

ANNUAL REPORT 2013



State of the Transgender Movement

From the Executive Director

In 2013, the National Center for Transgender Equality celebrated its 10th year anniversary just as we moved closer to securing employment, health care and privacy rights for trans people.

The adoption of non-discrimination protections in Delaware, Puerto Rico and a handful of cities, from San Antonio, TX to Shreveport, LA, gets us closer to ensuring just about half of all Americans have explicit transgender workplace discrimination laws. Passage of these local and state protections, and the historic U.S. Senate approval of the Employment Non-Discrimination Act build upon the landmark Equal Employment Opportunity Commission decision in 2012. Together, these advancements paint a picture of an America that is soon ready to place a clear federal ban against transgender workplace discrimination by passing the Employment Non-Discrimination Act (ENDA).

In 2013, states began taking a stand against insurance discrimination. California, Colorado, Connecticut, Oregon, Vermont and the District of Columbia began telling insurance companies they regulate, for the first time, that denying healthcare for transgender people from their plans constitutes unlawful discrimination. We expect other states to follow in the coming years

Last year, preserving our privacy rights, from birth certificates and driver's licenses to Social Security Administration (SSA) records, were hallmark wins. After the SSA modernized rules for changing gender markers in their records, records for veterans and military dependents became the last major federal system where transgender people have to meet burdensome requirements to update gender. California, Oregon and the District of Columbia passed legislation making it easier for transgender people to update their name and gender in birth certificates and driver's licenses without being forced to undergo often unattainable medical procedures.

2013 was truly a signature year in our first decade of advocacy, but it was also the year the right-wing fringe put our community in their sights. From an Arizona lawmaker's attempt to criminalize us for using public restrooms to the radical National Organization for Marriage's campaign to repeal California's equal access law for transgender students, this was the year the right wing fringe started gunning for us.

As we press forward into our next decade, 2013 reminds us to celebrate these victories and recommit ourselves to the full equality of transgender people everywhere.

*Mara Keisling,
Executive Director*

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About NCTE

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.





By the Numbers



161%

Increase in email list signups

46%

Increase in Facebook fans

341,046

Website & Blog Visitors

2013 Milestones

1

Modernizing the Social Security Administration

Eliminating surgical requirements to update ID documents and official records has been one of NCTE's signature efforts. A major milestone came in June 2013 when the Social Security Administration (SSA) finally announced it would no longer require proof of surgery to change gender in its records. Together with a 2011 change that eliminated gender matching in Social Security verification for employers, this policy change helps protect the privacy and self-determination of transgender people.

SSA gender markers can out people in routine interactions with SSA staff, when interacting with state agencies that share data with SSA, or when using a Medicare card to access health care. Updating your record is now as simple as providing a standard statement from a doctor that you've had appropriate, individualized treatment for your transition.

For years, NCTE mobilized dozens of LGBT and aging organizations to press for this change. We provided extensive technical assistance to SSA to create its new policy and afterwards produced a resource, "Transgender People and the Social Security Administration," to help transgender people navigate the new policy. NCTE has continued to provide technical assistance to SSA on implementation of these new guidelines and in developing other policies, including a Spring 2014 rules update on transgender spouses following the overturn of the Defense of Marriage Act.



Attorneys speaking with a client at the TransLAW legal clinic—a member group of the Trans Legal Services network

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Launching the Trans Legal Services Network

As we achieve great policy wins removing onerous requirements for changing gender markers, we recognize that updating identification documents is still a complicated and expensive process. That's why in 2013 NCTE launched the Trans Legal Services Network. The Network connects over 35 organizations across the country providing legal advice and services to transgender communities. Our goal is to ensure that every transgender person has access to services and support to assist them through the daunting process of updating their identity documents.

The Trans Legal Services Network facilitates the exchange of information on how to improve the scope and capacity of legal services for transgender people. Members share ideas on how to process name changes for non-citizens, how to start a name and gender change legal clinic, how to partner with community organizations to expand the reach of services, and other topics.

