



ANNUAL REPORT 2017:

**FORWARD
TOGETHER**



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INTRODUCTION

Dear Supporter:

In November 2016, we realized that the next few years were going to look very different from those we had seen before. And the work would be different.

So we got ready.

We prepared to stop anti-trans extremists and slow down those we couldn't stop. But we also ramped up our work to raise awareness of what it means to be trans, and refused to give up on continuing to win victories for trans equality.

With the launch of the National Center for Transgender Equality Action Fund, an affiliated political organization, the movement took a major step towards building up our political power.

Every attack against the trans community in 2017 only made us stronger, faster, and more effective. We have strengthened our bonds and forged new ones with coalition partners from communities that are also under attack. We are keeping track of the damage from anti-trans forces, and we will fix it later.

We know we're on the right side of history, and we won't back down. We will continue to fight, and we will continue to win.

More than anything, we will continue to move forward together.

In solidarity,

Mara Keisling
Executive Director





WE STOPPED ANTI-TRANS EXTREMISTS IN THEIR TRACKS.

NOMINATIONS

As President Donald Trump nominated anti-trans extremist after anti-trans extremist to his administration, it became clear that we needed to engage our community.

In April, President Trump nominated Tennessee state senator **Mark Green**—a lead sponsor of numerous anti-LGBTQ bills—to be Secretary of the Army. Green has called transgender people “diseased,” “immoral,” and “evil.” After an outcry from advocacy organizations, including NCTE, about his anti-LGBTQ, anti-Muslim, and anti-evolution stances, Green withdrew from consideration.

In September, **Jeff Mateer** was nominated to be a district court judge in Texas—a lifetime federal appointment. After reports that Mateer had referred to transgender children as evidence that “Satan’s plan is working,” NCTE mobilized hundreds of parents to write Mateer an open letter asking him to refute his comments about their transgender children or withdraw his nomination. After several months of outrage from the public and members of Congress, Mateer’s nomination was killed.

HEALTH CARE

Throughout the early months of 2017, the White House and Congressional leaders relentlessly pushed several

In the Media

Trump nominee protested for calling transgender kids part of ‘Satan’s plan’
ThinkProgress, November 14, 2017

“The truth is, it hurts,” [Families for Trans Equality network member Lori] Woehrle told ThinkProgress. “It makes me cry. I can’t believe I have to utter the words that my son is not part of Satan’s plan.”

proposals to repeal the Affordable Care Act (Obamacare). The proposals would variously gut protections for people with pre-existing conditions, make huge cuts to Medicaid, and defund Planned Parenthood, the largest provider of transition-related health care in the nation. These provisions would be disastrous for all Americans, but particularly harmful to vulnerable populations, including transgender people.

After months of agitation from a wide swath of organizations and individuals, including NCTE and many of NCTE’s community storytellers, Congressional leaders gave up on proposals to repeal the ACA. While we continue to anticipate attacks on health care for transgender people, preserving the ACA was a huge victory for public health.



Advocates in the dome of the Texas State Capitol

STATE LEGISLATION

As in previous years, NCTE worked hard during the state legislative season to support local groups in their battles to oppose anti-transgender legislation. In addition to creating an online State Action Center to inform residents who wanted to take action, NCTE also sent organizers to help on the ground with two of the biggest state fights.

Arkansas

Legislators in Arkansas introduced six anti-transgender bills in 2017, targeting transgender Arkansans' access to public spaces, accurate identity documents, and equal opportunity in education.

At the request of the Arkansas Transgender Equality Coalition (ArTEC), NCTE sent field organizer Andrea Zekis to Little Rock. While on the ground, Andrea mobilized participants for rallies, press conferences, and legislative hearings. Andrea also connected over 30 people with NCTE's Outreach and Education team to receive storytelling and media training.

When the legislative session ended, not a single anti-transgender bill had passed.

Texas

Meanwhile, in Texas, legislators introduced 16 pieces of anti-trans legislation in 2017. After the regular legislative session ended without any anti-trans bills being passed, Lt. Gov. Dan Patrick brought legislators back for a special session just to advance a hateful agenda targeting not only trans people, but also immigrants and people seeking reproductive health care.

