Trans Pride Initiative
Adaptive Planning Strategy, 2016 – 2020

Updated June 2016
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Introduction

This adaptive strategy covers the years 2016 through 2020. It builds on the original 2013-2015 Strategic Plan with which we started our work. The initial strategic plan focused on options for Trans Pride Initiative (TPI) to acquire a community center and shelter. As of April 2016, we have opened an office that will serve as a small community center. We have changed this from a “strategic plan” to an “adaptive strategy” to emphasize that our work focuses on identifying the means of achieving change in evolving landscapes rather than predicting and implementing a set of defined actions.

Our experience has also taught us that before we can consider opening a community shelter, we will need to develop a more broad volunteer and member base, and that will be the primary objective over the next five years.

With further understanding of how to do what we do, TPI is moving toward a more membership-oriented organization, as defined by our Member Guide. This strategic plan will help define our work to move in this direction.

Organization Description

Organization Name

The name of the organization is Trans Pride Initiative. “Trans” is used to be more encompassing than transgender, and to eliminate potential conflicts between concepts and definitions of “transgender” and “transsexual.” The term is intended to include all who consider themselves transgender, transsexual, trans, persons with trans experience or history, and others who are gender nonconforming in any way.

The term “initiative” is used to emphasize action and to encourage empowerment. We want our pride to give us the strength to act on our own behalf for our own good. That means we want our own members to be empowered to do more for the community, but we want to help instill pride among the community outside our membership so all feel more able to act for and in their best interests.

This also applies to increasing and improving an intersectional approach to our work. Trans persons can take the initiative to become involved in work across lines of marginalization (such as homelessness, prison abolition, food security, and anti-violence work) and in more broad areas of social justice work that affect trans communities (such as work with suicide hotlines and intimate partner violence groups). Although we are a trans organization, our work will not be siloed into actions and efforts that affect only trans-specific persons, but all actions and efforts in which trans persons are stakeholders.
The Trans Pride Vision and Theory of Change

Our vision is a world where all identities related to gender are free from stigma, where relationships are subject to no administrative regulation beyond that of individual agency and desire, and where all individuals may freely express themselves in terms of gender and relationships without fear of violence.

Meaningful change is driven not by administrative policy but by empowering and mobilizing communities broadly so they have the tools and critical understanding to act with a sense of agency in the best interests of the greater community.

Mission Statement

Trans Pride Initiative empowers trans and gender nonconforming persons to rise above social barriers to equitable healthcare, housing, employment, and education.

Values

• No one is disposable.
• Stigma can be eliminated.
• We are making a difference.
• Everyone can contribute to moving our community forward.
• Community comes first.
• Service to community builds individual integrity.
• Our work will be ineffective if it is not intentionally intersectional.
• All relationships that are meaningful to those involved are valid.
• The power of the people is more important that the power of policy.
• Everyone has the capacity to succeed given the right tools and knowledge.
• Justice is transformative and restorative, not retributive.
• We are effective stewards of our world and the environment.
• [TK: what else do we want everyone to be able to say about our work?]

Goals

The following are broad goals that help achieve our mission. These goals do not define specific efforts, but rather define the scope of the topics identified in the mission statement. The specific actions will vary over time and according to opportunities.

Healthcare

Eliminate transgender-based disparities in access to healthcare services. Assure that no healthcare provider in the Dallas area does not welcome and affirm gender diverse clients and provide care from a trans-informed perspective. This includes mental health facilities, particularly those with in-patient treatment programs. This should specifically include and center the needs of low-income and more marginalized segments of the community. Of special interest is the elimination of incentives for HIV infection, currently upheld by local services...
providing less trans-affirming programming for HIV-negative persons than for HIV-positive persons. Promote and encourage programs that are cognizant of and seek to reduce the impact of broad social determinants that negatively affect healthcare access.

**Housing**
Eliminate transgender-based disparities in access to residential services provided to persons in need. Includes emergency, transitional, and permanent supportive housing; family and partner violence shelters; treatment centers; and all other housing and housing assistance programs.

