought to prohibit transgender youth from being able to access best-practice, age-appropriate, gender-affirming medical care
- At least 69 bills would prohibit transgender youth (and in some cases college students) from participating in sports consistent with their gender identity
- At least 43 bills would allow people to assert a religious belief as justification for failing to abide by the law or provide services to people of whom they disapprove
- At least 15 bills would prohibit transgender people from having access to restrooms or locker rooms consistent with their gender identity

UPLIFTING TRANS STORIES

U.S. Trans Survey



NCTE was hard at work in 2021 finalizing the [U.S. Transgender Survey \(USTS\)](#). The USTS is the leading, and in many cases only, source of information about transgender people's experiences.

With the support of the USTS Scientific Advisory Board, comprised of experts representing advocacy groups and academia, NCTE revised the survey to improve scientific integrity and identified additional content to enhance the survey's data findings.

Months of preparation culminated in the launch of the USTS pledge period in November 2021. Using a community-led approach, the USTS pledge period enlists respondents ahead of the survey's release and confirms that a diverse and representative population is contributing to the data collection. Over the six-month pledge period, NCTE will secure thousands of pledges to take the survey when it opens in May 2022. During the survey field period, NCTE's goal is to reach 40,000 respondents in all 50 states, the District of Columbia, and the U.S. territories.

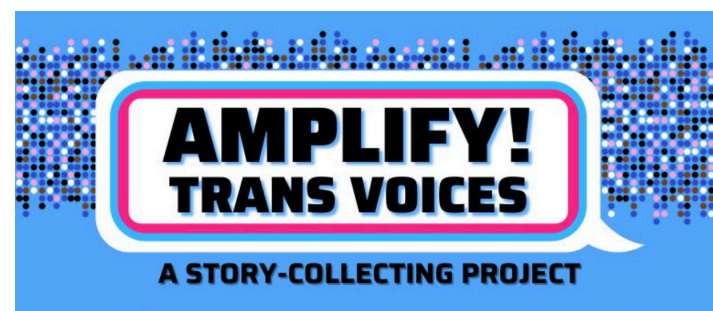
With this data, NCTE will produce a full report and several breakout reports in 2023. This survey will provide the first longitudinal examination of data on trans people, comparing analysis from the 2022 survey with the 2015 survey and demonstrating both progress achieved and areas where work still needs to be done.

To spread the word and identify potential survey takers, NCTE is collaborating with three national trans organizations of color, the Black Trans Advocacy Coalition, the TransLatin@ Coalition, and the National Queer Asian and Pacific Islander Alliance (NQAPIA), along with more than 500 state and local groups.

Amplify! Trans Voices

NCTE launched Amplify! Trans Voices, a story-collecting project, to uplift and highlight diverse trans experiences from across the country, especially the experiences of trans people who are Black, Indigenous, or people of color.

Trans stories are often rooted in tragedy and oppression. Amplify! Trans Voices embraced content that celebrated trans joy and success. Each story acknowledged the difficulties of being trans but also delivered enriching stories capturing the immense diversity of the trans community. These stories are useful tools for reframing the narrative on trans people and building a culture of acceptance and understanding within communities.



THE 2021 TRANS EQUALITY NOW AWARDS



The 2021 Trans Equality Now (TEN) Awards celebrated resiliency in the face of adversity and honored the change-makers who contribute to the movement's success. For the first time in the organization's history, NCTE streamed the awards live online. NCTE welcomed President Joe Biden as a featured speaker during the award ceremony, hosted on Transgender Day of Visibility on March 31, 2021.

During the pre-recorded speech, the president doubled down on his plan to secure comprehensive nondiscrimination protections by mobilizing support for the Equality Act and showed support for the rights of transgender youth, who are especially vulnerable to anti-trans attacks.

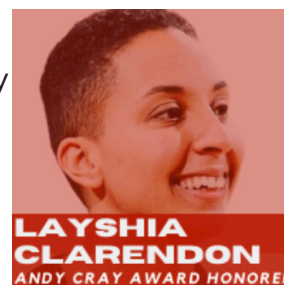
Honorees

NCTE also recognized three community trailblazers during the TEN Awards.

Ruby Corado, Founder of Casa Ruby, an LGBTQ youth shelter in Washington, D.C., received the Community Builder Award. This award recognized Ruby's tireless dedication to supporting LGBTQ youth in need.



