



LOS ANGELES COUNTY
COMMISSION ON HIV



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PUBLIC POLICY COMMITTEE MEETING

Tuesday, October 7, 2024

1:00pm-3:00pm (PST)

510 S. Vermont Avenue, 9th Floor, LA 90020

Validated Parking @ 523 Shatto Place, LA 90020

**As a building security protocol, attendees entering the building must notify parking attendant and/or security personnel that they are attending a Commission on HIV meeting.*

Agenda and meeting materials will be posted on our website at <http://hiv.lacounty.gov/Meetings>

Register Here to Join Virtually

<https://lacountyboardofsupervisors.webex.com/weblink/register/rc2ea7de8e1d6976e582b41ccdde85d49>

Notice of Teleconferencing Sites

Public Comments

You may provide public comment in person, or alternatively, you may provide written public comment by:

- Emailing hivcomm@lachiv.org
- Submitting electronically at https://www.surveymonkey.com/r/PUBLIC_COMMENTS

**Please indicate your name, the corresponding agenda item, and whether you would like to state your public comment during the meeting. All public comments will be made part of the official record.*

Accommodations

Requests for a translator, reasonable modification, or accommodation from individuals with disabilities, consistent with the Americans with Disabilities Act, are available free of charge with at least 72 hours' notice before the meeting date by contacting the Commission office at hivcomm@lachiv.org or 213.738.2816.



Scan QR code to download an electronic copy of the meeting packet. Hard copies of materials will not be available in alignment with the County's green initiative to recycle and reduce waste. If meeting packet is not yet available, check back prior to meeting; meeting packet subject to change. Agendas will be posted 72 hours prior to meeting per Brown Act.

together.

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LOS ANGELES COUNTY
COMMISSION ON HIV



510 S. Vermont Ave., 14th Floor, Los Angeles CA 90020
MAIN: 213.738.2816 EML: hivcomm@lachiv.org WEBSITE: <https://hiv.lacounty.gov>

**AGENDA FOR THE REGULAR MEETING OF THE
LOS ANGELES COUNTY COMMISSION ON HIV
PUBLIC POLICY COMMITTEE**

MONDAY, OCTOBER 7, 2024 | 1:00 PM – 3:00 PM

510 S. Vermont Ave
Terrace Level Conference Room TK11
Los Angeles, CA 90020
Validated Parking: 523 Shatto Place, Los Angeles 90020

For those attending in person, as a building security protocol, attendees entering from the first-floor lobby must notify security personnel that they are attending the Commission on HIV meeting in order to access the Terrace Conference Room (9th floor) where our meetings are held.

NOTICE OF TELECONFERENCING SITE:
Bartz-Altadonna Community Health Center
43322 Gingham Ave, Lancaster, CA 93535

MEMBERS OF THE PUBLIC:

To Register + Join by Computer:

<https://lacountyboardofsupervisors.webex.com/weblink/register/rc2ea7de8e1d6976e582b41ccdde85d49>

To Join by Telephone: 1-213-306-3065 U.S. Toll

Password: POLICY Meeting ID/Access Code: 2534 777 8482

Public Policy Committee Members:			
Katja Nelson, MPP <i>Co-Chair</i>	Lee Kochems, MA <i>Co-Chair</i>	Mary Cummings	Terrance Jones
Leonardo Martinez-Real <i>(Alternate: Arburtha Franklin)</i>	Paul Nash, PhD, CPsychol, AFBPsS, FHEA	Ronnie Osorio	
QUORUM: 4			

AGENDA POSTED: October 3, 2024.

SUPPORTING DOCUMENTATION: Supporting documentation can be obtained via the Commission on HIV Website at: <http://hiv.lacounty.gov> or in person. The Commission Offices are located at 510 S. Vermont Ave., 14th Floor Los Angeles, 90020. Validated parking is available at 523 Shatto Place, Los Angeles 90020. ****Hard copies of materials will not be made available during meetings unless otherwise determined by staff in alignment with the County’s green initiative to recycle and reduce waste.***

PUBLIC COMMENT: Public Comment is an opportunity for members of the public to comment on an agenda item, or any item of interest to the public, before or during the Commission’s consideration of the item, that is within the subject matter jurisdiction of the Commission. To submit Public Comment, you

may join the virtual meeting via your smart device and post your Public Comment in the Chat box -or- email your Public Comment to hivcomm@lachiv.org -or- submit your Public Comment electronically [here](#). All Public Comments will be made part of the official record.

ATTENTION: Any person who seeks support or endorsement from the Commission on any official action may be subject to the provisions of Los Angeles County Code, Chapter 2.160 relating to lobbyists. Violation of the lobbyist ordinance may result in a fine and other penalties. For information, call (213) 974-1093.

ACCOMMODATIONS: Interpretation services for the hearing impaired and translation services for languages other than English are available free of charge with at least 72 hours’ notice before the meeting date. To arrange for these services, please contact the Commission Office at (213) 738-2816 or via email at HIVComm@lachiv.org.

Los servicios de interpretación para personas con impedimento auditivo y traducción para personas que no hablan Inglés están disponibles sin costo. Para pedir estos servicios, póngase en contacto con Oficina de la Comisión al (213) 738-2816 (teléfono), o por correo electrónico á HIVComm@lachiv.org, por lo menos setenta y dos horas antes de la junta.

I. ADMINISTRATIVE MATTERS

- 1. Call to Order & Meeting Guidelines/Reminders 1:00 PM – 1:03 PM
- 2. Introductions, Roll Call, & Conflict of Interest Statements 1:03 PM – 1:05 PM
- 3. Approval of Agenda **MOTION #1** 1:05 PM – 1:07 PM
- 4. Approval of Meeting Minutes **MOTION #2** 1:07 PM – 1:10 PM

II. PUBLIC COMMENT 1:10 PM – 1:15 PM

- 5. Opportunity for members of the public to address the Committee of items of interest that are within the jurisdiction of the Committee. For those who wish to provide public comment may do so in person, electronically by clicking [here](#), or by emailing hivcomm@lachiv.org.

III. COMMITTEE NEW BUSINESS ITEMS 1:15 PM – 1:20 PM

- 6. Opportunity for Committee members to recommend new business items for the full body or a committee level discussion on non-agendized Matters not posted on the agenda, to be discussed and (if requested) placed on the agenda for action at a future meeting, or matters requiring immediate action because of an emergency situation, or where the need to take action arose subsequent to the posting of the agenda.

