



# **ACTION**

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ANNUAL REPORT 2012

# LETTER FROM MARA KEISLING



2012 was a year of action for transgender people and for the National Center for Transgender Equality (NCTE). We responded to countless requests from government officials for trainings, education, and technical assistance. We had a groundbreaking year of action in the digital space with campaigns like Voting While Trans and the TONI Project. We also saw the fruits of our action begin to ripen with victories such as the Department of Justice's release of trans-affirmative prison regulations, an achievement that

follows years of behind-the-scenes work in coalition with LGBT and progressive organizations. We celebrated wins in housing, employment, and healthcare while continuing to push the envelope on the federal policy level to prepare for even more victories in 2013. In 2012, NCTE also released 15 new resources to assist transgender people and allies to preserve and claim their rights.

From where I sit at the start of 2013, this is an exciting time for our movement. With your generous support, we are expanding our programs and fortifying our public education capacity so that we can get the trans progress word out to more people, organizations, and institutions. We're also capitalizing on seeds we planted in 2012 and will push forward on the legislative front, in federal agency policy, and in facilitating local activists to make trans action broad and inclusive. Our 2012 work reminds us that the trans population is diverse with a wide variety of needs: we are immigrants, we are women, we are homeless, we are veterans, we are children, we are older adults, we are sex workers, we are federal government employees. What unites us is our need for timely and far-reaching action—bold steps that will echo through our many lives for many years.

Thank you for your support as we move into our tenth

Sincerely,

A handwritten signature in black ink, appearing to read 'Mara Keisling'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Mara Keisling  
Executive Director

# ADVOCACY THAT MATTERS

As in years past, NCTE's 2012 policy work included meaningful collaboration with a wide range of LGBT and other advocates on many issues, producing tangible results. The following are just some of NCTE's key efforts in 2012.

In early 2012, the Department of Housing and Urban Development (HUD) released a final rule prohibiting anti-LGBT discrimination in HUD-funded programs. At the urging of NCTE and other advocates, the final rule was considerably strengthened from its proposed form. Throughout 2012 NCTE led advocacy urging HUD to issue additional guidance clarifying transgender people's right to equal access to sex-segregated homeless shelters.

Building on our work in 2010, NCTE worked closely with LGBT and health advocates to strengthen provisions and rules to implement the Affordable Care Act, resulting in strong, LGBT-inclusive federal nondiscrimination rules for insurance plans and exchanges.

In 2012 we continued our work on identification documents and privacy issues. As a plenary speaker at the American Association of Motor Vehicle Administrators'

Tobin educated state officials from across the country on how driver's license gender policies impact transgender people. NCTE also stepped up its efforts to ease gender change requirements in Social Security records and eliminate the use of gender in data matching programs. In addition to mobilizing LGBT groups to write a public letter to the agency, NCTE reached out to the Leadership Council of Aging Organizations, 29 of whose member groups sent a similar letter.

Together with SAGE, NCTE released a major, first-of-its-kind report called "Improving the Lives of Transgender Older Adults," putting transgender and aging issues at the center of LGBT advocacy. The report was released at several major conferences including the Philadelphia Trans Health Conference and the National Conference on LGBT Equality: Creating Change. Finally, to increase the impact of recent policy changes, NCTE published a series of "Know Your Rights" guides encompassing an array of topics with a consistent focus filing discrimination complaints with federal, state, and local agencies.

## SPOTLIGHT: TRANSGENDER IMMIGRANTS

There are an estimated 904,000 LGBT immigrants in the US today, 30% of them undocumented. Of these, many are transgender. Throughout 2012 NCTE advocated successfully for policy changes that would benefit transgender immigrants and support future change. Since 2009 we've worked with Immigration Equality and others to make it easier for immigrants with legal status to update the gender on immigration documents and to enable more transgender people to obtain spousal visas. This work bore fruit with a policy memorandum from US Citizenship and Immigration Services addressing both issues in spring of 2012.

NCTE also continued its work—in collaboration with other immigrant, human rights and LGBT advocates—to reform immigration detention conditions and prevent sexual abuse. Since 2009 NCTE has taken a leading role in galvanizing LGBT advocates as part of a broader, diverse coalition for Prison Rape Elimination Act implementation.

