We are very grateful to all of those who made this project possible, who provided guidance, analysis and hard work.

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THE NATIONAL TRANS*, TWO-SPIRIT AND INTERSEX LANDSCAPE SURVEY

Research Findings on Organizational Needs and Funding

January 2012
About DataCenter

DataCenter believes in advancing the concept and strategy of Research Justice — a theory and practice for social change that validates all forms of knowledge, and puts information in the hands of communities organizing for justice. We know that communities are experts about the problems and solutions affecting their lives. DataCenter helps surface that knowledge in ways that develop leadership, increase community power, and generate momentum for social change. As marginalized communities take the tools and power of research into their own hands, they can articulate the urgent and pressing conditions of their lives on their terms, and encourage others to do the same. With over 30 years of experience in Research Justice, DataCenter continues to partner with organizations to integrate research into their critical learning processes and to inform strategies.

Preface

As an organization committed to achieving social justice, the Arcus Foundation commissioned this work to partially address concerns around how few spaces there are for funders to directly hear voices from grassroots and marginalized communities, articulating their own issues and the ways in which they would like to see them addressed. DataCenter and the Landscape Survey Advisory Board have done tremendous work to obtain an extraordinary number of responses to the survey, and to build a process of gathering community-generated data that speaks directly to questions that funders concerned with equality for trans*, two-spirit and intersex communities seek to address. The conclusions and recommendations contained in this report reflect the views and work of the authors and Advisory Board, and should not be attributed to the Arcus Foundation. It is our hope that this report will be widely-used by funders and activists to begin to understand the challenges facing those who work to organize around issues facing trans*, two-spirit and intersex people.
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Executive Summary

In November of 2010, the Arcus Foundation commissioned a nation-wide survey of organizations in the U.S. focused on or serving trans*, two-spirit and intersex (t/t-s/i) communities. The project was designed to provide baseline data regarding trans*, two-spirit and intersex organizing across the country to foundations and other funders interested in supporting this work. It was hoped that the data could also be used to inform social justice work in the U.S., as well as the organizations who took part in the survey. A national Advisory Board made up of leaders from t/t-s/i serving organizations was created to oversee the project.

The study was motivated by three aspects of the political, social and financial landscape for t/t-s/i communities in the United States. First, there is a lack of definitive information available about what kinds of organizations and programs are serving t/t-s/i communities, where they are located and what subsectors of these communities they are serving. This project seeks to map the nature and geography of these organizations. Second, there isn’t a clear picture of who is behind the functioning of these organizations, that is, who are their staff, volunteers and directors. This is an important question especially in conjunction with looking at the populations being served. Finally, there is a general sense that many organizations and programs serving t/t-s/i communities are underfunded, but there is little information about the nature of the funding and what kinds of work are being funded when others are not.

In this study DataCenter set out to answer four key research questions:

1) How can foundations structure funding to build the capacity and impact of t/t-s/i organizations and communities?
2) Where are t/t-s/i-serving organizations located within the U.S., and what are the characteristics of their staffs, and the communities that they serve?
3) What are the self-defined priority issues and needs of these organizations?
4) What organizations are working at the intersection of t/t-s/i communities and people of color communities, and how do the needs of these intersectional spaces differ from the needs of other t/t-s/i communities?

Overall the survey revealed several key points. First, organizations and programs are addressing a wide variety of issues within t/t-s/i communities. Second, the organizations and programs surveyed are significantly underfunded. Notably as well, many of the responding organizations are directed and staffed by individuals who are not part of the communities that they serve, pointing out that there are gaps in both opportunities for employment and leadership for people of color as well as individuals on the transfeminine spectrum. Finally, while the survey elicited some important information regarding two-spirit and intersex serving organizations, the needs and focus of these organizations is very different than that of trans serving organizations and may warrant separate study.

About This Survey

This report outlines the findings from a national survey of organizations serving t/t-s/i communities. The survey results provide a picture of t/t-s/i organizations in the U.S., the populations that they serve, the make-up of their staff and volunteer base, the issues they are addressing within these populations, and the current funding and resource gaps that exist for these organizations. While the survey provides only an overview of the current position of t/t-s/i communities in the U.S., the information collected can provide
rich data for foundation, social justice, transgender, two-spirit and intersex communities to consider when making strategic decisions around issues impacting t/t-s/i communities.

**Methodology**

The project began with a literature review and organization scan through online searches. Based on input from both Arcus staff and an Advisory Board made up of leaders from t/t-s/i serving organizations around the country, DataCenter developed a 45 question online survey (hosted by Survey Monkey) to be completed by organizations. The main sections of the survey are constituents, community needs, staff and funding. The survey was open from September 30, 2010 through July 1, 2011. DataCenter and the Advisory Board members conducted outreach for the survey and 159 organizations responded, offering information about their work.

This survey went through a number of edits before being released and was also piloted prior to its official release in order to gain feedback on the content and structure. While the survey was translated and available in Spanish, all of the respondents chose to take the survey in English.

The data was statistically analyzed using SPSS and then summarized and discussed via a series of conference calls and one-on-one phone calls with Advisory Board members to both answer questions about the data and develop preliminary analysis of the findings. This was an important step in the process and highlighted the role that constituents play in developing and presenting the findings.

**Background**

While great advancements have been made over the last decade both by and within t/t-s/i communities in terms of visibility, legal rights and medical care, we still know that these communities experience difficulty in receiving competent and appropriate health care, including access to hormones as well as higher rates of suicide, homelessness and unemployment. In addition, these realities are magnified for t/t-s/i people of color, working class and poor people, indigenous people and youth. While there are many organizations working in and serving these communities, they are often times under-funded and under-resourced, especially as state and municipal governments continue to slash social services while the need for support and services increases. This reality was in part the impetus for this survey.

The project team worked to formulate the most inclusive language possible to use with the survey. Given the breadth and diversity of t/t-s/i communities, we acknowledged upfront that it would be impossible to incorporate descriptors for any and all identities and encouraged responding individuals to indicate what we may have left out. Additions to the survey terminology included mahu, queer, genderqueer, transqueer and crossdresser.1

The Advisory Board was an integral part of formulating the survey, conducting data collection and creating an analysis from the results of the survey. We felt it was necessary to have this body from the outset in order to remain accountable to the communities we were surveying. The project team intentionally sought an Advisory Board that would be geographically diverse, have experience with community organizing, policy, advocacy, and health, as well as experience politically positioning marginalized voices. In addition, we intentionally created a board that included people across the spectrum of identities, people of color, and Spanish speaking individuals.

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1 Please see Appendix 1 for the complete terminology used in this survey.
**Reading the results**

We present the results here very largely in the same way the survey was designed and deployed and in a way that most directly answers the research questions. Sections include who responded to the survey, what communities are being served, what issues are being addressed, where the work is happening, who is doing the work and who is funding the work.

Charts and graphs are based on the percentage of total respondents, unless otherwise indicated. “N” indicates the number of responses to a particular question or a particular choice within the question. The sections are illustrated with charts and graphs to better depict the data.

**Who responded to the survey?**

Of the 159 t/s/i organizations and t/s/i specific programs that responded to this survey, the vast majority (95) have been in existence for 10 years or less. A handful (29) of the responding organizations or programs have been in existence for 20 years or more. A wide variety of organizations and programs responded including HIV/AIDS service organizations, community health clinics, support groups and youth based organizations.

We also feel that it is relevant to know how the individuals taking
the survey identify. Fifty-six percent of those who responded (153) to this question identify themselves as t/t-s/i.

What communities are being served?

The majority of responding organizations work with the trans* community. In fact, 85 organizations said they spend 75-100 percent of their time working with trans identified individuals compared with only nine organizations in the two-spirit community and one organization in the intersex community. Most organizations noted that they work with two-spirit- or intersex-identified individuals between one and 25 percent of the time. This may be an indication that many organizations or programs are open to or ostensibly provide services for these communities, but do not or do not know if they currently have any two-spirit or intersex clients or members.

Of the organizations working with the trans community, the vast majority said that they work with individuals who identify as Male-to-Female (MTF) and Female-to-Male (FTM) with more organizations saying they spend a greater percentage of time working with MTF. However, a significant portion of the organizations also identified that they work with Gender Non-Conforming individuals some portion of the time.

Some organizations also commented that they do not or cannot track this information or that the categories were overlapping, making the breakdown difficult. In addition, a number of respondents
indicated that they found the use of the work “Transvestite” offensive and that “Cross-dresser” was more appropriate. We additionally asked for other demographic information and found that organizations are working with a broad range of individuals within t/t-s/i communities. Nearly all of the organizations responded that they work with all of these populations some of the time. The greatest numbers are working with low-income individuals, people of color and youth. Interestingly, many (115) said they work with t/t-s/i individuals who also identify as Lesbian, Gay, Bisexual or Queer. Upon review of the preliminary results, this seemed high and could indicate that respondents were incorrectly answering the question or perhaps related to the fact that many t/t-s/i individuals use the word “queer” to describe themselves even if their sexual orientation is one of attraction to the opposite of their preferred gender. In 2008, the Ingersoll Gender Center, an organization providing support, education, advocacy, and information resources for people interested in gender identity issues, and for service providers, employers, families and friends as well, in order to promote understanding, awareness and acceptance of gender diversity, published the results of a needs assessment survey of the Transgender and Gender Variant Community in the Pacific Northwest. The findings showed that 55 percent of those surveyed identified as Lesbian, Gay, Bisexual or Queer. The results together suggest that perhaps more study is needed about the connections between sexuality and gender identity, especially in relation to this project, if significant overlap influences the needs of those communities.

Also of interest regarding additional demographics, and perhaps a flaw in the survey was the percentage of responses that indicated never working with a particular population, especially when asking about demographics that might not be tracked regularly. For instance, 25 organizations indicated that they never

<table>
<thead>
<tr>
<th>Demographics of T/T-S/I Communities</th>
<th>Often (%)</th>
<th>Rarely (%)</th>
<th>Never (%)</th>
<th>Don’t Know (%)</th>
</tr>
</thead>
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<tr>
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<td>Youth (N=152)</td>
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<td>HIV+ (N=144)</td>
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<td>4</td>
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<tr>
<td>Immigrants (N=149)</td>
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<td>48</td>
<td>5</td>
<td>18</td>
</tr>
<tr>
<td>Incarcerated/Formerly Incarcerated (N=149)</td>
<td>25</td>
<td>36</td>
<td>12</td>
<td>27</td>
</tr>
</tbody>
</table>

Sources: Trans. Two-Spirit, Intersex Community Survey 2011

2 “Perspectives Northwest Survey Report: Transgender and Gender Variant Needs Assessment Survey”
Ingersoll Gender Center, 1/09/2008,
work with individuals who are involved in sex work. Another 16 organizations indicated that they never work with individuals who are incarcerated or formerly incarcerated. The more likely answer here is “Don’t Know” as without asking directly or providing services related to sex work or incarceration, an organization may not know these things about clients or members.

**What issues are being addressed?**

Similarly, the responding organizations are covering a broad spectrum of work, with many organizations working on multiple fronts. A majority of the groups provide Individual Advocacy, Support Groups and Public Education. However, between 20 and 50 percent of the groups also provide Legal Services, HIV/AIDS Services, Cultural Promotion, a Community Center, Grassroots Community Organizing, Direct Services or Health and Wellness related services. Answers to other also indicated that a number of organizations are providing various services for youth, do public speaking engagements to promote cultural understanding and provide leadership development within their own community.

![Type of Work (N=159)](source: Trans, Two-Spirit, Intersex Organizational Survey 2011)

**Law Enforcement Issues**

When asked about key issues facing t/t-s/i communities related to law enforcement, organizations indicated that police harassment and abuse as well as access to medical and mental health care while incarcerated were the most significant issues. Of some note, less than one percent indicated that “Stop and Searches” were an issue to the communities with whom they work. It is possible that “Stop and Searches” are more often construed as police harassment or that the encounter is a “Stop” and something else besides “Search.”

However, when asked to identify how significant the issue of incarceration is within the populations with whom they work, a majority indicated that the issue was either of neutral importance, not very significant or not significant at all. Given the information available from organizations currently working with t/t-s/i communities prior to this study, we were surprised to find this as the result. We decided to cross-reference this information with information about the demographics of the people being served by the responding organizations. What we found tells a very different story. Those who often worked with the marginalized communities we identified in the survey as opposed to those who only sometimes or rarely worked with those communities, found the issue of incarceration to be somewhat or very significant across the board and very
few organizations indicated that the issue was of no significance. In addition, we looked at the transgender identities of the members or clients of responding organizations and the issue of law enforcement. We found that in organizations who work with MTF-identified individuals, 76 to 100 percent of the time found the issue of incarceration to be somewhat or very significant, while those who worked with FTM found the issue to be overwhelmingly insignificant. This data makes sense when reviewed in conjunction with statistics on incarceration generally in the United States as well as with in trans and gender non-conforming populations. The United States puts poor people of color behind bars at an alarming rate. Of over 1,600,000 prisoners in the United States, 929,700 are categorized as black or Hispanic in a 2010 Bureau of Justice Statistics report. Only
497,400 were categorized as white.\(^3\) It has been historically hard to determine how many trans and genderqueer people there are in prison as most federal and state agencies do not capture statistics on these communities. Furthermore, the vast majority of trans people who are in prison are placed in gender-segregated prisons according to their birth sex. A recent national survey of 6,450 individuals by the National Center for Transgender Equality and the National Gay and Lesbian Taskforce examined issues of incarceration and law enforcement for trans and gender non-conforming populations. Sixteen percent of the respondents had been sent to jail or prison for any reason (the figure for the U.S. population as a whole is 2.7%) with African Americans experiencing a rate of 47% and indigenous people at a rate of 30%. Twenty-one percent of MTFs had been incarcerated, compared to 10% of FTMs. Twenty-two percent of those who interacted with police reported being harassed by police officers due to a bias based on their gender presentation.\(^4\)

**Issues of importance to Intersex communities**

Over half (53%) of responding organizations indicated that they provide services to the intersex community. These organizations also indicated that Getting Appropriate and Competent Medical Care, Lack of Adequate Education for Medical Providers, and Lack of Access to Peer Support are the issues most impacting the intersex community. These same organizations are providing a range of services, including Education of Medical Providers, Peer Support for Intersex Adults, Mental Health for Intersex Adults and Education to Parents of Intersex Children. In addition, organizations were asked to indicate any advocacy efforts that they are involved in, which are primarily Raising Awareness of Intersex Issues in the General Population, Des-stigmatizing Language used for Intersex People and Changing Criteria for Sex Markers on Identity Documents. Some organizations also indicated issues of importance that were not listed, such as Education of the Wider Community, State-issued Identification Issues and Employment and Workplace Issues that are of significance to the intersex community.

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It’s important to note that only 83 organizations, or a little over half of the total respondents, filled out these intersex specific questions. When prompted for any additional comments regarding work with intersex communities, a number or organizations responded that they are actively promoting or providing support for intersex communities through their work with people identifying as trans or gender non-conforming, but are unaware if any intersex individuals access their services. Others indicated that it is hard for intersex individuals to access services through a trans specific group or that there is actually animosity in the intersex community towards trans focused organizations. This data suggests two things. First organizations serving the trans and gender-queer community are willing to provide services to or advocate for intersex communities, however they do not know if they are in fact serving any intersex members or clients, or they provide general services related to gender identity which could applied to the intersex community were not specifically created or implemented for this community. This information also suggests that services, support and advocacy for intersex communities are specialized in nature and cannot simply be provided in conjunction with or in relationship to services for other gender non-conforming communities.

**Issues of Importance to Two-Spirit Communities**

There were not any questions or sections of the survey that were specific to two-spirit communities (unlike those for intersex communities), however after reviewing the initial survey results and consulting with Advisory Board members who work with this community we found that this could be an important opportunity to shed light on two-spirit organizing and work in the United States. This became especially salient when we found that 9 (of around 10) of the major organizations that work with two-spirit communities had responded to the survey.