**Employment**
Eliminate transgender-based discrimination in employment and help trans persons develop the skills and competencies to find and keep jobs each considers meaningful.

**Education**
Eliminate transgender-based discrimination in access to educational opportunities.

**Anti-Violence Work**
One cannot equitably access housing and shelter, healthcare, education, or employment when under the threat of violence. Our anti-violence work identifies ways to address and reduce violence in the myriad ways it affects trans lives, from police interactions to family and partner violence to street harassment and discrimination, all of which limit one’s ability to be whole in public interactions and private relations.

**Incarceration Support**
Our housing, healthcare, and anti-violence work includes persons who are incarcerated in the state in local, state, and federal facilities.

**Where We Are—A Brief SWOT Analysis**

**Strengths**

**Strength From Accomplishments**

- **Healthcare**
  - Three trans community health fairs to date—2012, 2013, and 2014. These have helped empower the community and encourage expansion of services by area providers.
  - Multiple local, statewide, and some national (AHF Public Health Division) presentations on trans-affirming healthcare, HIV/STI and trans identity, and data collection needs.
• By invitation, travel to Washington, DC, to meet the US Surgeon General Vivek Murthy and talk about trans issues and healthcare related to the Affordable Care Act.

• Provide comments to improve federal policy such as the ACA Section 1557 regulations and CMS data collection practices supporting gender identity and sexual orientation.

• Provide comments to improve state policy and regulations such as the guidelines published by the Department of State Health Services for public health clinics.

• Accountability efforts such as filing complaint against Parkland orthopedic surgery discrimination and complaint about discrimination at COPCs because they deny trans persons access to hormone therapy.

• Long-term Parkland accountability efforts beginning in 2013 have led to Stewpot trans health program and trans health clinic at Carlyle Smith clinic.

• Participated in inaugural National Transgender HIV Testing Day with testing event coordinated with UT Southwestern’s Community Prevention and Intervention Unit.

• Developed the Trans Health Empowerment Project web site, providing safer sex info to trans persons, possibly the only one of it’s kind in the nation.

• **Housing and Shelter Work**

  • Work with a number of shelters and shelter agencies providing emergency, transitional, and partner/family violence services such as the Salvation Army, The Bridge, Genesis Women’s Shelter (influenced policy change to accept women into all programs), Metro Dallas Homeless Alliance, Tarrant County Homeless Coalition, and others on trans issues and local, state, and federal laws and guidelines.

  • Started the Dallas Trans Shared Housing Project; a step to greater housing access.

  • Provide comments to local, state, and federal regulations such as HUD’s Equal Access to Housing rule.

  • Accountability efforts such as filing complaint against City of Dallas, Dallas Police Department, The Bridge, and MDHA about denying shelter to women, including trans women, with a sex offense in their history. This should be seen as more of an empowerment success than an administrative policy change success.

• **Employment**

  • Developed employee transition guidelines that were adopted by AHF and published as stand-alone document. Provided to the City of Dallas for guidelines, although they have failed to adopt them or take action on the primary purpose the guidelines were developed: benefits covering all medically necessary care.

• **Education**

• **Anti-Violence**
  
  - Training for Dallas County Probation Officers via the National Association of Black Law Enforcement Officers.
  
  - Reporting member of the National Coalition of Anti-Violence Programs since 2014. TPI is one of only two reporting organizations in Texas.
  
  - Contributed to City of Dallas policy and updates, including the LGBT Resolution, and updates to the Dallas City Charter, Dallas City Code Chapters 34 (Employee Benefits) and 46 (Nondiscrimination).
  
  - Stood our ground on the Plano “nondiscrimination” ordinance and influenced ACLU of Texas and the HRC to reconsider their positions.
  
  - By invitation, participated in the Conference on Crimes Against Women to provide the first talks on trans issues ever presented at the conference. Arranged with the Department of Justice and FORGE to partner on the talks.
  
