

ANNUAL REPORT 2015



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STATE OF THE TRANSGENDER MOVEMENT

Dear Friends,

2015 was an unforgettable year for the National Center for Transgender Equality (NCTE) and trans people across the country. President Obama made history by supporting transgender people in the State of the Union address for the first time ever. In June, marriage equality became the law of the land. And more than 20 million people watched Caitlyn Jenner come out on national TV; a huge step in changing the hearts and minds of Americans.

2015 presented unique opportunities to advance our federal agenda—and we seized every last one of them. The Occupational Safety & Health Administration published a guide on workplace restroom access, the Department of Health & Human Services proposed a rule removing dangerous exclusions on trans-related health care, and the Department of Housing and Urban Development proposed a bold new directive to federally supported homeless shelters across the country to eliminate discrimination against trans people.

Of course, addressing policies at the federal level is only one part the battle. Changing state and local rules regarding name and gender changes on essential documents is one of the most basic—yet important—services NCTE can provide. We worked to improve several states' policies while also launching an extensive ID Document Center providing trans people information on the requirements to change a legal name change and/or gender markers for every state, territory, and for all federal documents. In addition, NCTE trained

more than 60 organizations to provide support to trans people to make these changes. Leveraging these partners significantly increases the number of trans people able to acquire accurate identity documents.

But even with these significant advancements, at NCTE, we know trans people across the country are still struggling to find equality and acceptance. To better understand this disparity, NCTE fielded the U.S. Transgender Survey. The results will help us and our partners better advocate for trans people regarding education, housing, violence, sex work, family acceptance and more. The data will also improve our understanding of the discrimination still occurring—especially in the workplace—which is essential as more and more companies look to NCTE as a valued resource for LGBT cultural competency training and policy consultation.

Given all of our progress, there's much more we could highlight. I hope this annual report shows you why your support of NCTE is so important and why we're so proud of what we are accomplishing—together—to ensure that every transgender person can live safely, with dignity, and unlimited opportunity.

Expect even more to come in 2016.

Thank you,



Mara Keisling
Executive Director
National Center for Transgender Equality

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.

Today, NCTE has grown to a staff of 9 and 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.



PRESIDENT OBAMA INCLUDES TRANSGENDER PEOPLE IN THE STATE OF THE UNION ADDRESS



This year in his State of the Union address, President Obama became the first President to reference transgender (and bisexual) people directly in the high-profile speech. President Obama has led the way in advancing policies that have already improved the lives of transgender people throughout his tenure as President. This inclusion further solidifies his commitment to transgender equality by making clear that this country should be inclusive of all.

“As Americans, we respect human dignity [...] It’s why we continue to reject offensive stereotypes of Muslims – the vast majority of whom share our commitment to peace. That’s why we defend free speech, and advocate for political prisoners, and condemn the persecution of women, or religious minorities, or people who are lesbian, gay, bisexual, or transgender. We do these things not only because they’re right, but because they make us safer” –President Obama

“Make no mistake, the President of the United States condemning persecution against transgender people is pivotal. It will empower trans people to stand taller and work harder to improve this country for all people.” –Mara Keisling, Executive Director



MARRIAGE EQUALITY: ENDS LEGAL LIMBO FOR MANY MARRIED TRANSGENDER PEOPLE



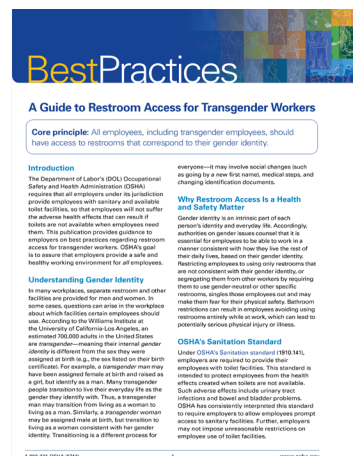
Amid a hot summer in D.C., the U.S. Supreme Court moved the LGBT movement one step further. In a 5-4 decision, the court struck down all remaining laws limiting the right to marry based on gender. This victory allowed same-sex couples to marry in every state and territory of the U.S. and it guaranteed that these marriages would be recognized both federally and in every state and territory throughout the country. Though there is still a tremendous amount of work that we must do to ensure true equality for all LGBT people, this was a major step forward legally, politically, and culturally for LGBT people and their families. This victory was important for transgender people who are married, or sought to marry, regardless of sexual orientation because before the decision, almost any marriage involving a trans person could be legally considered same-sex and therefore invalid.