The National Center for Transgender Equality (NCTE) also supports Network members in advocacy to change burdensome name and gender change policies, including any policies with a surgery requirement. In 2013, Oregon and the District of Columbia, with help from NCTE, erased onerous requirements to updating the gender marker on birth certificates. NCTE will continue to work with states and Network members to modernize birth certificate and driver's license policies across the country and ensure updated identity documents are accessible to all.



Members of the Trans People of Color Coalition at the 2013 Lobby Day

3

Fighting for Strong Federal Job Protections

The National Center for Transgender Equality was a key leader in the historic passage of the Employment Non-Discrimination Act (ENDA) in the U.S. Senate in November 2013, with a vote of 64-32. Through our annual lobby day, and as a steering committee member of the Americans for Workplace Opportunity campaign, we have primed ENDA for passage in the U.S. House of Representatives.

Our lobby day with the Trans People of Color Coalition (TPOCC) helped dislodge ENDA from Senate gridlock. With over 100 participants from over 30 states, NCTE and TPOCC members were critical to winning new supporters of the bill and moving ENDA to a Senate floor vote.

In partnership with the Americans for Workplace Opportunity, a coalition led by NCTE, Human Rights Campaign, the National Gay and Lesbian Task Force Action Fund, the American Unity Fund, the Service Employees International Union, and many others, we focused our education and advocacy in key states. Strategic activism by our online community helped achieve the historic and overwhelmingly bipartisan Senate approval, creating momentum for the ongoing fight for ENDA in the House.



Nearly one-fifth (19%) of transgender people faced violence or abuse from a family member because of their gender identity.

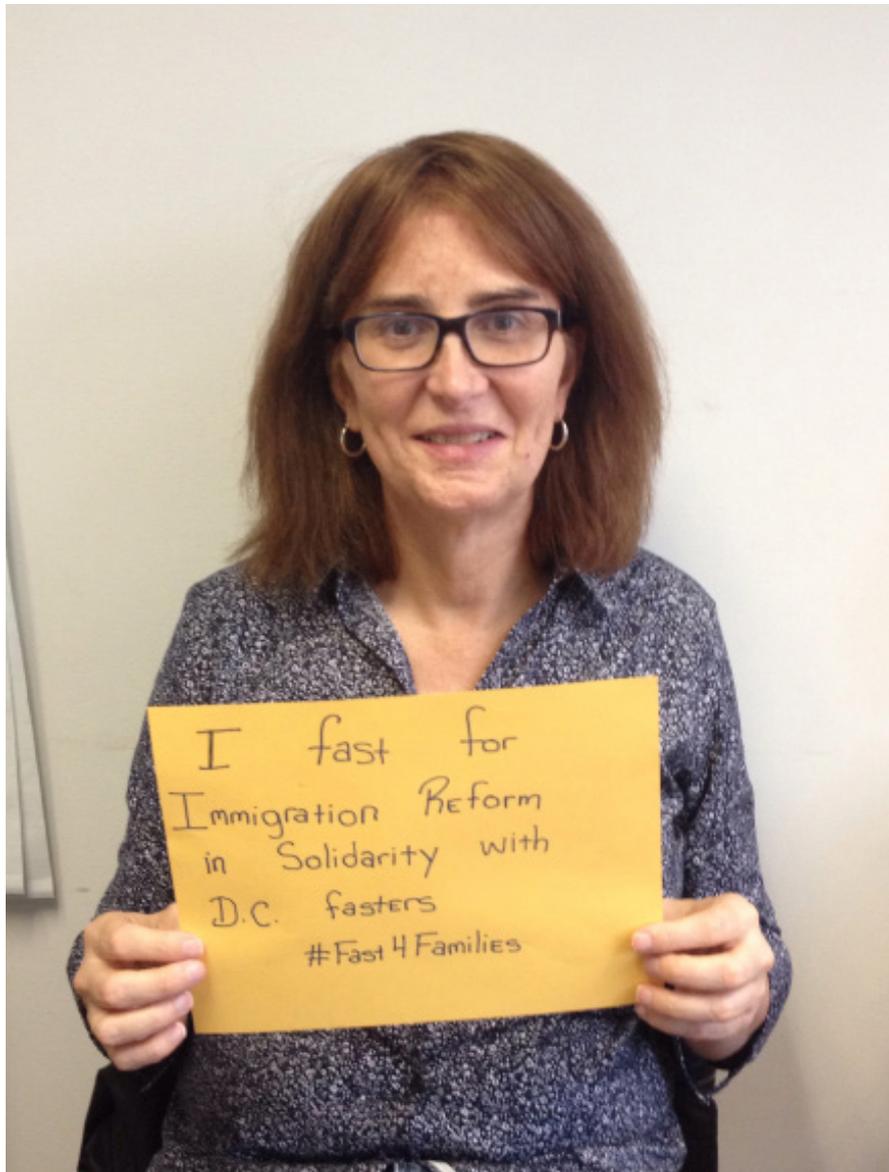
- 2011 National Transgender
Discrimination Survey