  - Work in coordination with Resource Center to influence the Federal Transit Administration to add gender identity to the “master agreement” nondiscrimination policy, which applies to public transit passengers nationwide.
  
  - Organized the protests at Rockwall, Texas, that helped defeat a discriminatory anti-trans bathroom ordinance.

• **Incarceration Support**
  
  - Have helped numerous incarcerated trans individuals access healthcare, improve their housing, improve their safety, and build community behind the walls. Helped develop Dallas County Sheriff’s Office trans policy, and continue to advocate for further improvements.
  
  - Participated in and helped organize contributions to inaugural January 22 recognition of the National Trans Prisoner Day of Action.
  
  - Building data on discrimination issues for use in legal actions.

**Additional Strengths**

• TPI is unique among local and statewide advocacy organizations in that we focus on advocacy in our mission areas specifically for trans and gender nonconforming persons rather than broadly.

• Very importantly, we also have an empowerment perspective. This means that we don’t have “impact” criteria to take on work, but believe our assistance broadly helps build community and empower marginalized persons, increasing self esteem and spreading knowledge to better understand and advocate for their own and others’ rights.
• The only organization in Texas of similar size may be the TG Center in Houston, which offers primarily a community center space, HIV testing, and peer group meetings.

• Long-term staff have some—but not expert—experience in data collection and analysis, technical reporting, project management, database design and development, web site design and development, public service, and project management.

• Long-term staff have some experience and understanding of grant writing and proposal development.

**Weaknesses**

• The most important weakness is an inability to inspire others to become involved with the work Trans Pride does.

• Limited funding; and limited time to build relationships leading to funding.

• Our mission is broad enough that it can seem that we are jumping around to different issues without consistency of effort.

• **Too few people in the Dallas area have heard of us**, and those who have do not have a clear idea about what we do, or misunderstand what we do. This may be one of our most significant weaknesses.

• Many trans persons lack financial, employment, and housing stability, so even if they want to participate it is difficult to find the time and the means. Many trans persons who are stable have more to lose by being out about their trans status and are less likely to participate.

**Opportunities**

• Increasing visibility and activism of trans persons means more open support for efforts like ours.

• There is significant need for advocacy around our mission and goals.

• TK

**Threats**

• Infighting in the community due to the great diversity and lack of agreement on priorities and methods.

• Large advocacy groups are starting to work on trans issues, but not from a grassroots perspective. They nearly always use an impact approach that will draw funding away from grassroots like TPI doing long-term empowerment work.

• Conservative opposition is currently on the rise, and it is unpredictable what the effect may be. Negative impact could be limited, or it could be pervasive and protracted. Texas is especially vulnerable to the latter.
Strategy for Adaptive Advancement

Promotion

Although the following sections focus on building our goals areas, possibly the most important effort overall will be getting information out more broadly about what we do

Healthcare

Measuring Success

1. The health fairs have only been marginally successful, especially when considering the work that goes into setting them up. The most success was 2014 with the very popular peer forums and presentations.

2. Outreach efforts—including presentations, meetings with administrative officials, and comments on legislation and policy—have probably been successful, but this is difficult to measure. These efforts have generally yielded more substantial relationships that we should do a better job of building. Presentations and other interactions that advocate for better access to trans affirming healthcare should be considered a necessary part of our work, however. We could make these more successful by intentionally using them as a means of providing training and experience for community members. Another aspect of our work in healthcare was serving on committees as a means of having input to health-related issues. The level of success probably did not warrant the time and effort required to participate.

3. Online information and tools such as the Trans Health Empowerment Project web site are not as successful as hoped, but could be more successful if we had the opportunity to maintain and develop on a consistent basis with dedicated volunteers or staff.

4. Accountability efforts have likely had the greatest effects. Progress not bad in that we have made a huge shift in Parkland, but less well in that the shift has not opened up as much to low-income folks as would be best. That is, we hope, the direction we are moving, though. Strategy was try working with them, then hold them accountable to what they were failing to do through the threat of complaints.

