



ANNUAL REPORT 2014



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ABOUT NCTE



The National Center for Transgender Equality is the nation's leading social justice advocacy organization winning life-saving change for transgender people.

NCTE was founded in 2003 by transgender activists who recognized the urgent need for policy change to advance transgender equality. With a committed board of directors, a volunteer staff of one, and donated office space, we set out to accomplish what no one had yet done: provide a powerful transgender advocacy presence in Washington, D.C.

NCTE works at the local, state, and federal level to change laws, policies and society.

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.

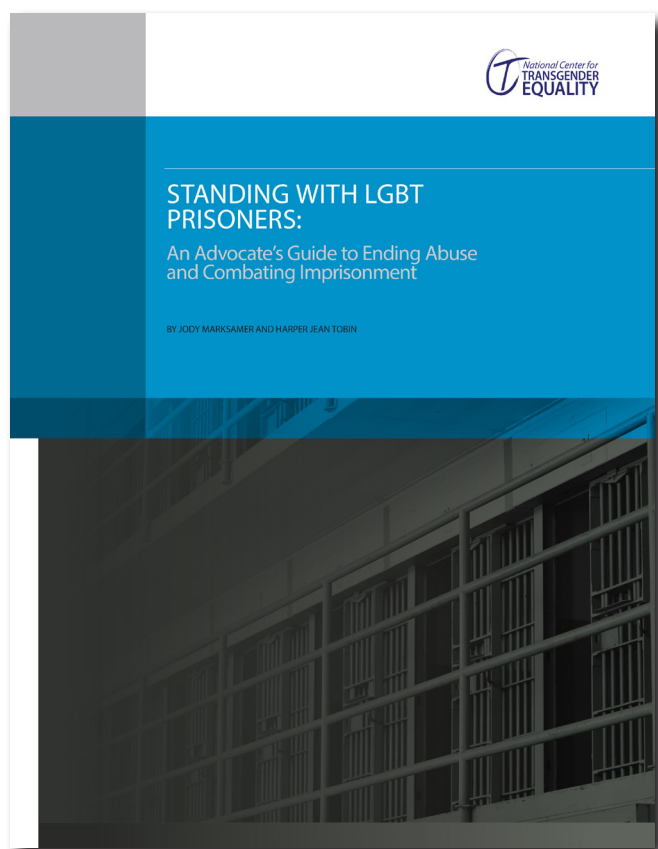
By empowering transgender people and our allies to educate and influence policymakers and others, NCTE facilitates a strong and clear voice for transgender equality in our nation's capital and around the country.

MILESTONES



NCTE DEVELOPS A STANDING WITH LGBT PRISONERS TOOLKIT

LGBT people are more likely to be behind bars, and are also more likely to face abuse while imprisoned, especially transgender people. This April, NCTE published “Standing With LGBT Prisoners: An Advocate’s Guide to Ending Abuse and Combating Imprisonment.” This comprehensive resource educates LGBT and allied activists about the full range of issues that affect LGBT people behind bars. It provides necessary information needed to advocate for policies that will improve the safety, health, and rights of all LGBT people who are imprisoned.





BARNEYS NEW YORK: PARTNERS WITH NCTE AND HIGHLIGHTS TRANS MODELS AND THEIR FAMILIES

This year Barneys New York became the first major retailer to launch a campaign exclusively featuring the lives and stories of diverse transgender models and their families. The campaign represented an important step by a major cultural influencer to humanize the lives of transgender



people. NCTE Director Mara Keisling wrote a forward for the campaign explaining “many Americans view transgender people as different or even exotic. Outdated stereotypes of our community make it hard for us to show the full picture of our lives, families, and our contributions. And assumptions about how we should look have too often dictated how we should live. But what is lost in the stereotypes and assumptions are the human connections between our lives and our families, friends, and communities.” Not only did Barneys New York represent the trans community in their stores, NCTE, received 2.5% of all of one day’s sales from Barneys’ 11 stores nationwide.

“...assumptions about how we should look have too often dictated how we should live.” –Mara



NCTE POLICY DIRECTOR KEYNOTES AT THE PHILLY TRANS HEALTH CONFERENCE

NCTE's own Harper Jean Tobin shared the stage with author Janet Mock to present the keynote addresses at the Philadelphia Transgender Health Conference, the nation's largest conference geared toward transgender people. The gathering draws more than 3,000 diverse members of the transgender community annually. Tobin's keynote speech laid out a strong and bold vision for the future of the transgender rights movement. She emphasized the need to lift up the most vulnerable members of the community and pushed for inclusion of people who identify outside of the gender binary. NCTE continues to advocate for the critical goals that Tobin laid out in her speech every day.



