



Annual Report 2016:
The T's Not Silent

INTRODUCTION

Dear Supporter:

2016 has been a year of contrasts. Beginning with groundbreaking victories for the transgender movement, 2016 also saw the passage of North Carolina's HB 2 and ended with the election of a president whose rhetoric has been hostile towards transgender people.

What remains constant about NCTE—and trans people—is that we will always be visible. The 'T' is not silent. We, our families, and our allies will always speak out. When faced with supportive policymakers, we advocate to get the best possible results for our community. When faced with adversity, we speak out against bigotry and do what we can to minimize harm against transgender people.

This year, NCTE continued to win policy changes at the federal and state levels. We also ratcheted up our public education efforts, ensuring that people who support transgender equality are equipped to be effective allies, and that people who are not yet supporters learn more about who transgender people are.

This year, we published a significant advocacy tool that we will use in years to come: the 2015 U.S. Transgender Survey (USTS). USTS data will back up the personal stories of transgender people around the nation and help us to make lasting policy change.

The strategy for our work certainly took a turn with the election of Donald Trump to the presidency in November. We expect we are unlikely to see the same types of federal victories that we saw this year, and fear we will face significant rollbacks. But we are ready. We will never stop speaking out, and we will also continue to provide the resources that allow everyone in our community to speak out.

In solidarity,

Mara Keisling
Executive Director



2016 Anniversary Event

*Awardees from top left, clockwise:
Rep. Mike Honda (D-CA), Arianna Lint,
Rep. Ileana Ros-Lehtinen (R-FL), Marisa Richmond*

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EMPOWERING TRANS PEOPLE AND OUR ALLIES

This year, NCTE created and updated a suite of resources to benefit transgender people and our loved ones.

Knowing that trans students around the country are fighting for their rights to be recognized and treated equally at school, NCTE created the **School Action Center** to provide all the resources students, families, and other allies might need to advocate at school. The action center includes an updated model policy for school districts, written in partnership with GLSEN, as well as resources to fight the repeal of policies that are supportive of trans students.

NCTE STORYTELLER



"As educators it is our responsibility to make sure all children feel safe and welcomed into our school communities. This includes students who are transgender."

Jeremy Majeski

Principal of Komensky Elementary School, Berwyn, IL

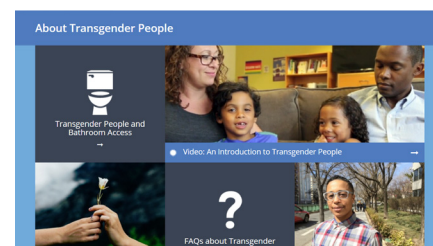
Voter identification laws create obstacles to voting for many populations, including transgender people. Leading up to the 2016 election, NCTE released revamped **Voting While Trans resources** to ensure that as many trans people as possible were able to cast their ballots. The resources included instructions for getting ready to vote, details on voters' rights, and a leaflet that voters could show to election officials who might be giving them trouble.

With the election of Donald Trump in November and the subsequent discussions about who was to join his cabinet, NCTE recognized the need to begin mounting a defense against the attacks on our community and others that were surely to come. To this end, we publicly opposed nominees and other officials who would be particularly harmful to transgender people, including Steve Bannon, Jeff Sessions, Betsy DeVos, Tom Price, and Ben Carson. Part of this opposition was creating a **Fight Back Action Center** to allow people to encourage their Senators to vote against these nominees.

EDUCATING THE PUBLIC ABOUT TRANS PEOPLE

In addition to providing information to the transgender community, NCTE also worked to educate the public on who transgender people are.

Over the summer, NCTE launched a new **About Transgender People resource hub**, featuring an FAQ about transgender people that has been viewed over 25,000 times. This hub is an ideal starting point for anyone seeking to learn more about trans people and related issues, and links to NCTE's **"An Introduction to Transgender People" video**, which has been viewed over 1.2 million times.



This year, anti-transgender extremists continued to spread lies about transgender inclusion, such as the myth that anti-discrimination policies cause higher rates of sexual assault. In reaction, NCTE co-organized a **statement from over 300 sexual assault and domestic violence prevention organizations** affirming that trans-inclusive non-discrimination laws do not increase the risk of sexual violence.

NCTE also worked with partner organizations to produce a **public awareness video about transgender people** and bathroom access. The video aired on Fox and MSNBC during the Republican and Democratic National Conventions, respectively, and was shared on multiple social media channels, including Slate's Facebook page. The video reached over 15 million people within the first few days of airing on television and appearing online.

RELATED MEDIA

"Transgender Activists Will Air This Ad During the Republican National Convention," TIME

"The night Donald Trump accepts the nomination, America will be watching," says the National Center for Transgender Equality's Mara Keisling, whose organization helped fund the ad. "And the people we really need to reach will be watching Fox News."