FEDERAL MILESTONES



NCTE WORKS WITH OSHA TO PUBLISH A GUIDE ON WORKPLACE RESTROOM ACCESS

The Occupational Safety and Health Administration (OSHA) and NCTE formed an alliance to provide employers, transgender workers, and community groups with information, guidance, and access to resources that will help protect the health and safety of all workers. These commitments include ensuring adequate access to workplace restrooms and promoting understanding of the rights of workers and the responsibilities of employers. Transgender workers deserve a fair and safe workplace. The most notable product that came from this alliance is the [*Guide to Restroom Access for Transgender Workers*](#).



GOVERNMENT PROPOSES GROUND-BREAKING HEALTH INSURANCE AND HEALTH CARE DISCRIMINATION REGULATION

The Department of Health and Human Services (HHS) took a big step this year towards ensuring that all transgender people have access to affordable healthcare. In September, HHS proposed a rule under Section 1557 of the Affordable Care Act making the practice of categorically excluding all gender transition-related health care from coverage illegal. NCTE had pressed HHS for these regulations for five years. These exclusions for transition-related care are common in private health insurance plans, as well as in state Medicaid, Indian Health Service, and CHIP programs. If the rule is finalized as is, insurance plans will be required to cover any services offered for non-transgender individuals to trans people as well. The proposed rules entered a 60-day formal comment period, during which the public may express their support or opposition to aspects of the rule. NCTE jumped into action, and encouraged health care providers and members of the transgender community to express their support for the rule. NCTE ultimately collected more than 3,000 comments. If the rule is finalized, it will be in large part due to these powerful and effective comments.

NCTE recruited over 3,000 people to submit comments to the federal government in support of the health insurance and health care non-discrimination regulation.



JOB CORPS & ONE STOP CAREER CENTERS NATIONWIDE ARE UNDER NEW GUIDANCE ON TRANS JOB SEEKERS AND TRAINEES

After years of advocacy by NCTE, the Department of Labor's (DOL) Employment and Training Administration issued a Guidance Letter to ensure that transgender and LGBT workers and trainees have equal access to the wide range of job programs funded by federal government, including the One Stop Career Centers, (called different names by different states), state workforce agencies, and many other programs. The letter explained that federal sex discrimination laws, as well as many state and local laws, protect LGBT people from employment discrimination and provided examples of prohibited discrimination and suggested ways to prevent and address discrimination. The guidance makes clear that sex discrimination laws prohibit discriminating against people for using restrooms consistent with their gender identity, dressing consistent with and otherwise expressing their gender identity, having identification with different gender markers, or being in a same-sex relationship.

For the Job Corps program, which is a residential vocational training program serving 60,000 youth from age 16-24 each year, these new policies were even more ground-breaking. In this program, youth live at a program site while working as trainees, and receive free basic health care, food, and a stipend. In addition to typical non-discrimination rules, the new Job Corps policies ensure that trainees can live in the residential dorm that matches their gender, wear the gendered clothing appropriate for them, as well as receive some health care for transition, such as hormonal therapy. Furthermore, the policies specifically address youth who identify as non-binary and how they must also be treated respectfully throughout the program.

"Job centers and job programs across country can offer tremendous help to trans people, who face particular barriers to employment because of bias. The Department of Labor has sent a clear message that gender policing and other forms of bias or exclusion are unacceptable in our nation's workforce investment system." – Harper Jean Tobin, Policy Director



NEW HOMELESS SHELTER REGULATIONS

The Department of Housing and Urban Development (HUD) took a big step towards transgender equality by issuing a proposed regulation requiring access to federally funded shelters and programs to be based on a person's self-identified gender. NCTE and other advocates had pressed HUD to issue this guidance since 2012 when the Department adopted a regulation prohibiting discrimination based on sexual orientation and gender identity in HUD-funded programs, including emergency shelters. The regulation may become final in 2017. NCTE continues to urge HUD to take additional steps to make clear that these principles legally apply to not only not only those that are federally-funded, but all forms of housing under the Fair Housing Act.



NCTE PROVIDES TESTIMONY IN HISTORIC CONGRESSIONAL FORUM ADDRESSING TRANS VIOLENCE



NCTE joined fellow LGBT activists and advocates to discuss how to address violence against trans people at a forum hosted by the Congressional LGBT Equality Caucus. With at least 21 reported murders of transgender women—most of whom are transgender women of color—there were more murders of trans people this year than any other year the homicide rate has been recorded. NCTE and other advocates urged members of Congress to not only address the critical problems that make trans people more vulnerable to violence, but collect data on trans people. Advocates also discussed ongoing police abuse, the disproportionate impact of state-sanctioned violence, and the importance of comprehensive nondiscrimination protections, immigration reform, and criminal justice reform. This forum raised awareness and laid more groundwork for comprehensive nondiscrimination protections and future concrete action by Congress.

