



Trans Pride Initiative Annual Report

2017

2017 Annual Report, Trans Pride Initiative

Statement from the President

Trans Pride Initiative was founded in August 2011, and one volunteer began working full-time with the organization in the summer of 2012. In 2014, TPI began expanding our reach, joining the National Coalition of Anti-Violence Programs and taking initial steps to advocate for incarcerated trans persons. In 2015 and 2016, TPI began to shape our own unique voice and perspective apart from other advocacy programs, particularly trans-focused programs that tended to align with the large nonprofit complex. We opened our first community space in 2016, and moved to a more prominent location in Dallas' Bishop Arts District in 2017.

In 2017, TPI primarily expanded our work supporting incarcerated trans and queer persons. Our success and reputation led to greater demand for our work, so this was a somewhat organic development that we did our best to respond to while keeping in mind the need to hold to our mission and vision for the long-term objective.

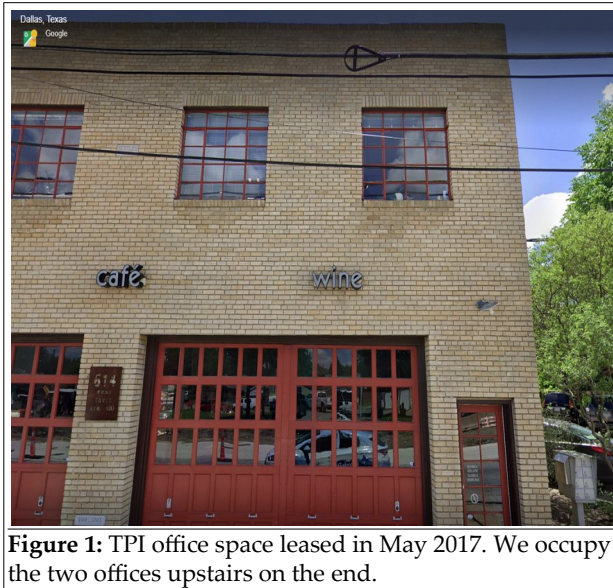
Our Mission

Trans Pride Initiative empowers trans and gender diverse persons to rise above social barriers to equal healthcare, housing, employment, and education. We further define these areas of work under several more specific goals:

- **General Support**—Promoting a supportive network for all trans and gender diverse persons to better themselves.
- **Healthcare**—Working with healthcare providers to expand options for trans persons seeking medical services related to their gender identity.
- **Housing**—Helping organizations that provide supportive and assistance housing and services work with trans and gender diverse persons in affirming ways.
- **Employment**—Encouraging and helping local employers to establish training and hiring programs for trans and gender diverse persons.
- **Education**—Improving access to educational institutions for all trans and gender diverse persons.
- **Prison Support**—Communicating and providing information to incarcerated trans and queer persons primarily in Texas.
- **Anti-Violence Work**—Documenting violence against trans, queer, and HIV+ persons for national reporting.

Our Work

During 2017, TPI continued on the trajectory we had begun in 2016 with the lease of our first office space. The building that housed that initial office was slated for demolition after the owner sold it in April 2017, giving us just 30 days to identify a new location and move. We found a new home at 614 West Davis Street, where we occupied suites 207 and 208 (Figure 1).



Ideally, the move should have improved our capacity and function as a community center, but the space is small (only slightly larger than the initial office, divided into two rooms) and does not feel like a community space as much as a small office. It serves our needs, but does not offer substantial improvement of our ability to provide a true community center.

TPI experienced a moment of great pride when we were invited to the 2017 Black & Pink national gathering, where Nell Gaither accepted on behalf of the organization the Marsha P. Johnson Pay It No Mind Award for “their work fearlessly taking on the Texas Department of Criminal Justice with very limited resources and with unlimited love and solidarity.”

We did see a substantial boost to our funding as we received an unexpected, unsolicited, grant from the Tides Foundation—we were notified of the grant in 2016, but did not receive the grant or learn the amount until early 2017. We also continued to receive funding from the Trans Justice Funding Project, and received our first funding from Borealis Philanthropy’s Fund for Trans Generations. Our general individual donations support continued to grow, and one of the more creative and fun events was a poetry, performance, and music benefit organized by local musicians and performers and held at Deep Ellum’s Independent Kitchen and Bar.