NCTE brought on Mateo De La Torre, who had previously organized NCTE's Trans Lobby Day (see p. 9), to go to Texas and assist local efforts against the onslaught of extremist legislation, including mobilizing community members to testify at a marathon 11-hour state Senate hearing on an anti-trans bill. The Texas special session was notable for its strong cross-movement coalition work, which brought trans advocates together with education, immigration, environmental, and reproductive justice advocates.

The Texas special session also ended without a single anti-trans bill being passed.

Success!

By the end of the summer, 57 anti-trans bills in 21 states had been defeated.



WE SLOWED DOWN OTHER ANTI-TRANS EFFORTS.

EDUCATION

Under the leadership of Secretary Betsy DeVos, the Department of Education took steps this year to sow confusion among school administrators and make schools less safe for multiple groups of vulnerable students, including trans students.

In February, just weeks into Secretary DeVos' new job, the Department of Education **rescinded guidance** previously distributed to the nation's schools in 2016. This guidance advised schools that under federal law, schools should treat trans students according to their gender identity. The Department's actions did not change the law, but still caused confusion among school staff, families, and students.

In response, NCTE quickly organized a rally in front of the White House; provided

emergency media training for those who were interested in speaking out against the Department's actions; and accompanied young trans people and their families to a meeting with Secretary DeVos, where they personally conveyed to her the importance of protecting students like them.

Later in the year, Executive Director Mara Keisling and other advocates rallied outside Department of Education headquarters as other NCTE staff, staff from other advocacy organizations, and survivors of campus sexual violence met with Sec. DeVos to discuss the importance of retaining yet another piece of Department guidance—this time, **guidance that outlines schools' responsibility to survivors of sexual violence**. The guidance is particularly notable as the first piece of Department of Education document to explicitly recognize that federal law prohibits harassment and other discrimination targeting transgender students.

Despite the wave of support for keeping the sexual assault guidance in place, the Department withdrew it in September, once again creating confusion for schools on how to do right by vulnerable students and follow the law. NCTE mobilized more than 1,500 students, families, and educators to share powerful stories about how this move affected them, and hand-delivered the stories to the Department of Education's offices.



Gavin Grimm at NCTE's White House rally

MILITARY

In an unanticipated move, President Donald Trump **posted three tweets on July 26 stating that transgender people would be banned from the U.S. military.** Once again, NCTE joined other advocacy organizations and concerned citizens in front of the White House to express outrage about this decision.

In the Media

Protests erupt nationwide following Trump's transgender military ban announcement
ABC, July 27, 2017

“The previous administration came up with a sensible plan for allowing transgender people to openly serve and that plan needs to be openly respected,” Raffi Freedman-Gurspan, Director of External Relations for the National Center for Transgender Equality, told the crowd.

In the following months, as the Trump administration formalized its discriminatory plans, groups of current and former service members filed lawsuits against the federal government. NCTE led an **amicus brief** in one of the lawsuits, *Doe v. Trump*, arguing that the only motivation behind the ban was to attack transgender people. The judge in this particular case was the first of four to block various parts of the ban in the ensuing months, **citing NCTE's 2015 U.S. Transgender Survey in the injunction.**

Around the same time, legislation was introduced in both the Senate and the

House of Representatives to end the military ban. As part of NCTE's support for this legislation, NCTE brought a group of six current and former trans service members to Capitol Hill in December to give briefings on open service by transgender troops and to have individual meetings with members of Congress. The fight for open military service continues into 2018.



Trans veterans and service members lobbying

NOMINATIONS

Even before Inauguration Day, the Trump administration began identifying people for top-level jobs who had previously expressed egregiously anti-LGBTQ views. Starting in late 2016 and into the new year, NCTE put pressure on Senators to ask nominees about these views during their confirmation hearings by holding meetings with Senators' offices, writing opposition letters and activating community members. Though many of these nominees ended up being confirmed, many are on the record as dodging questions about transgender issues. NCTE and other civil rights organizations made clear that we would muster a **strong opposition** to every anti-LGBTQ nominee the Trump administration put forth.

Nominations In the Media

HUFFPOST

Activists Say Betsy DeVos' Nomination Puts Kids' Civil Rights on the Line
Huffington Post, January 17

Mara Keisling, executive director of the National Center for Transgender Equality, worries DeVos could undo the Obama administration's work to protect transgender students from discrimination."