RELEASING THE 2015 U.S. TRANSGENDER SURVEY

With nearly 28,000 respondents from all 50 states, the District of Columbia, three U.S. territories, and military bases overseas, the 2015 U.S. Transgender Survey (USTS) is the largest ever survey devoted to the lives and experiences of transgender people.

The USTS is the follow-up to the groundbreaking National Transgender Discrimination Survey, which was conducted by NCTE and the National LGBTQ Task Force in 2009, and examined the lives of over 6,400 trans people in the U.S. With everything that has changed and all the work that still needs to be done, the 2015 USTS was a much-needed update to this important study. Questions were updated so the findings could better reflect the experiences of trans people, and so the authors could more easily compare the experiences of trans people with national surveys of the general public.

After months of processing the data from tens of thousands of respondents' answers to hundreds of questions, the full 300-page report of the USTS was published in early December. NCTE held a launch event at the National Press Club in Washington, DC, featuring a panel discussion about the survey results and their value in advocating for policies that benefit transgender people.



Executive Director Mara Keisling and Survey Project Manager Sandy James at the USTS launch event, December 8, 2016.

RELEASING THE 2015 U.S. TRANSGENDER SURVEY (CONT.)

RELATED MEDIA

“National Survey Highlights Transgender Discrimination, Inequality,”
NBC News

“This is going to help America better understand transgender people. We’ve made undeniable strides in visibility and acceptance, and our policy agenda has advanced at rocket speeds when it comes to access to healthcare or obtaining identification documents. However, the findings of this survey make it crystal clear that there’s more work to do,” Mara Keisling, executive director of the National Center for Transgender Equality, said.

The survey generally showed stark disparities between transgender people and the general population. Some of the most notable findings included:

- Survey respondents experienced harassment and violence at alarmingly high rates. Nearly half (47%) of respondents were sexually assaulted at some point in their lives.
- A staggering 39% of respondents were currently experiencing serious psychological distress, compared with only 5% of the U.S. population.
- Nearly one-third (29%) of transgender respondents were living in poverty, compared to 12% in the U.S. population.
- These inequalities were most pronounced for transgender people of color, who were up to three times as likely as the U.S. population to be living in poverty.

After the release of the full report, NCTE began work on breakout reports, including state-specific reports and reports broken down by race. These reports will be released throughout 2017.

SECURING IMPACTFUL NATIONAL VICTORIES

2016 was a year of historic federal policy advances for transgender people. NCTE's advocacy paid off in policy changes and other actions by federal agencies.

The Departments of Education and Justice released guidance to schools around the nation stating that **Title IX, a federal law preventing sex discrimination in schools, applies to discrimination against transgender students** as well. The guidance documents included a robust document of emerging practices for schools and school districts to follow as they moved to fit their policies to the guidance.

RELATED MEDIA

"Education Department: Trans Students Can Use Bathroom of Choice"
U.S. News & World Report

Mara Keisling, executive director of the National Center for Transgender Equality, [said]: "It is heartening to see that, even if legislators in some states are attacking the dignity and humanity of transgender people, at least the White House is still moving in the direction of dignity and common sense."

The Department of Justice sued the state of North Carolina after its legislature passed the anti-transgender law known as HB 2 (for more on NCTE's involvement in North Carolina, see p. 14). In an unprecedented move, Attorney General Loretta Lynch spoke directly to the transgender community during the press conference announcing the lawsuit, saying:



Let me also speak directly to the transgender community itself ... [N]o matter how isolated or scared you may feel today, the Department of Justice and the entire Obama Administration wants you to know that we see you; we stand with you; and we will do everything we can to protect you going forward.

SECURING IMPACTFUL NATIONAL VICTORIES (CONT.)

The Department of Health and Human Services released regulations clarifying that **the Affordable Care Act protects transgender people from discrimination**. The regulation banned insurance plans from excluding transition-related health care and health care providers and insurance companies from mistreating transgender patients.

NCTE STORYTELLER



"The Affordable Care Act has allowed me to get the medical attention necessary to address several medical issues I've had to deal with for years that otherwise because of affordability would have made recovery very difficult."

Rev. Debra J. Hopkins

Minister, Sacred Souls Community Church, Charlotte, NC

The Department of Housing and Urban Development released regulations requiring homeless shelters that receive federal funds to **house trans people according to their gender identity**.

The Department of Defense finally lifted its ban on transgender people serving openly in the military. Given that thousands of transgender people were already serving in the military while hiding a crucial part of themselves, this decision was beneficial to military readiness and allowed service members to do their jobs while being true to who they are.

