



## Annual Report 2009



On the front cover:

Transgender children and children with transgender family members were invited to the White House Easter Egg Roll in 2009

Participants in a hearing on Capitol Hill on employment discrimination faced by the transgender community; Monica Cross, Amanda Simpson and Gunner Scott

NCTE staff at the National Equality March

NCTE staff member Justin Tanis with intern Eric Nguyen

## EXECUTIVE DIRECTOR'S MESSAGE

# Leaping Into The Future

In the history of NCTE, 2009 was a refreshingly different year. From our founding in 2003 and through our first five years of operation, NCTE was fully engaged in what historian and gender studies professor John D'Emilio would term a period of creeping. At the beginning, we had very few resources to draw from 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.

Furthermore, we were fighting upstream against a political climate in Washington, DC that seemed determined to push transgender equality backwards. Not surprisingly, our advances were few and far between. In fact, some of our most apparent victories were defensive, such as modifying the implementation rules for the Real ID Act to be less harmful to transgender people than originally drafted.

But, as is often the case for social justice movements during the creeping periods, NCTE used those years to build the relationships, political acumen and subject matter expertise that are required to achieve our mission: to work at the federal level to end discrimination and violence against transgender people. Knowing that true social change takes a generation, we set out to build an enduring institution that can sustain us in this work and provide a vital component to the national movement for transgender equality.

Fortunately, when the political climate changed in Washington, DC in January of 2009 with a new, more LGBT-friendly administration, NCTE was poised to leap at the opportunities that opened up. In 2009, we saw our staff double from two and half to five full time employees. We significantly ramped up our communications and outreach efforts, we added our first attorney, and brought on an administrative support person to help us all deal with the quickened pace of work. But even with our expanded team, we spent much of 2009 hustling to keep up with the suddenly high demand for our time and input.

One place where that effort paid off was in our work with the White House and the Office of Personnel Management to find a way to ban employment discrimination based on gender identity for federal jobs. In June, the White House issued a Presidential Memorandum that, for the first time, provided employment protections for transgender federal employees.

And, of course, the story of 2009 can't be told without mentioning the historic significance of having transgender people recognized in federal law for the very first time. When the Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act passed in October, the federal government finally recognized that transgender people matter and deserve a path to prevent and seek recourse for bias crimes. NCTE is proud to have played a leadership role in the coalition that made that possible.

Like the passage of the Hate Crimes Prevention Act, most of our efforts are long-term projects that consist of many modest changes and moderate gains. While each step has an impact on real people's lives, none of them are a final step. With each success, we are creating the relationships, track record, and momentum for further work and greater advances in our equality. We have a long way to go and are looking forward to building upon our first six years together as a spring-board to the future of transgender equality.

Sincerely,



Mara Keisling



# Staking Out the Transgender Agenda

By virtue of our name—the National Center for Transgender Equality—many people naturally think that we do everything related to transgender equality. Actually our mission is relatively focused. You can read the full mission statement on page 8 of this report, but our work focuses in two areas:

- Educating policymakers and the public about federal policies that affect transgender people and our families; and
- Providing technical assistance, encouragement and accountability to LGBT and progressive movements to fulfill their commitments on transgender issues.

And while those two things are simple to summarize, they are far from easy to fully engage at all times. First, federal laws and administrative policies impact nearly every aspect of peoples' lives from our employment options, how we access health care (or don't), what identity documents we carry, how our families are recognized, to the experiences we have at school.

Second, with so many groups now in the LGBT movement and the wider progressive movement willing to advocate for transgender rights, it is sometimes challenging to help them fully understand the impact on transgender people of the work they are doing.

To provide a foundation to move forward on both challenges, in March of 2009 NCTE issued the first Transgender Federal Agenda, just as the new Administration and Congress were really getting started with substantive work. Together with allied organizations and volunteers, NCTE analyzed federal laws and policies and identified 111 issues that must be addressed before transgender people can participate fully and equally in American society.

Many of the laws and policies that need to be changed are remnants of old stereotypes, such as inhumane prison healthcare policies that ignore the realities of transgender prisoners, while others, such as the REAL ID Act, seem to hurt transgender people simply as an unintended consequence. Still others, such as the Defense of Marriage Act (DOMA), are intentionally discriminatory.

