

OUR FLAG IN THE FEDERAL AGENDA

Annual Report 2011



LETTER FROM MARA KEISLING



Each of NCTE's eight years has seen amazing advancement in transgender rights and I'm proud that we've played a part in that. Still, something seems different about 2011. As we began compiling our Blueprint for Equality at the end of the year, it was

something of a surprise to see just how many of the huge victories we've helped to achieve for trans people happened in 2011. Trans equality is now advancing more quickly than ever, especially at the federal level, and we'll be using that momentum in the coming years to achieve the policy milestones we outlined in the Blueprint. But today, I want to take a moment to reflect on the meaning of what we've done this year with the tremendous support of our board, donors, members, and volunteers.

In this report, you'll learn about some of those incredible 2011 victories. From a Veterans Health Administration directive that requires equal and respectful treatment of transgender veterans at VA health centers to the end of Social Security's gender no-match letters that outed trans people to their employers, we've led or supported more federal policy achievements than I could possibly outline in a short letter.

What I do want to focus on here is our commitment to do social justice work assertively, smartly, and most important, justly. The LGBT movement doesn't often use the word "moral," but that word describes the kind of work we do at NCTE. We prioritize policies that help all trans and gender nonconforming people, especially those most in need of our work. We focus heavily on ID documents and economic opportunity, which trans people consistently identify as the greatest community need. But we also maintain tight focus on policy areas few others think about—detention of trans immigrants, prison rape elimination, and the needs of aging trans people vulnerable to mistreatment and abuse. Because of this work, I can say with certainty that NCTE is dedicated to making our movement more moral.

Despite our small size and bold approach, our work continues to be grounded in careful policy analysis. For instance, in 2011, with our partners at SAGE (Services and Advocacy for GLBT Elders), we convened a working group on trans aging policy and have created the first-ever agenda in this policy area. We also educated motor vehicle administrators in all 50 states and DC on best practices for gender identity in driver's license policies, and participated in several high-level White House meetings that addressed bullying of transgender youth. As security policies rapidly change, we have advocated for respectful treatment of trans people by the TSA, and criticized policies that treat trans travelers differently.

With the efficiency our small staff and board demand, we have aggressively and flexibly addressed the federal government with policy advocacy to make the lives of trans people better and better. And there is a lot of credit to go around this year, from the great allies we work with every day to the Obama administration, which has made its commitment to justice and fairness for transgender people very obvious.

Finally, as we celebrate a wonderful year, I want to be clear of the extent to which everyone involved at NCTE has in mind the significant battles yet to come in the fight for trans equality. It is the million tragedies and crises trans people everywhere face that keep us focused on the work we do. With our allies, we are constantly thinking of those day-to-day struggles and asking ourselves what we can do to break down the barriers all trans people face.

I'm proud to be affiliated with NCTE's board, staff, and our great allies—each one committed to just, smart and assertive action to improve the lives of trans people.

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
National Center for Transgender Equality

A SEAT AT THE TABLE

Since our inception, NCTE has worked to ensure that trans people have a voice in every federal government decision that significantly impacts trans people. In 2011, working alongside our allies, NCTE consistently showed commitment to this goal. We continued to cultivate relationships with policymakers across the federal government, and moved forward to establish new relationships with other key federal decisionmakers and allies.

Given our small staff and board and our comprehensive vision, our ability to operate efficiently and effectively is vital to our mission. Aware of limited resources, we leverage our relationships with allies, the talents of our people, and the important connections we've built within federal agencies and other parts of the government to achieve a huge impact. Policymakers have recognized the importance of our mission through our advocacy work, and in 2011 regularly opened a seat at the table for NCTE when making important policy decisions.

Government entities including the White House, the Department of Housing and Urban Development (HUD), the Department of Health & Human Services (HHS), and the Department of Veterans Affairs (VA), asked for the input of our staff in 2011 when making decisions that could significantly impact trans people. We provided accurate data on how proposed policies might affect trans people nationwide, suggested changes to improve existing policies, offered materials and training to make government more responsive to trans peoples' needs, and advocated with our allies against policy decisions that might harm the trans population.