Layshia Clarendon, guard for the New York Liberty basketball team and one of the few Black, trans, and non-binary athletes in the WNBA, was named recipient of the Andy Cray Award. Layshia's vulnerability and openness has served as encouragement for trans athletes across the nation, challenging the rhetoric that trans athletes have an advantage over cisgender athletes.



Representative Marie Newman is NCTE's 2021 Ally Award honoree. Representing Illinois' third district, Rep. Newman made headlines for her display of the transgender flag outside of her office in opposition to anti-trans rhetoric voiced by peer lawmakers. As the parent of a trans kid, Rep. Newman has led a years-long fight and commitment to ensuring transgender Americans, like her daughter, are afforded the same civil rights and protections as every other American in the U.S.



ACTION FUND



The National Center for Transgender Equality Action Fund (NCTEAF) builds power for transgender people, our families, and our allies — to make our collective voice heard — so that together, we can change the landscape in this country to support transgender equality. The Action Fund works to register voters, mobilize supporters, elect transgender people to office, educate and lobby legislators, and fight for transgender equality at local, state, and federal levels.

Building Our Case for the Equality Act

In 2021, NCTE spearheaded a national campaign of organizations advocating for the urgent passage of the Equality Act—historic federal legislation that would modernize and improve our nation’s civil rights laws by including explicit, permanent protections for LGBTQ people, as well as women, people of color, and people of all faiths.

Once passed, the Equality Act will clarify and expand legal protections to the millions of Americans who face discrimination because of their gender identity and sexual orientation in employment, housing, and many other critical areas of daily life.

NCTE helped harness the grassroots energy of hundreds of local and state groups across the country, engaging them through dozens of coordinated phone-banking and text-banking campaigns. NCTE organized in key states to educate supporters on the importance of the Equality Act and the difference it makes in the lives of our community. Through its Action Center, NCTE continues to encourage its network to voice their support for the Equality Act to their Senators.



CAPITAL CLUB

The National Center for Transgender Equality and NCTE Action Fund's Capital Club is a family of philanthropic leaders who fight to ensure the voices of trans people, their families, and allies are heard through advocacy, leveraging personal networks, and committing to an annual gift of \$1,000 or more. United by the vision that trans rights are human rights, Capital Club donors embrace the collective power of the LGBTQ movement, are afforded an insider's opportunity to collaborate with the organization, and use their influence to advance the boldest and most ambitious initiatives of NCTE and the NCTE Action Fund.

NCTE recognizes members of its Capital Club in its Annual Reports.

Champion - \$20,000+

Edward Snowdon and Duffy Violante
Henry van Ameringen
Kim Coco Iwamoto
Michael P.N.A. Hormel, in loving memory of James C. Hormel
Murray Garnick and Dr. Teresa Blaxton

Benefactor - \$10,000 - \$19,999

Brenda Johnson
Maria Plaxco
Rachel See
Randy S. Pitchford
Anonymous (1)

Trailblazer - \$5,000 - \$9,999

Abigail Pearce
Alison Gutterman
Alon Altman
Andrea von Kaenel and Brooke Poley
Chris Larsen
Gary and Julie Greenstein
Harold and Nancy Zirkin Foundation
James W. Lundberg Philanthropic Trust
Jon Kimbel
Joseph and Rachel Beda
Kenneth Hollander and John Kardos
Lori Killough
Mary Olson
Mason Deaver
Anonymous (1)

Guardian - \$2,500-\$4,999

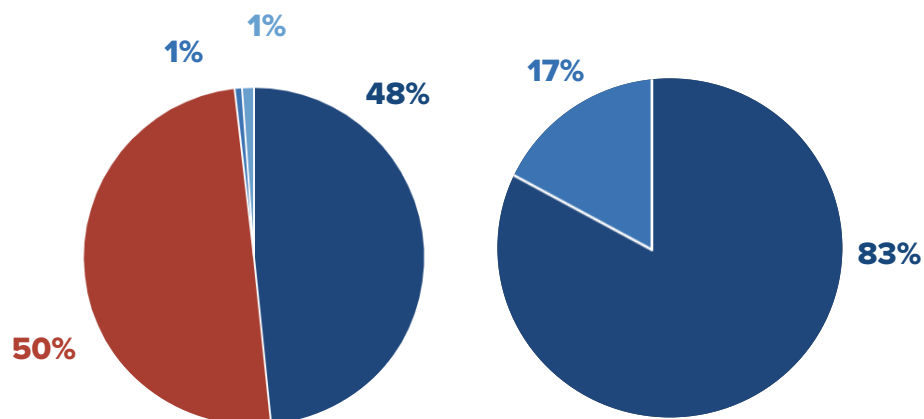
Ada Avery
Anne and Richard Taft
Brandon Boulware
Bryce Anderson
Cameron Ehteshami and Team Arbitrary Hero
Catherine Berry
Christopher Williams and Joel Sekuta
Daniel Lin
Darya Welch
Edward Pisacane
Ellen McLellan
Jason Hicks
Jenna Hughes
Jessica Ames
Ken and Erica Gregory
Laser Malena-Webber
Mark Sexton and Kirk Wallace
Megyn Busse, MD
Mo and Cher Willems
Naomi Sobel and Rabbi Becky Silverstein
Paul Nettle
Richard and Janet Hart
Shawn Hurley
Anonymous (2)