TPI also began advertising for our first paid position in August. We sought someone who could act as an organizer (helping to promote our work and build our volunteer base) and help with prison letters. We did not hire anyone during the year, but the selection was made so the hire could be completed early the following year.

Much of the latter half of 2017 was spent responding to prisoner correspondence. The increase in volume was not matched by increased volunteer hours, so almost all staff time went to prison letters.

The following sections provide an overview of the work we undertook in our various goals areas.

General Support— After the national election in 2016, TPI along with many other organizations began offering financial assistance to those needing to legally correct their name and gender

marker. We set up a program that would allow us to cover 80% of any legal and processing fees, as well as related costs, up to \$250 per person per year. We initially allocated \$1,000 to the program, which could be increased if demand warranted. The program was intended to cover not just the court costs for filing the name correction change, but costs for getting a new drivers license or identity card, passport, birth certificate, and other documents. The intent was to provide assistance in a way that would supplement what was available from other sources, generally only covering legal fees. Only two people applied for the assistance during 2017, so we only spent about half what we had budgeted. The assistance will continue into 2018 and beyond, as long as we feel there is a need in the community for this assistance, and we will consider changing the structure to better reflect community needs.

TPI was also proud to have been invited by the Dallas InterUrban Tribal Center to participate in a large proposal for Dallas area social support services. The work would have involved hiring a social worker and providing case management and individualized assistance helping persons—focusing on trans and queer persons—experiencing housing instability and other outcomes of social marginalization get connected to stable healthcare, employment, housing, and other social support. The Dallas InterUrban Tribal Center was not selected for the award, but we felt being considered for such an important role in providing social support was an enormous vote of confidence in our ability to reliably provide quality services.

Additional general support activities include:

- We continued to operate a small pantry to provide non-perishable items to those who need food assistance. The pantry seems to see irregular demand. It will sometimes see a lot of use and depletion, so we ask for donations, then the pantry will remain fairly full until another round of demand. The service is definitely worth continuing as long as we have space to collect and store items.
- Our Gender Justice campaign and restroom drops continue (Figure 2), with some demand but not a lot of use. We continue to offer the restroom drop files that can be printed by others, and we continue to send some to others when they request them.



Figure 2: Front and back (English and Spanish) of our restroom drops for trans persons and allies, part of our Gender Justice campaign.

Healthcare—TPI’s healthcare efforts were very limited in 2017 due to our capacity being taxed by prison support. We worked with the University of Texas Southwestern Medical Center’s Community Prevention and Intervention Unit to provide HIV tests and educate about the need for testing as an event for the second annual National Transgender HIV Testing Day (April 18).

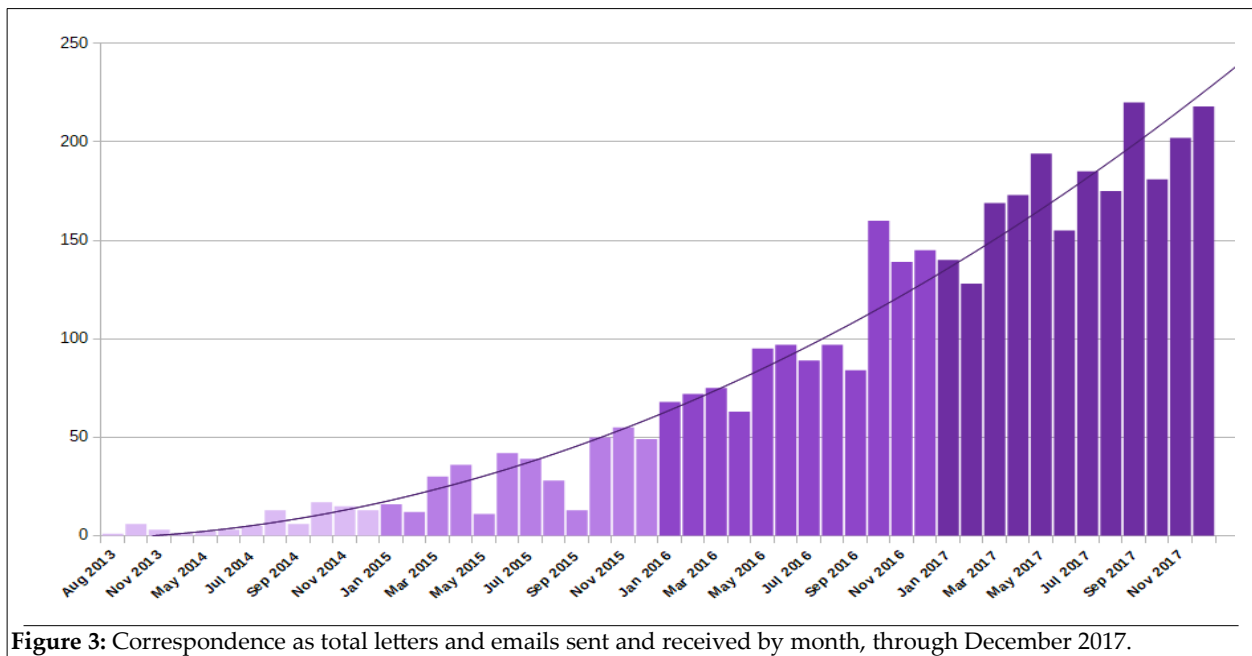
We continued to provide information to individuals about healthcare services available in the Dallas area on an as-needed basis. TPI also provided Affordable Care Act enrollment information as needed.