This past November we reached a milestone. For the first time in history, a sitting cabinet secretary addressed a transgender event. Among his many remarks, Secretary Donovan of the Department of Housing & Urban Development said, "It is a very special honor to be the first cabinet secretary to address the National Center for Transgender Equality – but I also want to be very clear that I will not be the last."

In so many ways, the Secretary's statement reflects how many in Washington have come to feel about NCTE's commitment to ensuring trans equality and how far we've come in giving trans people a voice here in the nation's capital.

The staff of NCTE is readily accessible to government officials, allied organizations, and individual trans people. We provide timely educational resources, trainings, and technical assistance to trans people, our allies, and government officials. We're careful to honor the relationships we've established and appreciate the doors that continue to be open to us. This is our strategy to secure, and maintain, a seat at the table.



NCTE Board Member and President of the Tennessee Transgender Political Coalition Marisa Richmond with President Barack Obama at the White House Pride Reception, June 2011.

2011 FEDERAL POLICY WINS

In 2011 NCTE continued to be a driving force in improving federal policies that affect transgender people and a leader in ensuring that transgender issues are consistently on the federal policy agenda.

With the National Gay and Lesbian Task Force (Task Force), we released the results of our National Transgender Discrimination Survey, quantifying the disrespect, discrimination, and violence transgender people face across all aspects of society, and helping us convince policy makers of the necessity and urgency of our advocacy goals.

In response to NCTE efforts, the Social Security Administration (SSA) halted gender matching in its Social Security Number Verification System, the largest matching service used by private employers. This marks an end to SSA's notification letters to employers when the gender marker on an employee's W-2 did not match Social Security records. The practice caused workplace problems for many trans people who were forcibly outed due to these notifications, and its termination is a major victory for transgender employees. However, automated gender matching has not yet been eliminated in some SSA programs used to share data with state programs and other entities, and NCTE continues to work to eliminate these practices.

NCTE worked with the Office of Personnel Management (OPM) and several other federal agencies to implement the Obama Administration's commitment to equal employment opportunities for transgender people in the federal workforce. Over the course of 2011 many more departments and agencies, including the Departments of Commerce, Labor, and Health and Human Services updated their non-discrimination policies to expressly include gender identity. In May 2011 OPM issued guidance clarifying the rights of transgender employees to change their gender in their medical records and access sex-specific care under the health plan for federal employees. It also answers potential supervisor questions about facilities usage and employee privacy. NCTE and allies are now engaging with White House officials to push for an executive order prohibiting gender identity discrimination in the workplace by federal contractors.

NCTE has continued efforts to ensure that all people have access to identification that accurately reflects their identity. In early 2011, based on input from NCTE and others, the State Department made improvements to its policy (first announced in 2010) for updating gender designations on U.S. passports and consular reports of births

abroad. In May 2011, OPM announced a new, similar policy for updating gender in federal personnel records.

At the state level, NCTE and the Task Force assisted the American Association of Motor Vehicle Administrators in educating its members on transgender driver's license issues. NCTE and the Task Force conducted a webinar for AAMVA members in August 2011, and also published an article in the association's member magazine.

Immigration detention reform continues to be a priority for NCTE. In 2011 we worked closely with human rights advocates like Immigration Equality and the National Immigrant Justice Center to push U.S. Immigration and Customs Enforcement (ICE) to work toward meaningful detention reform. NCTE and other advocates met with White House and Department of Homeland Security (DHS) officials to identify policy priorities with regard to LGBT detainees. By the end of 2011, ICE was still far short of fully implementing the commitment announced in 2009 to major reforms of immigration detention.

NCTE continues to work with allies to press for strong national rules to prevent sexual abuse in prison and detention facilities. In early 2011 the Department of Justice released proposed rules to implement the Prison Rape Elimination Act (PREA), which reflected many of the recommendations made by NCTE and our partners. NCTE again took a lead role in drafting extensive comments for the Department on ensuring the final PREA rules included adequate measures to protect LGBT individuals from abuse, and in bringing the voices of dozens of local, state, and national LGBT advocates to bear on this issue. NCTE also worked with Just Detention International and many others to ensure that the final rules covered all types of facilities, including immigration detention facilities. Final PREA rules are expected in early 2012.

