



Trans Pride Initiative Annual Report

2018

2018 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 2018, we are proud that we were able to hire our first employee, a part-time Organizer. The year was characterized by experimentation in ways to build our volunteer base through the efforts of the Organizer, and we gained a lot of good experience through this process. Most of the year was spent keeping up with the prison support efforts, trying to start new committees, and experimenting with approaches to building a community of volunteers. The Organizer leaving in August seriously impacted our ability to keep up with the prison support work, and the remainder of the year was largely spent simply trying to maintain adequate responses to letters. Even so, our response time fell to as much as five months behind on some letters.

This annual report will divide our work into three subsections that reflect how we operate. The first subsection discusses general administrative efforts, the second discusses the areas where we maintained a primary focus, and the last covers the other mission and goals areas that by necessity have had to take a secondary focus.

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

The year 2018 marked an advance in TPI’s work in that we finally hired our first part-time staff person. That person was hired as an Organizer, tasked mainly to help with building our volunteer base, and worked from January 10 through August 23, 2018. Volunteer and intern hours increased to almost 20 percent of our total work hours (Table 1). By far, the most time went into prison services work, with general administrative work comprising the next highest percentage. Most of the part-time staff work was related to building our volunteer base, while the volunteer coordinator hours were working directly with volunteers. The intern was provided through Texas Women’s University and primarily worked on healthcare projects.

Table 1: Hours by Staff/Volunteer and Work Area

	Full-time Staff	Part-time Staff	Volunteers	Intern	Total
General Administration	559	431	--	--	990 (18.5%)
Volunteer Coordinator	--	56	--	--	56 (1.0%)
Fundraising	62	--	--	--	62 (1.2%)
Prison Services	2,857	40	840	--	3,737 (69.9%)
Anti-violence Services	91	33	16	--	140 (2.6%)
Healthcare Services	34	17	25	149	225 (4.2%)
Housing Services	9	--	18	--	27 (0.5%)
Employment Services	4	--	--	--	4 (0.1%)
Movement Building	21	--	52	--	73 (1.4%)
Justice Education	15	--	--	--	15 (0.3%)
Direct Action	--	2	5	--	7 (0.1%)
Other	--	--	14	--	14 (0.3%)
Total	3,652	579	970	149	5,350

In 2018, TPI also contracted with a bookkeeper to improve our financial records management, and we moved to QuickBooks to provide better financial records and reporting. TPI continued to occupy the offices first leased in 2017, suites 207 and 208 at 614 West Davis Street (Figure 1).

General Administration

As mentioned in our 2017 report, the move to the new office space 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.

However, we were able to work with local and allied organizations to host a few events throughout the year, which showed the potential we have for developing into a more fully utilized community space fostering broad movement building. Those events are discussed in the General Support section below.

The months of September through December were almost exclusively spent on prison support work because the loss of our part-time staff person meant a drop in volunteers (which had been trending less for several months after dramatically increasing at the beginning of the year) and a drop in the occasional work on letters that the part-time staff was doing. At the end of the year, we had fallen so far behind responding to letters that some non-emergency letters were five months behind.

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

Priority Operations

General Support

TPI's Organizer arranged several events to try to encourage greater volunteer participation (Table 2). Two open house events were held in April, and another at the end of May. About 12 individuals showed up for the three events. The open house events were not deemed very effective, so we believe invitations with more specific topics and objectives would be a better approach in the future. TPI also allows our space to be used by other organizations doing work that is generally aligned with our mission and is trans-inclusive. We feel this is a good way to encourage people to learn more about TPI and get involved, and that a more suitable community space in the future will encourage increased cross-organization coordination.