IV. REPORTS

- 7. Executive Director/Staff Report 1:20 PM – 1:30 PM
 - a. Operational and Commission Updates
- 8. Co-Chair Report 1:30 PM – 1:35 PM
 - a. 2024 Workplan and Meeting Calendar—Updates
 - b. Committee-Only Application: OM
 - MOTION 3:** Approve the Committee-Only application for OM Davis and elevate to the Operations Committee and the Executive Committee.

V. DISCUSSION ITEMS

- 10. The Wall Las Memorias Updates on “Act Now Against Meth” Campaign 1:35 PM—2:05 PM
- 11. 2024 Legislative Docket—Updates 2:05 PM – 2:25 PM
- 12. 2023-2024 Policy Priorities 2:25 PM – 2:30 PM
- 13. State Policy & Budget—Updates 2:30 PM – 2:35 PM
- 14. Federal Policy-- Updates 2:40 PM – 2:45 PM
- 15. County Policy-- Updates 2:45 PM – 2:50 PM

VII. NEXT STEPS

2:50 PM – 2:55 PM

- 13. Task/Assignments Recap
- 14. Agenda development for the next meeting

VIII. ANNOUNCEMENTS

2:55 PM – 3:00 PM

- 15. Opportunity for members of the public and the committee to make announcements

IX. ADJOURNMENT

3:00 PM

- 16. Adjournment for the meeting of October 7, 2024.

PROPOSED MOTIONS	
MOTION #1	Approve the Agenda Order as presented or revised.
MOTION #2	Approve the Public Policy Committee minutes, as presented or revised.
MOTION #3	Approve the Committee-Only application for OM and elevate to the Operations Committee and the Executive Committee.



CODE OF CONDUCT

The Commission on HIV welcomes commissioners, guests, and the public into a space where people of all opinions and backgrounds are able to contribute. In this space, we challenge ourselves to be self-reflective and committed to an ongoing understanding of each other and the complex intersectionality of the lives we live. We create a safe environment where we celebrate differences while striving for consensus in the fights against our common enemies: HIV and STDs. We build trust in each other by having honest, respectful, and productive conversations. As a result, the Commission has adopted and is consistently committed to implementing the following guidelines for Commission, committee, and associated meetings.

All participants and stakeholders should adhere to the following:

- 1) We approach all our interactions with compassion, respect, and transparency.**
- 2) We respect others' time by starting and ending meetings on time, being punctual, and staying present.**
- 3) We listen with intent, avoid interrupting others, and elevate each other's voices.**
- 4) We encourage all to bring forth ideas for discussion, community planning, and consensus.**
- 5) We focus on the issue, not the person raising the issue.**
- 6) Be flexible, open-minded, and solution-focused.**
- 7) We give and accept respectful and constructive feedback.**
- 8) We keep all issues on the table (no "hidden agendas"), avoid monopolizing discussions and minimize side conversations.**
- 9) We have no place in our deliberations for racist, sexist, homophobic, transphobic, and other discriminatory statements, and "-isms" including misogyny, ableism, and ageism.**
- 10) We give ourselves permission to learn from our mistakes.**

In response to violation of the Code of Conduct which results in meeting disruption, Include provisions of SB 1100 which states in part, ". . . authorize the presiding member of the legislative body conducting a meeting or their designee to remove, or cause the removal of, an individual for disrupting the meeting Removal to be preceded by a warning to the individual by the presiding member of the legislative body or their designee that the individual's behavior is disrupting the meeting and that the individual's failure to cease their behavior may result in their removal." Complaints related to internal Commission matters such as alleged violation of the Code of Conduct or other disputes among members are addressed and resolved in adherence to Policy/Procedure #08.3302." (Commission Bylaws, Article VII, Section 4.)



HYBRID MEETING GUIDELINES, ETIQUETTE & REMINDERS

(Updated 7.15.24)

- This meeting is a **Brown-Act meeting** and is being recorded.
 - Turn off your ringers/notifications on your smart devices so as not to disrupt the meeting.
 - Your voice is important and we want to ensure that it is captured accurately on the record. Please be respectful of one another and minimize crosstalk.

- The **meeting packet** can be found on the Commission's website at <https://hiv.lacounty.gov/meetings/> or accessed via the QR code provided. Hard copies of materials will not be provided in compliance with the County's green initiative to recycle and reduce waste.

- Please comply with the **Commission's Code of Conduct** located in the meeting packet.

- **Public Comment** for members of the public can be submitted in person, electronically @ https://www.surveymonkey.com/r/public_comments or via email at hivcomm@lachiv.org. *Please indicate your name, the corresponding agenda item, and whether you would like to state your public comment during the meeting; if so, staff will call upon you appropriately. Public comments are limited to two minutes per agenda item. All public comments will be made part of the official record.*

- For individuals joining in person, to mitigate any potential streaming interference for those joining virtually, we respectfully ask that you **not simultaneously log into the virtual option of this meeting via WebEx.**

- Committee members invoking **AB 2449 for "Just Cause" or "Emergency Circumstances"** must communicate their intentions to staff and/or co-chairs no later than the start of the meeting. Members requesting to join pursuant to AB 2449 must have their audio and video on for the entire duration of the meeting and disclose whether there is a person over the age of 18 in the room in order to be counted toward quorum and have voting privileges. For members joining virtually due to "Emergency Circumstances", a vote will be conducted by the Committee/COH for approval.

- Members will be required to explicitly state their agency's **Ryan White Program Part A and/or CDC prevention conflicts of interest** on the record (versus referring to list in the packet). A list of conflicts can be found in the meeting packet and are recorded on the back of members' name plates, courtesy of staff.

If you experience challenges in logging into the virtual meeting, please refer to the WebEx tutorial [HERE](#) or contact Commission staff at hivcomm@lachiv.org.