-----Original Message-----

From: PJ Two Ravens

Sent: Friday, March 06, 2009 10:27 AM

To: NCTE@NCTEquality.org

Subject: new Transgender Equality and the Federal Government

I just wanted to let you all know that I was absolutely awed by the recent NCTE Publication "Transgender Equality and the Federal Government". In my local advocacy work in the trans community for the past 15+ years, I have never seen such a nicely comprehensive and detailed listing of issues, much less the naming specific federal policies impacting the issues. I was so moved by the amount of fine work NCTE had compiled in the document, I immediately felt compelled to give a donation. It's not as much as you all deserve, but it's what was affordable at the moment. Thank you so much for the truly exemplary work you all have done, and continue to do, on behalf of us all.

-PJ Two Ravens, LMSW Clinical Social Worker

By outlining the changes that are needed, NCTE has been better prepared to engage various issues as they arise and our allies have a resource to turn to for fully incorporating transgender equality in their work. Because the federal government is so vast, we recognize that there are surely policy needs missing from this list and others that should be amended.

However, we have already attained advances in some areas and believe this document provides us with firm ground on which to continue our work and guide us as we move forward. We cannot express enough thanks to our coalition partners who provided expertise, guidance, and feedback on these issues. It is our hope that together we will use this document to guide advocacy work throughout the federal government, and we look forward to celebrating those victories with each and every one of you.

## Passing Landmark LGBT Legislation

If there is one clear example of how NCTE successfully fights for the inclusion of transgender people in our national laws, our work on the Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act is just that.

When NCTE began working on this issue in 2003, we were told repeatedly by lawmakers and allies alike that gender identity would never be in the bill because it would hurt the chances of its passage. This is the kind of thinking that has held back transgender equality for decades and one of the reasons that NCTE was formed.

Our first win in this effort came several years ago as a result of educating our allies and gaining their understanding and support. A turning point came in 2005 when several non-transgender groups held a meeting with Senator Kennedy's staff and made it clear that the inclusion of gender identity was an important component of any law that fully addresses hate crimes. This secured our place in the legislation, which went on to pass both the House and Senate.

When the law was signed by President Obama on October 28, 2009, it became the first piece of transgender civil rights legislation and the first time in our nation's history that transgender people were afforded positive congressional recognition. After many years of aggressive advocacy, we were thrilled that our work, along with the work of our allies who championed our cause, finally paid off.

And our work has paid off in several ways. First, the bill became a law. That in itself is important. The law recognizes what we have known for years: that transgender people are targeted for crimes simply because of who we are, and that the crimes victimize our entire community. This law won't unfortunately stop hate crimes, of course, but it gives us a way to respond, to gauge the full measure of the problem, and to get help if local authorities can't or won't help.

Secondly, it showed Congress and our allies that legislation that includes gender identity protections can pass. This is important because it helps us with our entire legislative agenda as we move forward.

Probably the most important benefit of the passage of the hate crimes prevention act is the opening that it has created to educate both the general public and law enforcement agencies at all levels of government.

In fact, once the bill became law, our work had just begun. NCTE began working with the U.S. Department of Justice and the FBI on implementation and training programs that will be active in 2010. They are seeking active input from affected communities as part of this process and we are ready to participate fully in those efforts. And although there is still much work to be done as the law is implemented, we recognize the victory that the passage of this law represents.

*Senators Carl Levin and Charles Schumer announce the passage of the Hate Crimes bill as it moves forward to President Obama's desk for his signature, becoming the first positive mention of transgender people in federal law.*





# Making the Government Respect Transgender Lives

## Privacy & Documentation

Government identity documents are increasingly required for every basic function in American society, from getting a job to renting an apartment to opening a bank account. Yet at the same time, the government has made it more difficult for transgender people in the U.S. to access consistent and accurate ID. NCTE has prioritized work related to federal ID documents and spent much of 2009 advocating for policy changes related to passports, social security accounts and state birth certificates, among other policies.