Strategy for Advancement

1. We should continue to consider hosting health fairs, but should experiment with using peer forums to replace the fairs as more meaningful to the community. Develop a response/feedback way to assess the benefit of the forums.

2. Continue to take on outreach efforts, but we need to do more to shift this from Nell outreach to TPI outreach and intentionally get others involved in the work.

3. Experiment with ways to attract volunteers to be more involved with developing and maintaining online data.
4. The Healthcare Committee takes on THE development as a community empowerment project.

5. Continue to look for and increase opportunities for accountability actions. Experiment with diversifying our accountability actions (better media and social media work, public action events to draw attention to issues, and so forth). Track what is successful and what is not to refine further.

6. Identify a community healthcare assistance effort that we can use to give a tangible feel to our work and fundraising efforts. Must make sure direct assistance is tied to survival that empowers us to work to change the system that makes the assistance necessary.

**Action Areas**

1. Focus on forums instead of more health fairs. Healthcare Committee is planning forums and measuring results; will adjust accordingly. Possibly do the health fairs when we identify a new service to provide to the community, maybe every other year.

2. As soon as possible, start the Justice Education Team’s External Outreach Committee and begin working to bring more into training and outreach opportunities. Consider working with UT Southwestern to have a program set up to provide Continuing Education credit. Consider producing more print materials for distribution.

3. Investigate ways (the Healthcare Committee forums are an example) that will get community members involved, and develop projects around them. Examples might include doing more of the THE marketing cards and similar projects as community empowerment efforts.

4. Look to increase accountability actions.
   a) Continue to file against Parkland when opportunities arise (goal to have hormones available at most COPCs and all cis surgeries available to trans persons).
   b) Develop project to specifically identify providers who prescribe hormones and other trans-related care for cis persons and advocate that they can’t discriminate against trans persons by not providing the same to them. This can start after July 18, 2016. May involve print materials and distribution efforts.
   c) Research and file complaints against all Texas insurers that have blanket exclusions after January 1, 2017.
   d) Develop an appointment accompaniment program that teaches people what they need to know about healthcare laws and policies and rights so they can confidently provide appointment accompaniment. Volunteer to do so with TPI for six months minimum. This also provides an opportunity to quantify fundraising efforts.

5. Develop a community healthcare assistance program. Should have a name that is catchy and identifies both TPI and healthcare association, should provide some small assistance that can grow over time, and should be defined by and responsive to community needs.
Maybe start with a budgeted amount for hormone assistance at 33%, 66%, 100% coverage for meeting some simple qualifications.

**Housing**

**Measuring Success**

1. The Dallas Trans Shared Housing Project has had extremely limited success because of the barriers to participation (registration too difficult), lack of community provider participation, and lack of other providers to point persons to.

2. Outreach efforts such as presentations, committee service, and administrative policy comments have had minimal success. There has been no substantial improvement in shelter access since we started except for Genesis Womens’ Shelter changing their policy to accept trans persons. The more likely outcome of these efforts has been to provide cover for continuing discrimination.

3. There are two aspects to our accountability work: 1) pushing for adherence to administrative policy, and 2) increasing the sense of power for those experiencing problems accessing housing resources. We don’t have great success in pushing adherence to policy as our efforts at Salvation Army show. We have tried to first encourage compliance, then filed a complaint (dismissed due to religious status), then work directly with the shelter manager, none to great effect. Same with The Bridge. Both say they are doing things, but the chaos of everyday actions erases their possible intent. Most of our efforts have been outreach instead of accountability work. We do know the empowerment aspect has had some effect, and as empowerment grows over time and with consistent support for marginalized groups, we expect it to slowly increase.

**Strategy for Advancement**

1. Continue experimenting to reduce barriers to participation in the Dallas Trans Shared Housing Program by making registration easier and by taking steps to increase the comfort of individual providers. We also need to expand our commercial providers we work with, and look to funding emergency stay costs.