![Type of Work for Organizations Who Serve Two-Spirit Communities 76-100% of the Time (N=9)](image)

We decided to take a closer look at both the issues these organizations are addressing and what demographic within two-spirit communities they are serving. While organizations reported participating in both Public Education and Grassroots Community Organizing as primary activities, a majority also reported that Cultural Promotion/Cultural Retention, Specific Culture or Ethnicity Advocacy, Health/Wellness, AIDS Services and Arts/Culture as important issues. These issues, especially those having to do with culture, are significantly different than the primary issues of focus for trans or intersex serving organizations. The majority of these organizations also identified that they are serving populations who are indigenous,
Native American or who live on reservations or in territories. This data supports other available reports. According to the Centers for Disease Control and Prevention (CDC) 2009 statistics on HIV infection rates in the 40 states that have confidential name-based infection reporting, the rate amongst Native Americans and Alaskan Natives was 9.9 in 100,000, a significant increase since the 2005 rate of 7.7. In addition, indigenous populations and Native Americans in the United States face significant barriers to both economic and physical health as well as threats to cultural survival such as loss of language. For instance, the CDC also reported that in 2010, 15.6% of the Native American or Alaskan Native population were in fair or poor health. The survey data tells us that most of the organizations serving the two-spirit community are also serving low-income people and people who are HIV+.

<table>
<thead>
<tr>
<th>Frequency of Work With Two-Spirit Individuals from Particular Communities</th>
<th>Often</th>
<th>Rarely</th>
<th>Never</th>
<th>Don’t Know</th>
<th>Not Specified</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lesbian, Gay, Bisexual, or Queer-Identified</td>
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<td>0</td>
<td>0</td>
<td>0</td>
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</tr>
<tr>
<td>People of Color</td>
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<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Low-Income</td>
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<td>3</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Elders</td>
<td>5</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>HIV+</td>
<td>5</td>
<td>2</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Youth</td>
<td>3</td>
<td>6</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Homeless/Transitional Housing</td>
<td>3</td>
<td>3</td>
<td>0</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Marginally Housed or At-Risk of Homelessness</td>
<td>3</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Disabled</td>
<td>2</td>
<td>5</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Involved in Sex Work/Sex Trade</td>
<td>2</td>
<td>3</td>
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<tr>
<td>Domestic Violence</td>
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<td>4</td>
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<td>1</td>
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<tr>
<td>Living in Rural Area</td>
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<td>Incarcerated/Formerly Incarcerated</td>
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<td>2</td>
</tr>
<tr>
<td>Other</td>
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<td>0</td>
<td>0</td>
<td>1</td>
<td>8</td>
</tr>
</tbody>
</table>

Source: Trans, Two-Spirit, Intersex Community Survey 2011

Additionally, the open ended responses in this study shed some light on both the priorities and potential difficulties in seeking and acquiring foundation based funding for programs. For instance, one respondent wrote about barriers to growth in t/t-s/i communities in the next 5-10 years:

*Lack of true understanding of what the two-spirit organizations are doing. Take for example, if there was funding to support the founding of a drum for a two-spirit org. Once you have a drum, you’ll need singers and the dancers. Songs are past from one drum to another - so that org would take its place in the circle of drums. Dancers would need regalia and as a result relationships would be need with their Nation to obtain the info for the development of this regalia. Once a drum is up and going, two-spirit would then participate in non-two-spirit - one accepted by to the circle/our Native communities - we then can work to restore our rightful place of honour with in our community. To date, all funders hear is we want to bang on drum and jump around - not understanding the significance of the drum to our people.*

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6 [http://www.cdc.gov/nchs/fastats/indfacts.htm](http://www.cdc.gov/nchs/fastats/indfacts.htm)
This, coupled with the fact that the majority of organizations overall in this survey did not respond that cultural advocacy or art were of primary importance to their organization, reveals that organizations serving two-spirit communities have goals and needs that warrant further study and different attention when it comes to funding.

Where is the work happening?

According to the data, work in t/t-s/i communities is happening primarily on a city, state or regional level as opposed to nationally, supporting the reality that organizations are able to foster better relationships with members or clients, effect more substantial social change, and function more effectively with limited resources on a local level. 29 organizations, or 18 percent of respondents, indicated that they work in rural areas, which is significant, given that we had difficulty reaching rural organizations through our outreach efforts. Sixteen organizations indicated that they are university or college based. This number was surprisingly low given that many colleges have an LGBT based student group on campus. However, the survey was primarily open during the summer months, when school is not in session. Five organizations are doing work in Territories or Reservations. The organizations were well distributed throughout the United States, with the majority of responding organizations working in the Northeast. Four organizations indicated that they work internationally and two indicated that they work on-line exclusively.
Who is doing the work?

Staff and Volunteers

While many of the organizations have hundreds and sometimes thousands of clients or members, they have correspondingly small staff sizes overall. In fact, between 28 and 32 percent of the organizations have no part-time or full-time staff while about 50 percent indicated that they have between one and five part-time or full-time staff, with the majority of these having one to two paid staff members. Similarly, 49 percent of the organizations reported that they have one to five volunteers with 88 percent reporting that they have 20 or fewer. Just under 10 percent of the organizations reported having 50 or more volunteers. One organization, a community health clinic, reported having more than 100 staff members.

We also asked survey respondents to tell us the demographic breakdown of their staff and volunteers. Out of 2,187 total volunteers and staff, 40 percent were white and 34 percent were non-trans women or men. When compared with the populations that are being served by these organizations, it can be concluded that many organizations whose clients or members are majority people of color who are t/t-s/i are being served by white, non-t/t-s/i staff. Of particular interest is that while only seven percent of staff and volunteers reported are Male-to-Female, 40 percent of the responding groups reported that they work with MTF identified individuals 50 to 100 percent of the time. This points to a disconnection between those providing support and services and those receiving, especially along the lines of race and gender.

Directors

We also asked organizations to provide information about their organizational directors or formal leadership. More than half (56%) of organizations had one or two directors. The responses around demographics were slightly different. 44 percent of the total directors were white, but 31% were people of color and 23% were MTF or Transfeminine. We see several interesting points to note here. First, while a number of
MTF identified individuals direct or provide leadership in programs, the day-to-day work is not being done by MTF identified individuals. In addition, this data may indicate a difference in perception. If there is a trans woman of color in a leadership role in an organization, does this provide the perception that communities are being served by individuals from that same community even when that may not be the case? While this is beyond the scope of this survey, this data may also show that there are fewer entry-level opportunities available for trans and gender non-conforming people of color.

Who is Funding the Work?

**Organizational and Program Budget**

The data shows that organizations and programs are operating on shoestring budgets. More than 50% of the responding organizations have budgets of $50,000 a year or less and of those, half have no budget. In terms of programs, 58% have no budget and the majority of the rest have budgets of $50,000 or less. The data shows that funding may be related to both the type and age of the organization. The organizations with budgets over $1 million (12 in total) were primarily HIV/AIDS service organizations, large national organizations, or community health centers. They identified that most of their work is taking place in the fields of Health and Wellness, AIDS Services and Public Education. Six of these 12 organizations were founded before 1990, and included the oldest organizations in the data set. The organizations without a budget were primarily local support group focused organizations. They identified that most of their work is focused on Public Education, Support Groups and Individual Advocacy. The same was true of organizations with budgets of $50,000 or less. However, those organizations also emphasized Grassroots Community Organizing, Health and Wellness and Direct Services as being part of their work. Of the organizations whose budget is less than $50,000 including those who have no budget, 63% were formed after the year 2000.

**Funding Sources**

If the organization or program does have a budget, the majority of the funding is coming from individual donors, government and foundation sources, with the primary source being individual donors. Organizations who marked “other” indicated that membership dues and fees or personal funds play a significant role. University organizations are either funded by student fees, or the source of their budget is unknown. The significance of these findings is that many of the organizations and programs surveyed are not only surviving without a budget, but are also resourcing themselves through the grassroots or asking members and volunteers to pay out of pocket to support the work. While more study would be required, we can guess that in these tight economic times when both government and foundation funding is being
slashed or reduced, organizations are being forced to or are choosing to diversify their funding to more flexible and stable, albeit more labor intensive, sources.

<table>
<thead>
<tr>
<th>Funding Sources</th>
<th>0% 1-25%</th>
<th>26-50%</th>
<th>51-75%</th>
<th>76-100%</th>
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<tr>
<td>Individual Donors (N=96)</td>
<td>6</td>
<td>42</td>
<td>12</td>
<td>6</td>
</tr>
<tr>
<td>Other (N=40)</td>
<td>7</td>
<td>9</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Government (N=60)</td>
<td>20</td>
<td>12</td>
<td>6</td>
<td>10</td>
</tr>
<tr>
<td>Foundation (N=58)</td>
<td>15</td>
<td>19</td>
<td>11</td>
<td>4</td>
</tr>
<tr>
<td>Fee for Service (N=50)</td>
<td>25</td>
<td>16</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>Corporate Donors (N=55)</td>
<td>21</td>
<td>30</td>
<td>3</td>
<td>0</td>
</tr>
</tbody>
</table>


**What are the funding and resource needs of T/T-S/I communities?**

Respondents were asked to identify issues that they wish they had funding to address. While the top three responses were Education, Community-Building and Health Care, the percentages were relatively evenly spread over all of the possible choices, indicating that organization are lacking funding or are underfunded in a wide variety of areas.

In terms of resources (excluding funding) that organizations identified they most needed to effectively fulfill their mission, we found a similar diversity of needs, with Support for Meetings or Conferences, Professional Development and Technical Assistance Around Administration, Fundraising, Communications and/or Technology as priorities. Most of the resource needs focus on issues internal to organizations or capacity building, suggesting that organizations are lacking resources when it comes to general support or in non-program specific areas.

**Areas of growth**

Survey respondents were asked to identify where they would like to see growth for t/t-s/i communities in the next 5-10 years. While a broad and diverse range of issues were listed, overall, organizations would like to see more education, acceptance and visibility, better programming and services, increased leadership development within organizations, more funding, and more collaboration on state and national levels. Additionally, a common theme in general was a better integration of services, community organizing, education and advocacy and policy work. (Complete responses are included in Appendix 3)

“For our organization to be able to have the resources to provide more community members, legislators, health care providers and employers education with trainers and supporting materials. To change the laws in the state to provide recognition, inclusion and protections for this community. To increase outreach, visibility of the program, create more safe spaces, support and access to resources across the state.”

“More advocacy for trans rights. Community building. Homelessness is a huge problem. Push harder for a state wide means for other trans support groups to work together and share.”
“More resources devoted to leadership development and training of trans leaders of color committed to racial and gender justice. More coalition building with organizations doing men and boys of color work. Increased opportunities for training, and employment for trans leaders of color.”

Overwhelmingly, respondents indicated that the main barriers to this growth are transphobia, lack of cultural acceptance or education and lack of funding. A number of organizations also identified lack of staffing as related to funding as a barrier.

“Funding for trans-specific projects and organizations. Trans* groups often get small grants compared to LGBT foundation support of LGB organizations, and many issues that are most important to trans* people - including jobs, poverty, healthcare, prisoner rights, etc - are not prioritized by LGBT organizations or funders. We also have a fair amount of in-group infighting due to competition for scarce resources, internalized oppression, and unmet needs among community members.”

“Funding is a barrier regardless of what program or population of people. In a rural area specifically, convincing the funders that there is a need for trans specific services.”

“1a. Significant barriers to growth in the lack of economic /resources power the overall trans community holds. This can lead to less trans people volunteering and/or working in the movement because they do not have the financial means or have "free time" to volunteer and gain skills in community organizing and/or other areas. 1b. Lack of support or opportunities for trans people to lead their own organizations or larger LGBT advocacy orgs. 2. Lack of prioritizing of trans issues and communities by larger LGB and progressive movements. 3. Lack of prioritizing resources to trans led organizations and leaders by larger LGB funders. 4. Transphobia within mainstream grant makers and government funding sources. 5. Lack of trust and understanding by national LGB orgs, funders, and progressive groups that the trans communities know what they need and how to achieve their own goals. 6. Lack of training and support for trans activists and leaders.”

The respondents were also asked to tell us what factors support the kind of growth they are looking for. Many identified that strong community building, organizing and support are key. Others indicated solid leadership from within the t/t-s/i communities themselves. Increased funding and education were also identified as needs.

“Increased community engagement. Recognition by those who are out and safe that many of others in our communities are not so lucky and we must give back! Funding clearly (sad but true these days). Increased public education.”

“Community building and organizing with and within trans, gender non-conforming, two-spirited and intersex people.”

“Increased visibility and engagement of trans people; growing power among trans groups of color; more commitment by donors to invest in trans groups and leaders.”
Finally, respondents were asked to pinpoint how they would distribute funds across the field of t/s/i organizing work. Many organizations had very specific ideas of how funds should be distributed indicating that while organizations may have little to no budget, they have already prioritized areas of work. These responses also indicate that individuals were thinking about how funds could be distributed across their own areas of work rather than across community-wide work in general. Some examples of these kind of responses include:

“40% marketing/advertising; 30% fundraising, 20% rent/utilities on use of the LGBT community center; 10% administrative/supplies”

“50% on educating the public and professionals on these issues, and 50% on policy and advocacy.”

There was also an emphasis on building capacity, services and collaboration between organizations at the national, state and local level. Many respondents also indicated that they would distribute funds wherever they were needed most.

“I would distribute funds where they are most needed. That would include targeting funds to programs and organizations that serve trans women of color, low-income trans people, homeless trans people, and trans youth. These are some of the communities that disproportionately suffer from transphobia.”

“I would start with building leadership skills and then focus on creating programs to address particular needs such as access to appropriate healthcare services and knowledgeable providers. I would also want to focus on building coalitions with various organizations from many different communities to start working on changing the ways that our criminal justice system works (or fails to work).”
Conclusions and Recommendations

The following conclusions and recommendations were generated both from survey respondents themselves as indicated in open-ended responses as well as through joint and individual meetings with Advisory Board members. This survey and report are in some ways a testament to the resilience and strength of t/t-s/i communities, for, despite tremendous odds, these communities are surviving. Given that, this data can be used as both a tool for t/t-s/i communities to better share the knowledge that has been surfaced to advocate for social change, including a refocusing of funding towards the needs of these communities. In addition funders now have data generated from communities themselves that can provide a strong basis for new and diversified ways of thinking about resource distribution.

**Recommendation 1: Increase funding for trans*, two-spirit and intersex serving organizations and programs.**
The organizations that responded to this survey report being either underfunded, or being without funding. Given the range of services and support that these organizations are providing, increased funding could greatly benefit trans, two-spirit and intersex communities in a variety of ways.

**Recommendation 2: Provide funding for programs and organizations to address a wide range of community needs.**
The needs of the communities surveyed here are broad. Many organizations are addressing multiple needs and are un-funded or underfunded in all areas.

**Recommendation 3: Provide funding to organizations serving marginalized populations within trans*, two-spirit and intersex communities.**
Many of the responding organizations are serving populations that face multiple economic, health and social barriers.

**Recommendation 4: Focus funding for organizations and programs with budgets of $100,000 or less.**
Many t/t-s/i organizations and programs have budgets under $100,000 or no budget at all. In addition, they have identified primary barriers to growth over the next five to 10 years as lack of funding as well as continued gender discrimination and transphobia in society. These un-funded and underfunded organizations are filling a role that directly addresses these problems, through providing support groups, leading policy initiatives and engaging in grassroots organizing.

**Recommendation 5: Provide funding for leadership development and skills building, particularly for people of color and those who identify as MTF or transfeminine.**
More opportunities are needed for people of color, and MTF or transfeminine identified individuals to take up leadership and participate in organizations, whether in a staff or volunteer capacity, especially because these communities have been identified as those most often being served, or most greatly impacted by issues addressed by this survey.

**Recommendation 6: Provide grants that are for general operating support and not project specific to address the internal capacity building and resource needs of organizations.**
Organizations and programs need resources so that they can focus on building and strengthening from the inside out.
**Recommendation 7: Provide funding for t/t-s/i organizations serving rural communities or those in territories or reservations.**
While the organizations and programs surveyed through this project were not primarily rural, it seems clear from the responses that rural organizations are disproportionately underfunded. Of the 33 organizations that indicated that they work in rural areas, in a territory or on a reservation, 24 have budgets of $50,000 or less (73%). Of those, 12 have no budget (36%).

**Recommendation 8: Increase funding for two-spirit- and intersex-specific programming.**
The needs of two-spirit and intersex communities, while similar in some respects to those of trans* and genderqueer communities, require both different focus and different points of access for individuals who are part of those communities.

