

# 2015 Annual Report, Trans Pride Initiative

## *Statement from the President*

Trans Pride Initiative was founded in August 2011, and one full-time volunteer began working 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, TPI began to shape our own unique voice and perspective apart from other advocacy programs. We strongly voiced our opposition to the trans-exclusionary Plano “nondiscrimination” ordinance, influencing the Texas ACLU and the Human Rights Campaign to reverse their support for the ordinance.<sup>1</sup> Other organizations—including those claiming to be trans advocates—sadly continued to support the ordinance either directly or indirectly by remaining silent about its exclusions.

## *Our Mission*

Trans Pride Initiative empowers trans and gender nonconforming 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 nonconforming 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 nonconforming persons in affirming ways.
- Employment—Encouraging and helping local employers to establish training and hiring programs for trans and gender nonconforming persons.
- Education—Improving access to educational institutions for all trans and gender nonconforming 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.

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1. True to it’s history of dismissing the importance of trans issues, the Human Rights Campaign would later backtrack it’s opposition to the ordinance by falsely claiming in their Municipal Equality Index that Plano has a trans inclusive city ordinance.

## Our Work

During FY 2015, TPI's own work became more demanding, and we of necessity began scaling back our involvement in other programs so we could focus more on our own efforts. These included additional involvement in healthcare efforts, outreach concerning anti-violence issues, and taking on our first contract work, a project to develop a web site specifically concerning trans-affirming safer sex practices.

**General Support**—We undertook a few efforts similar to years past to foster general support and expanded knowledge of trans issues, including continued training and outreach at events such as the first Longview Pride celebration. With a lot of nail-biting and hand-wringing, we held our first event, the screening of *Transvisible* in January, with Bamby Salcedo, Bamby's mother, and director Dante Alencastre in attendance.

In the second half of the year, we began looking at ways to encourage greater involvement, including exploration of a shift to a member organization. Draft member guide, fundraising plan, strategic plan, and other documents were either developed or more fully worked out to support the move to more of a member-based organization in the future. Our board meetings had been open to the public, but we started specifically promoting them and working on training in social justice organizing and direct action to draw more active participation.

And in the summer, TPI took the lead in organizing support for Shade Schuler's family and raising money to help with funeral expenses, along with planning a vigil for the community.

**Healthcare**—Work toward our healthcare goal included increased involvement in the Affordable Care Act enrollment effort. We had been minimally involved in 2014, but became more involved as we better understood how the nondiscrimination section of the ACA would impact trans persons. Section 1557 stood to greatly benefit the trans community by supporting access to services by gender identity, even beyond ACA plans. This involvement included travel to Washington, DC, with a group of about 10 trans and queer persons from across the country to comment on problems and successes under healthcare reform.

This year we also undertook our first contract work, a state-funded project to create a trans-affirming safer sex web site. And in somewhat contradictory work, we held our most successful health fair to date at Parkland, but the public healthcare provider failed to uphold their promises. We filed a complaint for denial of services to a trans woman and prepared to file a broad complaint concerning discrimination in access to services.

Finally, we provided an important presentation to AIDS Healthcare Foundation's Public Health Division at an annual division meeting, advocating for general wellness with hormone therapy to be understood as a tool in HIV prevention for the trans community. We were told afterward that the presentation will shift AHF's approach to trans services and increase their efforts to provide trans-affirming general wellness services for HIV-negative trans persons.

**Housing**—Our work in housing access was somewhat scaled back this year. One major effort involved starting an LGBTQ Homeless Forum among the Dallas area Continuum of Care

providers of housing services. Although it had a successful start, a lack of capacity within TPI meant we had to abandon involvement in the effort.

**Employment**—With the hiring of a Diversity Officer at the City of Dallas, TPI took advantage of the opportunity to expand our work advocating for equitable trans services at the city by developing a “workplace transition protocol” specifically for use by the diversity officer. The document was later modified to be more broadly applicable to workplaces in general, and was adopted by AHF for development and training in their national trans policy.

**Education**—Our work in education areas was minimal, consisting primarily of support for individuals reaching out for information and tracking national policy and case law that would impact education locally.

**Prison Support**—We began seeing an increase in prison work beyond just a sometimes endeavor. We had not done any promotional work for this program, so this was the result solely of word of mouth advertising within the system.