NCTE Director of Policy Harper Jean Tobin protesting Secretary Betsy DeVos

NBC NEWS

Sessions Confirmation as Attorney General Riles LGBTQ Advocates
NBC News, February 9, 2017

Mara Keisling, executive director of the National Center for Transgender Equality, called Sessions' confirmation a "deeply distressing day for civil rights."

washington blade

Price confirmation to HHS dismays LGBT advocates

Washington Blade, February 10, 2017

Mara Keisling, executive director of the National Center for Transgender Equality, condemned the Price confirmation as a danger not only to transgender health, but the American public as a whole.

METROWEEKLY

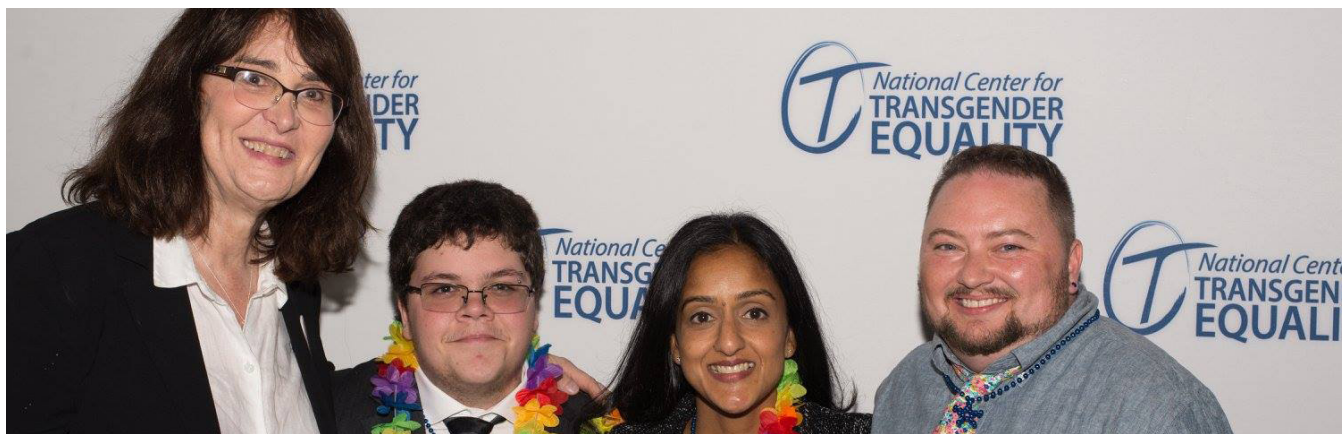
U.S. Senate confirms Ben Carson as HUD Secretary

Metro Weekly, March 2, 2017

"The Senate has just voted to confirm a man who called over 1.4 million of his fellow Americans who are transgender 'abnormal,'" said Mara Keisling, the executive director of NCTE.



WE CELEBRATED 14 YEARS OF WINNING LIFE-SAVING CHANGE FOR TRANSGENDER PEOPLE.



NCTE Executive Director Mara Keisling and honorees at NCTE's 14th anniversary event

The following advocates received awards at NCTE's 14th anniversary event:

Gunner Scott was presented with his second Julie Johnson Founder's Award for his integral role in shaping the landscape of transgender rights as they stand today;

Gavin Grimm received the Andrew Cray Award—named for another remarkable young transgender man—for his role in advocating for transgender youth; and

Vanita Gupta was honored with the Ally Award for her unflagging dedication to advancing civil rights for all people, including transgender people.

EVENT SPONSORS

Presenting: Murray Garnick & Dr. Teresa Blaxton

Titanium: Google

Platinum: Human Rights Campaign, Gilead

Gold: Facebook

Silver: Shook Hardy & Bacon, Amazon, Wilson Sonsini Goodrich & Rosati, Ultimate Software, Victory Fund, SMYAL, Elizabeth Nadeau, Mark Rifkind & Al Nadeau-Rifkind

Bronze: The Hamilton, The Raben Group, Squire Patton Boggs, Dow, Choice Hotels, Hogan Lovells, CIA, PFLAG, Whitman-Walker Health, Bryan Cave, AFL-CIO, Snake-Oil Glassworks, ACLU, Springmatter.org, PhRMA, R. Bradley, Richard Sweeney, Ardis Cray & Carolyn Cray Arnold, Rachel See, Ann Thompson Cook, Dr. Sherman Leis, Andrea von Kaenel & Brooke Poley, Julie Kruse & Sherri Moses

Copper: Morgan Lewis, Booz Allen Hamilton, GLAD, National Center for Lesbian Rights, Equality Federation, Black Transmen, Equality Virginia, National LGBTQ Task Force, Alex Garnick, Sally & David McBride, Jeremy Schwartz



WE HELPED MORE PEOPLE UNDERSTAND WHAT IT MEANS TO BE TRANS.