COMMISSION MEMBER "CONFLICTS-OF-INTEREST"

Updated 9/10/24

In accordance with the Ryan White Program (RWP), conflict of interest is defined as any financial interest in, board membership, current or past employment, or contractual agreement with an organization, partnership, or any other entity, whether public or private, that receives funds from the Ryan White Part A program. These provisions also extend to direct ascendants and descendants, siblings, spouses, and domestic partners of Commission members and non-Commission Committee-only members. Based on the RWP legislation, HRSA guidance, and Commission policy, it is mandatory for Commission members to state all conflicts of interest regarding their RWP Part A/B and/or CDC HIV prevention-funded service contracts prior to discussions involving priority-setting, allocation, and other fiscal matters related to the local HIV continuum. Furthermore, Commission members must recuse themselves from voting on any specific RWP Part A service category(ies) for which their organization hold contracts. ***An asterisk next to member's name denotes affiliation with a County subcontracted agency listed on the addendum.**

COMMISSION MEMBERS		ORGANIZATION	SERVICE CATEGORIES
ALE-FERLITO	Dahlia	City of Los Angeles AIDS Coordinator	No Ryan White or prevention contracts
ALVAREZ	Miguel	No Affiliation	No Ryan White or prevention contracts
ARRINGTON	Jayda	Unaffiliated representative	No Ryan White or prevention contracts
BALLESTEROS	AI	JWCH, INC.	HIV Testing Storefront
			HIV Testing & Syphilis Screening, Diagnosis, & inked Referral...(CSV)
			STD Screening, Diagnosis, and Treatment
			Health Education/Risk Reduction (HERR)
			Mental Health
			Oral Healthcare Services
			Transitional Case Management
			Ambulatory Outpatient Medical (AOM)
			Benefits Specialty
			Biomedical HIV Prevention
			Medical Care Coordination (MCC)
Transportation Services			
BURTON	Alasdair	No Affiliation	No Ryan White or prevention contracts
CAMPBELL	Danielle	T.H.E. Clinic, Inc.	Ambulatory Outpatient Medical (AOM)
			Medical Care Coordination (MCC)
			Transportation Services
CIELO	Mikhaela	Los Angeles General Hospital	No Ryan White or prevention contracts
CONOLLY	Lilieth	No Affiliation	No Ryan White or prevention contracts
CUEVAS	Sandra	Pacific AIDS Education and Training - Los Angeles	No Ryan White or prevention contracts
CUMMINGS	Mary	Bartz-Altadonna Community Health Center	No Ryan White or prevention contracts

COMMISSION MEMBERS		ORGANIZATION	SERVICE CATEGORIES
DAVIES	Erika	City of Pasadena	HIV Testing Storefront
			HIV Testing & Sexual Networks
DONNELLY	Kevin	Unaffiliated representative	No Ryan White or prevention contracts
FERGUSON	Kerry	ViiV Healthcare	No Ryan White or prevention contracts
FINDLEY	Felipe	Watts Healthcare Corporation	Transportation Services
			Ambulatory Outpatient Medical (AOM)
			Medical Care Coordination (MCC)
			Oral Health Care Services
			Biomedical HIV Prevention
			STD Screening, Diagnosis and Treatment
FRAMES	Arlene	Unaffiliated representative	No Ryan White or prevention contracts
FRANKLIN*	Arburtha	Translatin@ Coalition	Vulnerable Populations (Trans)
GARCIA	Rita	No Affiliation	No Ryan White or prevention contracts
GERSH (SBP Member)	Lauren	APLA Health & Wellness	Case Management, Home-Based
			Benefits Specialty
			Nutrition Support
			HIV Testing Social & Sexual Networks
			STD Screening, Diagnosis and Treatment
			Sexual Health Express Clinics (SHEX-C)
			Health Education/Risk Reduction
			Biomedical HIV Prevention
			Oral Healthcare Services
			Ambulatory Outpatient Medical (AOM)
			Medical Care Coordination (MCC)
			HIV and STD Prevention Services in Long Beach
			Transportation Services
			Residential Care Facility - Chronically Ill
Data to Care Services			
GONZALEZ	Felipe	Unaffiliated representative	No Ryan White or Prevention Contracts
GORDON	Bridget	Unaffiliated representative	No Ryan White or prevention contracts
GREEN	Joseph	Unaffiliated representative	No Ryan White or prevention contracts
HALFMAN	Karl	California Department of Public Health, Office of AIDS	Part B Grantee
HARDY	David	LAC-USC Rand Schrader Clinic	No Ryan White or prevention contracts
HERRERA	Ismael "Ish"	Unaffiliated representative	No Ryan White or prevention contracts

COMMISSION MEMBERS		ORGANIZATION	SERVICE CATEGORIES
JONES	Terrance	Unaffiliated representative	No Ryan White or prevention contracts
KOCHEMS	Lee	Unaffiliated representative	No Ryan White or prevention contracts
KING	William	W. King Health Care Group	No Ryan White or prevention contracts
MARTINEZ (PP&A Member)	Miguel	Children's Hospital Los Angeles	Ambulatory Outpatient Medical (AOM)
			HIV Testing Storefront
			STD Screening, Diagnosis and Treatment
			Biomedical HIV Prevention
			Medical Care Coordination (MCC)
			Transportation Services
			Promoting Healthcare Engagement Among Vulnerable Populations
MARTINEZ-REAL	Leonardo	Unaffiliated representative	No Ryan White or prevention contracts
MAULTSBY	Leon	Charles R. Drew University	Biomedical HIV Prevention
			HIV Testing Storefront
			HIV Testing Social & Sexual Networks
MENDOZA	Vilma	Unaffiliated representative	No Ryan White or prevention contracts
MINTLINE (SBP Member)	Mark	Western University of Health Sciences (No Affiliation)	No Ryan White or prevention contracts
MOLETTE	Andre	Men's Health Foundation	Biomedical HIV Prevention
			Ambulatory Outpatient Medical (AOM)
			Medical Care Coordination (MCC)
			Promoting Healthcare Engagement Among Vulnerable Populations
			Sexual Health Express Clinics (SHEX-C)
			Transportation Services
			Data to Care Services

COMMISSION MEMBERS		ORGANIZATION	SERVICE CATEGORIES
MUHONEN	Matthew	HOPWA-City of Los Angeles	No Ryan White or prevention contracts
NASH	Paul	University of Southern California	Biomedical HIV Prevention
NELSON	Katja	APLA Health & Wellness	Case Management, Home-Based
			Benefits Specialty
			Nutrition Support
			HIV Testing Social & Sexual Networks
			STD Screening, Diagnosis and Treatment
			Sexual Health Express Clinics (SHEX-C)
			Health Education/Risk Reduction
			Biomedical HIV Prevention
			Oral Healthcare Services
			Ambulatory Outpatient Medical (AOM)
			Medical Care Coordination (MCC)
			HIV and STD Prevention Services in Long Beach
			Transportation Services
			Residential Care Facility - Chronically Ill
Data to Care Services			
OSORIO	Ronnie	Center For Health Justice (CHJ)	Transitional Case Management - Jails
			Promoting Healthcare Engagement Among Vulnerable Populations
PATEL	Byron	Los Angeles LGBT Center	Ambulatory Outpatient Medical (AOM)
			HIV Testing Storefront
			HIV Testing Social & Sexual Networks
			STD Screening, Diagnosis and Treatment
			Health Education/Risk Reduction
			Biomedical HIV Prevention
			Medical Care Coordination (MCC)
			Promoting Healthcare Engagement Among Vulnerable Populations
			Transportation Services
PERÉZ	Mario	Los Angeles County, Department of Public Health, Division of HIV and STD Programs	Ryan White/CDC Grantee
RICHARDSON	Dechelle	AMAAD Institute	Community Engagement/EHE
ROBINSON	Erica	Health Matters Clinic	No Ryan White or prevention contracts
RUSSEL	Daryl	Unaffiliated representative	No Ryan White or prevention contracts