**Recommendation 9: Make the funding process more accessible.**
Many T/T-S/I projects could be vastly aided by just a small amount of funding, however, a formal funding process can be overwhelming, especially for small, volunteer-run or infrastructure-light organizations.
Appendix 1: Survey Terminology

This explanation regarding the terminology used in the survey was generated in conjunction with the Advisory Board. It originally appeared at the start of the survey, but was later moved to the end as we devised new ways to increase participation.

We recognize that identities are part of an evolving landscape and that movement-building language is constantly changing. For purposes of this survey, we will use the following terminology:

Trans* – in place of the umbrella term transgender (which some communities have encountered as exclusive of their experience), we will use instead the label “trans*,” which can be taken to include (among others) the following communities and identities – transfeminine, transmasculine, MTF (Male-to-female), FTM (Female-to-male), genderqueer, gender non-conforming, gender-variant and third gender/sex, transsexual and transvestite/cross-dresser.

Gender non-conforming – this term can be taken to include identities that are genderqueer, gender variant, gender fluid and third gender/sex, as well as those that are AG, bi-gendered or multi-gendered, non-gendered and andro, masculine-of-center, feminine-of-center and gender questioning. Due to space concerns, this full list will not generally appear in the survey.

Two-Spirit (T-S) and intersex (I) identities will be identified separately from either of the above groupings.

We acknowledge that it may not be possible to capture the full range of diverse identities in listings such as these. However, we do wish to be as inclusive as possible, and to be made aware of evolving language and identity that may not be reflected in our current language or understanding. In the survey, we do ask for feedback and additional language.
Appendix 2: Complete Survey Tables

Table 1: Do You Identify As Trans*, Two-Spirit or Intersex?

<table>
<thead>
<tr>
<th></th>
<th>% (N=153)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>56.20</td>
</tr>
<tr>
<td>No</td>
<td>43.79</td>
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Table 2: Type of Organization

<table>
<thead>
<tr>
<th>Type of Organization</th>
<th>% (N=159)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Independent/autonomous organization working primarily on Trans*/T-S/I issues</td>
<td>43</td>
</tr>
<tr>
<td>Trans*/T-S/I specific program within a larger organization</td>
<td>29</td>
</tr>
<tr>
<td>Is not a Trans*/T-S/I specific organization and does not have a Trans*/T-S/I program but provides services to Trans*/T-S/I communities</td>
<td>22</td>
</tr>
</tbody>
</table>

Table 3: Type of Work Organization or Program is Involved In

<table>
<thead>
<tr>
<th>Type of Work Organization or Program</th>
<th>% (N=159)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Specific Culture or Ethnicity Advocacy</td>
<td>0.6</td>
</tr>
<tr>
<td>College-Based Group</td>
<td>10</td>
</tr>
<tr>
<td>Policy</td>
<td>16</td>
</tr>
<tr>
<td>Research</td>
<td>17</td>
</tr>
<tr>
<td>Arts/Culture</td>
<td>18</td>
</tr>
<tr>
<td>Legal</td>
<td>20</td>
</tr>
<tr>
<td>AIDS Services</td>
<td>22</td>
</tr>
<tr>
<td>Cultural Promotion/Cultural Retention</td>
<td>24</td>
</tr>
<tr>
<td>Community-Center</td>
<td>25</td>
</tr>
<tr>
<td>Grassroots Community Organizing</td>
<td>37</td>
</tr>
<tr>
<td>Direct Service</td>
<td>38</td>
</tr>
<tr>
<td>Health/Wellness</td>
<td>45</td>
</tr>
<tr>
<td>Individual Advocacy</td>
<td>53</td>
</tr>
<tr>
<td>Support Group</td>
<td>55</td>
</tr>
<tr>
<td>Public Education</td>
<td>62</td>
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</table>

Table 4: Percentage of Work With Trans*, Two-Spirit, and/or Intersex Community

<table>
<thead>
<tr>
<th>Percentage</th>
<th>% (N=141)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>1</td>
</tr>
<tr>
<td>1-25%</td>
<td>5</td>
</tr>
<tr>
<td>25-50%</td>
<td>18</td>
</tr>
<tr>
<td>51-75%</td>
<td>2</td>
</tr>
<tr>
<td>76-100%</td>
<td>45</td>
</tr>
</tbody>
</table>
Table 5: Of the Trans*/T-S/I Communities You Work With, What Percentages Are:

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>0%</th>
<th>1-25%</th>
<th>26-50%</th>
<th>51-75%</th>
<th>76-100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trans*</td>
<td>120</td>
<td>22</td>
<td>12</td>
<td>12</td>
<td>3</td>
<td>71</td>
</tr>
<tr>
<td>Two-Spirit</td>
<td>88</td>
<td>16</td>
<td>68</td>
<td>6</td>
<td>0</td>
<td>10</td>
</tr>
<tr>
<td>Intersex</td>
<td>81</td>
<td>23</td>
<td>73</td>
<td>4</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>

Table 6: Percentage of Trans* Community Organization Serves That Identifies As:

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>0%</th>
<th>1-25%</th>
<th>26-50%</th>
<th>51-75%</th>
<th>76-100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>MTF</td>
<td>95</td>
<td>3</td>
<td>27</td>
<td>31</td>
<td>27</td>
<td>13</td>
</tr>
<tr>
<td>FTM</td>
<td>101</td>
<td>2</td>
<td>51</td>
<td>31</td>
<td>6</td>
<td>11</td>
</tr>
<tr>
<td>Trans-Feminine</td>
<td>44</td>
<td>21</td>
<td>59</td>
<td>9</td>
<td>12</td>
<td>0</td>
</tr>
<tr>
<td>Trans-Masculine</td>
<td>53</td>
<td>15</td>
<td>63</td>
<td>17</td>
<td>6</td>
<td>0</td>
</tr>
<tr>
<td>Gender Non-Conforming</td>
<td>80</td>
<td>5</td>
<td>77</td>
<td>10</td>
<td>3</td>
<td>6</td>
</tr>
<tr>
<td>Transsexual</td>
<td>46</td>
<td>11</td>
<td>46</td>
<td>11</td>
<td>13</td>
<td>20</td>
</tr>
<tr>
<td>Transvestite</td>
<td>38</td>
<td>24</td>
<td>68</td>
<td>3</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Other</td>
<td>35</td>
<td>17</td>
<td>49</td>
<td>11</td>
<td>3</td>
<td>20</td>
</tr>
</tbody>
</table>

Table 7: How Often Does Your Organization Work With Trans*, Two-Spirit, or Intersex People Who Are:

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>Often (%)</th>
<th>Rarely (%)</th>
<th>Never (%)</th>
<th>Don’t Know (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low-Income</td>
<td>153</td>
<td>73</td>
<td>15</td>
<td>0</td>
<td>12</td>
</tr>
<tr>
<td>People of Color</td>
<td>152</td>
<td>63</td>
<td>30</td>
<td>0</td>
<td>7</td>
</tr>
<tr>
<td>Immigrants</td>
<td>149</td>
<td>28</td>
<td>48</td>
<td>5</td>
<td>18</td>
</tr>
<tr>
<td>Disabled</td>
<td>147</td>
<td>37</td>
<td>50</td>
<td>3</td>
<td>11</td>
</tr>
<tr>
<td>Lesbian, Gay, Bisexual, or Queer-Identified</td>
<td>153</td>
<td>75</td>
<td>18</td>
<td>0</td>
<td>7</td>
</tr>
<tr>
<td>Youth</td>
<td>152</td>
<td>55</td>
<td>35</td>
<td>6</td>
<td>4</td>
</tr>
<tr>
<td>Elders</td>
<td>146</td>
<td>46</td>
<td>32</td>
<td>15</td>
<td>7</td>
</tr>
<tr>
<td>Involved in Sex Work/Sex Trade</td>
<td>149</td>
<td>30</td>
<td>32</td>
<td>17</td>
<td>21</td>
</tr>
<tr>
<td>Homeless/Transitional Housing</td>
<td>150</td>
<td>43</td>
<td>35</td>
<td>7</td>
<td>15</td>
</tr>
<tr>
<td>Marginally Housed or At-Risk of Homelessness</td>
<td>150</td>
<td>47</td>
<td>29</td>
<td>6</td>
<td>18</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td>151</td>
<td>37</td>
<td>37</td>
<td>5</td>
<td>26</td>
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<tr>
<td>HIV+</td>
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<td>30</td>
<td>31</td>
<td>4</td>
<td>35</td>
</tr>
<tr>
<td>Incarcerated/Formerly Incarcerated</td>
<td>149</td>
<td>25</td>
<td>36</td>
<td>12</td>
<td>27</td>
</tr>
<tr>
<td>Living in Rural Area</td>
<td>149</td>
<td>30</td>
<td>43</td>
<td>13</td>
<td>13</td>
</tr>
<tr>
<td>Other</td>
<td>41</td>
<td>39</td>
<td>7</td>
<td>9</td>
<td>44</td>
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## Table 8: Key Issues Facing Members of Trans*/T-S/I Communities in Law Enforcement

<table>
<thead>
<tr>
<th>Issue</th>
<th>% (159)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Police Harassment/Abuse</td>
<td>45</td>
</tr>
<tr>
<td>Access to Medical and Mental Health Care While Incarcerated</td>
<td>38</td>
</tr>
<tr>
<td>Profiling by Police</td>
<td>33</td>
</tr>
<tr>
<td>Abuse in Detention, Jail, or Prison by Inmates</td>
<td>26</td>
</tr>
<tr>
<td>Abuse in Detention, Jail, or Prison by Staff</td>
<td>23</td>
</tr>
<tr>
<td>Entrapment</td>
<td>13</td>
</tr>
<tr>
<td>Stop and Searches</td>
<td>60</td>
</tr>
</tbody>
</table>

## Table 9: How Significant is the Issue of Incarceration Within the Trans*/T-S/I Communities With Whom You Work?

<table>
<thead>
<tr>
<th>Significance</th>
<th>% (144)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Significant</td>
<td>15</td>
</tr>
<tr>
<td>Somewhat Significant</td>
<td>28</td>
</tr>
<tr>
<td>Neutral</td>
<td>15</td>
</tr>
<tr>
<td>Not Very Significant</td>
<td>26</td>
</tr>
<tr>
<td>Not Significant At All</td>
<td>16</td>
</tr>
</tbody>
</table>

## Table 10: Collaboration With Other Organizations or Community Leaders to Achieve Goals

<table>
<thead>
<tr>
<th>Collaboration</th>
<th>% (N=159)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Informal Collaboration/Information Sharing</td>
<td>82</td>
</tr>
<tr>
<td>Providing Referrals to Each Other</td>
<td>77</td>
</tr>
<tr>
<td>Collaborate on Local or Regional Campaigns</td>
<td>66</td>
</tr>
<tr>
<td>Build Coalitions</td>
<td>61</td>
</tr>
<tr>
<td>Work on Policy or Research</td>
<td>41</td>
</tr>
<tr>
<td>Collaborate on National Campaigns</td>
<td>31</td>
</tr>
</tbody>
</table>

## Table 11: Does Organization or Program Provide Services to Intersex Community?

<table>
<thead>
<tr>
<th>Service Provided</th>
<th>% (N=143)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>53</td>
</tr>
<tr>
<td>No</td>
<td>47</td>
</tr>
</tbody>
</table>
Table 12: Issues Most Impacting Intersex Community

<table>
<thead>
<tr>
<th>Issue</th>
<th>% (N=83)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Getting Appropriate and Competent Medical Care</td>
<td>43</td>
</tr>
<tr>
<td>Lack of Adequate Education for Medical Providers</td>
<td>43</td>
</tr>
<tr>
<td>Lack of Access to Peer Support</td>
<td>42</td>
</tr>
<tr>
<td>Discrimination Within Medical Institutions</td>
<td>37</td>
</tr>
<tr>
<td>Lack of Informed Consent in Medical Procedures</td>
<td>35</td>
</tr>
<tr>
<td>Non-Consensual Genital Surgery</td>
<td>33</td>
</tr>
<tr>
<td>Non-Consensual Hormone Treatment or Removal of Gonads</td>
<td>28</td>
</tr>
<tr>
<td>Discrimination in School Settings</td>
<td>28</td>
</tr>
<tr>
<td>Not Sure/Don’t Know</td>
<td>23</td>
</tr>
<tr>
<td>Discrimination in Athletics</td>
<td>18</td>
</tr>
<tr>
<td>Abuse of Human Research Subjects</td>
<td>12</td>
</tr>
</tbody>
</table>

Table 13: Services Organizations and Programs Provide to the Intersex Community

<table>
<thead>
<tr>
<th>Service</th>
<th>% (N=83)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education of Medical Providers</td>
<td>40</td>
</tr>
<tr>
<td>Peer Support for Intersex Adults</td>
<td>31</td>
</tr>
<tr>
<td>Education of Parents</td>
<td>22</td>
</tr>
<tr>
<td>Mental Health for Intersex Adults</td>
<td>22</td>
</tr>
<tr>
<td>Peer Support for Intersex Children and Youth</td>
<td>18</td>
</tr>
<tr>
<td>Youth Programs and/or Leadership Development Intersex Children and Youth</td>
<td>15</td>
</tr>
<tr>
<td>Peer Support for Parents</td>
<td>13</td>
</tr>
<tr>
<td>Mental Health for Intersex Children and Youth</td>
<td>11</td>
</tr>
<tr>
<td>Mental Health Support for Parents</td>
<td>8</td>
</tr>
</tbody>
</table>

Table 14: Advocacy Efforts Organizations or Programs Are Engaged In

<table>
<thead>
<tr>
<th>Advocacy Effort</th>
<th>% (N=83)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Raising Awareness of Intersex Issues in the General Population</td>
<td>57</td>
</tr>
<tr>
<td>De-stigmatizing Language Used for Intersex People</td>
<td>33</td>
</tr>
<tr>
<td>Changing Criteria for Sex Markers on Identity Documents</td>
<td>31</td>
</tr>
<tr>
<td>Reforming the Medical System to Better Serve Intersex People</td>
<td>19</td>
</tr>
<tr>
<td>Ending Non-Consensual Genital Surgery</td>
<td>10</td>
</tr>
</tbody>
</table>
Table 15: Issues Organizations and Programs Wish They Had Funding to Address

<table>
<thead>
<tr>
<th>Issue</th>
<th>% (N=159)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>47</td>
</tr>
<tr>
<td>Community-Building</td>
<td>45</td>
</tr>
<tr>
<td>Health Care</td>
<td>42</td>
</tr>
<tr>
<td>Employment</td>
<td>38</td>
</tr>
<tr>
<td>Housing/Homelessness</td>
<td>37</td>
</tr>
<tr>
<td>Youth Programming</td>
<td>36</td>
</tr>
<tr>
<td>Suicide/Mental Health</td>
<td>33</td>
</tr>
<tr>
<td>Access to Gender and Sex-Appropriate Government Documents</td>
<td>33</td>
</tr>
<tr>
<td>Poverty/Welfare</td>
<td>28</td>
</tr>
<tr>
<td>Violence/Anti-Violence</td>
<td>25</td>
</tr>
<tr>
<td>Police/Prisons/Incarceration</td>
<td>23</td>
</tr>
<tr>
<td>Substance Abuse/Alcoholism</td>
<td>21</td>
</tr>
<tr>
<td>Family Recognition</td>
<td>21</td>
</tr>
<tr>
<td>Immigration/Detention</td>
<td>18</td>
</tr>
<tr>
<td>Historical/Intergenerational Trauma</td>
<td>15</td>
</tr>
<tr>
<td>Gentrification</td>
<td>6</td>
</tr>
</tbody>
</table>

Table 16: Resources That Would Enable Organizations to Fulfill Missions Most Effectively

<table>
<thead>
<tr>
<th>Resource</th>
<th>% (N=159)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Support for Meetings or Conferences</td>
<td>50</td>
</tr>
<tr>
<td>Professional Development</td>
<td>49</td>
</tr>
<tr>
<td>Technical Assistance Around Administration, Fundraising, Communications</td>
<td>48</td>
</tr>
<tr>
<td>Leadership Development</td>
<td>47</td>
</tr>
<tr>
<td>Strategic Plan</td>
<td>37</td>
</tr>
<tr>
<td>Support Around Coalition Building</td>
<td>37</td>
</tr>
<tr>
<td>Transportation (Cost/Access)</td>
<td>37</td>
</tr>
<tr>
<td>Training on Working With Trans*/T-S/I community</td>
<td>33</td>
</tr>
<tr>
<td>Recovery Support Services</td>
<td>18</td>
</tr>
<tr>
<td>Training (Other)</td>
<td>9</td>
</tr>
</tbody>
</table>