One significant success for this year came as a result of our advocacy efforts to secure policy changes at the Social Security Administration (SSA) that have largely ended the practice by the SSA of outing transgender people at work when there is a discrepancy between the employee's records and the gender on file with the SSA. Because surgery is required to change gender markers with Social Security, many transgender people have one gender on their state-issued identification, while a different marker on their SSA records. While more fine-tuning to the policy is pending, the practice has largely stopped thanks to NCTE's policy advocacy.

## Healthcare Access

At the beginning of 2009, the Administration and Congress began a wholesale reevaluation of health care coverage in America. The stated goal of new legislation was to ensure that ALL Americans receive health care, and transgender people desperately need to be included in that definition of "all." This year NCTE began taking action to ensure that was the case.

First, NCTE sought out and solidified collaborative relationships that would allow us to impact the debate without the resources and insider clout that so many other healthcare players would have. Working with this coalition of LGBT and other progressive civil rights organizations, we outlined the results transpeople needed from this legislation, we identified and built relationships

with key policymakers who were in a position to impact the results, and we provided technical assistance to those policymakers.

The success of this largely behind-the-scenes work will be more evident once the final bill passes, but even then our work won't be done. In 2009 we were finally able to raise the funds to hire a full time policy advocate to focus solely on transgender health access. That person will work with federal agencies as they write the rules for health care reform and implement the changes.

Parallel to these efforts around healthcare reform, NCTE provided significant technical assistance to the Veterans Administration as they developed a transgender-friendly directive on the provision of healthcare to transgender veterans in VA facilities. This policy, which is due to be published in mid 2010, will ensure that our government fulfills its responsibility to those who risked their lives by serving in the armed forces.

## 2009 Resource Guides

One key function that NCTE fills is to explain the impact of the various federal policies on transgender people. We issued the following resources in 2009:

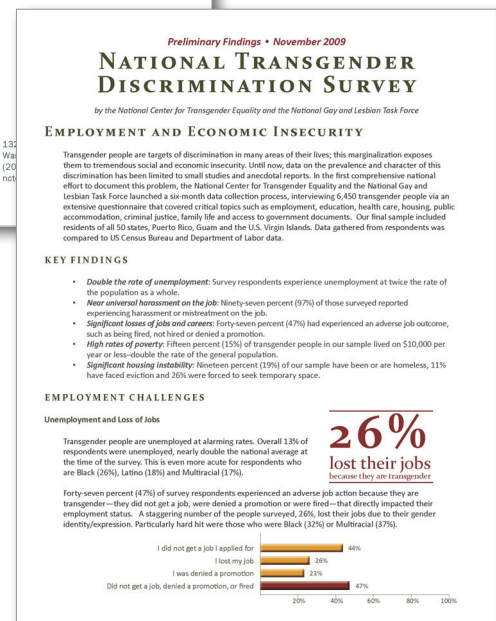
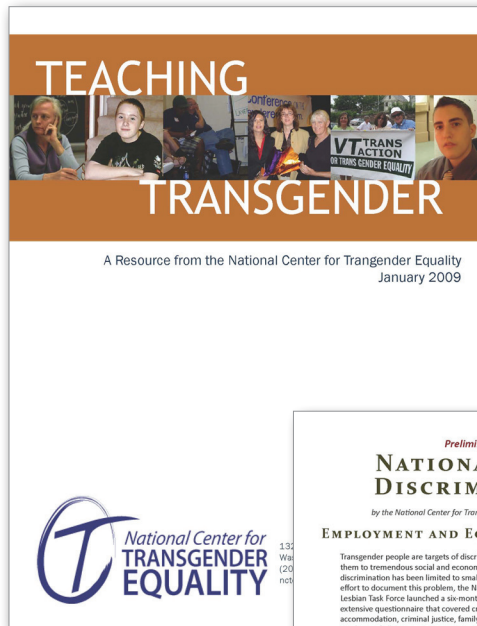
1. PASS ID Act and Its Impact on Transgender People
2. The Employment Non-Discrimination Act of 2009
3. Responding to the Census
4. Whole Body Imaging Scans for Airport Security
5. Secure Flight FAQ's
6. Hurricane Preparedness
7. Online Guide to Changing Gender on Driver's Licenses in each state
8. Employment Discrimination Survey Results

# Learning and Teaching about Transgender Lives

In 2009, NCTE produced two significant resources to expand people's understanding about transgender lives: preliminary results of the National Transgender Discrimination Survey, conducted with the National Gay and Lesbian Task Force, and *Teaching Transgender*, a guide for those who lead basic training sessions.