“We also cannot separate the violence trans people experience from the economic hardship and discrimination our communities face. We know that when you are more likely to be unemployed, homeless, or involved in sex work that’s currently a crime—and because of the discrimination they face, this is all true of trans people—you are more exposed to violence. We need stronger legal protections, supportive schools, more job assistance, and non-judgmental help for our communities so people have more opportunities that will keep them out of harm’s way. There is so much we can do, if we commit ourselves to it.” - Harper Jean Tobin, Policy Director

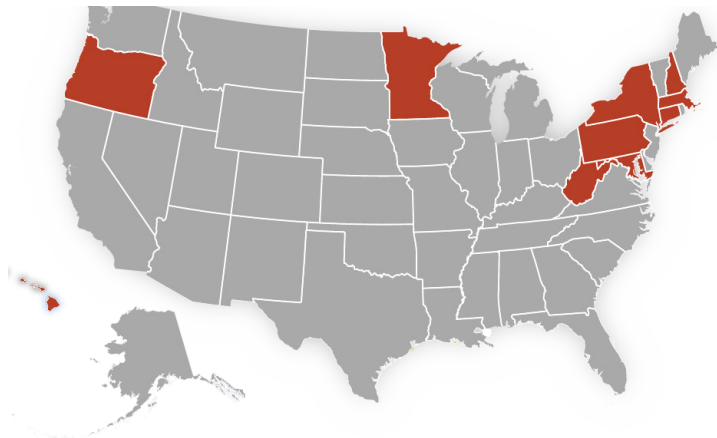
STATE MILESTONES



VARIOUS TRANS-FRIENDLY BIRTH CERTIFICATE LAWS AND DRIVER'S LICENSE POLICIES PASSED

This year was a banner year for improving requirements for changing the gender marker on identity documents at the state level. NCTE worked with seven states to update the requirements to change a person's gender marker on a birth certificate. If you live in Connecticut, Hawai'i, Maryland, Massachusetts, Minnesota, New York, or Pennsylvania surgery is no longer required to make this update. NCTE also worked with three states

—New Hampshire, West Virginia, and Oregon, as well as Puerto Rico, to improve the requirements for updating driver's licenses. Allowing transgender people to acquire identity documents that reflect who they are improves their lives in innumerable ways, from starting a new job to applying for housing to interactions with the police.



STATES ISSUE MULTIPLE POLICIES BANNING THE EXCLUSION OF TRANSITION-RELATED HEALTH CARE IN INSURANCE

In addition to working with the federal government to outlaw exclusions to transition-related care in health insurance nationwide, NCTE worked at the state level to prohibit exclusions in private insurance, public insurance (such as Medicaid), and state employee healthcare plans. State insurance commissioners issued bulletins prohibiting blanket exclusions of transition-related care in private insurance in four states: Maryland, Minnesota, Nevada, and Rhode Island. State Medicaid programs removed transition-related care exclusions and/or implemented specific guidance for covering transition-related care in six states: Connecticut, Illinois, Maryland, New York, Rhode Island, and Washington. And exclusions of transition-related care were prohibited in state employee insurance plans in two states: Montana and Nevada.

NCTE MILESTONES



U.S. TRANS SURVEY LAUNCHES;
DATA AND STORIES COLLECTED



NCTE undertook one of its most ambitious projects yet: updating the National Transgender Discrimination Survey (NTDS) survey. The NTDS has been one of the most useful and effective tools of the transgender and LGBT movements. As the data was about five years old, NCTE set out to update with data by developing and fielding the 2015 U.S. Trans Survey (USTS). To ensure the USTS will help deepen our understanding of trans experiences in the U.S., NCTE added more comprehensive questions that allow for deeper analysis and increase comparability with the U.S. population.

In addition, NCTE collected personal stories of discrimination and acceptance for trans people. The stories collected will be used for public education to put a face to the discrimination stats provided. Some individuals will also be trained to tell their stories for inclusion in the media coverage of the survey results, greatly increasing the educational impact of the survey.

The USTS covers a wide range of topics that reflect the lives and experiences of transgender people today including in employment, housing, healthcare, HIV/AIDS, disabilities, immigration, sex work, and police interactions. It will provide a more comprehensive understanding of the experiences of transgender people in the U.S. and inform life-saving laws and policies that meet the needs of our communities. Results are projected to be released late 2016.