Table 17: Percent of Income From Following Sources

<table>
<thead>
<tr>
<th>Source</th>
<th>N</th>
<th>0%</th>
<th>1-25%</th>
<th>26-50%</th>
<th>51-75%</th>
<th>76-100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Corporate Donors</td>
<td>55</td>
<td>38</td>
<td>54</td>
<td>5</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Individual Donors</td>
<td>96</td>
<td>6</td>
<td>44</td>
<td>12</td>
<td>6</td>
<td>31</td>
</tr>
<tr>
<td>Foundation</td>
<td>58</td>
<td>26</td>
<td>33</td>
<td>19</td>
<td>7</td>
<td>15</td>
</tr>
<tr>
<td>Government</td>
<td>60</td>
<td>33</td>
<td>20</td>
<td>10</td>
<td>17</td>
<td>20</td>
</tr>
<tr>
<td>Fee for Service</td>
<td>50</td>
<td>50</td>
<td>32</td>
<td>6</td>
<td>0</td>
<td>12</td>
</tr>
<tr>
<td>Other</td>
<td>40</td>
<td>18</td>
<td>23</td>
<td>5</td>
<td>8</td>
<td>48</td>
</tr>
</tbody>
</table>
### Table 18: Age of Organization or Trans*/T-S/I-Specific Program

<table>
<thead>
<tr>
<th>Years</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organization (N=75)</td>
<td></td>
</tr>
<tr>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>1-10</td>
<td>49</td>
</tr>
<tr>
<td>11-20</td>
<td>25</td>
</tr>
<tr>
<td>21-30</td>
<td>18</td>
</tr>
<tr>
<td>31-40</td>
<td>8</td>
</tr>
<tr>
<td>40+</td>
<td>3</td>
</tr>
<tr>
<td>Trans*/T-S/I-Specific Program (N=84)</td>
<td></td>
</tr>
<tr>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>1-10</td>
<td>69</td>
</tr>
<tr>
<td>11-20</td>
<td>24</td>
</tr>
<tr>
<td>21-30</td>
<td>6</td>
</tr>
<tr>
<td>30+</td>
<td>4</td>
</tr>
</tbody>
</table>

### Table 19: Geographic Scope of Work

<table>
<thead>
<tr>
<th></th>
<th>% (N=159)</th>
</tr>
</thead>
<tbody>
<tr>
<td>National</td>
<td>21</td>
</tr>
<tr>
<td>Regional</td>
<td>31</td>
</tr>
<tr>
<td>State</td>
<td>35</td>
</tr>
<tr>
<td>City</td>
<td>48</td>
</tr>
<tr>
<td>Rural</td>
<td>18</td>
</tr>
<tr>
<td>Territorial/Reservation</td>
<td>3</td>
</tr>
</tbody>
</table>

### Table 20: Regions Organizations Work In

<table>
<thead>
<tr>
<th>Region</th>
<th>% (N=159)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northeast</td>
<td>28</td>
</tr>
<tr>
<td>Northwest</td>
<td>13</td>
</tr>
<tr>
<td>Mid-Atlantic</td>
<td>15</td>
</tr>
<tr>
<td>Midwest</td>
<td>19</td>
</tr>
<tr>
<td>Southeast</td>
<td>17</td>
</tr>
<tr>
<td>Southwest</td>
<td>14</td>
</tr>
<tr>
<td>Pacific</td>
<td>11</td>
</tr>
<tr>
<td>West</td>
<td>19</td>
</tr>
</tbody>
</table>

### Table 21: What is Your Organization’s Budget Size?

<table>
<thead>
<tr>
<th>Budget Size</th>
<th>% (N=128)</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Budget</td>
<td>28</td>
</tr>
<tr>
<td>Up to $50,000</td>
<td>29</td>
</tr>
<tr>
<td>$51,000-$100,000</td>
<td>9</td>
</tr>
<tr>
<td>$101,000-$250,000</td>
<td>10</td>
</tr>
<tr>
<td>$251,000-$500,000</td>
<td>7</td>
</tr>
<tr>
<td>$501,000-$1 Million</td>
<td>5</td>
</tr>
<tr>
<td>Above $1 Million</td>
<td>8</td>
</tr>
</tbody>
</table>
Table 22: If Not Exclusively a Trans*/T-S/I Organization, What is Your Trans*/T-S/I Program or Project Budget Size?

<table>
<thead>
<tr>
<th>Budget Size</th>
<th>% (N=86)</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Budget</td>
<td>58</td>
</tr>
<tr>
<td>Up to $50,000</td>
<td>31</td>
</tr>
<tr>
<td>$51,000-$100,000</td>
<td>5</td>
</tr>
<tr>
<td>$101,000-$250,000</td>
<td>5</td>
</tr>
<tr>
<td>$251,000-$500,000</td>
<td>1</td>
</tr>
<tr>
<td>$501,000-$1 Million</td>
<td>0</td>
</tr>
<tr>
<td>Above $1 Million</td>
<td>0</td>
</tr>
</tbody>
</table>

Table 23: How Many Clients Does Your Organization Have?

<table>
<thead>
<tr>
<th>Client Range</th>
<th>% (N=87)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>28</td>
</tr>
<tr>
<td>1-25</td>
<td>7</td>
</tr>
<tr>
<td>26-50</td>
<td>9</td>
</tr>
<tr>
<td>51-100</td>
<td>5</td>
</tr>
<tr>
<td>101-250</td>
<td>17</td>
</tr>
<tr>
<td>251-1000</td>
<td>15</td>
</tr>
<tr>
<td>1001+</td>
<td>20</td>
</tr>
</tbody>
</table>

Table 24: How Many Members Does Your Organization Have?

<table>
<thead>
<tr>
<th>Member Range</th>
<th>% (N=85)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>32</td>
</tr>
<tr>
<td>1-25</td>
<td>11</td>
</tr>
<tr>
<td>26-50</td>
<td>18</td>
</tr>
<tr>
<td>51-100</td>
<td>13</td>
</tr>
<tr>
<td>101-250</td>
<td>11</td>
</tr>
<tr>
<td>251-1000</td>
<td>7</td>
</tr>
<tr>
<td>1001+</td>
<td>9</td>
</tr>
</tbody>
</table>

Table 25: How Many Directors Does Your Organization Have?

<table>
<thead>
<tr>
<th>Director Range</th>
<th>% (N=119)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>6</td>
</tr>
<tr>
<td>1-2</td>
<td>56</td>
</tr>
<tr>
<td>3-5</td>
<td>19</td>
</tr>
<tr>
<td>6-9</td>
<td>13</td>
</tr>
<tr>
<td>10+</td>
<td>3</td>
</tr>
</tbody>
</table>
Table 26: Percentage of Above Directors That Are:

<table>
<thead>
<tr>
<th>Identity Description</th>
<th>% N=367</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>44</td>
</tr>
<tr>
<td>People of Color</td>
<td>31</td>
</tr>
<tr>
<td>MTF or Transfeminine</td>
<td>23</td>
</tr>
<tr>
<td>Non-Trans* Man</td>
<td>17</td>
</tr>
<tr>
<td>Non-Trans* Woman</td>
<td>16</td>
</tr>
<tr>
<td>FTM or Transmasculine</td>
<td>10</td>
</tr>
<tr>
<td>Two-Spirit</td>
<td>7</td>
</tr>
<tr>
<td>Gender Non-Conforming</td>
<td>7</td>
</tr>
<tr>
<td>Other</td>
<td>4</td>
</tr>
<tr>
<td>Intersex</td>
<td>2</td>
</tr>
</tbody>
</table>

Table 27: How Significant Is the Issue of Incarceration Among the Following Group(s) Your Organization or Program Often Works With:

<table>
<thead>
<tr>
<th>Identity Description</th>
<th>N</th>
<th>Did Not Specify (%)</th>
<th>Not Significant At All (%)</th>
<th>Not Very Significant (%)</th>
<th>Neutral (%)</th>
<th>Somewhat Significant (%)</th>
<th>Very Significant (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low-Income</td>
<td>111</td>
<td>6</td>
<td>4</td>
<td>24</td>
<td>14</td>
<td>32</td>
<td>19</td>
</tr>
<tr>
<td>People of Color</td>
<td>95</td>
<td>7</td>
<td>8</td>
<td>18</td>
<td>12</td>
<td>34</td>
<td>21</td>
</tr>
<tr>
<td>Immigrants</td>
<td>42</td>
<td>7</td>
<td>2</td>
<td>12</td>
<td>5</td>
<td>38</td>
<td>36</td>
</tr>
<tr>
<td>Disabled</td>
<td>54</td>
<td>2</td>
<td>2</td>
<td>17</td>
<td>13</td>
<td>39</td>
<td>28</td>
</tr>
<tr>
<td>Lesbian, Gay, Bisexual, or Queer-Identified</td>
<td>115</td>
<td>6</td>
<td>9</td>
<td>24</td>
<td>15</td>
<td>31</td>
<td>15</td>
</tr>
<tr>
<td>Youth</td>
<td>84</td>
<td>7</td>
<td>7</td>
<td>24</td>
<td>14</td>
<td>32</td>
<td>16</td>
</tr>
<tr>
<td>Elders</td>
<td>67</td>
<td>5</td>
<td>9</td>
<td>21</td>
<td>18</td>
<td>34</td>
<td>13</td>
</tr>
<tr>
<td>Involved in Sex Work/Sex Trade</td>
<td>44</td>
<td>7</td>
<td>0</td>
<td>2</td>
<td>11</td>
<td>39</td>
<td>41</td>
</tr>
<tr>
<td>Homeless/ Transitional Housing</td>
<td>64</td>
<td>5</td>
<td>0</td>
<td>14</td>
<td>11</td>
<td>42</td>
<td>28</td>
</tr>
<tr>
<td>Marginally Housed or At-Risk of Homelessness</td>
<td>70</td>
<td>6</td>
<td>0</td>
<td>16</td>
<td>16</td>
<td>36</td>
<td>27</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td>48</td>
<td>6</td>
<td>0</td>
<td>8</td>
<td>17</td>
<td>31</td>
<td>38</td>
</tr>
<tr>
<td>HIV+</td>
<td>45</td>
<td>9</td>
<td>0</td>
<td>11</td>
<td>4</td>
<td>38</td>
<td>38</td>
</tr>
<tr>
<td>Incarcerated/ Formerly Incarcerated</td>
<td>37</td>
<td>8</td>
<td>0</td>
<td>5</td>
<td>5</td>
<td>35</td>
<td>46</td>
</tr>
<tr>
<td>Living in Rural Area</td>
<td>45</td>
<td>7</td>
<td>7</td>
<td>27</td>
<td>18</td>
<td>24</td>
<td>18</td>
</tr>
<tr>
<td>Other</td>
<td>16</td>
<td>6</td>
<td>13</td>
<td>19</td>
<td>13</td>
<td>31</td>
<td>19</td>
</tr>
</tbody>
</table>
Table 28: How Significant Is the Issue of Incarceration Among the Following Group(s) Your Organization or Program Works With 76-100% of the Time:

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>Did Not Specify (%)</th>
<th>Not Significant At All (%)</th>
<th>Not Very Significant (%)</th>
<th>Neutral (%)</th>
<th>Somewhat Significant (%)</th>
<th>Very Significant (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>MTF</td>
<td>17</td>
<td>12</td>
<td>18</td>
<td>18</td>
<td>0</td>
<td>24</td>
<td>29</td>
</tr>
<tr>
<td>FTM</td>
<td>12</td>
<td>8</td>
<td>25</td>
<td>50</td>
<td>17</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Gender Non-Conforming</td>
<td>5</td>
<td>0</td>
<td>20</td>
<td>20</td>
<td>0</td>
<td>0</td>
<td>40</td>
</tr>
<tr>
<td>Transsexual</td>
<td>11</td>
<td>0</td>
<td>100</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Transvestite</td>
<td>1</td>
<td>0</td>
<td>100</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other</td>
<td>7</td>
<td>0</td>
<td>14</td>
<td>29</td>
<td>14</td>
<td>29</td>
<td>14</td>
</tr>
</tbody>
</table>

Trans-Feminine and Trans-Masculine are not included in the table because no group or program indicated that 76-100% of the members of the Trans* communities they serve identify as Trans-Feminine or Trans-Masculine.

Table 29: Type of Work Organization is Involved In by Organization Budget Size

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>No Budget (%)</th>
<th>Up to $50,000 (%)</th>
<th>$51,000-$100,000 (%)</th>
<th>$101,000-$250,000 (%)</th>
<th>$251,000-$500,000 (%)</th>
<th>$501,000-$1 Million (%)</th>
<th>Above $1 Million (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public Education</td>
<td>85</td>
<td>31</td>
<td>31</td>
<td>7</td>
<td>8</td>
<td>6</td>
<td>7</td>
<td>11</td>
</tr>
<tr>
<td>Support Group</td>
<td>75</td>
<td>33</td>
<td>29</td>
<td>5</td>
<td>12</td>
<td>9</td>
<td>4</td>
<td>7</td>
</tr>
<tr>
<td>Individual Advocacy</td>
<td>71</td>
<td>25</td>
<td>34</td>
<td>7</td>
<td>9</td>
<td>9</td>
<td>9</td>
<td>9</td>
</tr>
<tr>
<td>Health/Wellness</td>
<td>58</td>
<td>24</td>
<td>29</td>
<td>3</td>
<td>14</td>
<td>7</td>
<td>7</td>
<td>16</td>
</tr>
<tr>
<td>Direct Services</td>
<td>49</td>
<td>25</td>
<td>29</td>
<td>2</td>
<td>10</td>
<td>12</td>
<td>12</td>
<td>10</td>
</tr>
<tr>
<td>Grassroots Community Organizing</td>
<td>50</td>
<td>26</td>
<td>36</td>
<td>8</td>
<td>8</td>
<td>8</td>
<td>8</td>
<td>6</td>
</tr>
<tr>
<td>Cultural Promotion/Cultural Retention</td>
<td>28</td>
<td>25</td>
<td>32</td>
<td>14</td>
<td>4</td>
<td>0</td>
<td>4</td>
<td>21</td>
</tr>
<tr>
<td>Community-Center</td>
<td>32</td>
<td>6</td>
<td>19</td>
<td>16</td>
<td>22</td>
<td>22</td>
<td>3</td>
<td>13</td>
</tr>
<tr>
<td>AIDS Services</td>
<td>27</td>
<td>11</td>
<td>30</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>4</td>
<td>33</td>
</tr>
<tr>
<td>Legal</td>
<td>17</td>
<td>35</td>
<td>29</td>
<td>6</td>
<td>0</td>
<td>0</td>
<td>18</td>
<td>12</td>
</tr>
<tr>
<td>Arts/Culture</td>
<td>24</td>
<td>29</td>
<td>33</td>
<td>4</td>
<td>17</td>
<td>4</td>
<td>4</td>
<td>8</td>
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<tr>
<td>Research</td>
<td>26</td>
<td>27</td>
<td>23</td>
<td>15</td>
<td>4</td>
<td>0</td>
<td>15</td>
<td>15</td>
</tr>
<tr>
<td>Policy</td>
<td>34</td>
<td>18</td>
<td>44</td>
<td>9</td>
<td>3</td>
<td>6</td>
<td>12</td>
<td>9</td>
</tr>
<tr>
<td>College-Based Group</td>
<td>13</td>
<td>23</td>
<td>23</td>
<td>39</td>
<td>8</td>
<td>0</td>
<td>0</td>
<td>8</td>
</tr>
<tr>
<td>Specific Culture or Ethnicity Advocacy</td>
<td>17</td>
<td>24</td>
<td>41</td>
<td>6</td>
<td>6</td>
<td>6</td>
<td>0</td>
<td>18</td>
</tr>
</tbody>
</table>
Table 30: How Many Workers and Volunteers Does Your Organization Have?