The Department of Justice published guidance clarifying that **jails and prisons must seriously consider placing transgender people in facilities based on their gender identity**, rather than automatically housing them in facilities based on their anatomy or sex assigned at birth.

In collaboration with NCTE, **the Department of Justice's Community Relations Service produced a 12-minute video on how to treat transgender people respectfully**. The video was released to police departments around the country for use during roll call meetings.

STATE VICTORIES

Rising visibility and acceptance of transgender people have bred a backlash evident in state houses around the country. This year, a total of **59 anti-transgender bills** were introduced by lawmakers across the nation. Of those 59, NCTE worked with state partners to defeat all but one of these bills: HB 2 in North Carolina.

NCTE launched a **State Action Center** in January, when most state legislatures were opening. This comprehensive resource, which detailed every state-level bill that explicitly targeted transgender people, also contained information from state-level partner organizations so that NCTE supporters living in those states could take action. This empowered our supporters to step up and help fight against these anti-transgender bills.

KEY

anti-transgender bill defeated

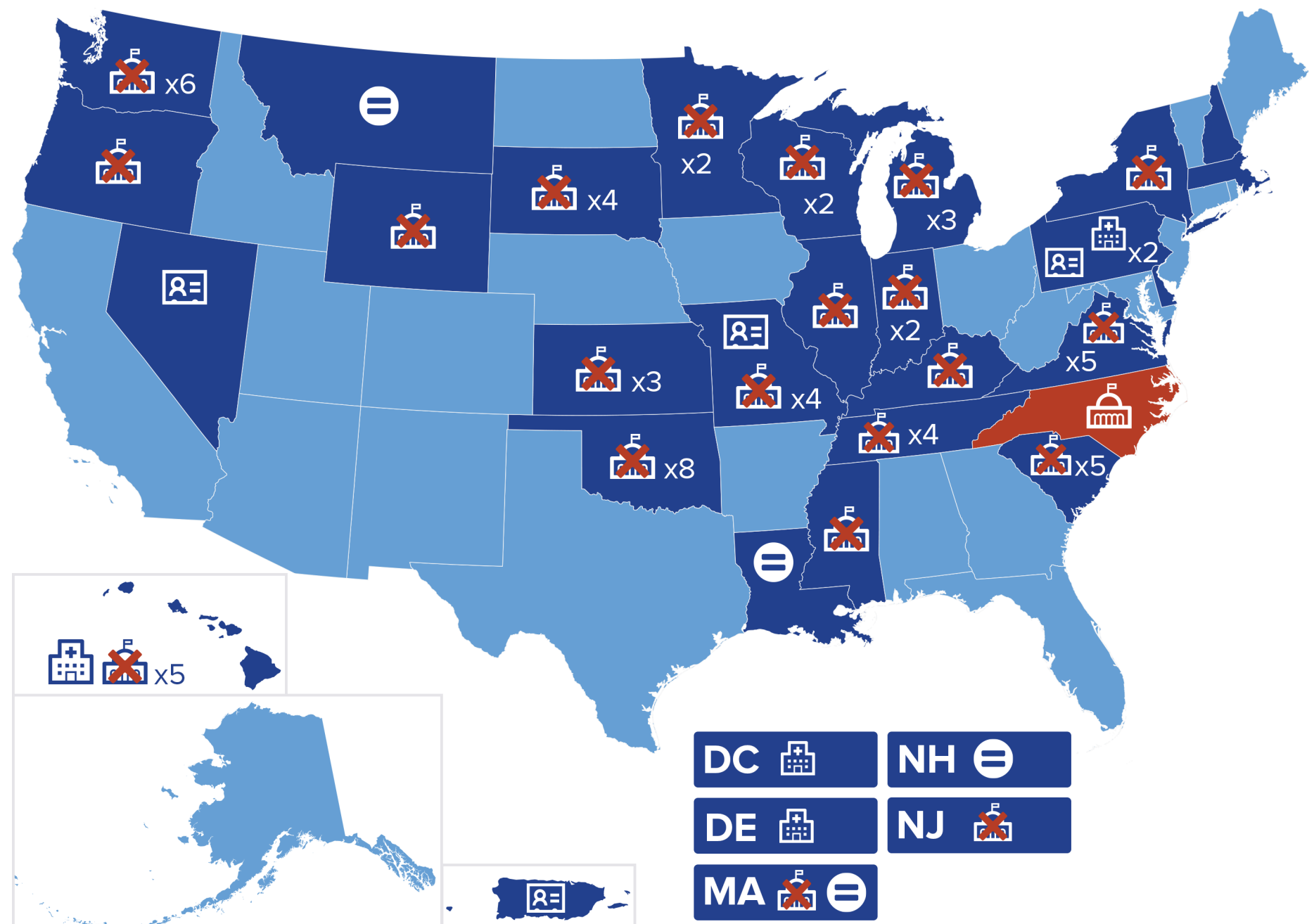
non-discrimination policy passed

name/gender change policy passed

healthcare non-discrimination policy passed

In 2016, NCTE's state policy work led to major policy advances in nine states, D.C., and Puerto Rico.