Trans Lobby Day participants on Capitol Hill

TRANS LOBBY DAY AND RALLY FOR TRANS EQUALITY

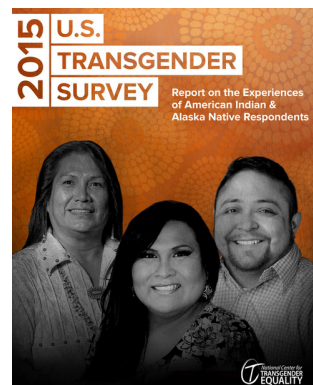
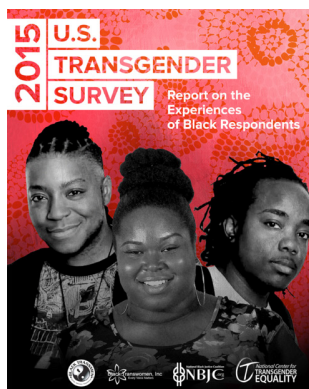
On June 9, NCTE brought together transgender people from all over the country for the **2017 Transgender Lobby Day and Rally for Transgender Equality**, spearheaded by Lobby Day Organizer Mateo De La Torre.

Speakers at the morning training sessions included Reps. Nancy Pelosi and Joe Kennedy, and attendees spent most of the day in meetings on Capitol Hill.

At the afternoon rally, area activists Grace Dolan-Sandrino and Merrick Moses, NCTE Director of External Relations Raffi Freedman-Gurspan, and former NCTE board member and Tennessee advocate Marisa Richmond gave inspiring remarks to the assembled crowd.

U.S. TRANS SURVEY

Building on the release of the full report of the 2015 U.S. Transgender Survey in late 2016, NCTE released individual **breakout reports** containing data for each of 43 states, Black respondents, Latino/a respondents, American Indian and Alaska Native respondents, and Asian and Native Hawaiian/Pacific Islander respondents. NCTE also produced a one-pager on military service by transgender people, and partnered with the Movement Advancement Project and bisexual advocacy groups on a report about bisexual transgender people.





WE CONTINUED TO WIN VICTORIES FOR EQUALITY.

As well as beating back nearly 60 anti-trans bills in 21 states, NCTE continued to work with state advocates and governments to win policy advances in nine states. Seven states **modernized their policies for updating gender markers on identity documents**, including allowing for a gender-neutral marker in Washington, D.C. and Oregon. In addition, two states **improved access to health care for trans people on Medicaid**, and **policies around trans people in police custody, jails, and prisons** improved in six states.

Colorado

- Improved Medicaid policies

Delaware

- Updated gender change policy for birth certificates
- Improved prison/jail/policing policies

Florida

- Improved prison/jail/policing policies in Miami-Dade county

Illinois

- Updated gender change policy for birth certificates

Iowa

- Improved prison/jail/policing policies

Michigan

- Improved prison/jail/policing policies

Montana

- Updated gender change policy for birth certificates
- Modernized driver's license gender change policies
- Developed new Medicaid non-discrimination policy

New Mexico

- Improved prison/jail/policing policies

Oregon

- Modernized driver's license gender change policies, including the addition of a gender-neutral X gender marker
- Improved prison/jail/policing policies

Pennsylvania

- Improved prison/jail/policing policies

Virginia

- Modernized process for obtaining gender change court orders

Washington, D.C.

- Modernized driver's license gender change policies, including the addition of a gender-neutral X gender marker

Washington State

- Updated gender change policy for birth certificates



WE GOT READY TO GROW OUR POLITICAL POWER.