<table>
<thead>
<tr>
<th>% (N=120)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
</tr>
<tr>
<td>1-25</td>
</tr>
<tr>
<td>26-50</td>
</tr>
<tr>
<td>51-75</td>
</tr>
<tr>
<td>76-100</td>
</tr>
<tr>
<td>100+</td>
</tr>
</tbody>
</table>

Table 31: Percentage of Above Workers and Volunteers (N=2187) That Are:

<table>
<thead>
<tr>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
</tr>
<tr>
<td>People of Color</td>
</tr>
<tr>
<td>Non-Trans* Women</td>
</tr>
<tr>
<td>Non-Trans* Men</td>
</tr>
<tr>
<td>FTM or Transmasculine</td>
</tr>
<tr>
<td>MTF or Transfeminine</td>
</tr>
<tr>
<td>Gender Non-Conforming</td>
</tr>
<tr>
<td>Two-Spirit</td>
</tr>
<tr>
<td>Intersex</td>
</tr>
<tr>
<td>Other</td>
</tr>
</tbody>
</table>

Table 32: Type of Work Organization or Program is Involved In for Those Serving Two-Spirit Communities 76-100% of the Time (N=9)

<table>
<thead>
<tr>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public Education</td>
</tr>
<tr>
<td>Support Group</td>
</tr>
<tr>
<td>Individual Advocacy</td>
</tr>
<tr>
<td>Health/Wellness</td>
</tr>
<tr>
<td>Direct Service</td>
</tr>
<tr>
<td>Grassroots Community Organizing</td>
</tr>
<tr>
<td>Cultural Promotion/Cultural Retention</td>
</tr>
<tr>
<td>Community-Center</td>
</tr>
<tr>
<td>AIDS Services</td>
</tr>
<tr>
<td>Legal</td>
</tr>
<tr>
<td>Arts/Culture</td>
</tr>
<tr>
<td>Research</td>
</tr>
<tr>
<td>Policy</td>
</tr>
<tr>
<td>College-Based Group</td>
</tr>
<tr>
<td>Specific Culture or Ethnicity Advocacy</td>
</tr>
</tbody>
</table>
Table 33: For Organizations Working With Two-Spirit Communities 76-100% of the Time (N=9) - How Often Does Your Organization Work With Two-Spirit People Who Are:

<table>
<thead>
<tr>
<th>Category</th>
<th>Often</th>
<th>Rarely</th>
<th>Never</th>
<th>Don’t Know</th>
<th>Not Specified</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low-Income</td>
<td>6</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>People of Color</td>
<td>8</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Immigrants</td>
<td>0</td>
<td>6</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Disabled</td>
<td>2</td>
<td>5</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Lesbian, Gay, Bisexual, or Queer-Identified</td>
<td>9</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Youth</td>
<td>3</td>
<td>6</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Elders</td>
<td>5</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Involved in Sex Work/Sex Trade</td>
<td>2</td>
<td>3</td>
<td>1</td>
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<td>2</td>
</tr>
<tr>
<td>Homeless/Transitional Housing</td>
<td>3</td>
<td>3</td>
<td>0</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Marginally Housed or At-Risk of Homelessness</td>
<td>3</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td>2</td>
<td>4</td>
<td>0</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>HIV+</td>
<td>5</td>
<td>2</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Incarcerated/Formerly Incarcerated</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Living in Rural Area</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>8</td>
</tr>
</tbody>
</table>
Appendix 3: Complete Responses to Open Ended Questions

Question 43: In what ways would you like to see Trans*/T-S/I organizing grow in the next 5-10 years?

- Best practices developed for Health Care providers (especially in the areas of mental health and family practice)
- Simplification of laws to get gender markers to match up with presentation
- Employment non-discrimination
- Policy reform around access to housing and public accommodations
- More teaching tools for preparing future professionals (in a variety of fields) to grapple with the challenge of supporting these communities

Acceptance by both the gay and straight communities

Additional housing units, national expansion of programs, paid staff that actually get paid

As the executive director, I am about to start a PsyD doctoral program in clinical psychology. It is my goal to grow our organization to provide a sliding-scale direct service counseling and support to the communities we serve once I have completed this program. I would also like to be able to offer scholarships for trans related services, as well as create a specifically educational scholarship.

Better collaboration across various organizations, summit conference, national leadership development, more lobbying training.

Better Education, community resources & funding.

Better programming, more specific programming to areas mentioned in this survey Statewide poll of whom we serve

Currently our organization has closed down due serious budget cuts at the state-level.

Don't feel qualified to respond.

Economic Development is the next phase for the Seattle Area. More coordinated health care, particularly for economically disadvantaged would be helpful. See 1.

establishment of regional centers for support resources and information sharing/systems, inclusive data base for trans resources in health, legal, support, grants, resource and information.

Family issues such as custody retention and expanding into adoption, pregnancy.

For our organization to be able to have the resources to provide more community members, legislators, health care providers and employers education with trainers and supporting materials. To change the laws in the state to provide recognition, inclusion and protections for this community. To increase outreach, visibility of the program, create more safe spaces, support and access to resources across the state.
Fully funded and providing services to the two-spirit community. This services would culturally appropriate and work to the end of instill greater cultural pride in our participants.

Getting stronger, offering more services, more funding, more coalition

Greater community interaction

Greater Public Acceptance

I believe increased organizing and leadership training might help activate and motivate more trans individuals in our area of service.

I think organizing is most powerful when common ground is identified or built. Many LGBT people are somewhat gender nonconforming (or are perceived as so by non-LGBT people) so we really are all in the same boat as trans people. Also, with LGBT mental health advocacy, we let people know that (1) we want ALL people to have affirming and supportive care, and (2) the best practices we recommend care providers follow with LGBT clients would improve care with ALL clients.

I would be happy to see organizations and resources serving a broader spectrum of genders. I often see the word "trans" used inappropriately or as a catchall (as in this survey) so that gender non-conforming people are not aware of the services available to us or issues specific to gender non-conforming people get classified as a trans issue. I’d like to see coalition-building and support among different groups (trans, genderqueer, intersex, two-spirit, queer) as well as the end of the "LGBT" model that tends to be white, narrow, and oppressive. I’d be very happy to see more community education efforts and publications focusing on the intersections with racism, poverty, colonialism, etc.

I would like for the trans* knowledge be provided to more of the population, so the Trans* can be better understood.

I would like to continue expansion the number of patients solidly engaged in medical care and services.

I would like to see a very clear and current online directory of professional information, education and health and mental health resources for clients and clinicians that represents quality and accurate scholarship housed through a "vetted" portal, such as a division of NIH/NIMH or the Institute of Medicine.

I would like to see an increase in mix of trans specific local/state level advocacy groups working along with LGB groups that trans specific programs and staff. It would also be great to see more trans people in positions of power in the LGBT movement, foundations, and local, state, and federal government, as well non-LGBT organizations. I would like to see more trans people directing research, strategies, and messaging on issues that transgender people face. I would like to see the trans movement more centered on the work for economic justice and racial justice as oppose to just gaining "equality" in legislative landscape.
I would like to see an increase in trans-specific organizations and community-building as well as greater inclusion of trans issues in LGBTQ+ organizations.

I would like to see continuation of the current efforts I see around exploring intersections of oppressions as well as health access.

I would like to see leadership grow among trans people in the South. We need more people and more organizations who can provide a network of safety and sources of information. I would like to see more funded programs addressing issues that impact trans lives.

I would like to see more gender identity-based education in violence prevention programs. Mainstream LGBT violence prevention programs do not provide an accurate analysis of the root causes of violence. They educate the public on how heterosexism and homophobia alone are the risk factors of bullying when we know that transphobia, gender conformity and transmisogyny are reasons why bullying happens. When someone's gender expression does not conform to male/female roles, then they face more risks in being hurt. Racism and other power imbalances play a huge role, as well. We must work do address the inersectionality of the problem.

I would like to see more outreach in schools and the community to educate the general population about trans issues. I would like to have the trans group become more politically active to change laws.

I would like to see more services for trans elders, more trans specific history programming, and more leadership development opportunities from the ground up.

I would like to see more trans* leaders in Virginia who have the time and energy to be involved in organizations like ours.

I would like to see strong regional organizing. I would like to see more child and youth organizations working together and referring.

I would like to see trans organizations funded at the same level that other LGB organizations and causes are funded.

In Chicago specifically I would like to see more organizing with folks of difference races and gender identities. There are very clear segregated lines in our city and different needs and histories from some of the communities we use as models out east and west. The midwest is different in both beautiful and hard ways. I would also like to see the mainstream movement prioritizing a liberatory framework centralizing organizing around supporting the needs of folks in poverty and/or locked up. Moving away from single-issue and hierarchical politics into a deeper/systemic/cross-identity vision of transformation.

INCLUSIVE SERVICES FOR TRANS-FOLKS

increase in community building activities. Increase in access via policy change.

Increase membership and involvement with the community.
Increased focus on economic justice and health coverage for low-income trans people. More connections between local support and advocacy groups. Stronger coalitions between trans*, LGBT, and other social justice organizations and movements. Stronger, more robust autonomous organizations and coalitions to integrate trans* issues into other agendas.

Increased funding and resource for local work led by Trans/T-S/I people of color and low income communities

Increased funding for program and capacity building. Funding to provide rural mental health services specific to the trans community.

Increased growth and power of autonomous trans organizations, and more significant commitment of real trans work by LGBT and allied organizations.

Increased involvement and visibility of people who face the most severe consequences of violence and discrimination based on gender identity and expression.

Increased number of self-advocates and trainers engaged in public education and professional development training around serving the Trans*/T-S/I community.

It would be great to have more board members and volunteers to help us do more.

Membership

More active volunteers involved in the group, providing educational services to the community

More advocacy around medical coverage of appropriate health and mental health care; improved conditions for trans/ts/i people who are incarcerated

More advocacy for trans rights. Community building. Homelessness is a huge problem. Push harder for a state wide means for other trans support groups to work together and share.

More awareness and understanding of transgender people and their issues

More awareness, education in K-12 and among parents and community members/leaders.

more coalition work for community building

More culturally competent/culturally specific services for Trans/T-S/I community, more outreach to the local Trans/T-S/I community

More education around trans/T-S/I issues for healthcare providers, social services agencies, community mental health centers, homeless shelters, law enforcement and corrections.

More empowered, more vocal, more visible

more extensive and effective self-healing so we can get on with serving the world at large from our unique perspectives and talents

More funding, expansion. More local and state groups that have formal structures (not necessarily 501c3 or 4, but some structure).

More funding, more collaboration with other groups
More inclusivity; more programming; easier to access health care; hormone therapy and sex reassignment; more trans competent physicians and mental health clinicians

More individuals coming to us for support or advocacy. Being able to do more outside of the university setting we are based in.

More members, more community outreach.

more openness acceptance

more outreach and education

more programming around trans/t-s/i and build membership who identify.

More programs to help homeless trans people, mental health, HIV education and prevention, suicide prevention

More resources devoted to leadership development and training of trans leaders of color committed to racial and gender justice  More coalition building with organizations doing men and boys of color work  Increased opportunities for training, and employment for trans leaders of color.

More stable, sustainable funding so that we can concentrate on our programing and not on how to pay for it. In particular, we need to greatly increase the funding for the important work we are doing in communities of faith to promote inclusion and human rights and empower GLBTI spiritual leadership.

more support and education

More support, training, education, and resources.

More trans openness in the workplace

More visible and issues to be incorporated into the social services programming.

moving toward developing professional presence

National and local collaborations that work with LGB and non LGBT progressive partners and allies on promotion of health equity and trans equality.

provide better services

Public education, promoting visibility and being out (safely), improved health and legal provider education and access, policy changes especially around those on state support or dependent upon public assistance, housing in all forms, and on and on and on...

Recognition of aging population and their particular care needs. Especially for those who will need assisted care (education of caregivers) and for their particular mental health needs (some may not recollect their transition)...

Replace Directors who have left. Expand our housing program (H.O.P.E. House). Provide more Mentoring and Educational services nationwide.
Serious investment in high-quality public opinion research and a long-term public education campaign. Investment in staff and resources to organize and build the political power of transpeople all across the country.

Since our project's focus targets inclusion within mainstream social services programs, specifically domestic violence services, we would like to build the community's capacity to organize around create equal access to social service programs (private/nonprofit and governmental assistance) regardless of gender identity.

Supporting more projects that support transhealth along with providing grants to assist individuals with their medical transition. This would include identifying a substantial funding resources.

The establishment of a global Indigenous conference every 3-5 years to address the concerns of 370 million global Indigenous People. This is part of a larger vision originally established in the US in 1993, and will bring together more than 100 Native LGBT leaders, to bring representation at the UN Permanent Forum on Indigenous People, which is an advisory body to the Economic and Social Council, and the most numerous committee in all branches of the United Nations. This impacts World Health Organization activities as well.

The Trans community in Delaware is extremely low-profile, and the main organization representing them has an extremely outdated Web site. The Delaware Trans community is underrepresented in Delaware law and public discourse, but there seems to be little interest on Delaware transgenders stepping up to the plate.

There is so much more work to be done on our policies. We are willing to do the work, but need the funding.

To be more coordinated and have a steady, set source of funding that is appropriate to the needs of the community.

To see more media, rallies, organizations...and not just in cities...in small towns/rural areas. Education in schools. Policies for hospitals, work places...more than what we have currently. Working with churches and religious affiliations.

Two-Spirit education and web development

Ultimately, from individuals feeling safer to reach out to each other thereby forming a large base structure. Once really organized we can better support the individual 'works', if perhaps just in sheer numbers.

We need to do more leadership development.

We want to be a model for other groups to form all over the country.

We would like to see more programs geared specifically toward the Trans*/T-S/I issues.
We would like to see our program grow to include trans identified women included on staff. Also our training increased to compliment the services we already provide to support the trans identified members that use our services, and an increased understanding for the supporting the needs of T-S and Intersex individuals.

we'd like to provide hormones and more trans services like mental health providers

Would like to see more national and regional communities grow together; network and work as one to help fight inequality within the Trans/2S/I population.

Would like to see Trans* achieve the same recognition and acceptance that the gay community currently has.

Question 44: What are the barriers to this growth?

-Disinterest  -Ignorance  -Lack of funding

1a. Significant barriers to growth in the lack of economic/resources power the overall trans community holds. This can lead to less trans people volunteering and/or working in the movement because they do not have the financial means or have "free time" to volunteer and gain skills in community organizing and/or other areas.  1b. Lack of support or opportunities for trans people to lead their own organizations or larger LGBT advocacy orgs.  2. Lack of prioritizing of trans issues and communities by larger LGB and progressive movements.  3. Lack of prioritizing resources to trans led organizations and leaders by larger LGB funders.  4. Transphobia within mainstream grant makers and government funding sources.  5. Lack of trust and understanding by national LGB orgs, funders, and progressive groups that the trans communities know what they need and how to achieve their own goals.  6. Lack of training and support for trans activists and leaders.  

Access to funding.

Almost no funding at all, with the exception of Gill, Arcus, Wellspring, and Open Society. However, even these orgs give a tiny percent to trans-specific work.

As our organization is all volunteer based, growth is affected by the amount of time each person can put in. Also, $$$

At the present time a male to female trans person must either come to work dressed full time as a male or female. We would like to see the workplace open to a person dressing one day as male and another day as a female depending on their needs on any specific day.
Attention to these needs by the greater community and the educational communities that train the CNAs and other caregivers as well as the social work schools and schools of psychology and psychiatry

Awareness, advocates involved experiencing family issues, so organizations adopt a focus beyond marriage equality.

Board development; funding resources and marketing
budget cuts and lack of funding

CAPACITY BUILDING/BUDGETS

cis-privilege, most orgs don't have trans/ts/i inclusive mission statements.

Commitment of volunteer participates, funding to pay individual
Community and government
cultural prejudice

Difficult economic climate

Education and funding
financial limitations of our people, insufficient networking, petty squabbling, victimhood
financial, local regional and state policy and policy makers. more support from government and society through education, resources and funding. lack of education, anti trans policy and acts by religious groups, politicians and government


For funding in general, a lack of awareness of the vital role gender rights plays in overall GLBTI rights--gay and lesbian people are most often discriminated against not for opening loving the same gender, but rather for not presenting in gender-stereotyped ways (gay men bashed for being effeminate, women who don't wear dresses and makeup being attacked for being butch), and for work in communities of faith, a failure by the major donors and movement strategists, who are overwhelmingly secular, to appreciate the need for GLBTI people of faith to be empowered and given the support necessary to engage their own faith communities in issues of inclusion, diversity and human rights.