Housing—Due to limited capacity, little specific work was undertaken in housing assistance. We provided individual advice and direction to several persons throughout the year, and we discussed our experience with our Dallas Trans Shared Housing project with a group of persons from St. Louis, Missouri, who were looking to start a similar program.

Employment—TPI continued to have insufficient capacity to address employment issues on a consistent and active basis, but we also continued to support persons who reached out to us with employment complaints. There were no specific noteworthy efforts in employment support during the year.

Education—As with employment issues, TPI had insufficient capacity to actively address education issues, but we did continue to support persons who reached out to us with education questions and complaints.

Prison Support—Prison support by far occupied the majority of staff and volunteer hours in 2017. Of the total 3,000 hours put in by the full-time staff person, over 2,000 hours went to prison support work. Volunteer hours contributed about 425 additional hours. Most months we were exchanging at least 150 letters, and three months the number grew to over 200 (Figure 3).



During January 2017, TPI assisted with advertising for the January 22 International Trans Prisoner Day of Action and Solidarity. We worked in part with Austin Anarchist Black Cross to get information out about the day.

TPI staff also worked with other organizations that were assisting or considering how to assist trans persons in Texas prisons. At several times during the year, we exchanged information

with students at the Northeastern University School of Law documenting grievance policies in Texas prisons. The work was part of the Legal Skills in Social Context Social Justice Program, and it resulted in a three state-specific documents providing an overview of the grievance process (the Texas guide called “Navigating Prison Policies in Texas”), as well as a general report called “Navigating Prison Policies and Exhaustion.” TPI also worked with an intern at the Texas Civil Rights Project who was researching and developing a confidential internal memo concerning legal assistance to trans persons in the Texas Department of Criminal Justice (TDCJ).

In the fall, TPI worked with Austin and Houston chapters of the Anarchist Black Cross to send and collect surveys about the impact of Hurricane Harvey at prison facilities in the path of the storm. Survey data was sent to the National Lawyers Guild to determine if there were negligence issues by TDCJ or the Bureau of Prisons that warranted a suit.

Anti-Violence Work— TPI worked to raise public awareness about harmful state legislation targeting the trans community, primarily Senate Bill 6 and House Bill 1362. We developed separate letter writing campaigns for in-state and out-of-state participation. The effort garnered about 125 letters to the Governor and state legislators.

We also began planning a project to bring suit against the State of Texas challenging the constitutionality of Texas Family Code 45.103. The suit was suggested by civil rights attorney Moira Meltzer-Cohen, who represents Marius Mason, a federal prisoner who is trans masculine and wishes to change his name. The legal team would also include Brian McGiverin, an attorney with the Prison Justice League.

TPI participated in a survey by the National LGBTQ Institute on IPV, discussing access to resources for survivors. TPI was the only participant in Texas, and only one of a few participants in the South.

TPI helped organize, with local activist Shannon Walker, a Community Candlelight Memorial and Rally for Trans Inclusiveness on March 3 at Reverchon Park in Dallas. The purpose of the event was to memorialize and remember those in the trans community lost to violence in recent months.