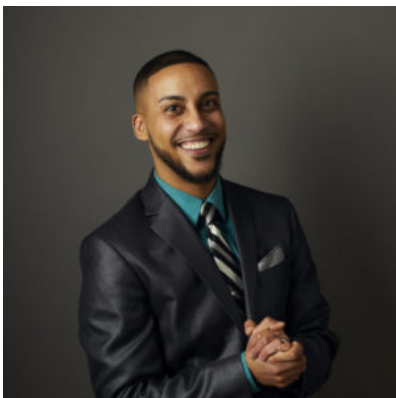
In October, the National Center for Transgender Equality **launched the NCTE Action Fund** as a way to amplify trans voices in the political sphere. As a 501(c)(4) organization, the Action Fund has the capacity to mobilize voters around ballot initiatives and candidates, expand our lobbying efforts, and engage in electoral work.



Executive Director Mara Keisling at the Action Fund's launch event in Washington, D.C.

ENDORSEMENTS

The Action Fund's inaugural endorsements were of three trans candidates, all of whom ended up winning their elections: Minneapolis City Council members **Philippe Cunningham** and **Andrea Jenkins** and Virginia Delegate **Danica Roem**. Roem, Cunningham, and Jenkins were three of the eight transgender candidates who won seats in the November 2017 election.



NCTE Action Fund endorses Cunningham, Jenkins, and Roem



STAFF AND BOARD

STAFF

Ma'ayan Anafi, Jason Arrol, Arli Christian, Joanna Cifredo, Mateo De La Torre, Lauren Dow, Eric Dyson, Raffi Freedman-Gurspan, Debi Jackson, Sandy James, Mara Keisling, Rebecca Kling, Lisa Mottet, DeShanna Neal, Patrick Paschall, Daniel Shad, K'ai Smith, Harper Jean Tobin, Jami Westerhold, Jay Wu, Meg Yamato, Andrea Zekis

BOARD

National Center for Transgender Equality

Andrea von Kaenel (President until February 2017), Dr. Laura Arrowsmith (Secretary until February 2017), Rachel See (President and Acting Secretary starting February 2017), Alexander Garnick (Treasurer), Dr. Van Bailey, Bryce Celotto, Vanessa Ford, Samir Luther, Nick Teich

National Center for Transgender Equality Action Fund

Alexander Garnick (President), Rachel See (Vice President), Samir Luther



CREDITS

Photo on p. 5: NBC News

Photo on p. 7: Lorie Shauli

Logos on p. 7: Huffington Post, NBC News, Washington Blade, Metro Weekly

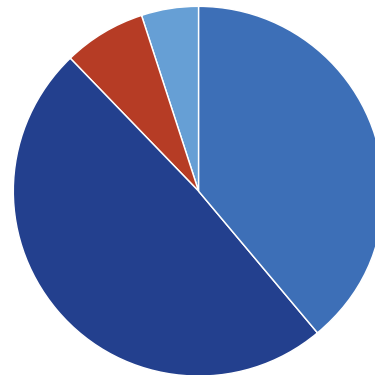
Photos on p. 10: Campaigns of Phillipe Cunningham, Andrea Jenkins, Danica Roem



FINANCIALS

SUPPORT & REVENUE

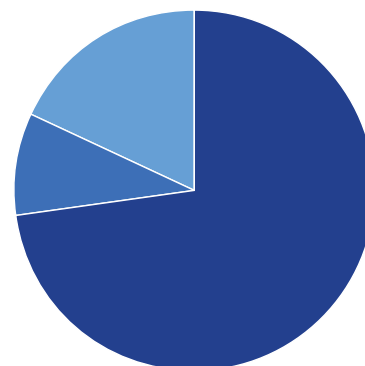
Individual contributions	\$1,042,487
Foundations	\$1,292,220
Fundraising events	\$182,204
Program, in-kind & other income	\$139,610
Total income	\$2,656,521



- Individual contributions (39%)
- Foundations (49%)
- Fundraising events (7%)
- Program, in-kind & other income (5%)

EXPENSES

Program services	\$1,570,175
Fundraising	\$203,879
Management & general	\$393,496
Total expenses	\$2,167,549



- Program services (73%)
- Fundraising (9%)
- Management & general (18%)



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 TransEqualityNow
 @TransEquality

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.



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 NCTEActionFund
 @NCTEActionFund

The National Center for Transgender Equality Action Fund was launched in 2017 to organize and empower transgender people their families, as well as all people who believe in transgender equality, to make their voices heard and count.