Funding

Funding
Funding for trans-specific projects and organizations. Trans* groups often get small grants compared to LGBT foundation support of LGB organizations, and many issues that are most important to trans* people - including jobs, poverty, healthcare, prisoner rights, etc - are not prioritized by LGBT organizations or funders. We also have a fair amount of in-group infighting due to competition for scarce resources, internalized oppression, and unmet needs among community members.

Funding is a barrier regardless of what program or population of people. In a rural area specifically, convincing the funders that there is a need for trans specific services.

Funding is the primary barrier as well as the reluctance of participants to be identified further increasing their chances of being discriminated against.

Funding to adequately compensate staff, rates allowed by State government contract ($350/day) is not sufficient.

Funding, of course, and in the case of public opinion research, there is often a lack of understanding of what real quality research looks like and how to use it.

Funding, red tape
Funding, staffing
Funding!

Fundraising in a conservative community
Having enough volunteers and funds to support the programs.

Hostility and apathy. Most people avoid or don't care until they know someone personally

Immense psychosocial barriers in the lives of the youth the program serves.

Implementing changes and networking between vast areas; lower funds to support active programming.

in fighting, diversity of ideas

Inadequate leadership in the Trans community.

internal conflict inhibits all T* orgs

Invisibility in many cases. Myths, stereotypes, stigma in others.

Lack of access to basic needs and isolation.

Lack of additional staff and budget cuts.

Lack of community understanding of their history, identities, needs

Lack of Education

Lack of education primarily

Lack of Education, community resources & funding.
Lack of funding

Lack of funding and resources  Trans/T-S/I issues are not prioritized by the mainstream LGBT or social justice movements

Lack of funding and staff time

Lack of funding. In the child realm there is a national organization that is very unfriendly to regional organizations and tells people they are the only ones who do this kind of work and do it well, politics, egos, personality.

Lack of money and a personal desire to remain stealth.

Lack of support and funding. Misclassification of gender and/or ethnicity.

Lack of true understanding of what the two-spirit organizations are doing. Take for example, if there was funding to support the founding of a drum for a two-spirit org. Once you have a drum, you'll need singers and the dancers. Songs are past from one drum to another - so that org would take its place in the circle of drums. Dancers would need regalia and as a result relationships would be need with their Nation to obtain the info for the development of this regalia. Once a drum is up and going, two-spirit would then participate in non-two-spirit - one accepted by to the circle/our Native communities - we then can work to restore our rightful place of honor with in our community. To date, all funders hear is we want to bang on drum and jump around - not understanding the significance of the drum to our people.

Leadership development and more and resources within T-T-S-I communities; the focus on, commitment to and resources for this work from LGB established leadership/organizations.

Funding for research, policy and infrastructure capacity building that is collaborative between relevant stakeholdlers, and is effective, i.e where impacts and outcomes are actually monitored and evaluated, and which is sustainable.

Limited capacity with funding and budget.

Limited to university setting

Mainstream LGBT movements are not open to trans voices and leadership. In the domestic and sexual violence movement, most of the leaders (ED's, ect.) are cisgender conforming women. many of our members are Very vloseted

Massive organization.

Money -- government and corporate funding is essential. All the rest is perseverance. Without funding and paid staffs, the ability to do the work is hampered by internal cultural considerations that leave the local community in a situation of constantly having to reinvent the wheel as the advocacy individuals leave the community.

Money and general funding to provide this education. Perceived time issues/priorities of the groups mentioned above
Money and more trans to be involved

Money and the ability to build community and engage some trans people, especially trans women.

Money for most. Need Administrative staff to help with fundraising, and day to day work

More interest and concern needs to be generated regarding gender diversity issues and the Trans/T-S/I communities in the so called "straight world" as it pertains to normal human development. Gender diversity needs to be taken out of pathology models of human dysfunction.

Most crossdressers are too afraid of problems with employers, spouses, relatives, and friends to publicly expose this part of their nature.

Need more foundations willing to support this work. Need to create support for potential leaders who may not be ready for our leadership development program.

Not enough staff-time, funding, and availability of training in our region.

One of the major barriers is the high poverty and unemployment/underemployment rates of the trans community--many of us simply don't have the monetary or time resources to engage in organizing.

Organizational history and limited worldview are probably the biggest barriers. We're being choked by the LGBT framework, while at the same time many aren't aware of the possibilities of gender and sexuality. Many gender queer people have never met another gender queer person. Inexact language makes it difficult to connect. Many of our goals are in direct contradiction with US government structure and policy, as well as the nonprofit system, so most people who want to effect radical change are poor or unable to work on their priorities due to a consuming day job.

We need funding and support for radical queer views.

Our greatest challenge is to activate the trans-identified members in our organization--to get them to come to programming, suggest programming, take on leadership of the trans group.

Our growth is in young TS people and they are not big dues paying/donating people.

Prejudice and ignorance

Professional development among transgender people, especially trans women of color.

Discrimination and bias can limit educational and professional opportunities for trans people, and we need more support and training so that more trans people are prepared to take on leadership roles of organizations.

Relying on and waiting for those in need of assistance to contact us

Resources. Volunteers and capacity of current board

Resources and funding are key barriers. Marginalization and (still) low visibility of community.

Misconceptions of public, especially from organizations on the right that fight our policy work.

Social stereotypes and judgment, hostile political environment for creating positive change, institutional discrimination, sex segregated shelter policies.
Sustainable funding to build focused programs

The general population may perceive themselves as not having much in common with the trans communities, and the trans communities may not see themselves as having much in common with the general population.

The non-profit industrial complex, segregation/geography of Chicago and Illinois, policing and prison, people needing their basic needs met before they can/want to organize.

The organization needs to become more accessible to communities of color and families.

The trans community is broken.

Too many closeted members, fear, discrimination

Too many individuals not willing to work as a group

Transphobia in our culture.

Unemployment and housing issues, so people are more focused on survival and don't have time for organizing. Funding is very limited, and there are not enough people who know how to apply for funding and implement programs.

We are in the Bible belt enough said.

We don't have any real networking structures in place and we are all spread out and effectually isolated from each other. Also being 'out' still isn't safe for most people regardless of laws in place for protection.

Widespread ignorance of issues facing this community

**Question 45: What factors support this growth?**

-Emergence of better prepared activists  
-Emergence of community specific organizations  
-Increased visibility and understanding of gender variance

A growing willingness for trans people to come out and speak up and be heard.

A misunderstanding of relationship of cultural and wellbeing.

A need for a Male to Female trans person to express themselves like any other female.

Access to basic needs and increased community building (including organized spaces and opportunities). Leadership development can also support this growth.

Accessibility to metropolitan area
additional funding and research to be used for funding.

Administrative support to increase funding and hire full-time staff.

At the extreme, there are still too many suicides among T/T-S/I college students or recent grads.

Being able to have stable funding sources to retain transgender competent staff.

Commitment of a small group of individual board members who keep the group going.

Communications - particularly the Internet - have shown this class of individuals that they are far from alone in dealing with trans* issues.

Community and partner support.

Community building and organizing with and within trans, gender non-conforming, two-spirited and intersex people.

Community support and feedback. Generous donors. Strong allies who assist with strategic planning.

Donated anti-racism trainings for organizers, free meeting spaces outside of gentrified neighborhoods.

Donations, interest in cultural competency, agency support, community support, director encouragement, specific time/funding, effective grant writing, statistics showing the amount of Trans/T-S/I people we serve, accessible regional trainings, networking with other agencies.

Education.

Education & more education.

Education and training.

Encouragement from staff, tight staff team, unified understanding of the need to support the Trans*/T-S/I community members.

Enthusiastic and educated community members, patient-centered medical home models of care that focus on the whole individual and not just one part.

Everyone has a gender identity and everyone struggles with and around it. We all have that in common.

Excellent community consensus and support. Good legislative and policy foundation and receptive government representatives and leaders.

Finding a web developer, grant writer.

Following the strategies of other communities that have been successful. The federal changes the past two years.
Funding, staffing

Greater awareness of transgender people in the population.

Groups like us

Growing consensus that these are two major gaps in the movement.

Having more members of the trans group.

High need for services, the existence of some fragile social/support networks, and there are a few key activists scattered around Virginia who are trying to work together.

Increased community engagement. Recognition by those who are out and safe that many of others in our communities are not so lucky and we must give back! Funding clearly (sad but true these days). Increased public education.

Increased need and demand for culturally and linguistically appropriate services. In some states and local jurisdictions, such as California and cities within, non-discrimination laws, protections and requirements, as well as changing public attitudes and awareness are creating a demand for assistance in changing practices and policies in the workplace and also in health care settings among others.

Increased visibility and engagement of trans people; growing power among trans groups of color; more commitment by donors to invest in trans groups and leaders.

Increased visibility and mobilization of trans people and local groups. Increased buy-in that T should be part of the broader LGBT movement.

Individuals that are dedicated to changing this world.

Information becoming more available

Informational websites and organizations accessible for resources in local area, local generators such as a community center for synergy and resource sharing and networking.

Initiative and professionalism.

Long-term support systems. Radical wealth re-distribution. Movement away from foundation models.

Love and general awareness building

Membership interest

More and more youth are transitioning at earlier and earlier ages, they will need information and support when they reach life stages where they wish to raise a family/have children.

More collaborations, more participatory action, more funding for organizing, more capacity building, more activism
More community attention to these needs and more awareness by the greater community. Our members are often so involved in their own transition they forget that there are years afterward for which they have to be prepared. We need to get this issue out in the open.

More money

More positive role models, especially in the south.

Most organizations are enthusiastic about supporting each other. I believe they need to reach out more.

Motivation within the campus communities along with strong support from administrators.

My educational path.

National and international attention

neutral organizations bringing people together

New board training

none

none here

Opportunities for leadership development, funding for cultural competency training, funding for long-term work with trans populations.

Our commitment to expand and build this program and the membership being educated, supported and increasing their sense of empowerment and skill sets to proactively address their needs...

People feeling more connected via the Internet. Seeing more people come out as trans* who are able to live their lives and thrive. Increasing advocacy on the part of allies. Increasing legal protections and better public policies (although I think the impact of this is rather limited at best compared to the other stuff).

People willing to risk - risking for themselves and for the good of the whole. I've seen a bit of an upsurge lately within So Cali. and it's encouraging.

policy change, education of authorities, in higher ed, medicine, social services, law enforcement and government.

Rewrite the textbooks on Human Behavior and Development.
Social media and the internet are a huge factor, in that people are connecting online with those who claim a similar identity, talking about identity, and finding common ground for activism. I'm very encouraged by the potential of Google+, which I'll be using to form video support groups and roundtables for genderqueer individuals in the coming months. Creative funding opportunities like Kickstarter are also helping, and crowdsourced funding tends to support more radical ideas that fall outside the usual 501(c)(3) route.

Supportive administration at institution.

supportive leadership

The increase in demand for social services from the trans community. More and more trans people within in the community are starting to identify as trans, so the need for social services for the community is growing as well. There is a strong need for social service programs to create policies and practices that are inclusive and accepting.

The overwhelming need of the trans (specifically FTM community)

The phenomenal hard work of selfless individuals like Chris Paige, for example, in empowering trans faith leaders and clergy, and Steven Whittle, for instance, in international networking of trans communities.

The trans community has been more organized and has been more and more visible in the last 10 years, having a strong national organization that can focus on federal issues and provide some support, training, and encouragement to individuals to go back to their states and do state and local level work. There are more young trans people looking there is a known community need for these services

Trans people, as a community and as individuals, are incredibly tough and resilient. Many of the most engaged activists in LGBTQ+ communities are often trans people.

Tremendous willingness to learn more about and help with trans lives. A greater degree of cultural competence among trans individuals.

True community participatory approaches to the work that meaningfully and effectively engage multiple stakeholders in sustainable collaborative efforts from inception to completion (see below).

unknown maybe reputation

University financial health, grants, donations, fundraising.

vision, cooperation, commitment and follow-through

We have adequate monies to offer our trans members the same level of programming, services and events that all of our members receive.

Widespread nature of issues. Growing awareness of issues.
Question 46: How would you distribute funds across the field of Trans*/T-S/I organizing work?

- Grassroots organization building
- Research grants to develop teaching tools
- Support for leadership development/developing a pipeline for future leaders in our community and movement who represent a broad spectrum of identities and can build multi-issue & multiple identity coalitions

100% to the Two-Spirit community

40% marketing/advertising; 30% fund raising, 20% rent/utilities on use of the LGBT community center; 10% administrative/supplies

90% to direct service social service needs, 10% to political efforts.

A geographically representative committee for Native Country, with a clear view of international policy needs

A majority of the funding would go to supporting sliding-scale direct services, with an annual budget for the various scholarships we’d like to provide.

Between staff for the program and program operation, especially the education piece

By a balance of number of people impacted directly per organization.

By grants that collaborative in nature. Each of the two-spirit orgs have a strength. Denver, drum and cultural work; Tulsa, event organizing and leadership development; NativeOUT, technology and e-communication; NorthEast Two-Spirit Society, policy, advocacy and community building; Montana, HIV prevention services and working with reservation Indians..... the list could go. Each org. could become a center of excellence within an area and could assist all the other two-spirit organizations.

Carve-outs within existing funding streams for trans/T-S/I issues

Community building #1. We must have trans people stepping up to advocate for their welfare in greater numbers.
Create an initiative that would fund a multi-year collaboration between Trans/T-S/I organization(s), preferably a group of related organizations (could be geographically related, program related, mission related or all three) with similar allies in larger LGBT domain and allied organizations, to work on a specific advancement project; fund not only the actual project implementation but offer some capacity building and infrastructure support resources, measurement and evaluation resources and help to create a sustainability plan. For example, a project to improve health care access within the correctional system in a city or state, for trans/T-S/I inmates, that would undertake an audit of current conditions/policies, make recommendations, pilot new policies or practices, monitor and collect data on impact and outcomes of new policies/practices to report back to stakeholders and constituents, and build sustainability and/or leade to clear next steps. The partnership would be mandated to include local or regional LGBT equality organizations, the local LGBT and health organizations, government agencies, allied organizations and consumer/constituency stakeholders from grass roots in a community participatory process from its inception. Also it should be partnered with an academic entity to provide research, evaluation and other support (Student interns to implement the pilot for example) and organizational development experts to help build infrastructure and sustainability.

Does not seem to be a funding problem as much as a lack of leadership.

don't know -- squeaky wheel gets the grease?
equally distributed - very much underserved populations.

Evaluate specific areas of need
evenly, trans are an important focus of our work and overall exisance.

Fifty percent on educating the public and professionals on these issues, and fifty percent on policy and advocacy.
Focus on access to medical care for all, without exclusions based on gender. This is one of the biggest economic obstacles for trans communities to help ourselves, we are all poor because we have to pay for our own surgeries out of our pockets because no insurance will cover it. We could have used that money to start a business, become a homeowner, get a college education or advanced degree, and then when financially successful, support our own trans community. Instead we are all barely making ends meet with lower surgery for trans men and facial feminization surgery for trans women prohibitively expensive, out of reach for nearly all trans patients, and the other surgeries taking years to save for. The rest needs to be spent to break the back of the so called "religious" Right by serious work in communities of faith by trans members of those same faith communities, who speak the language of faith to the membership and leaders, because every time we take one step forward, the Religious Right comes along with a smear campaign of lies and takes us back two steps. We pass an anti-discrimination ordinance in one city then they get a law passed making it illegal to have GLBTI rights in the entire state. And to reach faith communities of color, it takes trans people of faith who are people of color. The money needs to be spent on working in the pews and in the synods and the pulpits, so that the Religious Right can no longer use GLBTI people as targets for hate.

Focus on legal assistance services, homelessness, HIV care and prevention

Fund Education programs heavily along with emergency services. If education is successful, many of the other problems will diminish with time.