NCTE continues to voice opposition to Transportation Security Administration (TSA) screening methods that threaten passengers' privacy and dignity. In 2011 TSA phased in new technology called Automated Target Recognition that eliminates human viewing of nude body images but can still misidentify transgender people's bodies as threats and lead to more intrusive and harassing treatment. NCTE engaged with TSA officials to voice these concerns and report problems at airports.

We also collaborated with TSA to develop staff training materials and to create a fact sheet outlining the rights of transgender travelers, which we expect TSA to release on their website in 2012.

We remain at the center of advocacy for fair and equal health care policies for trans people. In early 2011 the Institute of Medicine (IOM) released a groundbreaking report on LGBT health, calling for expanded research and data collection. In July 2011, the Department of Health and Human Services (HHS) released a proposed rule that would prohibit discrimination based on gender identity and sexual orientation in the new state insurance exchanges established under the health care reform law, and in all plans offered through those exchanges. With input and help from

NCTE and allies, the Department of Health and Human Services began a process to develop methods to include transgender people in future federal health surveys, paving the way for a better understanding of health disparities we face and possible solutions to these disparities. Finally, NCTE worked with the broader civil rights community in 2011 to introduce updated and LGBT-inclusive legislation aimed at comprehensively addressing health disparities, such as the Health Equity and Accountability Act of 2011.

In 2011 NCTE helped to secure a critical health care policy victory for transgender veterans. With advocacy and technical assistance from NCTE and our allies, the Veterans Administration (VA) issued a directive to all its

A PLACE TO CALL HOME

Excerpt from U.S. Housing and Urban Development Secretary Shaun Donovan's remarks at NCTE's Eighth Anniversary Awards Ceremony, November 15, 2011.



I'm here this evening, because this Administration is not only committed to ensuring the transgender community has a seat at the table—but also a place to call home. Every person in this room knows that rights most people take for granted are routinely violated against transgender people. It's estimated that

1 in 5 transgender Americans have been refused a home or apartment—that more than 1 in 10 have been evicted because of their gender identity or expression.

Nowhere is the challenge clearer than in homelessness. Forty percent of homeless youth are LGBT—and half of them report experiencing homelessness as a result of their gender identity or expression. Even more troubling, the majority of them report harassment, difficulty, or even sexual assault when trying to access homeless shelters.

Allowing this to happen is wrong—and more importantly, it's not who we are as Americans. That's why I'm proud to stand before you tonight and say HUD has been a leader in the fight—your fight and my fight—for transgender equality

The story of HUD is a story of expanding civil rights—a story that begins with a painful history, but leaves a proud legacy: one of opening the doors of America's homes to all Americans.

Let me tell you about Mitch and Michelle DeShane. Two years ago Michelle wanted to add her partner Mitch, a transgender man, to her housing voucher. The local housing authority denied her request because the couple did not meet its definition of "family." Then, the housing authority referred the couple to a neighboring housing authority—because, as they were apparently told, and I quote, the neighboring housing authority, "accepts everyone – even Martians." That's just wrong. No one should be subject to that kind of treatment or denied access to housing assistance because of their gender identity

And our work isn't over. Not for all of us in this room—and certainly not for the countless transgender people across the country who face discrimination, harassment, and violence—even here in our national's capital So long as the violence, exclusion, and discrimination continue, there is more work to be done.

facilities directing them to provide competent care for trans veterans and maintain a zero-tolerance policy for harassment on the basis of gender identity or expression. The VA directive also clarifies that veterans' medical benefits include all non-surgical, medically necessary transition-related care, and it permits veterans to provide preferred names and self-identified gender for their documentation and medical records.

NCTE partnered with Services and Advocacy for GLBT Elders (SAGE) to develop a public policy agenda focused on the needs of older transgender people. NCTE and SAGE convened the Transgender Aging Advisory Council, an advisory group of advocates and experts, which worked together to identify a set of advocacy goals for improving the lives of trans older adults. NCTE and SAGE will release a report based on this collaboration in 2012. In December, NCTE participated in a Department of Housing and Urban Development (HUD) summit on LGBT older adults.