The results from our survey have been vital to our work. First, they have put concrete numbers to issues and, in doing so, provided us with hard data that we can take to policy makers about the very specific ways in which discrimination impacts transgender people. We have worked with the Task Force to create a fact sheet on employment and economic issues to support our work on the Employment Non-Discrimination Act. Second, the data has helped paint a picture for us of the areas in which the most work needs to be done. Not surprisingly, the survey revealed wide spread discrimination across so many areas. Still, having concrete information about the scope and shape of the problems is very useful to us. We have only begun to analyze and release the data and this work will continue through 2010 to reach a comprehensive and final report.

Our efforts to educate the general public reached new levels in 2009, as we conducted more training sessions in workplaces, government agencies and universities. In addition, we published a guide called *Teaching Transgender* as a resource for transgender people and our allies who are called upon to conduct trainings in their communities. We are aware that transgender people are often asked to lead trainings in their local communities but may not have any experience doing so; this guide provides information about how to conduct effective trainings as well as some factual information about the reality of transgender lives, presented in a positive format. We have also developed a companion PowerPoint presentation that includes diverse images of transgender people, and handouts on terminology and on the transgender experience.



## Building the Political Power to Succeed

Inherent in our mission of “ending discrimination and violence against transgender people through education and advocacy” is the need to build the political power to succeed. Political power often comes in two forms: the power of organized money, and the power of organized people. And while the transgender community is woefully out-spent by our opposition, we have always had people who are committed to taking action on behalf of their rights and the rights of their family members.

NCTE supports the grassroots work of organizations and individuals by providing tools, trainings and opportunities for action. Two of our biggest actions of 2009 were our Sixth Annual Lobby Day in April and the “9 Weeks for Equality” ENDA Campaign.

With hate crimes prevention legislation making its way through the House of Representatives, NCTE brought over 200 people to Washington, DC for the combination of our annual Lobby Day, Policy Conference, Moving Forward Together Awards Reception, and Religious Summit from April 26 to April 28.

The timing couldn't have been better. On Monday evening, we honored The Center for Lesbian and Gay Studies at the Pacific School of Religion, Shannon Minter of the National Center for Lesbian Rights, and Rep. John Conyers, the author of the Hate Crimes Prevention Act. On Tuesday we had 200 people who conducted over 400 lobby visits asking for support of Hate Crimes Legislation, and then on Wednesday, April 29, the bill was voted on and approved.



*Take action this summer to move transgender equality forward*

The 9 Weeks for Equality during the summer of 2009 gave structure and guidance to activists who were looking to re-focus Congress's attention on the next significant piece of LGBT legislation, the Employment Non-Discrimination Act. Each week's action was designed to build upon the previous weeks' and was structured to be accessible and engaging for novices and experienced activists alike. Furthermore, by dovetailing with the work of the broader UnitedENDA coalition, NCTE was happy to synthesize its work with its allies.

One enhancement of NCTE's work in 2009 was an expanded presence in new media venues and social networking sites. NCTE now has a more professional website, a vibrant presence on Facebook, two Twitter feeds, and an active blog. As a result, the readership of NCTE's website and blog has dramatically increased and calls from the media have also increased. Furthermore, increased public presence generated new members and NCTE experienced a 30% increase in membership during 2009.

Finally, throughout the year, NCTE made available several free resources that are downloadable from our website that can support people in their advocacy. This year NCTE produced and distributed the following manuals and guides to support grassroots action:

- Making Your Voice Heard: A Transgender Guide to Educating Congress
- Teaching Transgender
- Transgender Equality and The Federal Government
- Understanding Transgender People
- Transgender Terminology

*(left) Participants in the 2009 NCTE Lobby Day;  
(above) NCTE's summer 2009 campaign to  
involve people in the work to pass ENDA*





# Shaping the Public Debate on Transgender Equality

From *The New York Times*, to CNN, to major networks, and regional papers around the country, NCTE staff people were increasingly called upon in 2009 to provide commentary and context for events affecting transgender people in America.