2. Continue to take on outreach efforts, but we should probably shift this from letting others invite TPI to TPI doing trainings for providers that intentionally work to get them more comfortable working with trans persons and address stereotypes. Develop ways to better empower persons looking for shelter and discriminated in shelters.

3. Continue to look for and increase opportunities for accountability actions, including sending persons into shelters to document problems. Experiment with diversifying our accountability actions (better media and social media work, public action events to draw attention to issues, and so forth). Track what is successful and what is not to refine further.
4. Identify a community housing assistance effort that we can use to give a tangible feel to our work and fundraising efforts. This might be tied to anti-violence work if we have escaping violence as a qualification. Must make sure direct assistance is tied to survival that empowers us to work to change the system that makes the assistance necessary.

**Action Areas**

1. More fully develop the DTSH program.
   a) Redesign the DTSH registration to be more simple, and develop a more streamlined back end process. Consider a dedicated app.
   b) Consider social events bringing those needing shelter together with those considering providing shelter. Try one to see if it works, if so maybe host twice a year. Maybe combine with the fundraising effort in item d, below.
   c) Research and develop better relations with commercial providers such as apartments, boarding houses, and other programs to which we can refer clients.
   d) Establish a fund under the project to cover hotel stays, possibly an apartment or house rental for emergency situations.

2. Focus outreach efforts on TPI-provided training that reinforces legal compliance, improving comfort with working with trans persons, and reduces stigma. Increase the number of persons doing the training. Develop “know your rights” brochures and fact sheets for persons seeking shelter (and for folks who are not trans to target stigma). Develop easy “know your rights” tool for smart phone access (part of the DTSH app?). Develop a Memorandum of Agreement template for a grievance process monitored by TPI (would substitute our filing a complaint). Do more to promote understanding of Notice CPD-12-02, issued February 20, 2015 (http://portal.hud.gov/hudportal/documents/huddoc?id=15-02cpdn.pdf).

3. Continue to file complaints as opportunities arise. Work to better take advantage of media and social media, as well as attention-getting efforts to draw attention to the issues.

4. Develop a shelter and housing accompaniment program that teaches people what they need to know about the shelter system laws and policies and rights so they can confidently provide assistance in guiding people to shelter and housing. Volunteer to do so with TPI for six months minimum. This also provides an opportunity to quantify fundraising efforts.

5. Develop a community direct housing assistance program. Should have a name that is catchy and identifies both TPI and housing (maybe use DTSH), should provide some small assistance that can grow over time, and should be defined by and responsive to community needs. Maybe start with a budgeted amount for one-week stays in extended stay hotels for persons escaping violence. Would have to meet income qualifications.
Employment

Measuring Success

1. The employee transition guidelines were somewhat successful in that they were adopted by AHF, but not successful in that it has ended there.

2. We have had a couple opportunities to try to address discrimination with Workforce Solutions, but with very limited success.

3. We have not done enough work in other areas to measure success or failure.

Strategy for Advancement

1. Continue to try to get AHF to do more to promote the guidelines and put it out on media.

2. Do more accountability work with Workforce Solutions.

3. Develop a program of employment referral built on employers offering positions to trans persons.

4. Develop outreach training through the Justice Education Team. Develop better “know your rights” information for persons seeking employment. Seek ways to address passive discrimination in applications.

5. Increase accountability actions, including more complaint filing at the local and federal level.

Action Areas

1. Approach AHF about a campaign for improving prevention efforts using a suite of tools, the employee guide being one of those.

2. Contact Workforce Solutions to incorporate nondiscrimination training into their routine training efforts. Look at doing a Memorandum of Agreement on a grievance procedure. Get “know your rights” fact sheet to be part of info given to new clients.

3. Research and build relations with employers who want to work with the trans community.

4. Develop training for employers, primarily the human resources department staff and persons performing the human resources functions, covering nondiscrimination policy, liability around sexual harassment, and how to treat trans persons with respect.