Ensuring that transgender people are protected from discrimination in federal housing programs has been a major policy priority for NCTE. In early 2011 the Department of Housing and Urban Development (HUD) announced proposed rules to ensure equal access for LGBT people in public housing programs. NCTE collaborated closely with the National Center for Lesbian Rights and many other allies throughout 2011 to advocate for a strong and comprehensive final rule that expressly prohibited discrimination based on gender identity and sexual orientation in these programs. The final rule was issued early in 2012, and signifies a historic development in equal access to affordable housing for transgender people.

We continue to be a leading voice against anti-transgender violence and bullying. Officials from across the Obama Administration met with NCTE and other anti-violence advocates at the White House to discuss strategies to combat anti-transgender violence in November 2011. NCTE also participated in two major White House summits on violence in 2011—the White House Bullying Prevention Summit and the Summit on Gender-Based Violence. We also partnered with the Gay, Lesbian & Straight Education Network (GLSEN) to release a model school district policy that outlines best practices for school districts across the country to ensure that all students are safe, included, and respected in school, regardless of their gender identity.

A Sampling of Resources NCTE Released in 2011:

- Model District Policy on Transgender and Gender Nonconforming Students (co-authored with GLSEN)
- Participating in Direct Actions: A Guide for Transgender People (co-authored with the Sylvia Rivera Law Project)
- Medicare Benefits and Transgender People.
- Veterans Health Administration Transgender Health Directive
- Social Security Gender No-Match Letters and Transgender Employees
- National Transgender Discrimination Survey: A Look at Latino/a Transgender Respondents.
- National Transgender Discrimination Survey: A Look at Black Transgender Respondents

NCTE Members having lunch after the 2011 Annual Lobby Day.



TELLING OUR STORIES

This year, NCTE brought renewed focus to strengthening its communications apparatus. Already recognized as a hub of expertise on federal transgender policy with media, NCTE deepened relationships with reporters at the local and national levels. We continued to provide background and commentary for reporters and bloggers for diverse outlets such as the *New York Times*, *The Washington Post*, *The Root* and *The Daily Beast*. Sometimes, this meant pushing back, and educating reporters about appropriate language use. Other times, we worked with them on finding trans stories that helped humanize our policy victories.

In many ways, 2011 was a watershed year for transgender people in the newsmedia. Chaz Bono's debut on *Dancing With the Stars* and the national debate about Bobby Montoya's eligibility to participate in the local Girl Scouts are just two of the many events that contributed to a remarkable shift in the representation of our community in the public. And this kind of attention brought an influx in public scrutiny on trans issues, pushing NCTE to ensure that our messaging was always relevant and accessible.



In a nationally televised interview, Mara Keisling debated Family Research Council's Peter Sprigg on the inclusion of a trans child in the Girl Scouts of Colorado, October 2011.

In 2011 we stayed ahead of the news cycle, finding ways to control the media's trans angle on an issue. For example, we worked with our allies at the Servicemembers Legal Defense Network (SLDN) to develop guidance on how transgender servicemembers would be impacted once the repeal of "Don't Ask, Don't Tell" went into effect. Also, when Private Bradley Manning's legal counsel used a "transgender twinkie defense," we worked with partners at the Human Rights Campaign and the Gay and Lesbian Alliance Against Defamation (GLAAD) to develop talking points around the case, and advised other groups on how to handle questions from reporters.

Throughout this work, talking with and educating trans people has been our top priority. We did that by continuing to focus on list growth and finding dynamic ways to share our content. Much of this work was accomplished by giving slightly increased attention to our social media outlets.

Within a six-month period NCTE's Facebook reach grew from 3,000 users to well over 11,000 users. Twitter followers grew from just a couple dozen to over 5,500 trans people, influential writers, reporters and organizations. NCTE's omnipresence on social media mushrooms that of other national trans organizations, and has resulted in record-breaking traffic to NCTE's on-line properties, amplifying our message to trans people and to key decisionmakers. Because of this work, NCTE will continue to move public education and opinion toward transgender equality.