Our Document Update Assistance project, begun in 2017, continued in 2018 to offer financial assistance to low-income persons needing to legally correct their name and gender marker on identification documents. The program allows TPI to cover 80% of any legal and processing fees, as well as related costs, up to \$250 per person per year. The program covers not just the

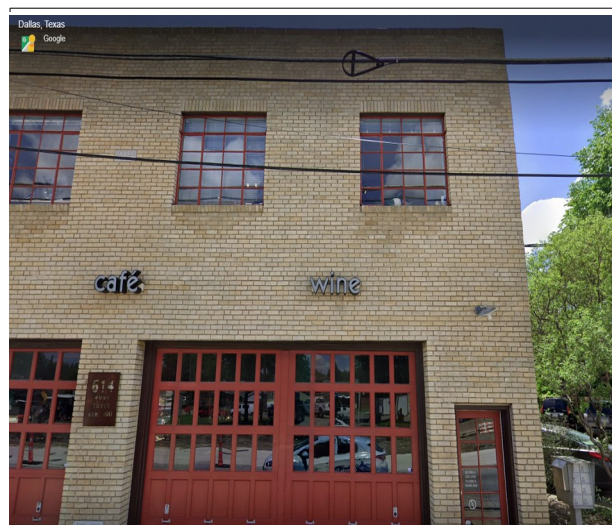


Figure 1: TPI office space leased in May 2017. We occupy the two offices upstairs on the end.

Table 2: Events Hosted During 2018

Event	Date	Org	Total Attending
Volunteer Open House	April 10	TPI	4
Volunteer Open House	April 21	TPI	2
National Prisoner Strike Meeting	May 11	Industrial Workers of the World, Incarcerated Workers Organizing Committee	7
Volunteer Open House	May 30	TPI	6
Racial Justice Working Group Meeting	June 5	Democratic Socialists of America, North Texas (DSANTX)	12
Healthcare Committee Meeting	June 13	TPI	4
Queer Socialists Working Group Meeting	June 14	DSANTX	6
Membership Meeting	June 21	TPI	4
Queer Socialists Working Group Meeting	June 25	DSANTX	7
Queer Socialist Working Group Meeting	June 27	DSANTX	1
Healthcare Committee Meeting	June 27	TPI	1
Anti-Violence Committee Meeting	July 28	TPI	5
Healthcare Committee Meeting	August 1	TPI	2
Healthcare Committee Meeting	August 13	TPI	2
Prisoner birthday card event	Sept. 22	TPI	15
Solidarity with Incarcerated Trans and Queer People event	Nov. 3	DSANTX	9
Dallas Feminist Collective Meet-up	Nov. 12	Dallas Feminist Collective	10
Trans Day of Remembrance/Migrant Caravan Forum	Nov. 21	Party for Socialism and Liberation	22

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 is to provide assistance in a way that supplements what is available from other sources, generally only covering legal fees. Only one person applied for the assistance during 2018, so we were under budget on this project. The assistance will continue 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.

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.

Prison Support

Prison support continued to occupy the majority of staff and volunteer hours in 2018.

Prison support by far occupied the majority of staff and volunteer hours in 2018. Of the total 3,652 hours put in by the full-time staff person, 2,857 hours went to prison support work.

Volunteer hours contributed about 840 additional hours. The part-time staff person worked approximately 40 hours on prison support for a total of 3,737 hours (about 70% of total staff and volunteer hours). TPI received over 400 prisoner letters per quarter during 2018, and sent an average of 325 letters per quarter; both these measures significantly exceeded 2017 counts (Figure 3).