The Department of Justice issued final rules in May governing prisons and jails, and a Presidential directive required similar rules for immigration detention. Throughout 2012 NCTE and allies pressed for the detention rules, culminating in a late 2012 proposed rule incorporating many LGBT-specific protections we advocated for in the DOJ rule. Together with Just Detention International and the Women's Refugee Commission, NCTE also pressed the Office of Refugee Resettlement to take similar steps to protect unaccompanied migrant youth in federal custody. NCTE also took a lead role in developing a proposed LGBT training module for immigration detention facilities, which has been used to train facility monitors and is being incorporated into new PREA training.

Throughout the year, NCTE used our website, social media, and several articles in the mainstream media to raise the profile of immigration as a transgender issue, anticipating renewed efforts for comprehensive reform.

# OUR STORIES IN ACTION

Charles is a young transgender person living in a small Massachusetts town. After transitioning he took his father's name as his own. Last year, when he went to vote, poll workers accused him of attempting to impersonate his father. Despite "outing" himself, poll workers refused to see him for who he is. No one should have to reveal their transgender identity to vote. And when NCTE saw national efforts to pass so called "voter ID" laws, we knew our community was going to face challenges similar to, if not worse than, those Charles faced.

We quickly launched the "Voting While Trans" public education campaign with our colleagues at GLAAD. "Voting While Trans" featured two publications and a video series telling our stories of harassment and discrimination while voting. The campaign educated transgender people about steps they would need to take to update their voter information and raised awareness among poll workers about how to maintain the privacy of transgender voters.

Since launching "Voting While Trans," our online and print resources have reached over 20,000 people. The video series drew nearly 30,000 viewers, making up nearly half of NCTE's total video viewership over the last four years. NCTE placed "Voting While Trans" stories nearly 80 times in local and national media outlets, making up of over a tenth of NCTE's overall media placements in 2012. If we wanted to make sure the same number of people saw our "Voting While Trans" resources in the media, we would have had to spend \$1.6 million on advertising. The campaign reached such prominence that some state and local election authorities included our resources in their poll worker trainings.

"Voter ID" laws continue to make their way through state legislatures, and these issues will come up again in the mid-term elections. But the campaign's primary success was its ability to build understanding among non-transgender Americans about the need for accurate identification for transgender people. NCTE is persistent about expanding our audience and reaching new people. From healthcare to employment discrimination to immigration stories, NCTE is the leading storyteller in the transgender movement, driving awareness and action.



Members of the Voting While Trans campaign from top left to right: Laverne Mock, Charles Meins, and Ignacio Rivera.





Debra Cox, Aaron Tredwell, Mara Keisling, Deja Smith, Jac Gares, Janet

### NCTE Released 15 Groundbreaking Resources in 2012

- A Blueprint for Equality: A Federal Agenda for Transgender People
- Airport Security and Transgender People
- Federal Taxes and Transgender People
- Health Care Rights and Transgender People
- Improving the Lives of Transgender Older Adults: Recommendations for Policy and Practice
- Know Your Rights: Employment Discrimination and Transgender People
- Know Your Rights: Fair Housing and Transgender People
- LGBT People and the Prison Rape Elimination Act
- National Transgender Discrimination Survey: A Look at Asian American, South Asian, Southeast Asian and Pacific Islander (API) Respondents
- Transgender and Gender Nonconforming Students: Your Rights at School
- Transgender Federal Employees: Your Workplace Rights
- Transgender People and Passports
- Transgender Sexual and Reproductive Health: Unmet Needs and Barriers to Care
- Voting While Trans Checklist
- Voting While Trans: Preparing for New Voter ID Laws



Members of the Voting While Trans campaign preparing for the video shoot at the In The Life Media studios.

Amidst the turmoil, I am so encouraged by all the excellent and amazing progress and good news which is reported, seemingly daily. Keep fighting the good fight.

Your website opened my eyes to a lot of issues that exist that I didn't know, such as the prison issue and voting issues, which is something I feel strongly about, but had no idea affected the transgender community.