Endorser - \$1,000 - \$2,499

Aden Hakimi	Desmond Ryan	Katharine Gilligan	Rabbit Remers
Alekxia Valdez	Donald Engle	Kathryn Henkens	Rachel B. Tiven and
Alex Madlinger	Doris Neubauer	Kelly Ryan	Seth M. Marnin
Alice Kenney	Dr. Richard Sweeney and	Kenneth R. Siger Foundation	Rachel McNeill
and Greg Johnston	Ardis Cray	Kevin Adler	Rachia F. Heyelman
Alison Gill	Drs. Pedro and Lucy See	Kevin Toler	Rajiv Gulati
Amanda Simpson and	DuBose Family Foundation	Kim McKeon	Randi Swindel
Jennifer Watkins	Eileen Ryan	Kris Hildrum	Richard Nesbit
Andrew Jones	Elaheh Gattozzi	Laura Hart	Robert Quattlebaum
Ann Johnson	Eli Dickinson and Kat Zambon	Laura Lugo Garcia	Robert S. Johnson and
Anna Maguire	Emily Hite	Laura Martini	Katherine Alford
Anna Prykhodko	Erica Keppler	Lewis Perkins	Robert Segal
Arquelle Shaw	Erica Oberhand	Lilianna and Jacob Cordero	Roberta-Ann Kliygard
Ashley Fox	Gal Mayer	Lindsey Frohn	Robyn Ochs
Audra Mitmoen	Garrett Levin	Lisa Kohn	Ruth and
Autumn Beauchesne	Gretchen Ruck and Katie Renner	Luke Carpentier	David Waterbury
Barbara P. Nash	Heather Crowder	Maesen Churchill	Salma Bryan
Ben Brugler	Helen Owens	Marcus Masciarelli	Sam Moore
Benjamin and	Hilary Davis	Mark Purpura	Samir Luther
Tamara Wittes	Ileana Ros-Lehtinen	Mary Ann Horton	Sarah Battersby
Blum Merians	Imre Rainey-Spence	Mary Peterson	Sarah Josephson
Foundation	Jackie Dubil	Masen Davis	Scott and Stephanie
Bree A. Hartlage	James Heng	Matthias Braun	Rostan
Brittney Fraser	Jason Crawford and Ben Kong	Maury Yeston	Scott Dugas
Bruce Ballengee	Jason King	Megan Gruberman	Scott Moore and
Bryan and Karen Toma	Jay Johnson	Melinda Humphreys	Mary McCloud
Caitlin Ann Grant	Jeannie Affelder and	Melissa Morman	Sean Csukas
Carl Sennett	Jeff Weissglass	Melissa Rickman	Shapiro Family
Catherine Grasso	Jeffrey and Scot	Merri Banks	Foundation
Charles Hearn	Jeremy and Gill Farmer	Michael and Debra Simon	Stephen Grasso
Charles Hutchins	Jeremy Duff	Michael Deluca	Strata Chalup
Chelsea Addy	Jessica Gomel	Michael Margolis	Susan E. Holmes
Chloe Wright	Jill Petschek	Michelle Shepardson	Taylor Hirz
Christine and	Joanne A. Herman	Mike and Diane Mirowski	Teri Turner
Jamie Langowski	Joanne and Chris Koterwas	Miriam Ignatoff	Tessa Epstein
Christopher Schultz and	John Frost	Morgan Winer	The Hammel Family
Kevin Kress	John P. Frost	Jonathan Dee and	Theadosia Stewart
Claire Kmetz	Jonathan Puth	Margaret Hilles Stone	Thomas Farrell
Clemmie Engle	Jonathan Van Ness	Ms. Gray and Mr. Johnson	Timothy Tomlinson
Col. Jennifer Pritzker	Joshua de la Cruz	Ms. Michelle Forbes	Trevor F. Smith
Cooper Stimson	Joshua Smith	Natalie Baker	Trisha Paytas
Courtney Sieloff,	Judy Zeidel	Nathaniel Price	Vic Basile
Woolf Strategy	Julie Stapel	Paige and John McPherrin	Will Hayworth
D Muran-De Assereto	Kate Epstein and Ethan	Patty Rhea	William White
Danielle Morris	Handelman	Paul Jargowsky	Zoe Gagnon
David and Lisa Allen	Kate Hawes	Phillip Carter	Anonymous (4)
David Stivers	Kate Krasky		
Deborah Simpson	Kate Millington		