Although TPI was still a member of the National Coalition of Anti-Violence Programs, demands for our time in other areas meant we

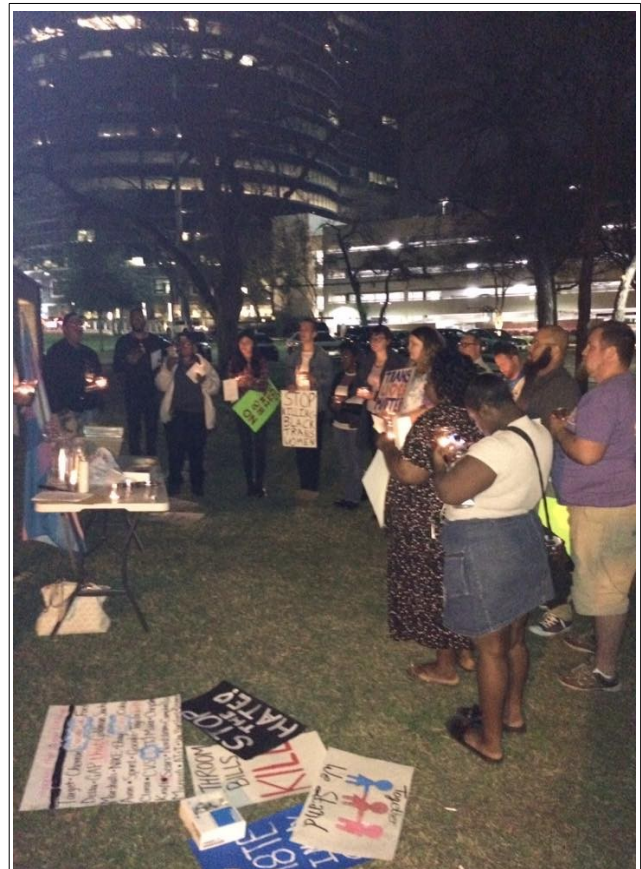


Figure 4: Audience and participants at the Community Candlelight Memorial and Rally for Trans Inclusiveness, which took place March 3 at Dallas’ Reverchon Park. The event was organized by local activist Shannon Walker, with support from TPI.

were able to participate in only minimal NCAVP business and reporting. We hope that in the future we can again increase our participation in this important organization.

Our Accomplishments

TPI's accomplishments during this period are probably best generalized as continuing steady growth. Although we lost our initial office space, we were able to find a new space relatively quickly, and we could lease the space confident we could cover the costs—in contrast to a year previous, when we leased our first space with no small amount of anxiety about the increased financial burden. The location on a major street near the Bishop Arts District also gave us a slightly larger profile than we had previously had. Complimenting that was the recognition by the national organization Black & Pink for our work advocating for trans and queer prisoners in Texas. Wider recognition in the form of the Black & Pink award, increased funding, and the Dallas InterUrban Tribal Center invitation to team all indicate our work is making an impact.

And as was the case in 2016, the growth of our prison outreach engagement was an important accomplishment. The community development we saw in 2016 continued in 2017, with a number of trans persons sharing our information and expanding our work through the inside network that is developing.

Financial Report

As in 2016, and even more so in 2017, our expenses grew significantly due to moving into our new office space. Once again, however, as our expenses increased, so did our contributions through grants and our individual donations. We received our first substantial grants this year, and saw total unrestricted grant funding rise to \$45,000. We continue to try to be careful to carry over some of our donations year by year so that we have a small amount of padding to keep us secure in our operations. We were very successful at building our reserves in 2017.

2017 Statement of Activities

Revenue

Individual Contributions	\$12,113.78
In-Kind Donations	\$4.70
Grants, Unrestricted	\$45,000.00
Total Revenue	\$57,118.48

Expenses

Office Supplies	\$691.32
Postage	\$775.85
Office Rent	\$11,415.00
Licenses and Fees	\$186.83
Accounting Fees	\$440.00
Insurance	\$866.53
Volunteer Support	\$238.77
Subscriptions	\$35.00
Utilities, Internet, Web Hosting	\$1500.38
Document Update Assistance	\$480.00
Exhibits	\$241.04
Total Expenses	\$16,870.72

Net at Year End

Carryover Funds from Prior Year	\$12,961.06
Total Funds On Hand at Year End	\$53,208.82