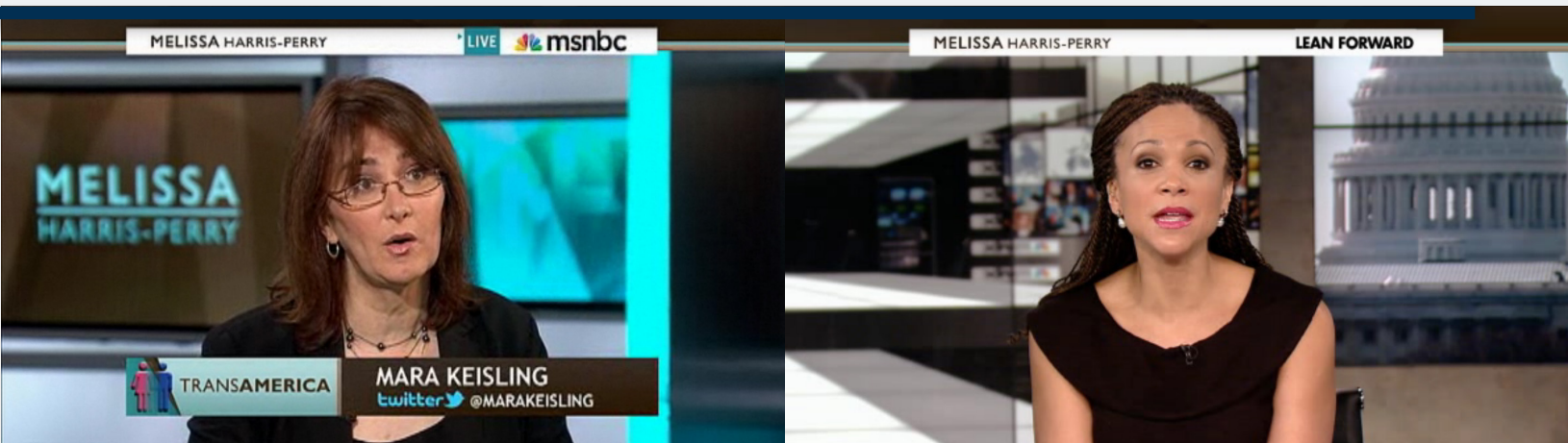
I continue to be impressed by NCTE's work. Congrats on so many successes. I feel well-represented in DC.

Thank you and your staff for the fantastic work you are doing, measured by accomplishments not hours put in. You are actually making the world just a little bit better. We're proud to be a part of NCTE.

I am consistently enlightened, impressed, and grateful for the fine work you do. I contributed much too long ago, but just this instant I joined up as a Building member. My son will be 2 this April, and I know that you are contributing to him growing up in a better world.

**Development Manager Ace Portis represented NCTE at the White House LGBT Emerging Leaders event at the home of Vice President Joe Biden and Second Lady Jill Biden. In October of 2012, Vice President Biden called transgender discrimination "the civil rights issue of our time."**





NCTE Executive Director Mara Keisling joined MSNBC's Melissa Harris-Perry Show with transgender advocates and artists Kate Bornstein and Mel Wymore for a groundbreaking hour-long segment, "Being Transgender in America". The segment earned wide accolades and was awarded a GLAAD Media Award in the "Outstanding TV Journalism - Newsmagazine" category.

## SPOTLIGHT: MAKING OUR SCHOOLS SAFE FOR TRANS STUDENTS

Excerpt of remarks from Roy L. Austin Jr., Deputy Assistant Attorney General for Civil Rights Division at the Department of Justice delivered at NCTE's 9th Annual Awards Celebration.



The Administration takes [school bullying] very seriously. Last year at the White House, the President and the First Lady held a conference on bullying and harassment in schools. The President has made clear that he doesn't accept the idea that bullying is just part of growing up; rather

every child has a right to receive an education without fearing for their safety.

The Civil Rights Division is using every tool available to us to respond. We protect the rights of students who are being harassed because of their race, national origin, religion, disability, or sex – including if they are being harassed because they don't act how their peers think a boy or girl is supposed to act. Through this work we are seeing that two communities face a disproportionate amount of bullying and harassment in schools: Muslim students, and LGBT

students. And not only members of these communities—but also those who are perceived to belong to these communities—are at increased risk of being bullied.