COMMISSION MEMBERS		ORGANIZATION	SERVICE CATEGORIES
SATTAH	Martin	Rand Schrader Clinic LA County Department of Health Services	No Ryan White or prevention contracts

COMMISSION MEMBERS		ORGANIZATION	SERVICE CATEGORIES
SAN AGUSTIN	Harold	JWCH, INC.	HIV Testing Storefront
			HIV Testing & Syphilis Screening, Diagnosis, & inked Referral...(CSV)
			STD Screening, Diagnosis and Treatment
			Health Education/Risk Reduction
			Mental Health
			Oral Healthcare Services
			Transitional Case Management
			Ambulatory Outpatient Medical (AOM)
			Benefits Specialty
			Biomedical HIV Prevention
			Medical Care Coordination (MCC)
			Transportation Services
SAUNDERS	Dee	City of West Hollywood	No Ryan White or prevention contracts
SPENCER	LaShonda	Oasis Clinic (Charles R. Drew University/Drew CARES)	Biomedical HIV Prevention
			HIV Testing Storefront
			HIV Testing Social & Sexual Networks
STALTER	Kevin	Unaffiliated representative	No Ryan White or prevention contracts
TALLEY	Lambert	Grace Center for Health & Healing (No Affiliation)	No Ryan White or prevention contracts
VALERO	Justin	No Affiliation	No Ryan White or prevention contracts
WEEDMAN	Jonathan	ViaCare Community Health	Biomedical HIV Prevention
YBARRA	Russell	Capitol Drugs	No Ryan White or prevention contracts



Presence at meetings is recorded based on the attendance roll call. Only members of the Commission on HIV (COH) are accorded voting privileges and must verbally acknowledge their attendance in order to vote. Approved meeting minutes are available on the COH's website; meeting recordings are available upon request.

**PUBLIC POLICY COMMITTEE
MEETING MINUTES**

September 16, 2024

Draft

COMMITTEE MEMBERS			
P = Present A = Absent EA = Excused Absence			
Katja Nelson, MPP, Co-Chair	P	Leonardo Martinez-Real (Arburtha Franklin)	P
Lee Kochems, MA, Co-Chair	EA	Paul Nash, PhD, CPsychol, AFBPsS, FHEA	P
Mary Cummings	A	Ronnie Osorio	A
Terrance Jones	P		
COMMISSION STAFF AND CONSULTANTS			
Cheryl Barrit, Lizette Martinez, and Jose Rangel-Garibay			

*Some participants may not have been captured. Attendance can be corrected by emailing the Commission.
*Members of the public may confirm their attendance by contacting Commission staff at hivcomm@lachiv.org.
*Meeting minutes may be corrected up to one year from the date of approval.

Meeting and agenda materials can be found on the Commission's website at <https://hiv.lacounty.gov/public-policy-committee/>

I. ADMINISTRATIVE MATTERS

1. CALL TO ORDER & MEETING GUIDELINES/REMINDERS

The meeting was called to order at 1:05pm.

2. INTRODUCTIONS, ROLL CALL, & CONFLICTS OF INTEREST STATEMENTS

Katja Nelson, Public Policy Committee (PPC) co-chair, led introductions.

APPROVAL OF AGENDA

MOTION #1: Approve the Agenda Order as presented or revised. *(Passed by consensus).*

3. APPROVAL OF MEETING MINUTES

MOTION #2: Approve the June 3, 2024 Public Policy Committee minutes, as presented or revised. *(Passed by consensus).*

II. PUBLIC COMMENT

4. OPPORTUNITY FOR MEMBERS OF THE PUBLIC TO ADDRESS THE COMMITTEE ON ITEMS OF INTEREST THAT ARE WITHIN THE JURISDICTION OF THE COMMITTEE. FOR THOSE WHO WISH TO PROVIDE PUBLIC COMMENT MAY DO SO IN PERSON, ELECTRONICALLY BY CLICKING [HERE](#), OR BY EMAILING HIVCOMM@LACHIV.ORG.

There were no public comments.

III. COMMITTEE NEW BUSINESS ITEMS

5. **OPPORTUNITY FOR COMMISSION MEMBERS TO RECOMMEND NEW BUSINESS ITEMS FOR THE FULL BODY OR A COMMITTEE LEVEL DISCUSSION ON NON-AGENDIZED MATTERS NOT POSTED ON THE AGENDA, TO BE DISCUSSED AND (IF REQUESTED) PLACED ON THE AGENDA FOR ACTION AT A FUTURE MEETING, OR MATTERS REQUIRING IMMEDIATE ACTION BECAUSE OF AN EMERGENCY SITUATION, OR WHERE THE NEED TO TAKE ACTION AROSE SUBSEQUENT TO THE POSTING OF THE AGENDA.**

There were no committee new business items.

IV. REPORTS

6. **EXECUTIVE DIRECTOR/STAFF REPORT**

- C. Barrit, Executive Director, reported that the October full COH meeting is cancelled. Committees and sub-groups will keep their October meetings unless otherwise notified by COH staff. She added that the Executive Committee will determine whether they want to move forward with the December COH meeting or not. She noted that the next full COH meeting will be the COH Annual Conference on November 14 at the MLK Behavioral Health Center. The COH Annual Conference will feature a series of keynote sessions in the morning, and breakout sessions in the afternoon. C. Barrit reiterated that COH staff will notify Commissioners of any changes to meeting schedules.
- C. Barrit reported that at the August meeting the COH unfortunately did not have quorum and were unable to vote on the Ryan White Program Year 35 allocations presented by the Planning, Priorities, and Allocations (PP&A) Committee. The RWP PY35 allocations will be included in the RWP Part A application the Division on HIV and STD Programs (DHSP) is working on. The Executive Committee will vote on the RWP PY 25 allocations at their September 26 meeting to meet the deadline and avoid calling an additional meeting. She highly encouraged members of the Executive Committee to attend the September 26 meeting. The deadline to submit the RWP Part A application is October 1, however DHSP has an internal deadline of September 29. C. Barrit noted that the RWP PY 35 allocations are included in the packet for the September 12 COH meeting available on the COH website. She reminded attendees that the RWP PY 35 allocations are strictly for the RWP, and the service categories described in Policy Clarification Notice 16-02 (PCN 16-02). Not all services receive a funding allocation because there could be another payer sources or the service is not offered. Additionally, the allocations are listed as percentages because the RWP Part A 2025 award is not available yet.
- Lastly, C. Barrit shared that the co-chairs from the PP&A Committee, the COH co-chairs, and COH staff will participate in a review of the RWP Part A application the DHSP is preparing. The review will take place on September 19 at the DHSP office.