“While we’re aware that trans people face extraordinary challenges, we cannot discern how frequent or widespread they are without up-to-date data. The survey will provide us with robust, fresh data, which will translate into significant knowledge about the trans community.”

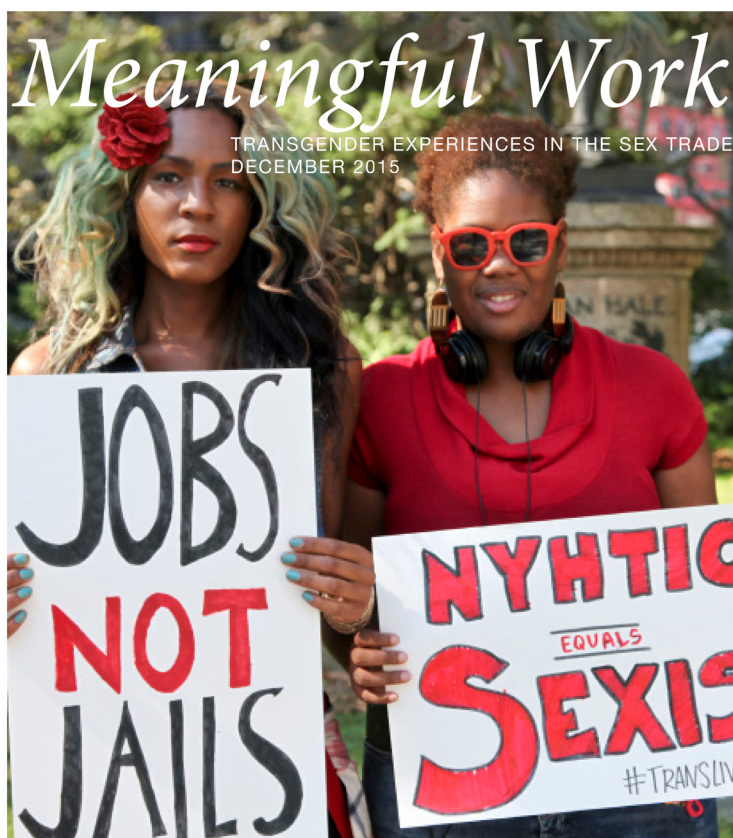
-Mara Keisling, Executive Director



MEANINGFUL WORK: TRANSGENDER EXPERIENCES IN THE SEX TRADE RELEASED

NCTE worked closely with the Best Practices Policy Project and the Red Umbrella Project to release a groundbreaking report titled *Meaningful Work: Transgender Experiences in the Sex Trade*. This report detail the experience of transgender people engaged in the sex trade and made several policy recommendations, including the full decriminalization of sex work. The criminalization of sex work increases the discrimination that transgender people already face. Transgender sex workers reported high levels of harassment and violence — often at the hands of police — with 64% reported being mistreated by police and nearly one in 10 sexually assaulted by police. The report also found striking racial disparities: 44% of Black and 33% of Latina/o transgender people reported sex trade experience. NCTE urged organizations and community groups to prioritize

work with sex workers themselves in developing solutions that meet people's needs for safety, health, and opportunity. This report has already become an essential tool for NCTE and other organizations' ongoing advocacy to increase the safety and rights of transgender sex workers.



WITH NEW ANALYSIS FROM THE NATIONAL TRANSGENDER DISCRIMINATION SURVEY



BESTPRACTICESPOLICY.ORG



TRANSEQUALITY.ORG



REDUMBRELLAPROJECT.ORG

65.3% Black and Black Multiracial respondents had the highest rates of both arrest due to their transgender status (65.3%) and being sent to jail/prison for any reason (69.6%).



NEW TRANSEQUALITY.ORG WEBSITE LAUNCHES & INCLUDES NEW IDENTITY DOCUMENTS CENTER

NCTE completely redesigned our website to meet the changing needs of our community. This included the launch of the ID Document Center, which provides a one-stop hub for people to determine the requirements for name and gender change information for all 50 states, and the territories, as well as for all federal documents. Users simply select their state, territory, or federal document that they are seeking to correct, and NCTE provides detailed instructions on how to complete the process. The website also features a user-friendly interface with easily accessible resources for transgender people and allies. Since its launch in February, the ID Document Center has averaged 3,000 visitors per month.