Together with our federal partners like the Department of Education, we are exploring ways to hold schools accountable, and to stop harassment and bullying before it starts. This includes efforts to Tehachapi, California, where 13-year-old Seth Walsh, who was openly gay, took his own life after suffering verbal, physical and sexual harassment in school for over two years. Although the settlement we reached with the school district comes too late to help Seth, it hopefully will prevent harassment and bullying from recurring and create a more positive environment for all students in his district, as well as send a message nationwide.

All of these actions and policies are certainly promising steps in the right direction, but we also recognize there is still much work to be done. The Justice Department remains committed to equality under the law and will continue to be central to that effort over the years to come.

# MAJOR SUPPORTERS

Despite a recovering economy, new members and major donors grew steadily over 2012. Time and again, our community stepped up to ensure that NCTE remains at the forefront of change. We owe our policy achievements to our major givers and in-kind donors who make personal sacrifices to own their part in our vision for equality. Our members and donors have our gratitude for their steadfast support and for making our advocacy possible today and for years to come.

## **Visionary Circle**

Anonymous  
Arcus Foundation  
Evelyn & Walter Haas, Jr.  
Fund  
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America  
Gill Foundation  
Open Society Foundations  
Andrea von Kaenel &  
Brooke Poley

## **Leadership Circle**

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Laura Arrowsmith  
Be-All Conference  
Richelle Bradley  
Megyn Busse  
Duane Dyckman  
Erica Fields  
Laura Hart  
Mary Ann Horton  
Julie Kruse & Sheri Moses  
Dan Massey & Alison  
Gardner  
Mark Sexton & Kirk Wallace  
Naomi Sobel  
David & Ruth Waterbury  
Marcus Waterbury  
Pam & Bill Werb  
Jacqueline White  
Ike White

## **Sustaining Member**

Jessica Ames  
Marie Chevrier  
Tracy Brackett  
Denise Brogan-Kator  
Ann Thompson Cook

Masen Davis  
Mara Drummond  
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Chris Hansen  
Jody Huckaby  
Daria Lohman  
Melanie Maloney  
Shannon Minter  
Mo Morelli  
Lisa Mottet & AJ Pearlman  
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## **Building Member**

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Kim Barnes  
Christine Beatty  
Jeff Berry  
Jay Botsford  
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Paulette de Coriolis  
Lou Czarniewy  
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### **Donor Levels:**

Visionary Circle: \$5000+  
Leadership Circle: \$1200+  
Sustaining Member: \$600+  
Building Member: \$300+

Learn more about how to give at  
[transequality.org/donate.html](http://transequality.org/donate.html).



# FINANCIAL REPORT



Read more about what LGBT movement leaders and foundation professionals have to say about NCTE's work in the call-out boxes below.

NCTE operates as one of the leanest national LGBT nonprofit organizations in the country. Dollar for dollar, NCTE's quality and quantity of research, policy analysis, and advocacy exceeds that of other organizations, and we have the victories to prove it. Our capacity to lead and win paired with our strategic use of resources earned NCTE sixth out of 110 national LGBT equality groups in Guidestar's 2012 Philanthropedia survey.

[NCTE] is a cutting-edge organization with fearless advocacy and leadership.