7. **CO-CHAIR REPORT**

▪ **Draft 2024 Workplan and Meeting Calendar**

Katja Nelson, PPC co-chair, provided an overview of the workplan and noted that The Wall Las Memorias will provide an update on the Act Now Against Meth (ANAM)

platform and an updated on their harm reduction work at the October 7th meeting. See the meeting packet for a copy of the workplan. The Committee discussed rescheduling the November 4 meeting since November 5 is Election day and some Commissioners will participate in the County Election Worker program. The co-chairs suggested to reschedule the November PPC meeting to the next available Monday on Monday, however, 11/11 is Veteran's Day and all County offices are closed that day. The next available Monday is 11/18. COH staff will send out a poll to PPC members requesting their availability to meet on 11/18.

▪ **November Election Voter Registration Advocacy**

K. Nelson reminded that PPC members were asked to review materials included in the meeting packet to help guide a discussion on possible budget cuts to the Ryan White Care Act, Ending the HIV Epidemic Initiative and other Federal HIV-related funding sources, and Project 2025. The materials include a non-partisan primer on the health policy differences between the two presidential candidates, an article discussing the HIV funding landscape, and a health policy analysis of Project 2025. Additionally, COH staff also shared the FY2025 Appropriations for Federal HIV/AIDS Programs developed by the AIDS Budget and Appropriations Coalition (ABAC) of the Federal AIDS Policy Partnership (FAPP). Lastly, COH staff also shared link to the National Minority AIDS Council (NMAC) "Get Out The Vote" campaign which aims to educate the HIV community, encourage voter turnout among marginalized communities, and collaborate with other movement-related organizations. All of these documents are included in the meeting packet.

The PPC discussed the FY2025 Appropriations for Federal HIV/AIDS Programs document; COH staff explained the different columns and funding sources represented on the table and which items are related to the RWP Part A. K. Nelson noted that the Senate preserved funding for Federal HIV/AIDS Programs without any increases –with the exception of a marginal increase for the Housing for People With AIDS (HOPWA) program-- while the House of Representatives budget shows deep cuts to major Federal HIV/AIDS Programs.

C. Barrit provided an overview of the legislative process at the County level noting that only the Board of Supervisors (BOS) set policy for the County. County commissions and other advisory bodies may make recommendations which are subject to review and approval by the County Executive Office (CEO) Legislative Affairs and Intergovernmental Relations (LAIR) office. She added that the CEO LAIR office has advocates at the state and federal level working diligently to make sure that federal funding for HIV/AIDS programs is maintained at current level at minimum.

PPC members asked if the COH has historically sent letters to California delegates or reached out to other local HIV planning councils/bodies to collaborate on a letter urging California delegates to advocate on behalf of the COH. C. Barrit noted that other local Planning Councils/Bodies typically do not have a PPC or a mechanism to conduct policy work. She encouraged Commissioners and any HIV-related stakeholders to contact their

elected officials on their own accord as members of the public. Mary Cummings, PPC members, shared that the Community Health Clinics have sent advocacy letters to congressional districts in support of all Ryan White Program funding and continued funding for Community Health Centers. K. Nelson added that in her experience, policy advocacy in California is different than in other states given that California delegates generally support HIV-related budget proposals, and that a primary focus for policy work in California is to mobilize young voters. The PPC agreed that the focus should be to engage anyone registered to vote and encourage them to be informed and vote.

C. Barrit reminded the PPC that October is LGBTQ history month and the Los Angeles County LGBTQ+ Commission is planning a voter advocacy campaign. The LGBTQ+ Commission will meet on September 17; COH staff will forward the meeting information to PPC members.

PPC members asked questions regarding the voter registration process and mechanisms for verifying voter registration status. COH staff will send resources from the Los Angeles County Register-Recorders office to PPC members.

V. DISCUSSION ITEMS

8. 2023-2024 LEGISLATIVE DOCKET – UPDATES

K. Nelson provided an overview of the Legislative docket and noted the following:

- SB 1278: Approved by Governor
- AB 1955: Approved by Governor

K. Nelson added that the deadline for the Governor to sign or veto bills is on September 30.

9. 2024 POLICY PRIORITIES

There were no updates.

10. STATE POLICY & BUDGET UPDATE

There were no updates.

11. FEDERAL POLICY UPDATE

Congress has not reached an overarching bipartisan budget framework which threatens the possibility of a government shutdown on October 1. Appropriators are expected to call for a continuing resolution that extends FY2024 funding levels for a few months to buy more time to negotiate on spending proposals and advance a bipartisan spending package after the November general elections.

12. COUNTY POLICY UPDATE

▪ DPH Memo in Response to STD Board of Supervisors (BOS) Motions

There were no updates. Commission staff will track the BOS agenda's and share the document with the PPC when available.

VI. NEXT STEPS

13. TASK/ASSIGNMENTS RECAP

- ➡ COH staff will send voter registration resources to PPC members
- ➡ COH staff will invite the committee-only applicant to the October meeting.

14. AGENDA DEVELOPMENT FOR THE NEXT MEETING

- ANAM presentation led by The Wall Las Memorias
- Community Input on 2026-2030 National HIV/AIDS Strategy

VII. ANNOUNCEMENTS

15. OPPORTUNITY FOR MEMBERS OF THE PUBLIC AND THE COMMITTEE TO MAKE ANNOUNCEMENTS

There were no announcements.

VIII. ADJOURNMENT

16. ADJOURNMENT FOR THE MEETING OF SEPTEMBER 16, 2024.

The meeting was adjourned at 2:34pm.