NCTE's Most Trafficked Blog Content in 2011:

- Hurricane Irene is Coming: Guide to Making Shelters Safe for Transgender Evacuees
- The Top 10 Things Trans People Should Know About the New Standards of Care
- New Airport Security Technique Worries Trans Advocates
- Traveling While Trans: Questions Remain with TSAs New Software
- Policy Brief: Birth Certificate Gender Markers.
- Medicare Has You Covered
- Quick Hit: Changing Driver's License Gender Markers, Coming Soon?
- What Happens When We Get Older?

Notable Media Mentions and Placements in 2011:



TRANSGENDER WOMEN IN CHOCOLATE CITY TELL THEIR STORIES

Excerpt from NCTE Development Manager, Danielle King, in a Colorlines.com “as told by” feature discussing the role of race in anti-trans violence during the late Summer 2011.



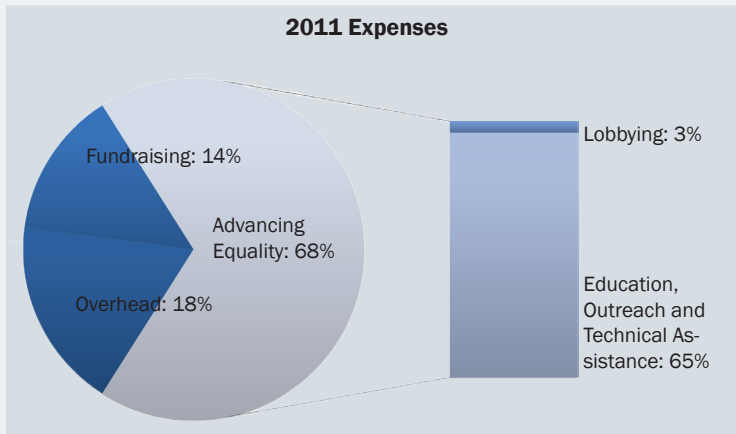
Despite all of the grim reports, I am encouraged. Today my church, Covenant Baptist UCC, is my support system. It is full of phenomenal, well-educated people who have gone to bat for LGBT issues and believe everyone has the right to be who they are.

We're seeing more and more influential transgender people of color like writer Janet Mock, Isis King from “America's Next Top Model” or my friend Dr. A. Elliot, an African American transgender woman who practices medicine here in Washington, D.C. We have social justice organizations like the National Center for Transgender Equality and health groups like Transgender Health Empowerment and blogs like TransGriot. We're more visible and we're talking about how our peers are dying because they're transgender.

And for the first time in my life, I feel like the African American trans community is beginning to work together; technology has helped us with that. I also think we're much kinder to ourselves. We got our start in ballroom culture, which is all about being passable, pretty and fierce. But I think our collective understanding of beauty has become wider and more inclusive.

Personally speaking, I feel a sense of freedom. I've undergone this journey and I feel more comfortable in my skin than I ever have. I no longer concern myself with being the most passable woman. I used to worry about that a lot. Now I just try to be the best woman I can be. I can say that I've undergone a shift in my mentality. I now realize that basing womanhood on being passable devalues other women. I assume that most people know that I'm transgender and I'm OK with people knowing. I'm proud of my experiences. Most importantly, I love myself.