EXECUTIVE DIRECTOR MARA KEISLING GETS HIGH IRISH HONOR

The Trinity College Dublin Law Society based in Dublin, Ireland, honored Mara Keisling with the Trinity Praeses Elit Award. Two other transgender rights advocates were honored alongside her, Dr. Lydia Foy and Broden Giambrone both of Ireland. All three received this prestigious award as a gesture of gratitude for bringing transgender rights and equality to a more global stage. Previous recipients of the award include former Speaker of the House Nancy Pelosi and Justice Ruth Bader Ginsburg.



NCTE JOINS FACEBOOK NETWORK OF SUPPORT AS ADVISORS ON AUTHENTIC NAME POLICY

NCTE joined Facebook's Network of Support to help of make the social media platform a safer and more inclusive platform for transgender people. Transgender people often rely on social media platforms like Facebook to both explore their identity and connect with others in a safe and accepting space. Under Facebook's new reporting procedure developed by the Network of Support, far fewer trans users will have their accounts discontinued. When users are reported for using a "fake name," they are required to show proof they use this name in daily life. However, the new procedure allows reported individuals to demonstrate they have a special circumstance, such as their LGBT identity, which helps Facebook administrators understand why they were reported and allow continued use of the account.



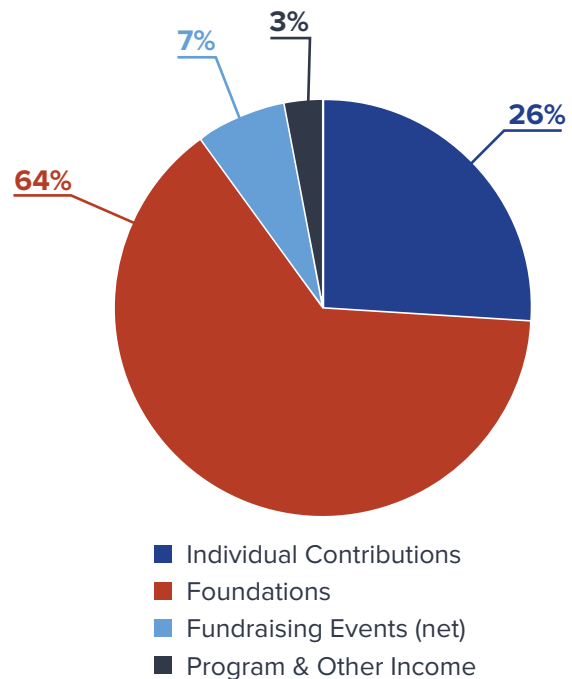
TRANS LEGAL SERVICES NETWORK CONTINUES TO PROVIDE SUPPORT

NCTE's Trans Legal Services Network continues to provide training and support to more than 60 local organizations across the country that provide legal services to transgender people. Some organizations run free legal clinics assisting transgender people with legal name and gender changes, while others provide individual assistance or other types of guidance to navigate the process. NCTE works with these organizations to improve their services and capacity because of the daily impact of having accurate ID is enormous.

FINANCIALS

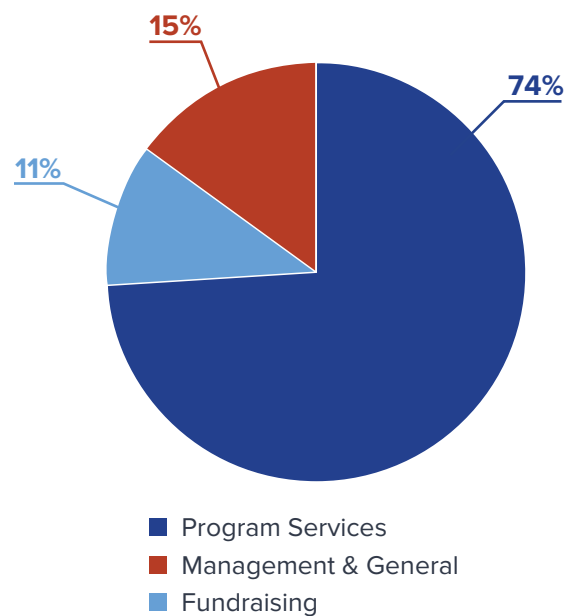
SUPPORT & REVENUE

Individual Contributions	\$293,122
Foundations	\$711,000
Fundraising Events (net)	\$72,083
Program & Other Income	\$30,339
Total Income	\$1,106,544



EXPENSES

Program Services	\$938,821
Fundraising	\$138,054
Management & General	\$197,144
Total Expenses	\$1,274,019



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