2024 WORK PLAN – PUBLIC POLICY COMMITTEE—ADOPTED

Committee Name: PUBLIC POLICY COMMITTEE (PPC)				
Co-Chairs: Katja Nelson, Lee Kochems			Committee Adoption Date: 3/4/24	
Purpose of Work Plan: To focus and prioritize key activities for COH Committees and subgroups for 2024				
#	TASK/ACTIVITY	DESCRIPTION	TARGET DATE	STATUS/NOTES/OTHER COMMITTEES INVOLVED
1	Review and refine 2024 workplan	COH staff to review and update 2024 workplan monthly	Ongoing, as needed	Workplan revised/updated on: 12/04/23, 01/04/24, 1/31, 2/29, 3/28, 4/30, 5/24, 9/11, 10/07
2	Develop 2023-2024 Legislative Docket and update as needed.	Review legislation aligned with information gathered from public hearing(s) as well as recommendations from Commission taskforces, caucuses, and workgroups to develop the Commission docket, and discuss legislative position for each bill.	COMPLETE	The COH staff will monitor bill status and update docket as needed.
3	Develop 2023-2024 Policy Priorities document and update as needed.	The Committee will revise the Policy Priorities document to include the alignment of priorities from Commission stakeholder groups	COMPLETE	The Committee will review and update their policy priorities document as needed.
4	Continue to advocate for an effective County-wide response to the STI crisis in Los Angeles County.	The Committee will review government actions that impact funding and implementation of sexual health and HIV services. Assess and monitor federal, state, and local government policies and budgets that impact HIV, STIs, Viral Hepatitis and other sexual health issues.	Ongoing	Track and monitor BOS correspondence website and BOS agenda items related to the County-wide response to the STI crisis in Los Angeles County. Commissioners are encouraged to provide public comments at BOS meetings.
5	Continue to advocate for an effective County-wide response to the Act Now Against Meth (ANAM) platform.	The Committee will review government actions that impact funding and implementation of sexual health and HIV services. Assess and monitor federal, state, and local government policies and budgets that impact activities under the ANAM platform.	Ongoing	Track and monitor BOS correspondence website and BOS agenda items related to the County-wide response to the ANAM platform. Commissioners are encouraged to provide public comments at BOS meetings.
6	Monitor and support Harm Reduction efforts in LA County and LA City	The Committee will review government actions that impact funding and implementation of harm reduction efforts in Los Angeles and Los Angeles County.	Ongoing	Track and monitor legislation related to the investment of Opioid settlement funds. The Wall Las Memorias will provide an update at the October PPC meeting.
7	Efforts to Modernize the Ryan White Care Act (RWCA)	The Committee developed a policy brief outline. The policy brief will summarize key issues to address and include in a modernized RWCA legislation.	Postponed to 2025	Committee co-chairs met with COH staff and determined to postpone the development of a white paper on RWCA modernization to 2025.



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PUBLIC POLICY COMMITTEE 2024 MEETING CALENDAR

(updated 10.07.24)

DATE	KEY AGENDA ITEMS/TOPICS (subject to change; for planning purposes)
Jan. 9, 2024 1pm to 3pm <i>Pending</i>	Elect Co-Chairs for 2024 Review and adopt 2024 Workplan and Meeting Calendar
Feb. 5, 2024 1pm to 3pm <i>Room TK05</i>	Update Legislative Docket 2024 Policy Priorities Action Plan Development
Mar. 4, 2024 1pm to 3pm <i>Room TK05</i>	Meeting Cancelled
Apr. 1, 2024 1pm to 4pm <i>Room TK11</i>	Review and approve Public Policy Priorities Document
May 6, 2024 1pm to 3:30pm <i>Room TK11</i>	Review and update Legislative Docket
Jun. 3, 2024 1pm to 3pm <i>TK05</i>	
Jul. 1, 2024	Meeting Cancelled
Aug. 5, 2024	Meeting Cancelled
Sep. 16, 2024 1pm to 3pm <i>TK02</i>	Discuss voter advocacy materials for the 2024 Election
Oct. 7, 2024 1pm to 3pm <i>TK11</i>	Updates Legislative Docket Presentation on ANAM from The Wall Las Memorias
Nov. 18, 2024 1pm to 3pm <i>TK11</i>	COH Annual Conference 11/14/2024
Dec. 2, 2024 1:30pm to 3:30pm <i>Pending</i>	Co-chair nominations Reflect on 2024 accomplishments Draft 2025 Committee Workplan and Meeting Calendar

#4

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Sunday, March 17, 2024 5:24:48 PM
Last Modified: Sunday, March 17, 2024 5:40:50 PM
Time Spent: 00:16:02
IP Address:

Page 1: Introduction

Q1 **NEW**

Are you applying as a NEW or RETURNING Committee member?

Q2

Contact Information

Name and Pronoun (For example: "John Smith, he/him/his") **OM Davis (He/They)**

Do you work for an agency/organization? If yes, please state agency/org name and if not, please indicate "N/A" for not applicable. **N/A**

Address **Burbank**

City/Town **CA**

State/Province **odavi008@ucr.edu**

ZIP/Postal Code

Primary Email Address

Primary Phone Number

Q3 **No,**
 Recommending individual/organization::
 N/A

Were you recommended by an individual or organization? If so, please state the name of the recommending entity. ****Not required; suggested for applicants representing agencies/organizations****

Q4

No

Are you affiliated with a Ryan White Program-funded agency? **Affiliated is defined as one who is either a board member, employee, or a consultant of an agency who receives Ryan White Program funding through the Los Angeles County Division of STD and HIV Programs (DHSP). Volunteers are considered unaffiliated. Click [here](#) for a list of Ryan White Program-funded agencies; subject to change**

Page 2: Committee Selection

Q5

Public Policy (SBP) Committee

Based on your expertise and the Committee description, role and responsibilities, please select below which Committee you would be interested in participating on.

Page 3: Background & Experience

Q6

Why do you want to join the Committee selected?

I am eager to join the Public Policy Committee to leverage my extensive experience in LGBTQ+ advocacy and my personal connection to the impact of HIV/AIDS. Both of my uncles passed away during the AIDS epidemic in the 1990s, which has fueled my commitment to advocating for policies that support affected communities. I believe my background equips me to contribute meaningfully to the development and advancement of inclusive policies that address the needs of those affected by HIV/AIDS.

Q7

What skills, abilities, and/or experience do you have that can be helpful to the selected Committee?

Communication and Collaboration: I excel in communicating with diverse stakeholders and collaborating with fellow advocates to advance policy objectives.

Advocacy Expertise: I possess strong advocacy skills honed through my involvement in LGBTQ+ rights activism.

Networking: My involvement in advocacy has enabled me to build a robust network within the LGBTQ+ community and related organizations, providing valuable connections for gathering insights, fostering collaboration, and mobilizing support for policy initiatives.

Strategic Thinking: My advocacy work has sharpened my strategic thinking, allowing me to plan effectively, anticipate obstacles, and adapt strategies to achieve desired outcomes.