## Statement of Financial Position as of December 31, 2012

Assets		Liabilities & Equity	
Current Assets		Current Liabilities	
Checking/Savings		Accounts Payable	
1000 - Checking	236,377.18	2000 - Accounts Payable	10,524.60
1005 - Board-Controlled Reserve	30,059.82	Total Accounts Payable	10,524.60
1010 - Misc.	500.00	Other Current Liabilities	
1020 - Petty Cash	236.68	2100 - Payroll Liabilities	
1200 - TransLAW Checking	905.34	2117 - FSA	434.28
Total Checking/Savings	268,079.02	2121 - Metro Withholding	438.20
Other Current Assets		2123 - IRA Withholding	1,846.96
1350 - Contribution Receivables	14,557.87	Total 2100 - Payroll Liabilities	2,719.44
1370 - Misc Receivable	585.60	Total Other Current Liabilities	2,719.44
1400 - Prepaid	983.33	Total Current Liabilities	13,244.04
Total Other Current Assets	16,126.80	Total Liabilities	13,244.04
Total Current Assets	284,205.82	Equity	
Fixed Assets		3900 - Retained Earnings	497,880.42
1500 - Fixed Assets	19,238.08	Net Income	-207,680.52
1502 - Equipment	50,055.29	Total Equity	290,199.90
1590 - Accumulated Depreciation	-30,817.21	<b>Total Liabilities &amp; Equity</b>	
Total Fixed Assets	19,238.08	<b>303,443.94</b>	
<b>Total Assets</b>	<b>303,443.90</b>		

NCTE is the flagship organization for transgender equality. They have had an enormous impact not only in raising the profile of transgender people and issues, but have had some incredible (and quiet) success working behind the scenes with the Obama Administration to make policy changes that remove barriers for people.

NCTE has dramatically raised the national profile on transgender issues both within the LGBT community and in the general public.

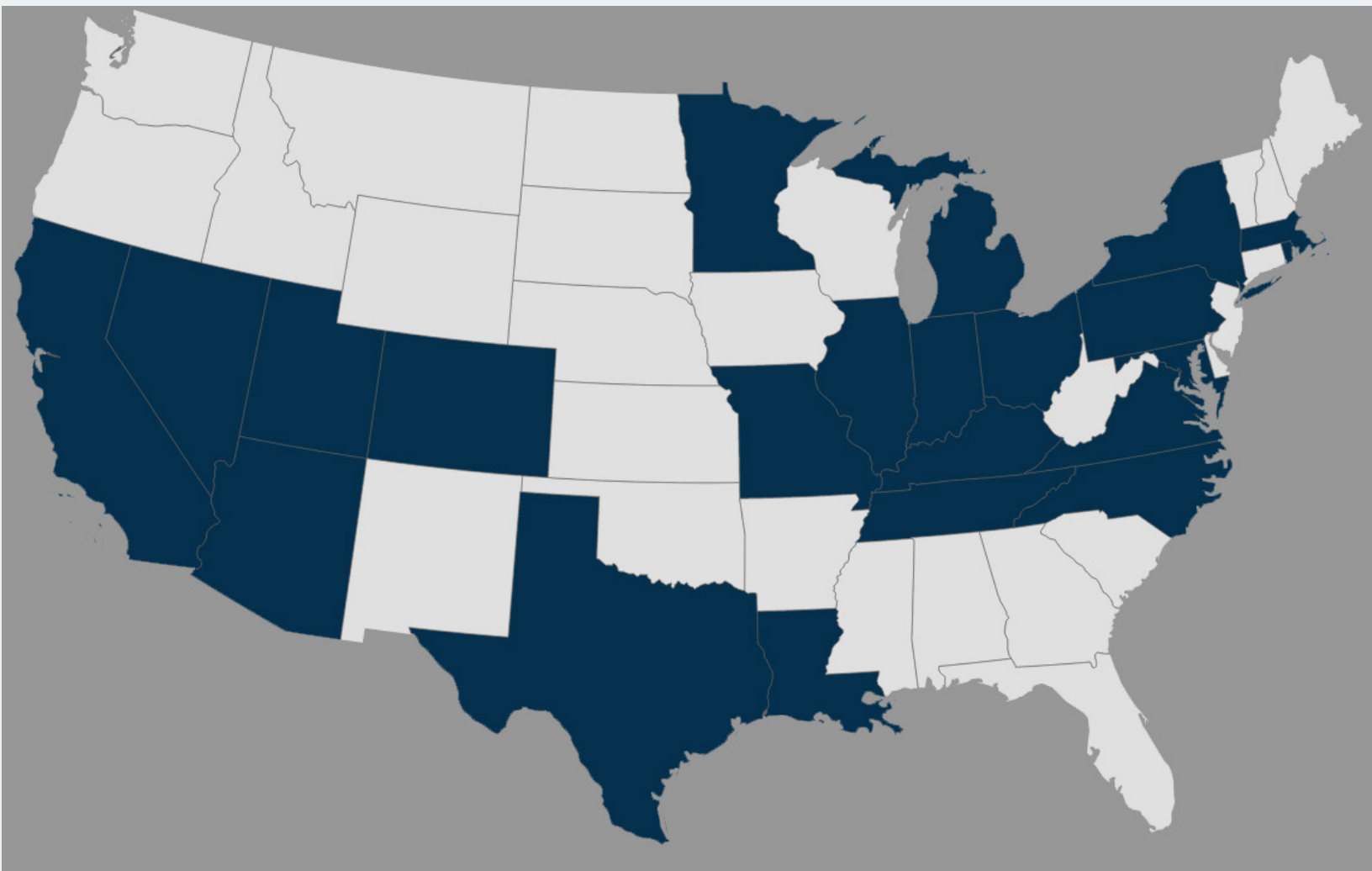
## Income and Expenses from January - December 2012