Funding needs to be distributed to:
1. Trans led/trans driven organizations on local and state levels that not only work to change laws, but also work to create access in low income services/employment services and work for public education and economic justice - this includes supporting at levels that there can be dedicated staff and stipends for low income trans people to participate in order to gain skills and opportunities.
2. Continue to fund national level trans specific organizations/work that is Trans led/trans driven
3. Fund LGB/progressive orgs that have proven track record of working with local trans community & have trans people in positions of power at the organization.
4. Provide funding so that US trans organizations and activists can work with and collaborate with international trans organizations and leaders. There are many tools, tactics, and strategies that can be shared between US activists and international activists. As well leveraging the US Funds for to capacity building for trans, funds for meetings and gatherings for trans

Give to local chapters that have already connected with other area community ties. Invest in education in local area schools too.

haven't had any funds and don't know what I would do.

I am unsure.

I don't feel I know enough to be able to provide a good answer.
I suggest looking at states where there is some work going on, and those with beginning kernals of work, and support it to grow from where it is. Sometimes, these trans efforts will and should be connected to LGBT orgs, sometimes not, and that really depends on local factors. Not only do these groups getting off the ground need funding though, the need to be connected to each other, and given training. The Transgender Advocacy Network for example would be a good structure to utilize, however, it was given some initial funding, then that dried up for no reason that I am aware of.

I would distribute funds to grass-roots, local organizations to help provide direct services to trans people.

I would distribute funds where they are most needed. That would include targeting funds to programs and organizations that serve trans women of color, low-income trans people, homeless trans people, and trans youth. These are some of the communities that disproportionately suffer from transphobia.

I would focus on education and employment programs to create a pipeline of trans activists and leaders.

I would make sure that the child youth organizations are more included. These groups are left out of funding, often the money goes only to large already funded groups, and children are generally left out of the transgender dialogue. More help for grassroots organizations.

I would prioritize according to need. One of the worst things about the LGBT movement is that it prioritizes limited, secondary concerns like marriage and the military over absolutely crucial issues including prisons, police abuse, welfare, racism, violence (including intimate partner violence and violence in schools), etc. I would want funding to go to organizations and individuals working on this work, and I would want funding to be split between direct services and researchers/educators/writers like me, because the media and education are a huge problem for this community. Many of us come to our identities late because we're unaware of possibilities. It's a fundamental issue that needs to be addressed if structural change is to occur.

I would start with building leadership skills and then focus on creating programs to address particular needs such as access to appropriate healthcare services and knowledgable providers. I would also want to focus on building coalitions with various organizations from many different communities to start working on changing the ways that our criminal justice system works (or fails to work).

I'm not sure
I'm not sure how to answer this. There are not enough options to make choices around distribution in this part of the country. Funds should go first to direct services so that people can get basic needs met, like access to health care, supportive employment services, domestic violence and sexual assault services, and appropriate treatment for addiction. Of course, first you have to find competent and willing providers, which are still few and far between here. Once this is happening, you can start a conversations around things like organizing for policy change and doing social marketing to address stigma. But you have to understand, most people are not willing to engage in organizing here because they don't even have an understanding of why they should organize. They are mostly focused on survival. Even when they are doing well economically, they are generally stealth because the climate is too hostile.

Include it in more of our programing. We held a conference on Trans Justice in 2006 and it would be nice to bring something like that again to CLAGS.

It depends on the priorities set. Most groups need general operating support so that they can focus their work as needed given the opportunities and needs of their local communities. Funds should be distributed for local, state, and national work alike. The profound need for basic direct services should be recognized - with funds for immediate needs balanced with funds for longer-term advocacy and policy change. There should also be support of domestic trans* groups to engage in international trans* advocacy and coalition building.

It seems as if 50% fundraising, 40% administration and only 10% to actual work would be the result of organizing formally. With informal structure, 100% of out of pocket spending goes to the actual work. Unfortunately this is a lot less than the 10% of the formal organization budget, and it seems that a formal organization would actually be able to get more work done.

It would be distributed based on need. The problem with that approach is getting people to agree on how that "need" is determined. I can offer no solution to that problem.

Less money to already-well-funded LGBT groups and a much, much higher investment in trans specific organizations.

More at the local/state level for organizing.

More funding to support organizing low-income trans communities and trans communities of color. More funding to support direct services provided in support of organizing.

More more more for basic needs and affirming services including medical, housing, education, jobs, criminal defense/prisoners rights work....

on needs of project

Per application for both specific programs and general operational funding
Prevention funding for addressing the disparities faced by our communities. Education - Lobbying - Community Organizing

Primary focus on training trans competent physicians and clinicians; expand support services; make hormone therapy and SRS available to those who qualify (more cost-effective)

prioritize local work led by Trans/T-S/I People of color and low income people

Roughly and informally according to the numbers served and our perception of needs balanced with number of individuals who would like those needs met by our organization. start a trans/t-s/i equity fund.

support - mental health- employment coaching

That is a tough one, for we have learned to do so much with so little funding. Clearly in areas of policy work, education, housing, needs based assistance, ...

The priorities are many and competing. Technical assistance for community organizing, program and fund development would be important for community based organizations. In our case, we are not a 501 (c)(3) organization but do compete for government contracts to support technical assistance and training services. We also, under subcontract with non-profits, support capacity building and do provide technical support to programs (e.g. evaluation, needs assessments, grant-writing, etc).

Three way split between medical, mental health and case management services. through applications that allow true judgement of programs, goals, impact and groups by a group of educated volunteers (board). grants are difficult to apply for and cost time and money to apply for. Good grant writing should not be only requirement. current impact, goals and proposed programs should all be taken in account.

Unsure

We are currently bootstrapping the Seattle Transgender Economic Empowerment Project with a wide range of collaborators. Through this we believe we can address housing, healthcare and numerous other critical factors for our community.

We budget at the beginning of each year what we think we will need to spend. Typically, since we meet on a monthly basis and have a somewhat steady number of members, we can budget pretty well. We have a yearly dress up event for a safe place for folks to dress formally, and that is our large cost item of the year. Out reach is often on a volunteer basis.

We don't distribute funds. If we did, we would like to see it helping the lower social levels of our transgender community.

We have a newsletter and have social events.

We need funding everywhere, housing programs, health services, youth, HIV Prevention, harm reduction, economic development, etc.
We really are just a support group and we just support those that find us. It would be nice to do more outreach and to actively reach out to people.

Wow, that question is above my pay grade. I'd like everyone to have enough money to thrive.

**Question 47: Any additional comments or feedback?**

Although you list Gender non-conforming, this is a label which is applicable to all persons involved. This creates challenges in terms of a binary trans woman is also non gender conforming -- blending across these specific descriptions or identities is common.

Due to the world economic environment, extensive and previously existing artificially imposed poverty, and various other social factors related to ongoing colonialism, we are more than 18 years behind schedule, and many of our people are dying from suicide and external violence. This must be stopped.

I am not sure this was a good fit for your survey or project. Gil Gerald & Associates, Inc. is not a 501(c)(3) organization, but most of our clients are, we also partner with non-profit organizations. We thus help bring other resources to the effort without ourselves being yet another organization seeking non-profit funds. We are by overwhelmingly majority a corporation owned by LGBT and minority (racial/ethnic) individuals.

I answered this survey, though I do not have an organization, because I think it's important to include those working online as individuals in your survey of those working with these communities. It can be very difficult to start a 501(c)(3) when your topic is something that is so misunderstood and when your constituency is poor and underserved. Many of the most effective activists I've seen are working mostly or exclusively online. Other effective tools include writing books, giving speeches, and providing trainings.

I filled this survey out with relation to the Richmond Transformers support group that I facilitate. I don't know if I can go back and fill it out again for the other two organizations that I'm involved with. I hope you will contact me to let me know about that. I wish the survey had been designed so that I could respond about more than one organization. Anyway, thanks for the important work you are doing. I look forward to hearing about the results of this survey.
I think it is important for funders and staff to also get training and education from transgender people from a variety of socio-economic, racial backgrounds, and gender identities about the issues trans people face and the unique circumstances in different regions and states.

No but glad you are soliciting this input from a variety of stakeholders.

No.

NYTRO has a very limited purpose.

our organization isn't set up to answer questions in this way.... we are led by and for young people of color ages 12-23,... all programs are directed by us.. we don't have trans specific programming because trans people are leaders alongside non trans and cis gender folks... if you would like to speak more about how we shape our work please give us a call

Put the definitions in front of the questionnaire

Thank you for doing this research!

Thank you for doing this!!!!!

Thank you for inviting us to fill this out. I think it is great that you included colleges and universities. However, the questions were not really geared to how our institutions/programs are set up and the types of services we provide. I wish you luck with this project!

Thank you for reaching out! Please be in touch.

Thanks for distributing this important survey. Sorry for the delay in the response.

Thanks for doing this survey. I look forward to seeing the results.

Thanks for doing this work!

Thanks for your efforts. I hope this survey can help educate by getting the word out that there are a few trans orgs that are working right now.

thanks!

The definitions of Terminology should have been at the beginning of the survey instead of the end. Individual interpretations of terminology have to be clear when asking questions using the specific terms listed.

There are two other relevant organizations in Austin: Transgender Education Network of Texas  Alpha Tau chapter of Tri-ess

This survey is a wonderful start regarding access to comprehensive care for all.

We appreciate the opportunity to provide feedback as the oldest, largest organization serving the female-to-male (affirmed male) community. Thank you.

We would love help in creating an internal survey to better understand our stakeholders to answer the questions you have asked.
Yes, your questionnaire doesn't seem to be oriented to a trans social club. What’s with that?
Appendix 4: Complete Responses to Questions Where “Other” Was Indicated

Which of the following best describes the Trans*/T-S/I work at your organization?

<table>
<thead>
<tr>
<th>Native Two-Spirit organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Specifically regarding education around enhancing health care resources for the trans community transfolks are a part of all aspects of our work and leadership of the project</td>
</tr>
<tr>
<td>A volunteer organization that consists of local agencies and organizations that provide HIV/AIDS prevention services</td>
</tr>
<tr>
<td>As an anti-violence organization, we are particularly concerned with violence directed at transgender individuals within Virginia communities.</td>
</tr>
<tr>
<td>educate organizations about transgender issues such as discussion panels, universities and other groups educational prevention for general public</td>
</tr>
<tr>
<td>Enforcement of anti-discrimination laws protecting sexual orientation and gender expression in the city of Seattle as well as policy and public education on issues affecting Trans and two spirits communities.</td>
</tr>
<tr>
<td>Federal Advocacy</td>
</tr>
<tr>
<td>general education about HIV/AIDS</td>
</tr>
<tr>
<td>GLYS is a youth organization serving gay, lesbian, bi, trans &amp; questioning youth.</td>
</tr>
</tbody>
</table>

Groups provides culturally appropriate events to help Two Spirit understand historical acceptance of multiple gender roles in various tribes
| I am an independent activist, writer, and blogger focusing on genderqueer (and other) issues through public education, research, etc. I will be adding a support group/information sharing project soon. |
| Independent organization working primarily on Trans parent child custody issues. |
| Is an academic organisation and our work with various communities changes from year to year. |
| Is not a Trans specific org but PFLAG National does. We have a sub group that is Trans. |
| Is not a Trans*/T-S/I-specific organization and does not have a Trans*/T-S/I program but employs Trans*/T-S/I-S/I individuals to deliver TA and Training, including Continuing Education to professionals and organizations serving the public. |
| Is not a Trans/T-S/I-specific organization but has programs and services for those individuals (all inclusive group) |

Madison Area Transgender Assoc. is fiscally sponsored by OutReach ministry
Non-funded social support group
Offer a gender identity group and referrals for mental and physical health care (hormone therapy)
program includes trans speakers, along with gay, lesbian, bisexual and ally speakers
Provides services to Trans*/T-S/I communities
SAGA is a program of the Wingspan LGBT community center, but retains it's identity as exclusively a
gender expression/gender identity support, education and advocacy group
SAGA was formerly autonomous, but found a greater ability to achieve our mission in merging with
Wingspan..
Trans Inclusion in larger LGBTQ programming at University
Trans*/T-s/I- specific project under the Dept. of Ethnic Studies
Twp-Spirit Council which has trans as members along with GLBs.
We are a statewide systems advocacy group.
We have built trans/t-s/i work into our mission, vision, and programming work.
We host another group’s transgender support group (the XX Club aka Twenty Club). We provide
health services and referrals to transgender clients. We have conducted transgender-specific research
with the trans community in Hartford County.
work with Trans/T-S/I as part of our campus student population (also some work the alums)
youth organization that integrates trans/GNC into all programs and services w/ some specific programs
for trans youth communities

Total

Which of the following describes the type of work your organization or program does?

Behavioral and mental health counseling and clinical case management, HIV and STI
screening and testing

Advocacy
Advocacy with local, state, and national public officials for LGBT positive legislation.
PFLAG will not support legislation that is not trans inclusive when that is part of the goal
Anti-violence and anti-discrimination support for survivors.
Coordinating workplace gender transitions for transgender employees and managers.
Domestic Violence Survivor Advocacy
Education and youth work
Educational programming
emotional/spiritual support
Employment issues
Government Agency help line
Hospital
Individual counseling
Leadership building for transgender women of color who have been, currently are, or are at risk of being in prison or jail
leadership development
Leadership Development
legislative advocacy
LGBT Youth Drop-In Center (14-21yo)
medical referrals; HIV/STD testing and treatment; youth services
Mental health support for LGBT people living with mental illness, substance abuse, alcoholism and/or developmental disability
National and international cooperation, coordination and communication among FTMI members, FTM communities, partners and cognate organizations.
National outreach and prevention program hosted by local youth serving organizations
Product for trans men
Promote, mentor, and model positive community involvement and visibility.
Public speaking on Gender topics at school and churches upon request
runaway and homeless youth 12-17
Social activities
social justice education, critical multicultural education, inclusive leadership development
spiritual awakening and evolution
Substance Abuse, Homelessness,
Support and resources
Technical Assistance and Training to Build Capacity in Organizations to Serve LGBT.
twice a year Transgender Youth Retreat
we are a youth run syringe exchange, participatory action research, leadership development and organizing project. we are not a social service and have no "clients"
we network with many organizations local state and beyond to strengthen community, including local colleges, LGBT community and allies
We provide prevention messages at health fairs, assist in providing AETC updates to medical personnel providing services to Native Americans
we serve queer and trans asian and pacific islanders in the greater philadelphia area.
Web forum for various forms of expression of trans experience.
Workplace advocacy for the TBLG community
Youth/young adult organizing
Total

What percent of the trans* community you work with or serve identify as:

The above terms are overlapping. I am a MTF transsexual, where do I fit??
These are really rough guestimates since we do not have a data collection system in place.
Also, I am not separating people into sub-catagories here. MTF and FTM are used here as broad categories for both those who ID as transsexual and those who do not. Trans-masculine, trans-feminine, and crossdresser (transvestite?) are also not separated out.
10% Not known
all are Native Two-Spirit, some of whom also identify with the above
ALL GAY GROUPS
Because we are primarily a web-based organization, it is hard to say what our exact demographics are.
because we do not see indivduals as services, this question not applicable
Butch Queen, Butch, Transy
cisgender family, friends, allies, partners are a significant minority of our weekly attendance.
cross-dresser, transgender, bigender (term transvestite would be considered offensive in our community))
Crossdressers
Crossdressers, primarily MTF
Customers are not asked their gender ID
Gender argonaut
Genderqueer
Genderqueer or beyond the gender spectrum (gender non-conforming is often part of this category too...however, that is not the identity that is usually used)
I cannot answer this question. If someone attends our support group which is not trans specific, they may or may not be specific in their self identification
I never ask how people identify - I feel it is not relevant to the work I do. Note- answer to #13 is a guess.
I put 100% in the FTM category because that is the gender vector which we serve (I could have also put 100% in "transmasculine", but it seems wrong to put 100% twice), but I have not done any kind of poll to determine the finer points of how many people identify as transsexual vs. gender non-conforming or other. I know that of those who have attended the group, there are people who identify in all of the categories where I put asterixes.

Impossible to quantify since we don't ask specifics about how people identify within the umbrella

Many of the young people we work self-identify as trans, or are in the process of self-identifying

May be other percentage break outs as I do not track explicit identifications.

Most of our members identify as women, and not as trans, although they have the experience of being trans and have been discriminated against as transgender people on the MTF spectrum.

Much of our work is with families who have trans and gender nonconforming youth

Note overlap in identities.

Our data collection is not organized by the categories above, and the categories overlap a lot.

We work with all of the above, as well as with families of trans* people.