4

Passing the Violence Against Women Act

NCTE was a principal advocate among other LGBT and domestic violence organizations in the revising and reauthorization of the Violence Against Women Act (VAWA). When President Obama signed the act's reauthorization in March, it became our nation's second fully-inclusive LGBT law following the Matthew Shepard and James Byrd Jr. Hate Crimes Prevention Act. VAWA was the first federal law to include explicit gender identity non-discrimination protections

We joined the National Coalition of Anti-Violence Programs, the L.A. Gay and Lesbian Center, and the Human Rights Campaign to educate members of Congress about the significance of transgender non-discrimination protections and prevent attempts by legislators to cut these provisions. Along with NCTE members who contacted their elected officials to support VAWA, we sent a clear message that no survivor of violence should be re-traumatized by programs that were created to protect them.



NCTE Executive Director Mara Keisling participates in the Fast for Families campaign for immigration reform.

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Advocating for Undocumented Transgender Americans

Central to NCTE's mission is prioritizing advocacy with and for our most vulnerable members including transgender immigrants. Many transgender immigrants are undocumented because of harsh immigration laws. Others are undocumented fleeing abuse in their home country and seeking safety in the U.S. So in 2013, as the long-awaited immigration reform bill was moving in the U.S. Senate, NCTE joined social justice organizations in aggressively calling for reform.

Foundational to this effort was the release of our "Statement of Principles on Immigration Reform," which was signed by a coalition of over 30 transgender and transgender people of color groups. This marked an important education moment: trans people and the larger immigration reform coalition began, for the first time, to see how indispensable reform was for transgender people.

Later in 2013, NCTE took a leading role with key LGBT partners including Lambda Legal and the Equality Federation in mobilizing transgender people for immigrant's rights. The cornerstone of our immigration reform advocacy was our report, "Our Moment for Reform: Immigration and Transgender People," the most comprehensive publication exploring the legal and policy issues facing transgender undocumented immigrants, asylees, and refugees.

Strategic online actions coupled with media placements of undocumented transgender people telling their stories grounded the far-reaching impact of our awareness campaign. Ultimately, our advocacy contributed to the landmark Senate approval of the comprehensive immigration reform bill. And as this issue evolves, without a doubt, NCTE was a leader in solidifying the stake transgender people have in the fight for humane reform.



Twenty-two percent of respondents who interacted with police said they'd been harassed by them, with rates even higher among people of color.

- 2011 National Transgender
Discrimination Survey

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Fighting Imprisonment and Ending Abuse Behind Bars

A history of societal discrimination, economic barriers, and abuse and profiling by law enforcement means that 1 in 8 transgender people has been behind bars. NCTE has for several years taken a leading role in addressing the pervasive abuse of incarcerated transgender people.

To this end, in 2013 the National Center for Transgender Equality advised police authorities in Harris County, TX and Miami Beach, FL on developing new policies governing police interactions with transgender people. The new policies cover a range of issues including the use of names and gender pronouns, searches, and housing of transgender people in jail and prison facilities. NCTE's policy staff have also been instrumental in providing technical assistance to dozens of other detention facilities nationwide.