5. Promote community empowerment through education and promotion of filing complaints. Develop projects that go out and look for discrimination such as filing duplicate applications for openings in the area and track responses, taking action when warranted. This might include tabling at employment fairs and the like.
Education

Measuring Success
1. We really haven’t done enough work to measure success for assessing strategy yet.

Strategy for Advancement
1. Encourage area school districts to adopt nondiscrimination policies.
2. Educate students—and parents—on student rights.
3. Encourage gender studies programs that include trans issues, and encourage scholarships for trans persons in those study areas.
4. Develop outreach training through the Justice Education Team. This should address student rights, education facility responsibilities, and parents of non-trans students.
5. Take accountability actions, including more complaint filing at the local and federal level.

Action Areas
1. Develop model nondiscrimination policies, maybe through the Texas Association of School Boards.
2. Develop “know your rights” information for students, parents, and educators.
3. Contact area universities about programs and which ones include trans history and trans issues.
4. Develop training for students and educators. Develop mediation toolkit and workshop for parents and others who resist equitable access to gender-segregated spaces.
5. Promote community empowerment through education and promotion of filing complaints. This includes tabling at various student events. Coordinate tabling through campus organizations so students learn to explain rights, not just TPI staff and volunteers.

Anti-Violence

Measuring Success
1. Collecting data for reporting to the National Coalition of Anti-Violence Programs has had limited success. Participating in the coalition has been rewarding.
2. Outreach efforts have been limited and mostly dealt with law enforcement. However, law enforcement entities seem to provide some of the worst examples of entities that use training and policy to cover up discrimination. We had an invitation to table at an event of the Dallas County Coalition on Domestic Violence, but when they couldn’t get names and gender correct and stated mistruths to cover their misgendering, we withdrew our
offer to try to identify a survivor to be on a panel fearing they could not provide a safe space, declined to table, and notified them of the numerous issues trans persons have had with law enforcement here. We stated that we did not feel they could provide a safe space on any level.

3. Contributing to administrative policy updates has had mixed success. Most have been accomplished through participation in groups like the City of Dallas LGBT Task Force, but some parties on that committee work behind the scenes to block efforts they don’t like or some friends don’t like—this is just Dallas politics. This may have happened with work we were doing on Dallas City Code Chapter 46. Empowerment efforts will likely be more effective, along with support for a Human Rights Council that brings legitimacy to the process. Select outreach efforts outside this structure—such as the FTA work with Resource Center—are far more effective. Advocacy for administrative policy changes should be done by TPI or with select smaller, reasonably trustworthy, coalitions.

4. Accountability efforts will likely be a more productive means of advocacy because we can likely change the relationships of power more readily these ways.

Strategy for Advancement

1. Develop better ways to promote that we document incidents of violence and give people directions on getting connected with services. This should include offering more survivor support through our Trans Survivor Workgroup. Supporting and engaging survivors should be a focus of outreach anti-violence work.

2. Outreach should focus on community empowerment. This includes finding ways let more people know about their rights, condom distribution, needle exchange when legal, availability of some food and water for those in need, and similar support. Also, consider helping set up community networks to keep people safe, and efforts to collect data around violence. Will need to experiment with what is effective at building empowerment.

3. Administrative policy changes should be taken on with great care as many policy changes around law enforcement, which may seem to potentially reduce violence, could have effects other than what is intended. We must be very critical of how policy changes increase the power of those who already have power. Also, a lot of effort can go into making changes that may only be used to obscure continued violence—policy change without accountability measures is probably not worthwhile. The focus should be on increasing community awareness of how violence affects our lives, how we can’t depend on law enforcement and justice systems to address it, and building community tools to keep our people safer.

4. Experiment with ways to get more people in highly marginalized groups that are more subject to violence involved. This includes sex workers, homeless persons, persons experiencing mental health issues (possibly institutionalized or in boarding houses), substance users, and others engaging in underground economies.
5. Accountability should be the focus of broad change. Continue to look for and increase opportunities for accountability actions. Experiment with diversifying our accountability actions (better media and social media work, public action events to draw attention to issues, and so forth). Track what is successful and what is not to refine further.