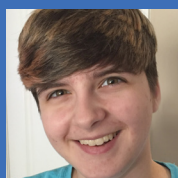
In a victory for all transgender people, the **American Association of Motor Vehicle Administrators (AAMVA)** released a resource showcasing effective gender marker change policies. AAMVA, which develops model programs for motor vehicle agencies across North America, worked closely with NCTE to develop the new resource. Many motor vehicle agencies turn to AAMVA when developing new policies, and this resource will be a critical tool for NCTE's continuing work to facilitate the name and gender change process.



OPPOSING NORTH CAROLINA'S ATTACK ON TRANS PEOPLE

HB 2, the only anti-transgender legislation to pass in 2016, was passed by the North Carolina legislature during a special session and signed into law by Governor Pat McCrory in less than 12 hours.

NCTE STORYTELLER



"I've dealt with bullying my whole life. And now I feel that my own state lawmakers and governor are bullying me as well."

Skye Thomson
High school student, North Carolina

NCTE quickly launched the **North Carolina Action Center** to help people in and out of North Carolina support the efforts of local activists. The action center explained the bill's effects, detailed the federal laws that it violated, and offered specific resources for transgender students and their families.

On the first day of North Carolina's regular legislative session, NCTE staff traveled to Raleigh to participate in advocacy efforts to repeal HB 2. NCTE Executive Director Mara Keisling was among those delivering numerous boxes of petition signatures to Gov. McCrory's office in support of a repeal.

RELATED MEDIA

"The imaginary predator in America's transgender bathroom war"
USA Today

While protesting North Carolina's law this week, Keisling used the ladies' room at Gov. Pat McCrory's office. "There was no ruckus when I used the bathroom," she said.

NCTE also sent hundreds of letters to public entities in North Carolina, letting them know that they would be violating federal law if they followed HB 2. Letters went to public schools (including colleges and universities), public hospitals and clinics, state job training programs, police departments and sheriffs' offices, airports, and highway rest stop operators.

STAFF AND BOARD; CREDITS

Staff:

Ma'ayan Anafi
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Mara Keisling
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Bryce Celotto
Rachel See
Amy Serafino
Nick Tech
Mara Keisling, *ex officio*

Credits:

Photographs on p. 2: Tyler Deaton

Photographs on About Transgender People resource hub, shown on p. 5: Melissa Regan, the Ford family, Ignacio Rivera

Photograph on p. 8: Joshua Roberts, Reuters

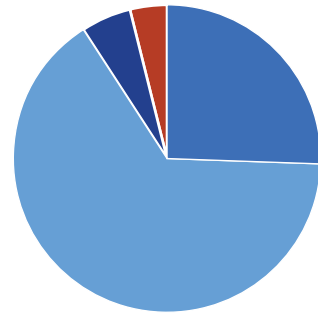
Resources used to make State Victories map, p. 10-11: Designmodo, eSUB Construction Software, FreeVectorMaps.com, Adnen Kadri, Zlatko Najdenovski

Storyteller photographs, p. 4, 9, and 12: Jeremy Majeski, Rev. Debra J. Hopkins, Skye Thomson

FINANCIALS

SUPPORT AND REVENUE

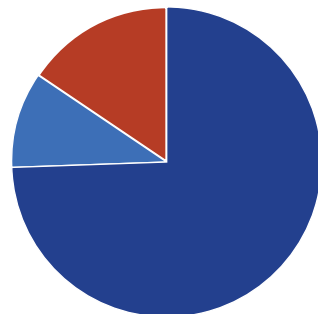
Individual contributions	\$548,661
Foundations	\$1,391,154
Fundraising events	\$116,593
Program, in-kind & other income	\$77,546
Total income	\$2,124,487



- Individual contributions (26%)
- Foundations (65%)
- Fundraising events (5%)
- Program, in-kind & other income (4%)

EXPENSES



Program services:	\$1,275,046
Fundraising:	\$172,832
Management & general:	\$263,575
Total expenses:	\$1,711,454



- Fundraising (10%)
- Program services (75%)
- Management & general (15%)



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 TransEqualityNow
 TransEquality

ABOUT THE NATIONAL CENTER FOR TRANSGENDER EQUALITY

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.