Q8

If you have a resume or other documents (i.e. certificates, awards, letters of recommendation, biosketch, curriculum vitae) that will support your membership application, please upload here. ****This is optional and not required to be considered for membership****

Resume%20(19).pdf (93.4KB)

Q9

How can we support you so that you are able to fully participate and be effective on the selected Committee? Do you need special accommodations, i.e. translation or interpretation services, etc?

Clear and timely communication of meeting schedules, agendas, and relevant documents would help me prepare and contribute effectively.

Page 4: Statement of Qualifications

Q10

Respondent skipped this question

Please save and upload your completed/signed SOQ here or email to Commission staff at hivcomm@lachiv.org. For additional information, please contact Commission staff.

Page 5: Application Submission

Q11

Yes

Please be sure to check the appropriate box below affirming your commitment and certifying all information is true and accurate.

Olga Marie Davis

E-mail: odavi008@ucr.edu

www.linkedin.com/in/olga-marie-davis-3023a7281

Education:

- B.A. Political Science, University of California, Riverside, June 2023

Skills:

- Leadership, Advocacy, Collaboration, Networking, Event-Planning, Communication, Community Engagement, Strategy Development, Data Collection, Confidentiality, Google Suite, Microsoft 365

Professional Experience:

Behavior Technician, ALP, Glendale CA, Sep 2023 - February 2024

- Delivered personalized Applied Behavior Analysis (ABA) services to clients, tailoring intervention strategies to individual needs.
- Conducted thorough data analysis, contributing to the advancement of client progress reports for clinical stakeholders.
- Enhanced client experience by establishing trusting relationships and collaborating closely with family members.

Referendum Student Advisory Committee (RSAC) Representative, University of California, Riverside, Sep 2022 - June 2023

- Oversaw a \$1 million budget allocation for the Highlander Empowerment Student Services Referendum, directly impacting eight Ethnic & Gender Centers.
- Influenced outcomes in cross-functional stakeholder meetings through impactful participation, aiding in the development of balanced fiscal and resource plans.

Leadership and Extracurricular Activities:

Equality California LGBTQ+ Leadership Academy 2024 Cohort Member, March 2024 - Present

- Leveraged networking opportunities with prominent political figures, including participation in events such as the LGBTQ+ Legal Roundtable, LGBTQ+ Leadership Academy, and other relevant engagements.
- Enhanced leadership skills and acquired valuable resources through training, mentorship, and various opportunities, fostering personal and professional development.

Queer Student Leadership Council (QLC) Chair, University of California, Riverside, March 2022 - March 2023

- Championed advocacy efforts, leading to the creation of a gender-inclusive facility through strategic partnerships across campus.
- Cultivated a vibrant community dialogue, engaging diverse groups in the Council's activities and initiatives.
- Developed robust outreach strategies, enhancing the Council's presence and impact within and beyond the campus.

President of the Drag Club at University of California, Riverside, March 2020 - March 2023

- Elevated student involvement in drag performance art, enhancing campus cultural diversity and expression.
- Spearheaded event logistics from conceptualization to execution, including performer coordination and venue management.

Achievements and Awards:

- LAMBDA Steven Shum Activism Award 2022-2023
- LAMBDA New Involvement Impact Award 2021-2022
- The National Society of Leadership and Success (NSLS) 2020-2021



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2023-2024 Legislative Docket | Approval Date: Last approved by COH on 6/8/23. **Last approved by PPC on 05/06/24.**

POSITIONS: SUPPORT | OPPOSE | SUPPORT w/AMENDMENTS | OPPOSE unless AMENDED | WATCH

BILL	TITLE	DESCRIPTION / COMMENTS	Recommended Position	STATUS
AB 1955 (Ward)	Support Academic Futures and Educators for Today's Youth Act	This bill aims to codify the unconstitutional CDE policy, which would ban parental notification policies and allow schools to keep student records secret from parents. The bill also requires the State Department of Education to develop resources for the support of parents, guardians, and families of LGBTQ pupils. AB 1955 was pushed through the legislature as a "gut and amend" bill to invalidate parental notification policies enacted by local school boards across the state. https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202320240AB1955	SUPPORT	<i>15-JUL-24</i> <i>Approved by Governor.</i>
AB 2007 (Boerner)	Establish Unicorn Homes Pilot Program	Establishes a 3-year pilot program—the Unicorn Homes Transitional Housing for Homeless LGBTQ+ Youth Program—to place unhoused LGBTQ+ youth with affirming volunteer host families and provide trauma-informed crisis intervention care, with the ultimate goal of reunification with the youth's family when possible. https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202320240AB2007	SUPPORT	16-MAY-24 In APPR. Committee: Held under submission.
AB 2034 (Rodriguez)	Crimes: loitering for the purpose of engaging in a prostitution offense	This bill would make it a misdemeanor to loiter in a public place with the intent to commit prostitution, as defined, and make other conforming changes. By creating a new crime, this bill would impose a state-mandated local program. https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202320240AB2034	OPPOSE	07-MAR-24 In Committee Hearing postponed.
AB 2523 (Patterson)	Needle and syringe exchange services	This bill would require the department to send a written and an email notice to the affected city, county, or city and county. The bill would require the department to provide the biennial report to the city, county, or city and county. https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202320240AB2523	OPPOSE	01-APR-24 Re-referred to Com. on HEALTH.
AB 2229 (Wilson)	California Healthy Youth Act: menstrual health education	This bill would include in the definition of "comprehensive sexual health education" the topic of menstrual health, defined to mean a state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity, in relation to the menstrual cycle. The bill would that instruction and materials also teach pupils about the menstrual cycle, premenstrual syndrome and pain management, menstrual hygiene, menstrual disorders, menstrual irregularities, menopause, menstrual stigma, and any other relevant topics related to the menstrual cycle. https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202320240AB2229	SUPPORT	<i>27-SEP-24</i> <i>Approved by the Governor.</i>