Self-describe crossdressers (usually assigned male at birth)

There are some intersex individuals who have an androgynous gender presentation but would not consider it "gender nonconforming" or "trans," but instead conforming to their intermediate birth sex.

unknown, we have not done a survey. Our motto "If you have a gender (and even if you don't) you have a home with Transgender Education Network of Texas"

Unsure

We currently do not have any exact statistics on our population served. We are collecting this data, but it has not been processed. Our work is entirely focused on gender variant people, their friends and families, and allies.

We do not collect specific data and do not require people to divulge identities.

We don't ask people questions like this.

We don't keep a record of these identifier markers so we can't give you these numbers, but all are represented

We don't know. We work with a really large % of transfeminine folx and transwomen under the age of 24. We work with fewer transmasculine folx. We also work with a LOT of GNC/no labels-identified folx.

We don't quantify - all T people are included, and it's not important to us HOW they identify. we have all of these , these 6 month old terms are confusing
We have trans* community members in the organization that provide direction as to the needs of the gay community.

We serve about 50% male bodied and 50% female bodied individuals; many identify in more than one of the above categories. We try not to classify or focus on terms but rather on the individual and their needs.

We serve all Trans*, Two Spirit, & Intersex. We do not ask for their sub category.

We serve the entire trans community, which is not adequately described in the above.

We serve the entire trans* community and communities.

We work primarily with businesses and other organizations, providing training on transgender issues. This occurs most often in the context of a trans person transitioning on the job. We have no demographic information on the trans people who are helped in this process.

within the gender non-comforming a good percentage - probably 20 - identify as gender queer

How often does your organization/program work with trans*, two-spirit or intersex people who are...?

Again, I do not track this demographic.
Again, impossible to quantify
As we are not an ASO, we do not track HIV status
At risk of incarceration
College students, employees, and trans activists in the State
International
Living with serious mental illness
mixed-race, mixed-cultured, multi-lingual, multi-ethnic, people's second language is English
Monolingual Spanish Speakers
nothing
Parent of trans children
students
survivors of childhood abuse
TO IMPROVE THE GAY COMMUNITY
trans survivors of bias/hate crimes
undecided in personal acceptance goals and needs with transitions in jobs, social status and family
We are just starting direct service work (via a hotline in partnership with another organization), so I'm not really sure I should even answer this section. It might be more accurate for me to have marked everything "Don't Know".

We do not keep track of percentages.

We do not track the frequency of HIV+ trans people with whom we work, since we are not an AIDS service organization, we do not feel that we need to track that information.

We offer services to all these populations, but are not always engaged by them.

We probably work with more immigrants than we think--as we don't require identification or other documents to access our services.

We work with anyone who contacts the organization asking for help.

What are the key issues facing members of Trans*/T-S/I communities you work with in the area of law enforcement?

ABUSE
Apathy
Attitude that 'trannies deserve or were looking for what they got''
Collateral Consequences Post-Detention and Transphobia in the courtroom (judges, public defenders, court personel, etc.)
Complaints and issues not taken seriously enough
Confidentiality,closet issues
Culturally Responsive, Appropriate and Non-discriminatory care in alcohol and drug treatment settings
Deportation
disproportionately high bail with collateral consequences; language barriers
Fear of getting stopped
gender markers, dual gender id's, education and tg friendly resources in department
Hate Crimes
held in accommodations that do not match their gender identity
I would assume all of the above but we do not capture this information
immigration and detention
lack of implementation of polices for detention and incarceration of Trans and misidentification
No internal survey done to determine
None
None - We are a social group
none,
Nothing, welcomed by our Campus Police
Police here are trained in TG issues
police not responsive to trans victims of violence or experiences of criminal activity such as robbery, harassment, etc...
public defenders have told clients to plea bargain although they were innocent because they either would not get a fair trial or the public defender didn't want to defend the FTM
significant ignorance on trans issues/community
so far this hasn't been brought to me directly
some of this information has not yet been empirically established
Stop and question (minus the searches)...there was only one student in the 10 years I have been here that I know has been stopped. She was stopped repeatedly by campus and local police. There were a number of odd and/or criminal behaviors that lead to her being stopped.
I think being trans added to their suspicion and I did a lot of training at the time with Public Safety (our campus police) about working with LGBT students. They also used to always call me at home or my office anytime she was stopped by on or off campus police, which allowed for education and follow up.
We don't work in these areas.

In what ways does your organization work with other organizations or community leaders to achieve its goals?

by co-sponsoring programs and events
Co-sponsorship of local events
Community Outreach and Education
Conducts Transgender-focused training outside organization
cross cultural education
Educating and presenting and national health care conferences on subject matter regarding FTM healthcare and services
Education and Cultural Competency Training
Education and training
educational outreach
Event planning
FTMI actively provides coordination, cooperation and communication with national and international organizations and community leaders.
gender wide presentations
I use social media extensively to work with other activists and with organizations
Joint venture with other providers of technical assistance and training in cultural and linguistically appropriate services
Mutual support
network and conduct educational programs with local police, politicians and organizations to educate them of our needs and their ability to aid and support us
On 9/14/11 we are presenting a citywide free conference on providing affirming and culturally competent care to LGBT people, with a panel focusing on trans affirming care.
www.equalitycare.org
Programming, Organize the Statewide New Jersey Transgender Day of Remembrance Service, Collaborate with trans activists throughout the State, collaborate with Philadelphia trans community, programs, and resources
Skill building, technical assistance, training
So far there isn't much out there for this.
Support for community organizing through legal support services.
Training/education
trainings; peer support on organizational issues
Violence Prevention Efforts

Which of the following issues are most impacting the Intersex community?

- Discrimination in the workplace
- Family support for parents of children who have intersex conditions
health insurance discrimination and refusal to pay for necessary medicines and medical care, 
denial of access to own records, lack of research into intersex issues, little or no support for 
parents of intersex children 
issues with identification documents and changing IDs 
Lack of information within, and acknowledgment of their existence by, the rest of society 
Lack of knowledge and education for all professionals on campus (not just medical care) 
Legal requirements to have a dyadic sex assignment on birth certificates and other ID; lack 
of public knowledge about intersexuality; restrictions of marriage to "one man and one 
woman"
most of our intersex clients are seeking services related to incarceration 
My experience is too limited to comment 
Rape kit exams are not culturally appropriate 
very little experience but want to support

Which of the following services does your organization or program provide to the Intersex community?

"Know Your Rights"
Community Engagement
Domestic Violence Advocacy
Education for Mental Health Providers, Education with LGBT Students and Student Leaders, 
Programming About Intersex Topics
education of policy makers
Education of public and trans communities on intersex issues, for example, FTMI provides 
seminars at major trans conferences on intersex issues and for intersex individuals to connect 
with and learn from each other and providers
Employment issues
Enforcement of civil rights anti-discrimination laws in the city of Seattle that protect gender 
expression and sexual orientation
General support in the context of the larger Trans community
Help with workplace transitions
Legal
Legal support for adults 
Legal support for intersex adults
no programs specifically for intersex community, but we provide services to people of all genders, sexes, and sexual minorities
peer support for IS identified as male at birth but now presenting as female
Referrals
Resources
runaway and homelessness youth services-shelter
Spiritual support
there are no specific intersex programs but all of our programs are open to all communities and there are occasional programs geared toward individual communities
We try to offer peer support for IS adults, but it is difficult to reach them from a transgender community

Which of the following advocacy efforts is your organization or program engaged in (for intersex communities)?

Educating providers
Legal support for adults
Legal support for folks who identify is intersexed
None
Providing education to healthcare providers on cultural competency and medical care of intersex and trans individuals
Regional Violence Prevention
Support for intersex gender transitioners
Two-Spirit awareness
Total
Which issues do you wish you had funding to work on but currently do not?

All of these issues are relevant to developing research on and advocating for policies and developing best practices in addressing the multi-faceted needs of Trans/T-S/I communities. In addition adding these populations to the academic training in both undergrad and grad programs in social sciences here is imperative to developing a new generation of young people that are educated about and inclusive of these communities in their professional work. As far as I know I am the only professor at Hunter that teaches any content on T-S communities.

Community center for therapy, hormones, library, social work, peer support, etc.

Education of the general public regarding our specific part of the Trans* community

Furthering national and international collaboration on the needs of our communities.

gift cards for emergent needs

If education means educating the public add it to the list, but most of our gender diverse people have sufficient or greater education than necessary to qualify for reasonable to well paying jobs if they were cisgendered

increased funding to deepen immigration, incarceration and community-building work we currently do

internal capacity building, website development, general technology support, community building/work with cis-gay allies

Mandatory health care education which is then included in recertification exams.

non-religious spiritual counseling center

None - We are a social club

NYTRO is an unincorporated association and is funded "out of pocket."

performing arts, filmmaking, environmental activism, ceremonial functions

Policy to incorporate better Federal Advocacy and could include any of the issues above.

proper Medical Care

rehabilitation housing

Social support events for partners of trans/t-si/i

That is trans specific and for children under the age of 13

we do all these things without funding. we wish we had funding to do them tho....

We don't seek funding

We have no money and work through community partnerships

We have no solid/consistent funding for any of our work for a number of reasons.
We work on all the above, but we do not have $, mostly voluntary.

Work within schools
Working with Human Resources to have better policies for transgender, intersex, and Two Spirit employees (we already do this to some degree) and offer training to staff and faculty, which we already do, but it would be great to implement it on a much larger scale, which we do not have the human capacity/people power to provide beyond a few times a year.

Workplace transitions
Workshops/trainings for narrow LGBT organizations on queerness and working with queer communities including GQ.

Aside from funding, what kinds of resources would help enable your organization to fulfill its mission most effectively?

- Clinical supervision, training/support on conflict resolution, organizational sustainability/reducing burnout
- Community organizing program funding to build grassroots capacity and network.
- Data collection
- Family Counseling, Remote Support (via email, phone w/o face-to-face)
- Grant Writing
- Inclusion in a local diversity center. I also sit on a steering committee for the development of "Roanoke Diversity Center" a central hub for sharing community resources and information at a central place.
- Increased accessible housing resources
- LGBT Youth and Children Services
- Lodging and travel scholarships and honoraria so that we can bring international and national members and leaders to major national trans conferences in order to work together.
- More people willing to volunteer for organization board positions to allow for innovation.
- More staff and financial resources
- Outreach and development training
- Physical location
- Programming that we can provide from national subject matter experts about the transgender community - such as on domestic violence, health, etc.
- Racial justice and anti-racist organizational development
Support for our program to train mainstream care providers to provide more effective and affirming care.

There is some talk about formalizing an official legal structure that would require a lot of red tape . . .

training in trades (jobs)

Training on cultural competency, hormon therapy, health, medical providers specialist on transgender issues

training on intersex issues for the entire staff

Training: our organizing team needs anti-racism and cultural competency training

Volunteers to provide temporary (1-3 day) housing around the states for homeless trans people.

We work with two other groups to put on a convention in Port Angeles every year

What percent of your incomes comes from the following sources?

100% of our income for the center comes from a percentage of student fees that are appropriated to us through Associated Students Inc a non-profit that works for the University.

advertising

All voluntary at this time, with one staff person who is paid by government grants.

completely out of pockets of NYTRO members, nothing actually is donated to or spent by the group.

Currently only my own personal resources

donations from individuals

Due to the economic devastation in the TG community, and the focus of many successful trans people on funding national organizations, or on themselves, our community can not support itself, but we do have internal fund raising efforts that show desire more than capability. Therefore, almost all of the funding for SAGA programs is from including gender services in other areas, like anti violence and youth and family programs. SAGA is alive because of the commitment of Wingspan to make sure we survive and succeed in changing the world.

Funded by Harvard Law School.

Fundraising events
Fundraising events and sponsored events

general student fees distributed through student affairs
Grassroots fundraising projects that do not require 501(c)(3) status.
I am a National Platform Speaker who travels the country speaking to health care providers, both therapists and prescribers.
I don't know the exact breakdown by percentages but a large percentage of our funding comes from federal (HIV prevention) and city (department of public health). We also receive foundational support (maybe 30%).
I support the organization out of pocket. We get some monetary support from other equality organizations. Most of our needs are meet by in-kind donations.

members dues
Membership dues
Membership dues & fees
Membership dues and meeting fees
Membership dues, meeting fees
My own pocket.
My services are donated to the community
N/A. I am not currently compensated for my activism aside from occasional payments for articles.
other organizations.
received 1 grant some time ago, have received honorariums from the drumming group
self pay and insurance
Special Events
Student Fees
The Student Association (Student Government, on campus) funds our budget
The University provides about half of our budget, we receive about a quarter from our alumni organization, and the remainder comes from co sponsorship with other offices on campus (internal fund raising).
TransParentcy continues to be an individually run resource.
tuition
United Way & Combined Federal Campaign
University
University funded.
We are a social club and charge dues and entry fees to social events.
We are an all-volunteer organization that does not do fund-raising.
We are an all-volunteer organization that is not funded.
We are an entirely volunteer run organization.
we are run on an all-volunteer basis no membership fees, no income
We receive small amounts of advertising income from individual service providers or product vendors for ads in our FTMI Newsletter or on our www.FTMI.org website, and small honoraria for some of our lectures, which we ask to be written to our organization to support FTMI, rather than to ourselves as individuals, and we have some small sales of our past publications as well.
WELL I WILL TRY TO GET HELP FROM ALL SOURCES THAT NEEDED TO RUN A HEALTHLY AND SAFE PROGRAM.

What is the geographic scope of your organization's work? (1

8 counties of WNY (they checked city and rural)
and some limited internet outreach
Campus
Campus specific
College and region
college campus
Cornell University and Ithaca, NY
county
English-speaking world-wide
I work online with an international audience (my background is in int'l human rights).
International
International, we have members in 18 countires, and chapters in various locations.
intrastate regional
Local area
Long Island, NY
Los Angeles County
Nashville and Middle Tennessee
national through parent organization
philadelphia-area
Richmond, VA and surrounding counties.
Some international work, as well.
South Sound of Western Washington State
Those who are a part of the Princeton University Community and particularly students
University
University based
University Campus
University students
We have students and alums from around the world.
worldwide

What region does your organization work in?

anyone who reaches out, there are few orgs that work with young children
Bay Area mostly
British Columbia
Colorado
field questions internationally
Have worked across the US.
I work online, not direct services.
I'm not sure if Virginia counts as Mid-Atlantic or Southeast.
I'm not sure if you count Virginia as "Mid-Atlantic" "Southeast". This is why I checked both options.
International
located in the Northeast, but have students and alums around the world.
mostly So Cali
National including reservations
North East Ohio (Includes Western PA and W. Va)
NYC
primarily US & Canada
Represent all US Territories as well
Territories and possessions.
Texas
We have some web based projects which are international.
worldwide

How many of your paid or volunteer staff are

a gay male and a bisexual woman
All "staff" identify as Trans.
Ally with no gender differences
cisgender
Disabled
Gay white male
Genderqueer
no paid staff

Several staff members are openly gay or lesbian. Several are openly HIV+.
So far it's just me.
The officers of the Emerald City are 7 white male to female crossdressers or transexuals.
This is not
We do not have any staff. We are an un/under-funded all-volunteer project with a number of sub-projects. We do not keep data on how folks who volunteer identify their race or genders.
Everyone who works with TJLP is trans and/or women-identified (IE: we have no non-trans men involved in the project at all). Most of the volunteers are white and most of the transfolks (but not all) identify on a transmasculine spectrum.
We have rotating set of volunteers so it is hard to estimate exact numbers. We also do not ask our staff to identify themselves either racially or gender specific so the numbers may not be accurate.
How many of above director(s) are

<table>
<thead>
<tr>
<th>Valid</th>
<th>Female, Native Americans</th>
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<tbody>
<tr>
<td></td>
<td>is a butch woman gender non-confirming?</td>
</tr>
<tr>
<td></td>
<td>Same as 33</td>
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</tbody>
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We also have a board of directors which is ethnically diverse and includes transgender people.

We are in a period of transition (no pun intended) at this time and our collective will soon be expanding from 2 people (temporary number) to 6-8 people (more permanent number).

We have 7 chapters, each with a chapter director

We're not organized around a board of directors. We have conventional elected officers.

**WILL IF I HAD A PRGRAM RANNING IT BE STAFF BY THE BEST IN THE FIELD OF HUMAN SERVICES**