At the federal level, NCTE celebrated an important victory in the implementation of the Matthew Shepard and James Byrd Jr. Hate Crimes Prevention Act. In 2013, the Federal Bureau of Investigation announced that their Hate Crimes Incident Report Forms—a standardized document used by law enforcement to report hate crimes—would include options for “gender” and “gender identity.” Second, the written training manual for law enforcement officers on how to identify hate crimes now includes a section on anti-transgender crimes, including how to speak to a transgender victim or witness respectfully, which NCTE provided. These small technical updates provide the agency with an enormous new tool to help investigate, track, and even prevent hate-based violence, and sends a clear message to law enforcement officers nationwide that bias-related crimes against transgender people must be taken seriously.

Mobilizing for Change

Thwarting Attacks on our Basic Rights

When an Arizona state lawmaker tried to pass the “papers please” bathroom bill, NCTE moved quickly with partners on the ground to squash the bill. The bill sought to criminalize transgender people for using a public restroom that doesn’t match their birth certificate. More importantly, the bill was an unprecedented attempt to undo nondiscrimination laws in cities and towns that enact their own protections. Nonetheless, with a coordinated media and advocacy effort, NCTE helped unite LGBT activists and labor organizers to kill this bill and educate Americans about unfair attacks on our most basic rights.

At the Center of the Conversation

The media attention on Chelsea Manning’s transition was part of the changing landscape of public acceptance for transgender people. When Chelsea Manning publicly acknowledged her transition, NCTE used the opportunity to educate the public about the issues of transgender healthcare, prison, and military service. NCTE staff members became key voices in the national debate about Chelsea Manning’s treatment, while simultaneously keeping the focus on the issues that affect transgender people every day.



NCTE Executive Director Mara Keisling on *MSNBC Live* discussing Manning’s constitutional right to healthcare.

Protecting Our Privacy

In 2013, NCTE successfully leveraged our voice when the TSA revisited their 2008 screening regulations. TSA screening methods often out transgender travelers; as a result, some travelers have faced discrimination, harassment, and onerous scrutiny. When the TSA announced a call for input on these policies, NCTE mobilized an overwhelming response from our community urging the TSA to reconsider these unsafe and unfair practices. NCTE members who weighed-in represented a fifth of all the comments the TSA received on these regulations, helping to ensure that the TSA can no longer deny the impact of their screening policies on transgender travelers.

Supporting Our Own

For many teenagers, becoming a homecoming queen and being accepted by peers is only a dream. That's why we celebrated when Cassidy Campbell, a student in Orange County, CA, became one of the first openly transgender homecoming queens in the country. Then, when she faced online bullying and violence, NCTE's online community stepped up to show her that we had her back. Over 3,000 transgender people and allies came forward with messages of love and support, encouraging Cassidy to keep her head up. NCTE leveraged this media moment to magnify the pervasive bullying and violence facing transgender youth.



NCTE Policy Associate Andy Bowen and Deputy Executive Director Lisa Mottet join D.C. Mayor Vincent Gray in signing the Birth Certificate Equality Amendment Act

Financial Growth

Our donors remain the backbone of our effort to ensure transgender people can live their lives without limitation. Individual giving hit an all-time high, more than doubling to \$212,212.98 from the previous year. We also raised significantly higher funds from foundations, which puts NCTE in position to expand programming and staff in 2014 (see technical notes below). While our efficiency, resourcefulness, and proven record of transgender advocacy has helped grow the ranks of our supporters, our continued practice of smart, sustainable growth and more careful donation stewardship also contributed to this benchmark.

During the year, we maintained our lean operating approach and ended the fiscal period strong. Every dollar our supporters gave helped bring equality closer to reality. With regard to job protections and dozens of other policy areas, NCTE is the movement leader in ensuring transgender people are at the table and are influencing policy at every level.

Every donor had a role in our victories and they have our deepest gratitude. The continued and unwavering commitment of every supporter is needed now more than ever as our challenges deepen at the federal level and in states and localities across America.