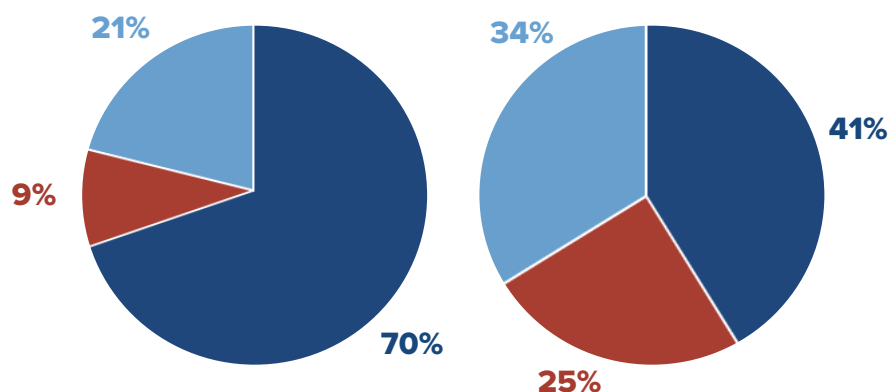
FINANCIAL STATEMENTS

Support & Revenue



	NCTE (C3)	NCTE Action Fund (C4)
Individual Contributions	\$1,784,791	\$106,700
Foundations	\$1,840,199	\$0
Fundraising Events	\$24,215	\$22,057
Program, In-Kind & Other Income	\$40,959	\$0
Total Income	\$3,690,164	\$128,757

Expenses



	NCTE (C3)	NCTE Action Fund (C4)
Program Services	\$1,932,042	\$41,603
Fundraising	\$253,250	\$25,379
Management & General	\$584,875	\$34,162
Total	\$2,770,166	\$101,144

* These are preliminary financials.



2021 TEAM

National Center for Transgender Equality Board Members

Rachel See (President)
Joseph Arroyo
Alex Garnick
Jae Henderson
Samir Luther
Adam McLain-Snipes
Steph Perkins
Gretchen Ruck*
Andrea von Kaenel

National Center for Transgender Equality Action Fund Board Members

Alex Garnick (President)
Joseph Arroyo
Rodrigo Heng-Lehtinen
Samir Luther
Adam McLain-Snipes
Rachel See

Staff Members

Gabi Bautista
Colton Boyd
Veronica Bravo-Leon*
Josie Caballero
August Clayton
Alex del Rosario
John Geoffrion
Rodrigo Heng-Lehtinen
Olivia Hunt
Mara Keisling*
Sean McCarthy
Lynx M'Chea*
Shane McGarrah
Lisa Mottet*
D. Ojeda
Alexis Rangel
Ames Simmons*
Daniel Shad*
Sybastian Smith
Leigh Thomas
Jami Westerhold

**A member of the team or Board for part of 2021*



National Center for
**TRANSGENDER
EQUALITY**

www.transequality.org
www.ncteactionfund.org

The National Center for Transgender Equality is the nation's leading social justice advocacy organization winning life-saving change for transgender people.

NCTE was founded in 2003 by transgender activists who recognized the urgent need for policy change to advance transgender equality. With a committed board of directors, a volunteer staff of one, and donated office space, we set out to accomplish what no one had yet done: provide a powerful transgender advocacy presence in Washington, D.C.

NCTE Action Fund was founded in 2017 by NCTE staff who recognized the urgent need for transgender voices to be part of local, state and national elections.



/TransEqualityNow



@TransEquality



@TransEqualityNow



/NCTEActionFund



@NCTEActionFund

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