We held our first end of the year Give a Damn Holiday Card event with Abounding Prosperity’s Chat ‘n’ Chew, and it drew about 25 participants, who make about 50 cards.

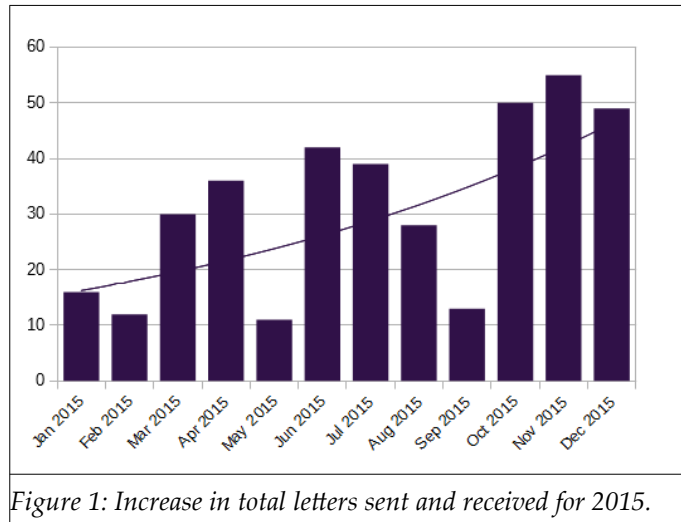


Figure 1: Increase in total letters sent and received for 2015.

**Anti-Violence Work**—This year TPI and FORGE, at TPI’s invitation, became the first trans groups to present, and the first to present on trans topics, and the tenth annual conference on Crimes Against Women, a result of our training at Genesis Women’s Shelter and involvement in the City of Dallas Domestic Violence Task Force. We also funded a board member’s travel to the National Coalition of Anti-Violence Programs annual round table.

## Our Accomplishments

The year saw TPI further defining our direction with our continued opposition to the Plano “nondiscrimination” ordinance, our increased involvement in the prisons and further understanding of the need for abolition, and in moving toward more of a member organization.

Although by the numbers, our screening of *Transvisible* was not highly successful, we consider it a significant accomplishment because it was our first event outside the health fair, and it was moderately well supported through attendance and donations. Several attendees voiced a desire to see more events like this.

Our trip to Washington, DC, to meet the US Surgeon General Vivek Murthy was successful because we were able to collect a number of moving stories about both problems and successes with ACA plans and trans access to healthcare in general, and provide those stories to USHHS.

We were also able to comment on problems with the name in the online ACA registration system. In both these areas, TPI provided information unique among those invited to participate, and we felt the contributions we were able to make were significant.

One very satisfying success occurred in November. On November 9, the U.S. Department of Transportation (DOT) announced that it had included discrimination against passengers based on gender identity or transgender status as sex discrimination in its Master Agreement. The Master Agreement is applicable to all public transit agencies around the nation receiving federal funds for transportation programs. This change was the culmination of TPI and the Resource Center advocating on two different discrimination issues against Dallas Area Rapid Transit staff, then teaming to take the issue to the DOT Office for Civil Rights.

The steady increase in prison work showed that we were seen as effective on the inside, and that is what really counts. We helped guide several people trying to access hormones and stay a little safer in the system.

## Financial Report

Our revenue and expenses saw a significant increase in individual donations, augmented by a contract work and an increase in funding from the Trans Justice Funding Project. These increases easily offset increases in travel for conference participation and costs associated with the *Transvisible* screening at the beginning of the year.

With substantial success and a healthy bank account, TPI ended 2015 in a good position to look forward to even more success in 2016.

2015 Statement of Activities	
<b>Revenue</b>	
Individual Contributions	\$3,566.23
Services Provided Under Contract	\$3,600.00
Grant Income (TJFP)	\$5,000.00
<b>Total Revenue</b>	<b>\$12,166.23</b>
<b>Expenses</b>	
Office Supplies	\$104.31
Postage	\$206.88
Marketing and exhibitions	\$653.24
Licenses and Fees	\$67.10
Medical Records for Investigation	\$81.57
Utilities	\$103.90
Printing	\$758.53
<b>Total Expenses</b>	<b>\$1,975.53</b>
<b>Net at Year End</b>	<b>\$10,190.70</b>
Carryover Funds from Prior Year	\$2,664.59
<b>Total Funds On Hand at Year End</b>	<b>\$12,855.29</b>