NCTE HOSTS A LOBBY DAY

Teaming with PFLAG National, The National Gay and Lesbian Task Force, the Trans Latin@ Coalition, Black Transman, Inc., Black Transwomen, Inc., and the Trans People of Color Coalition

On July 15th NCTE collaborated with multiple organizations to host a Transgender Lobby Day on Capitol Hill. More than 250 transgender and allied individuals from across the country participated in the effort.

Advocates focused on promoting the Employment Non-Discrimination Act, the Student Non-Discrimination Act, and immigration reform. Participants ultimately met with 107 offices from the U.S. House of Representatives and 60 offices in the U.S. Senate.





TRANS LEGAL SERVICES NETWORK: STILL GROWING

Transgender individuals face many hurdles to obtaining identity documents that match the name and gender in which they live their daily lives. This causes problems and discrimination in employment, staying in or enrolling in school, and applying for housing or public benefits. To address this, in 2013 NCTE launched the Trans Legal Services Network (TLSN) to provide training and support for local organizations across the country working to meet these unique legal needs of transgender communities. Starting with 30 organizations, by the end of 2014, NCTE had grown to a membership of more than 40 organizations nationwide. NCTE looks forward to continuing to expand this network and the services we offer these organizations.



HEALTHCARE EXCLUSIONS REMOVED IN MEDICARE, FEHB, AND SEVERAL STATES

Healthcare for transgender people has improved drastically in the past year. Four states — New York, Massachusetts, Illinois, and Washington — and the District of Columbia banned transgender health exclusions health insurance plans sold in their states this year. And Colorado, DC, Massachusetts, and Oregon changed their Medicaid plans to cover transition-related care. NCTE was proud to work on many of these victories for life-saving care. Moving forward NCTE will continue to support state advocates in advancing private and Medicaid insurance coverage.





PRESIDENT OBAMA ISSUES LGBT EXECUTIVE ORDER PROHIBITING EMPLOYMENT DISCRIMINATION FOR FEDERAL CONTRACTORS

This summer, President Obama signed an executive order to protect LGBT workers. The order prohibits employers that have federal contracts from discriminating against employees because of their sexual orientation or gender identity. Executive Director Mara Keisling praised the action, explaining “with President Obama’s signature today,



millions of LGBT Americans now have explicit workplace protections that ensures they and their families aren’t cut out of a job because of who they are.”

This was a significant win for the LGBT community. While many states, D.C., Puerto Rico, and over 200 local jurisdictions, and hundreds of employers have adopted clear laws or policies to prohibit this discrimination, half of the nation still lives without these critical protections. Exclusions and discrimination in the workplace leads to high levels of unemployment. More than one in four transgender adults have lost a job due to bias, and more than three-fourths have experienced some form of workplace discrimination. Extreme levels of unemployment and poverty lead one in eight to become involved in underground economies—such as sex and drug work—in order to survive.

“NCTE celebrates this advancement as one step forward in the ongoing fight to end anti-transgender bias and prejudice in the workplace.”

Press statement: <http://www.transequality.org/press/releases/ncte-applauds-signing-lgbt-workers-executive-order>





SMITHSONIAN ACQUIRES TRANS PRIDE FLAG

Monica Helms, a transgender activist and Navy veteran, created the first transgender flag 15 years ago. This August she presented the original transgender pride flag to the Smithsonian's National Museum of American History. The flag was added to the museum's permanent archives along with several other objects that represent milestones in LGBT history.

"The cuts of blue, pink, and white fabric that Monica first bound together 15 years ago now form a symbol of the trans community. They have fused forever into a flag that's been carried in the face of violence and mistreatment. Finally today, that same fabric is being recognized as part of the red, white, and blue fabric that make up the richness of America" -Mara



LAUNCH OF RACIAL & ECONOMIC JUSTICE INITIATIVE

NCTE has long prioritized combating racism and poverty and uplifting the voices of marginalized transgender people. To reflect this commitment, NCTE launched the Racial and Economic Justice Initiative this year to highlight and focus NCTE's work to address the unique challenges that people of color and low or no income people face. NCTE hired Raffi Freedman-Gurspan to spearhead the effort, who came to NCTE from Massachusetts where she worked in the state legislature. Among other issues, the Initiative focuses on enacting policy solutions to improve conditions for transgender people interacting with the police and the prison system, protect those engaging in sex work, and advocate for HIV health solutions.





IMPROVING BIRTH CERTIFICATE POLICIES

This year New York State joined California, Oregon, Vermont, Washington, and the District of Columbia by modernizing their birth certificate gender marker change process. Now, individuals in New York can update the sex on their birth certificate by submitting a letter from a licensed medical provider stating that the individual is undergoing appropriate clinical treatment. Prior to this administrative change, transgender people were required to do show detailed information about the medical treatment they have had. NCTE has played a vital role in modernizing gender marker change policies with various government agencies, and will continue to advocate for such policy changes to be made in other states across the nation.