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

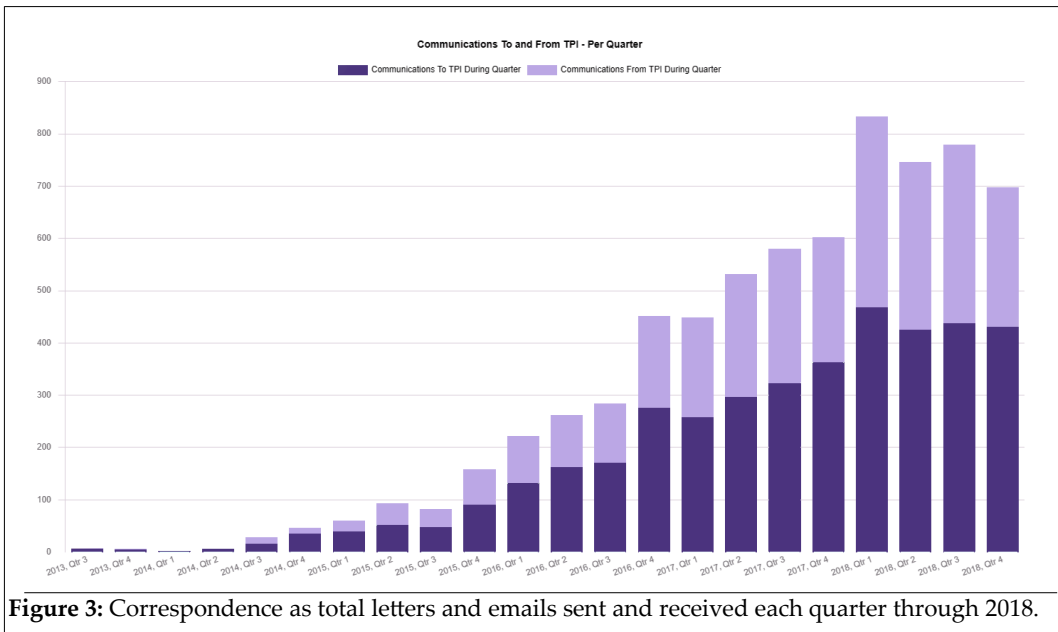


Figure 3: Correspondence as total letters and emails sent and received each quarter through 2018.

During January 2018, 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 (ABC) to get information out about the day, and we coordinated with Austin ABC to distribute a microgrant from Trans Lifeline to incarcerated persons.

On March 28, 2018, TPI announced Project 103, an effort to raise money for legal fees and challenge the constitutionality of Texas Family Code 45.103. This Texas statute prohibits persons with a felony conviction from changing their name until at least two years after completing all terms of their sentence, a requirement that can have enormously negative impacts on the lives of trans persons seeking stability after a prison sentence. The project is a joint effort between attorneys Brian McGiverin and Moira Meltzer-Cohen, the Austin Community Law Center, and TPI.

On July 9, TPI released Report Number 1 of our Texas Prison Abuse Series, titled *“I Don’t Believe You, So You Might as Well Get Used to It” — The Myth of PREA Zero Tolerance in Texas Prisons*. The report received little attention in the media, but it seems to have resonated with at least some advocates. An attorney with the National Center for Lesbian Rights contacted TPI and requested that links to the report be sent to every federal legislator representing Texas or involved with prison issues, then provided the email contact list and assistance in distributing the information. In November, the report was added to the National PREA Resource Center Digital Library.

Related, the PREA standards—which had always been denied to persons in Texas prisons—were finally added to the Law Library Holdings List in December 2018, the result of the advocacy of one of our correspondents inside and our work with her to push for that addition.

TPI also did some work, in part with the Industrial Workers of the World Incarcerated Workers Organizing Committee, to support the national prison strike of 2018. We also discussed our work and prison abolition in general at a meeting of the North Texas Chapter of the Democratic Socialists of America, and we participated in a presentation on prison abolition and prisoner support for the North Carolina Queer Studies Conference. The work and presentation was with Tranzmission, a trans group in North Carolina, and Austin ABC.

Anti-Violence Work

Once again, TPI tried to increase interest in our anti-violence work and start an anti-violence committee. We held planning and brainstorming meetings in July and August, and developed a proposal and planner for documenting violence through the National Coalition of Anti-Violence Programs (NCAVP). However, we were unable to generate sufficient interest for the committee to become self-sustaining (meaning that volunteers and members, instead of staff, would take the initiative to continue the work). In October, TPI participated and provided a speaker for a public demonstration organized by the Party for Socialism and Liberation in downtown Dallas (Figure 4).

Last, as part of our anti-violence work, TPI’s Organizer created a few zines (three that were produced by TPI) and printed for distribution at events. These included a “Know Your Rights” issue by the National Lawyers Guild; “Making it Happen, Mama,” an interview with Miss

Major originally published in *Captive Genders*; TPI's experience with our prison program as "So You Wanna Start a Prison Letters Project! A Self-Help Guide to Supporting Incarcerated Trans and Queer Persons"; an information zine about Project 103; and a safer sex guide called "The Sex Ed You Wish You Had."