A combination of factors led to NCTE's dramatic increase in media visibility in 2009. One of the biggest factors was our increased capacity. In January of 2009 we were able to make our community education and outreach position full time and decided to re-focus the work on communications. By reinvigorating the organization's blog, revamping the website, implementing new social media tools of Facebook and Twitter, adding multimedia clips, and just good-old-fashioned press releases and statements, it became increasingly easier for NCTE to be seen and heard.

Furthermore, after years of building our credentials as a center for technical expertise on transgender policy, reporters and columnists increasingly sought out NCTE to provide perspective to their stories and to provide background information on complicated issues.

NCTE built upon our work with media watch dog and advocacy organizations, such as the Gay & Lesbian Alliance Against Defamation (GLAAD). We provided expertise as they rewrote the gender identity sections of their influential media guide. We also worked in partnership with them to respond to both positive and negative images of transgender people in the media.

NCTE staff people were called upon in 2009 to be part of radio interviews, appear on television news programs, comment on newspaper articles, and to be part of the lively debates taking place on blogs of all types.

The topics we were asked to comment on included new Obama Administrative policies and appointments, legislation, and high-profile celebrity transitions. By increasing our capacity to influence the public debate on these topics, we are paving the way for future advances in transgender equality.

"The president is making a very clear statement that transgender people won't be discriminated against," said Mara Keisling, the executive director of the National Center for Transgender Equality, a group that has been talking with the White House about the new provisions.

—*New York Times* article regarding new protections for federal workers.

"Testosterone is a powerful chemical," said Justin Tanis, a female-to-male transgender man and the community education and outreach manager for National Center for Transgender Equality in Washington, D.C. "For people who are female-to-male, it really changes your body and it makes it easier for people to perceive you as male."

—*ABC News* story on Chaz Bono's transition

"Here was this beautiful 18-year-old child who was murdered," Ms. Keisling said. "I think it is unbelievable that somebody would do this and that we still live in a society where his (trans-panic) excuse would be listened to."

— *New York Times* article regarding the Angie Zapata murder case



## FUTURE GOALS

# Envisioning the Future of Transgender Equality

In the coming year we hope to close another shameful chapter in American policy – the federal government’s continuing sanction of discrimination in employment based upon sexual orientation and gender identity. First introduced in 1994, the Employment Non-Discrimination Act was already a retreat from demanding full equality in housing, public accommodation and employment practices. In 2010 we plan to organize, collaborate, educate and demand until we win these very basic civil rights for transgender people.

And, as they say, there’s no rest for the weary. We still have unfinished business to ensure that there are no transgender exclusions in the final health care reform bill, and there remains that list of 111 issues from the Transgender Federal Agenda. While we can’t tackle them all in one year, in 2010 we will prioritize the following items:

1. Pass the Employment Non-Discrimination Act (ENDA)
2. Ensure Health Care Reform Legislation is Trans-Inclusive
3. Fix Passport Gender Change Policy
4. Overhaul SSA Gender Change Policy
5. End SSA Gender No-Match Letters
6. End the discriminatory F.A.A. Medical Certification Process
7. Secure Humane & Reasonable Immigration Detention Standards
8. Secure Humane & Reasonable Federal Prison Policies
9. Change VA Health Policies To Be Trans Positive
10. Work with the Office of Personnel Management to solidify protections for federal transgender employees.



And beyond our policy work, we have the work of keeping NCTE itself a strong and vibrant institution that can support this work. In 2010 we’ll continue the evolution and strengthening of our Board of Directors, we’ll continue to grow our financial systems to keep pace with your support, and we’ll add to our staff so that we can do more of this critical work.

We will also continue to inform, engage and educate transgender people, our families, friends and allies to work for transgender equality. We passionately believe that social justice is the business, not just of advocacy organizations, but of the people. Each year we’ve expanded our efforts to provide resources and partner in new ways to get people involved. We will continue that work in the future.

There is a great deal of work to do, as always, and we look forward to working with you all to see transgender equality advance by leaps and bounds in 2010.