Technical Financial Notes

- As is required by law, NCTE uses the “accrual” accounting method, meaning that funds are booked at the time they are promised by a funder, not when they are received. The \$1,113,248 in income includes \$445,301 in multiyear grants received or promised in 2013 but that must be spent in 2014 or later.
- NCTE is the fiscal sponsor of Trans Legal Advocates of Washington (TransLAW), a local organization that aims to meet the legal needs of transgender people in the DC Metro area, including the immediately surrounding areas of Virginia and Maryland. TransLAW raises funds for clients of the Free Legal Clinic for Name and Gender Changes, which is a partnership of TransLAW and Whitman-Walker Health. TransLAW’s income is listed as “Fiscal Sponsor Income” and their expenses include the “TransLAW Money Orders” line item, as well as various expenses in other categories. TransLAW’s primary expense is paying for court and other government fees related to getting a legal name change and updated identity documents for low and no-income clients of the free legal clinic.
- The stock donation and grants income line listed in the table here have been changed from our formal financial statements to reflect the fact that one foundation transferred stock to us for the grant we received. We changed this to better reflect that that particular stock donation was better characterized as a grant received, not a stock donation from an individual.

Statement of Financial Position as of December 31, 2013

Assets	
Current Assets	
Checking/Savings	
1000 - Bank of America (4407)	478,731.15
1005 - Bank of America (9863)	78,005.62
1008 - Paypal	109.27
1010 - Scott Trade	8,989.75
1200 - Bank of America-TransLAW	1,430.76
Total Checking/Savings	567,266.55
Other Current Assets	
1340 - Grants Receivables	200,000.00
1350 - Contribution Receivables	5,912.48
1355 - Sponsorship Receivables	4,500.00
1370- Misc. Receivable	1,513.57
1400 - Prepaid	4,106.58
Total Other Current Assets	216,032.63
Total Current Assets	783,299.18
Fixed Assets	
1500 - Fixed Assets	
1502 - Equipment	40,888.73
1590 - Accumulated Depreciation	-36,859.54
Total 1500 - Fixed Assets	4,029.19
Total Fixed Assets	4,029.19
Total Assets	787,328.37

Liabilities & Equity	
Current Liabilities	
Accounts Payable	
2000 - Accounts Payable	42,100.28
Total Accounts Payable	42,100.28
Other Current Liabilities	
2117 - FSA	2,392.57
2123 - Metro Withholding	371.75
Total 2100 - Payroll Liabilities	2,764.32
2130 - Other A/P	600.79
2150 - Accrued Vacation	6,083.34
Total Other Current Liabilities	9,448.45
Total Liabilities	51,548.73
Net Assets	
3005 - Restricted Net Assets	445,301.26
3010 - Unrestricted Net Assets	290,478.38
Total Net Assets	735,779.64
Total Liabilities & Equity	787,328.37

Income and Expenses from January-December 2013

Income	
4000 - Individual contributions	214,590.61
4110 - Restricted Contribution	31,275.00
4200 - Grants	646,862.56
4230 - Stock Donation	106,927.07
4300 - Speaking fees	39,870.00
4400 - Event Income	66,406.00
4850 - Fiscal Sponsor Income	7,317.21
Total Income	1,113,248.45

Expense	
5010 - Salary	345,970.19
5100 - Payroll Taxes	31,683.12
5200 - Employee Benefits	50,027.23
6000- Advertising & Recruiting	1,170.86
6010 - Bank Charges/CC Fees	4,140.33
6019- Computers/IT	2,258.41
6020 - Conference Fees	2,687.82
6030 - Consultants	37,724.85
6040 - Interns	2,000.00
6090 - Depreciation Expense	7,400.26
6095 - Large Event Expenses	18,076.88
6097 - Small Event Expenses	302.50
6100 - Meetings & Trainings	200.00
6220 - Insurance	1,085.92
6245 - Lease	4,362.54
6255 - Dues & Membership	1,415.00
6270 - Payroll fees	3,146.10
6273 - Flex benefits expense	1,278.22
6280 - Postage	3,797.81
6290 - Publications/Research	2,774.30
6300 - Printing	7,036.47

Expense (continued)	
6320 - Professional Fees	26,114.90
7010 - Rent	37,199.99
7030 - Supplies	3,082.33
7120 - Telecommunications	17,113.74
7200 - Travel & Meals	37,307.72
7220 - Website	656.05
7300 - TransLAW Money Orders	5,336.39
Total Expense	656,930.13
Other Income/Expense	
4950 - Interest Income	54.92
Total Other Income	54.92
Net Income	456,373.24



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EQUALITY**

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