DEPARTMENT OF JUSTICE ISSUES LGBT-INCLUSIVE LAW ENFORCEMENT GUIDANCE

The Department of Justice released guidance on racial profiling by federal law enforcement agencies, extending these protections to national origin, disability, gender, gender identity, and sexual orientation, as well as race and ethnicity. Police profiling has been a problem for decades and data shows that profiling transgender people of color is rampant. Transgender people report that they are not comfortable calling law enforcement for help when needed. NCTE celebrated this historic guidance, but the work is not done until this guidance is changed to become required after which it will need to be truly implemented by police departments. NCTE will continue to work against all forms of discriminatory policing and will continue to advocate for improvements to the criminal justice system overall.

“Protecting LGBT people, and all communities, from police abuse is a tremendously important step—but the gaping holes in this policy are unacceptable.” -Mara



EEOC FILES FIRST LAWSUITS ON BEHALF OF TRANS WORKERS

This year the Equal Employment Opportunity Commission filed two groundbreaking federal lawsuits on the behalf of transgender people under the 1964 Civil Rights Act. Both complaints deal with discrimination against employees simply because they are transgender. NCTE welcomes the filing of these cases as yet another sign that protecting LGBT people is becoming part of the everyday work of enforcing the nation's sex discrimination laws in employment, housing, health care, and education.



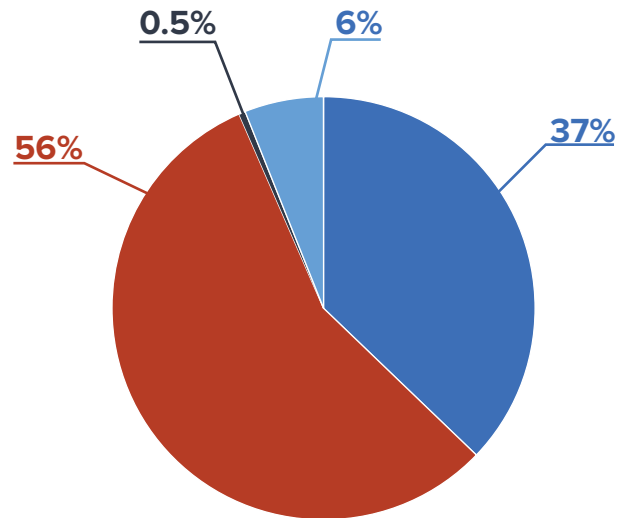
DOJ ISSUES VIOLENCE AGAINST WOMEN ACT GUIDANCE FOR DV SHELTERS

This year the Department of Justice released guidance on Violence Against Women Act (VAWA) clarifying that VAWA-funded services must be open to all persons regardless of gender, with rare exceptions. Overall, this means that transgender people cannot be discriminated against when seeking much needed services. Policy Director Harper Jean Tobin noted “Too often, LGBT people have been turned away from help, whether by police, shelters, counselors, or the courts. That can’t happen anymore.” Most importantly, the guidance clarified that staff should assign individuals to services based on the individual’s self-reported gender, and should not subject individuals to invasive questions regarding their anatomy, medical history, or other documentation.

FINANCIALS

SUPPORT & REVENUE

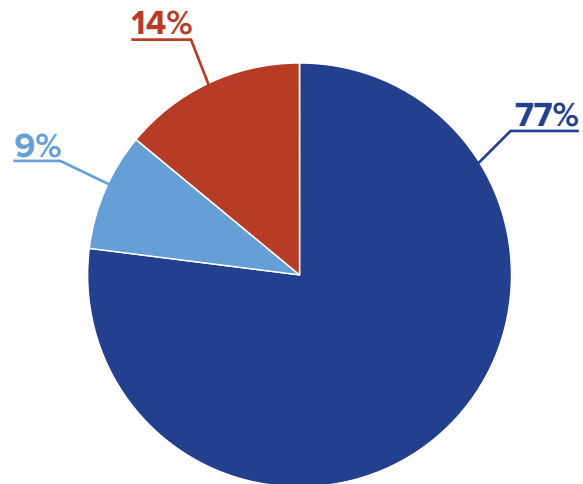
Individual Contributions	\$421,374
Foundations	\$635,000
Fundraising Events (net)	\$3,578
Program & Other Income	\$73,390
Total Income	\$1,133,342



- Individual Contributions
- Foundations
- Fundraising Events (net)
- Program & Other Income

EXPENSES

Program Services	\$757,696
Fundraising	\$84,564
Management & General	\$142,725
Total Expenses	\$984,985



- Program Services
- Management & General
- Fundraising



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