Healthcare

TPI's healthcare efforts were very limited in 2018 due to our capacity being taxed by prison support. As with the Anti-Violence Committee, we tried to start the Healthcare Committee but were unable to see it to a self-sustaining program. One part of that effort was working with an intern to update our healthcare resources list and work toward renewing our annual health fair. TPI was also invited to provide training to a local pharmacy that was making efforts to improve their understanding of and service to the local transgender community.

In an on-going project, TPI has worked with an anthropology student at the University of North Texas to develop and carry out a research project concerning how anti-trans stigma among cis persons contributes to healthcare access problems for trans persons. TPI helped the student refine the general concept from what was initially a health needs assessment study to focus more on the effects of stigma to create barriers. TPI then helped promote the study to find interview subject. The study is continuing into 2019.

Secondary Operations

Housing—Due to limited capacity, little specific work was undertaken in housing assistance. We did provide housing and shelter access information to a number of individuals who contacted us throughout the year. One volunteer worked some on a housing resource list, but the effort was not completed. Although housing instability and inequity among trans persons remains important to TPI, we are not able to do more in this area of advocacy and support at this time.

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.



Figure 4: On October 10, 2018, activists demonstrated against the anti-trans bias being fomented by the federal government and other governmental agencies at that time. Such governmental non-support increases violence against trans and gender diverse persons. Demonstrators for environmental justice issues were at the same location, and all mixed together in solidarity with both causes.

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.

Our Accomplishments

The year 2018 was a year of significant accomplishments for TPI. We hired our first staff person (part-time), we saw several significant achievements in prison support, and although it cycled back down, we saw the most significant growth in volunteers since we began operations.

Our prisoner support efforts grew yet again, and since most of our reputation and “advertising” is by word of mouth among those with whom we correspond, we feel continued growth is continued approval of our work.

We also established our first targeted fundraising campaign—an effort to raise \$5,000 supporting legal fees for Project 103—and reached our goal quickly.

Although our first technical report about PREA violations in Texas saw little media attention, the report has been impactful for advocates, and we hope its data continues to influence safety issues within Texas prisons for several years to come. Getting the report included in the National PREA Resource Center Digital Library will help assure that objective.

Overall, in our seventh year of operation, we continued to see steady if slow growth. We feel that is appropriate for a grassroots organization that places greater importance on community mobilization and movement building than splashy successes.

Financial Report

The highlights of our financial status are related to our continued funding from the groups that have supported us in the past. TPI won its fifth annual grant from the Trans Justice Funding Project. We also successfully applied for our second Borealis Fund for Trans Generations (FTG) grant, and the FTG team awarded us an emergency supplement to help with the Project 103 fundraising effort. And for the second year, we received significant funding from the Tides Foundation Dignity and Justice Fund. These grants have not only let TPI continue to do our work, but have also allowed us to build reserves so that we can have more options in our future development.

2018 Statement of Activities

Revenue

Individual Contributions	\$10,964.06
NCAVP Reports Stipend	\$600.00
Grants, Restricted	\$2,500.00
Grants, Unrestricted*	\$67,800.00
Total Revenue	\$81,864.06

Expenses

Accounting Fees	\$967.50
Legal Fees	\$15.30
Rent, Parking, Utilities	\$14,764.01
Books, Subscriptions	\$50.90
Postage	\$710.25
Printing and Copying	\$90.60
Supplies	\$1,290.27
Telephone, Telecommunications	\$498.52
Web Hosting	\$140.42
Volunteer Support	\$432.76
Insurance: Liability	\$1,024.00
Transaction Fees (donation processing)	\$231.59
Document Update Assistance	\$230.00
Project 103 costs	\$1,281.25
Payroll Expenses	\$9,361.58
Travel	\$131.89
Total Expenses	\$31,220.84

Net at Year End **\$50,643.22**

Carryover Funds from Prior Year \$53,208.82

Total Funds On Hand at Year End **\$103,852.04**

* Amount includes \$25,000 awarded for 2019 paid before the end of the year.