6. Identify a community anti-violence assistance effort that we can use to give a tangible feel to our work and fundraising efforts. This might be tied to housing work if we cover housing when escaping violence.

**Action Areas**

1. Promote what we do better.
   
a) Create graphics for social media, flyers for distribution, and other creative(!) promotional items to get the word out about this work.

   b) Encourage and enable the Anti-Violence Committee to better promote our work in this area.

   c) Develop the Trans Survivor Workgroup, possibly adapting Afiya Center’s peer mentoring training to our uses, so that it is an actual service, and something we can promote at VIP, DARCC, CVCDC, and other groups.

2. Use some of the fliers, know your rights wallet cards, and other materials to do street outreach for marginalized communities. Use interactions also to show how apps can help keep people safe. Set up a network of folks who can monitor someone on a date. Develop street outreach projects to distribute information and safety tools. Consider black books and other tools to assist sex workers. Develop a series of know your rights flyers for many different areas where trans persons interact.

3. Develop forums around anti-violence work that teach people about their rights, tips to stay safe, and collect data and input on what works and what doesn’t for future efforts.

4. Accountability efforts should be the focus of addressing administrative policy. Develop projects to identify and document discrimination and harassment in law enforcement interactions. Research and publicize discriminatory court rulings. Work to bring these to public attention through media and social media, as well as public actions that get attention.

5. Develop partnerships that promote intersectional work across justice system issues.

6. Develop a community anti-violence assistance program. Should have a name that is catchy and identifies both TPI and anti-violence work, should provide some small assistance that can grow over time, and should be defined by and responsive to community needs. Maybe start with a budgeted amount for one-week stays in extended stay hotels for persons escaping violence. Another might be stipends for persons doing sex work who need some alternate income. Would have to meet income qualifications.
Incarceration Support

Measuring Success

1. The number of letters we receive is steadily increasing, mainly through word of mouth, so we must be doing something right! Transgender Law Center Senior Attorney read a general issues letter we drafted to TDCJ and had no substantive changes, then referred it to TLC board for co-signing. Within an hour after that, she donated $1,000 to TPI.

2. We seem to have a pretty good record for getting folks started on hormones and into safer situations, even though things don’t always work out the way we expect or according to our requests.

3. We have a somewhat useful connection in Washington, D.C., at the Bureau of Prisons Office for Civil Rights. The connection has said he will help us address violence issues and issues with healthcare access.

4. With the help of the U.S. Department of Justice, we have continued to push the Dallas County Sheriff’s Office forward on trans issues.

Strategy for Advancement

1. Very important is to get additional volunteers involved in supporting this work. That may include developing educational forums about the importance of work with incarcerated individuals and the importance of police accountability and the abolition movement.

2. Team with other organizations, specifically legal organizations, that share our attention to working with all rather than just “impact” level issues if they can improve our success rate.

3. Do more to integrate our work into the prison abolition movement so that we are performing a specific function within that movement. This could expand access to volunteers and funding.

4. Develop ways to increase the involvement of incarcerated persons.

5. Develop a visitation program.

Action Areas

1. Explore bringing in prison advocacy organizations to do education forums that combine education about individual rights, legal resources, and the structure of the for-profit prison system and how the police, courts, and prisons combine with other entities to create a huge discriminatory system.

2. Develop a prototype Memorandum of Agreement that defines our perspective and how we will work with other organizations with our expectations for how they support us. Use that to expand our work in defined ways.
3. Consider trying presentations at prison abolition conferences and other work on advocacy around the rights of incarcerated trans persons, and how we are building community behind the walls for a specific demographic.

4. Apply as a program to TDCJ and get approved for visitation. This includes on-site training for new volunteers.

5. Work out a method of engaging incarcerated persons in the Prison Services Committee work (possibly using JPay emails and communications), along with financial support for low-income incarcerated persons needing trust funds if they don’t have family to provide.