TREASURER'S REPORT

# Building a Strong Financial Base

In 2009, NCTE had its first independent financial audit, which showed strong financial management.

## Statement of Financial Position

December 31, 2009

### Assets

Cash	\$ 306,813
Grants and contributions receivable	\$ 202,396
Prepaid expenses and deposits	\$ 7,899
Property and equipment, net	\$ 36,946
<b>Total assets</b>	<b>\$ 554,054</b>

### Liabilities and Net Assets

#### Liabilities

Accounts payable and accrued expenses	\$ 122,228
<b>Total liabilities</b>	<b>\$ 122,228</b>

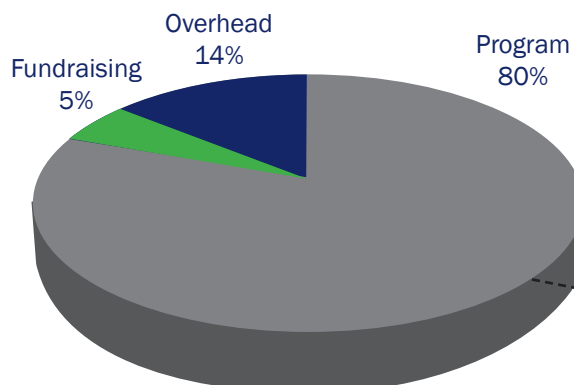
#### Net Assets

Unrestricted	\$ 244,461
Temporarily restricted	\$ 187,365
<b>Total net assets</b>	<b>\$ 431,826</b>
<b>Total liabilities and net assets</b>	<b>\$554,054</b>

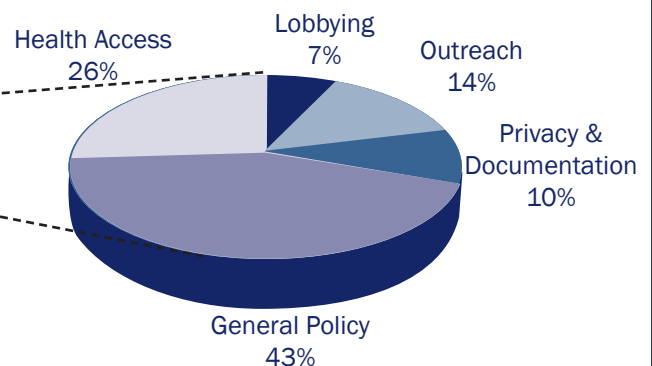
## Statement of Activities

	Total
<b>Revenue and Support</b>	
Contributions and grants	\$699,530
Membership fees	11,383
Net assets released from restrictions:	
Satisfaction of program restrictions	-
<b>Total revenue and support</b>	<b>710,913</b>
<b>Expenses</b>	
Program services	419,419
Supporting services:	
Management and general	75,701
Fundraising	27,378
<b>Total supporting services</b>	<b>103,079</b>
<b>Total expenses</b>	<b>522,498</b>
<b>Change in Net Assets</b>	<b>188,415</b>
<b>Net Assets, beginning of year</b>	<b>243,411</b>
<b>Net Assets, end of year</b>	<b>\$431,826</b>

## Expenses



### Detail of program expenses



# 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;
- 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.

## Board of Directors

Marcus Waterbury, Chairperson, Minneapolis, MN  
Meredith Bacon, Secretary, Omaha, NE  
Amanda Simpson, Treasurer, Tucson, AZ  
Steve Glassman, Philadelphia, PA  
Dana Beyer, Chevy Chase, MD  
Marisa Richmond, Nashville, TN  
Mara Keisling (ex officio), Washington, DC

## Staff Members

Mara Keisling, Executive Director  
Stephanie White, Managing Director  
Justin Tanis, Communications Manager  
Harper Jean Tobin, Policy Counsel  
Jazmin Sutherlin, Administrative & Executive Assistant

*NCTE staff and intern Tonei Glavinic at a Leadership Conference event*



1325 Massachusetts Ave NW, Suite 700  
Washington, DC 20005  
(202) 903-0112  
[www.TransEquality.org](http://www.TransEquality.org)