FINANCIAL REPORT



Statement of Financial Position as of December 31, 2011

Assets		Liabilities & Equity	
Current Assets		Current Liabilities	
Checking/Savings		Accounts Payable	
1000 - Checking	117,091.93	2000 - Accounts Payable	5,998.49
1020 - Petty Cash	236.68	Total Accounts Payable	5,998.49
Total Checking/Savings	117,328.61	Other Current Liabilities	
Other Current Assets		2100 - Payroll Liabilities	
1340 - Grants Receivables	350,000.00	2117 - FSA	2,491.82
1350 - Contribution Receivables	9,784.20	2123 - IRA Withholding	278.12
1370 - Misc Receivable	8,697.05	Total 2100 - Payroll Liabilities	2,769.94
1400 - Prepaid	1,570.88	Total Other Current Liabilities	2,769.94
Total Other Current Assets	370,052.13		
Total Current Assets	487,380.74	Total Liabilities	8,768.43
Fixed Assets		Equity	
1500 - Fixed Assets		3005 - Restricted Net Assets	379,697.57
1502 - Equipment	50,055.29	3010 - Unrestricted Net Assets	118,152.82
1590 - Accumulated Depreciation	-30,817.21	3900 - Retained Earnings	-272,744.95
Total 1500 - Fixed Assets	19,238.08	Net Income	272,744.95
Total Fixed Assets	19,238.08	Total Equity	497,580.39
Total Assets	506,618.82	Total Liabilities & Equity	506,618.82

INCOME AND EXPENSES, JAN. 1, 2011 - DEC. 31, 2011

Income

4000 - Individual contributions	96,521.73	6100 - Meetings & Trainings	690.90
4150 - Foundation contributions	3,825.00	6220 - Insurance	1,179.96
4200 - Grants	580,000.00	6245 - Lease	1,725.48
4300 - Speaking fees	14,728.40	6255 - Dues Membership	1,607.00
4400 - Event Income	19,310.00	6270 - Payroll fees	2,574.37

Total Income 714,385.13

Expense

5010 - Salary	265,735.64	6273 - Flex benefits expense	1,294.52
5100 - Payroll Taxes	23,849.33	6280 - Postage	3,209.67
5200 - Employee Benefits	30,261.90	6290 - Publications/Research Material	2,321.36
6010 - Bank Charges/CC Fees	3,122.77	6300 - Printing	-451.25
6020 - Conference Fees	1,736.00	6320 - Professional Fees	12,218.05
6030 - Consultants	9,146.01	7010 - Rent	27,960.00
6040 - Interns	2,200.00	7030 - Supplies	2,615.16
6090 - Depreciation expense	8,848.95	7120 - Telecommunications	7,555.60
6095 - Event	7,603.72	7200 - Travel & Meals	24,555.04
		7220 - Website	80.00

Total Expense 441,640.18

Net Income 272,744.95

OUR SUPPORTERS

Leaders (\$1,200 - \$4,999)

Mariette Pathy Allen
Laura Arrowsmith
R. Bradley
Denise Brogan-Kator
Chicago's Be-All Conference
Diana Dyckman
Erica Fields
Laura Hart
Mary Ann Horton
Julie Kruse
Dan Massey
Joan Pepin
Mark Sexton & Kirk Wallace
Naomi Sobel & Diane Doty
Diane Trice
Andrea von Kaenel
David & Ruth Waterbury
Marcus Waterbury
Pam & Bill Werb
Ike White

Sustainers (\$600 - \$1,199)

Jessica Ames
Tracy Brackett
F Keith Busse
Marie Chevrier
Masen Davis
Mara Drummond
Deborah Goldsmith
Chris Hansen
Jody Huckaby
Daria Lynn Lohman
Melanie Maloney
Toby Meltzer
Shannon Minter
Mo Morelli
Lisa Mottet
Dave Noble
Mary O'Brien
Brooke Poley
Greg Price & Margaret
Barusch
Nico Quintana
Jamie Roberts
Amanda Simpson
Deborah Strauss
Ann Cook Thompson
Vera Verbel
Joan Waddill

Builders (\$300 - \$599)

Kim Barnes
Christine Beatty
Jeff Berry

Jay Botsford
Shirley Boughton
Lou & Kevin Czarniewy
Chris Daley
Paulette deCoriolis
Abe Doherty
Clemmie Engle
Liz Fong
Forge
JD "Ox" Freeman
Phyllis Frye
Robert Gaines
Nicole Garcia
Alison Gill
Stephen Glassman
Rachia Heyelman
Jon Hoadley
Melinda Humphreys
Erica Keppler
Rachel Levin
Kelly Moyer
Michelle Myers
Jill Raney
Pamela Reed
Sara Rook
Dana Claire Seidl
Peggy Shorey
David Smith
Ashley Swartz
Rebecca Thompson
Mildred Twitchell
Kaelyn Alexi Uhrain
Pavel Valdez
James Wellman
Joseph Wiedman
Gary Wilkins
Jaan Williams & Priyanka
Oberoi
Ricki Worthington
Advocates for Youth