<b>Income</b>		6255 - Dues Membership	4,505.00
4000 - Individual contributions	105,514.70	6260 - Office equipment - small	582.99
4200 - Grants	128,799.08	6270 - Payroll fees	2,693.38
4300 - Speaking fees	37,502.95	6273 - Flex benefits expense	1,278.75
4400 - Event Income	13,054.46	6280 - Postage	1,132.34
4850 - Fiscal Sponsor Income	1,750.00	6290 - Publications/Research material	3,978.32
Total Income	286,621.19	6300 - Printing	1,720.57
<b>Expense</b>		6320 - Professional Fees	10,553.45
5010 - Salary	286,436.50	7010 - Rent	30,150.00
5100 - Payroll Taxes	25,342.30	7030 - Supplies	2,634.05
5200 - Employee Benefits	39,450.56	7050 - Staff recruitment	70.00
6000 - Advertising Expense	83.38	7120 - Telecommunications	10,619.40
6010 - Bank charges/CC fees	3,794.97	7200 - Travel & meals	30,674.98
6020 - Conference fees	1,945.00	7220 - Website	4,484.90
6030 - Consultants	12,534.32	Total Expense	494,321.53
6040 - Interns	2,000.00	Net Ordinary Income	-207,700.34
6095 - Event	11,726.02	Other Income/Expense	
6100 - Meetings & Trainings	1,071.34	4950 - Interest Income	19.82
6220 - Insurance	1,222.55	Total Other Income	19.82
6230 - Licenses and fees	185.00	Net Other Income	19.82
6245 - Lease	3,106.46	<b>Net Income</b>	<b>-207,680.52</b>
6254 - Money Order Fee	345.00		

NCTE leadership is extremely focused. While their issue portfolio is broad, they concentrate on making change happen. They play well with others, but also waste no time: they want, and get, results.

NCTE has provided leadership for other LGBT advocacy organizations by helping clarify a federal agenda for transgender advocacy. Its staff is deeply knowledgeable and more accomplished and more competent than other transgender-focused advocacy groups.

# BY THE NUMBERS



The fight for transgender equality took us to **22 states** and the District of Columbia.

**700** earned online, print, and broadcast media placements. Record **318,000** web and blog

views representing a 63% increase from 2011. **31%** growth in Facebook “Likes” over 2012.

# ABOUT NCTE



**The NCTE policy team Mara Keisling, Harper Jean Tobin, and Jessica Jeanty return from a White House meeting about ending the ban against transgender military servicemembers.**

## 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.

## Board of Directors

Marcus Waterbury, Chairperson,  
Minneapolis, MN

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Dr. Dana Beyer, MD, Chevy Chase, MD

Marisa Richmond, Ph.D., Secretary, Nashville, TN

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Mara Keisling (Ex Officio) Washington, DC

## Staff Members

Avory Faucette, Director of Operations

Cass Mercer, Social Work Intern

Ace Portis, Development Manager

Harper Jean Tobin, Director of Policy

Jessica Jeanty, Post-Graduate Law Fellow

Mara Keisling, Executive Director

Vincent Paolo Villano, Director of Communications



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