Contributors (\$120-\$299)

Meredith Bacon
Merri Banks
Joan Ann Barden
Caprice Bellefleur
Jude & Susan Bienvenu
Jeremy Bishop
Brian Bond
Diane Boykin
Mark Bromley
Brookline High School's Put
Your Money Where Your
Mouth Is Campaign
Robert Byrne

Michaela Culhane
Christopher D'Angelo
Christine Darosa
Tatiana Dashkovitz
James Denny
Erin Dougherty
Rose Ellen Epstein
Kate Fillin-Yeh
Alan Fox
Ricki Frucht
Susan Golightly
Carmen Gray
Heron Greenesmith
Este Griffith
Jim & Carol Habel
Joanna Harper
Dell (David) Harrel
Martha Harris
Justin Hartford
Bree Hartlage
Emily Hecht-McGowan
Christine Heerman
Romina Hendlin
Beth Anne Hicks
Nan Hunter
Amy & Cynthia Hunter
Hutson Innis
Gini Irwin
Johanna James
Christine Kasperski
Samantha Kelly
Laurie Kermes
Stanley Kiino
Kathleen Kilbane
Lori Killough
Katy Koonce
Jake Kopmeier
Jeff Krehely
Kutztown University Allies
Shane Larson
Sherman Leis
Jennifer Lemon
Mike Lurey & Laurie Hasen-
camp
Lauren Marshall
Melanie Martinez
Terry McCorkell
Emily Metcalfe
Kevin Milas
Joel Miller
Sonal Hope Mithani & Jeffrey
Morenoff
Robert Montague
Sherri Moses
Lynne Mytty

Kevin O'Leary & Brian Esser
Debra Oppenheimer
Patrick Paschall & Sarah
Bendoraitis
Janelle Phalen
Valerie Ploumpis
Julie Praus
Beth Preiss
Steve Ralls
Jeremy Reppy
B A Richards
Shaun Richman
Marisa Richmond
Jeffrey Robison
Jonathan Ruhsam
Kelsey Ryan
Diego Sanchez
Aubrey Sarvis
Paula Schultz
Gunner Scott
Walter Scott
Tina Seitz
Susan & Harry Shaeffer
Melissa Sklarz
Jennifer Sporer
Mandy Staab
Latham Stack
Emily Sussman
Janis Walworth
Rebekah Warren
Ruby Wendt
Ann Widger
Laura Wilhelm
Shane Windmeyer & Tom
Feldman
Noranne Wolf
Jonah Womack
Robert & Charlotte Woods
Richard Wuennenberg
Deyonna Young
Danielle Yung

ABOUT NCTE



The NCTE team out on their annual lunch to the Cherry Blossoms. Left to right: Mara Keisling, Prerna Lal, Emily Ames, Vincent Paolo Villano, Harper Jean Tobin, Danielle King. Front: Avory Faucette.

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

Dr. Laura Arrowsmith, D.O., Broken Arrow, OK
Dr. Dana Beyer, MD, Chevy Chase, MD
Marisa Richmond, Ph.D., Secretary, Nashville, TN
Andrea von Kaenel, Treasurer, Alexandria, VA
Mara Keisling (Ex Officio) Washington, DC
Meredith Bacon, Omaha, NE (Retired in 2011)
Stephen Glassman, Pittsburgh, PA (Retired in 2011)

Staff Members

Avory Faucette, Director of Operations
Danielle King, Development Manager
Emily Ames, Health Law Policy Fellow
Harper Jean Tobin, Policy Counsel
Mara Keisling, Executive Director
Prerna Lal, Legal Intern
Vincent Paolo Villano, Communications Manager



**Top left: Official White House
Photo by David Lienemann
Bottom left and middle: Photos
by Pete Exis, Courtesy of the
Washington Blade**

National Center for TRANSGENDER EQUALITY

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