BILL	TITLE	DESCRIPTION / COMMENTS	Recommended Position	STATUS
AB 2258 (Zbur)	Health care coverage: cost sharing	<p>This bill would prohibit a group or individual non-grandfathered health care service plan contract or health insurance policy issued, amended, or renewed on or after 1/1/2025, from imposing a cost-sharing requirement for items or services that are integral to the provision of preventive care services and screenings. The bill would require those contracts and policies to cover items and services for preventive care services and screenings, including home test kits for sexually transmitted disease and specified cancer screenings.</p> <p>https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202320240AB2258</p>	SUPPORT	<p><i>27-SEP-24</i></p> <p><i>Approved by the Governor.</i></p>
AB 2442 (Zbur)	Expedite Licensure for Gender-Affirming Care Providers	<p>Expands the network of gender-affirming care providers in the state to improve accessibility of care by expediting licensure applications for health care providers who intend to provide gender-affirming health care or gender-affirming mental health care in California. This bill's provisions will be sunset on January 1, 2029.</p> <p>https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202320240AB2442</p>	SUPPORT	<p><i>27-SEP-24</i></p> <p><i>Vetoed by Governor.</i></p>
AB 2498 (Zbur and Quirk-Silva)	Housing: the California Housing Security Act	<p>This bill would establish the California Housing Security Program to provide a housing subsidy to eligible persons to reduce housing insecurity and help Californians meet their basic housing needs. The bill would require the Department of Housing and Community Development to establish a 2-year pilot program and to establish guidelines that include the amount of the subsidy necessary to cover the portion of a person's rent to prevent homelessness. Under the bill, the subsidy would not be considered income for purposes of determining eligibility or benefits for any other public assistance program, nor would participation in other benefits exclude a person from eligibility for the subsidy. Under the bill, an undocumented person, as specified, who otherwise qualifies for the subsidy would be eligible for the subsidy.</p> <p>https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202320240AB2498</p>	SUPPORT	<p>15-AUG-24</p> <p>In Senate: In APPR. Committee. Held under submission.</p>
AB 3031 (Lee and Low)	LGBTQ+ Commission	<p>This bill established the LGBTQ+ Commission in state government with goals to, among other things, act in an advisory capacity to the Legislature and Governor on policy matters affecting the state's LGBTQ+ community and its members, as specified. The Commission will be composed of nine members: five members appointed by the Governor; two members appointed by the Speaker of the Assembly; two members appointed by the Senate Committee on Rules. Requires that the appointments to the Commission be considered among individuals who represent the geographical, racial, gender, diverse identities, ethnic, socioeconomic, cultural, age, and educational diversity of California's LGBTQ+ community. Requires the Commission to submit a report to the Legislature and the Governor by January 1, 2028, and annually thereafter, summarizing the information gathered and making policy recommendations to address the needs of the LGBTQ+ community.</p> <p>https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202320240AB3031</p>	SUPPORT	<p><i>28-SEP-24</i></p> <p><i>Vetoed by Governor.</i></p>

BILL	TITLE	DESCRIPTION / COMMENTS	Recommended Position	STATUS
SB 953 (Menjivar)	Medi-Cal: Menstrual products	This bill would add menstrual products as a covered benefit to the Medi-Cal schedule of benefits, subject to federal approval and federal financial participation. Requires DHCS to seek any federal approval necessary to implement this benefit. Defines “menstrual products” as a device for use in connection with a person’s menstrual cycle. https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202320240SB953	SUPPORT	16-MAY-24 May 16 hearing: Held in committee and under submission.
SB 954 (Menjivar)	Sexual health: contraceptives	This bill requires all public high schools to make condoms available to students by the start of the 2025-26 school year and requires schools to provide information to students on the availability of condoms, as well as other sexual health information. Prohibits public schools from preventing distribution of condoms or preventing a school-based health center from making condoms available and easily accessible to students at the school-based health center site. Prohibits from restricting sales of nonprescription contraception on the basis of age. https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202320240SB954	SUPPORT	<i>25-SEP-24</i> <i>Vetoed by Governor.</i>
SB 957 (Wiener)	Data collection: sexual orientation and gender identity	Requires the California Departments of Public Health (CDPH) to collect demographic data, including sexual orientation, gender orientation (SOGI), and intersexuality data, from third parties on any forms of electronic data systems, unless prohibited by federal or state law. Adds SOGI to the information reported for the purpose of statewide or local immunization information systems. Requires CDPH to prepare an annual report concerning SOGI data. https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202320240SB957	SUPPORT	<i>28-SEP-24</i> <i>Approved by the Governor.</i>
SB 959 (Menjivar)	Trans-inclusive care: resources and support services	Creates an online resource for transgender, gender non-conforming, and intersex (TGI) Californians and their families to combat misinformation and provide accurate information about access to trans-inclusive health care, existing legal protections for patients and providers, and other available support services. https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202320240SB959	SUPPORT	<i>27-AUG-24</i> <i>Ordered to inactive file on request of Assembly Member Zbur.</i>
SB 990 (Padilla)	Office of Emergency Services: State Emergency Plan: LGBTQ+ individuals	Requires California to update the State Emergency Plan to include LGBTQ+ inclusive policies and best practices to ensure that LGBTQ+ people can access affirming services and resources before, during, and after an emergency or natural disaster. https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202320240SB990	SUPPORT	<i>20-SEP-24</i> <i>Approved by the Governor.</i>

BILL	TITLE	DESCRIPTION / COMMENTS	Recommended Position	STATUS
SB 996 (Wilk)	Comprehensive Sexual health Education and HIV Prevention Education	This bill would require the governing board of a school district to adopt a policy at a publicly noticed meeting specifying how parents and guardians of pupils may inspect the written and audiovisual educational materials used in comprehensive sexual health education and HIV prevention education are made available at each school site and publicly posted on the school district's internet website or on a school district's parent or guardian portal. https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202320240SB996	OPPOSE	<i>16-MAY-24</i> <i>May 16 hearing: held in committed and under submission.</i>
SB 1022 (Skinner)	Enforcement of Civil Rights	Enables the Civil Rights Department to investigate and prosecute long-running civil rights violations affecting groups or classes of people by making technical changes to the Fair Employment and Housing Act more effectively. https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202320240SB1022	SUPPORT	<i>29-SEP-24</i> <i>Vetoed by the Governor.</i>
SB 1278 (Laird)	World AIDS Day	This bill would require the Governor to annually proclaim December 1 as World AIDS day. https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202320240SB1278	SUPPORT	<i>26-JUN-24</i> <i>Approved by Governor.</i>
SB 1290 (Roth)	Health care coverage: essential health benefits	This bill would sunset the Kaiser Foundation Health Plan Small Group HM 30 plan as CA's Essential Health Benefit benchmark for individual and small group health plan contracts and health insurance policies after the 2026 plan year. https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202320240SB1290	WATCH	<i>28-AUG-24</i> <i>Ordered to inactive file on request of Assembly Member Bonta.</i>
SB 1333 (Eggman and Roth)	Communicable diseases: HIV reporting	Revises and recasts existing law to permit the California Department of Public Health (CDPH) and local health departments (LHDs) to disclose personally identifying information in public health records for the coordination of, linkage to, or reengagement in care, as determined by CDPH or a LHD. https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202320240SB1333	SUPPORT	<i>22-SEP-24</i> <i>Approved by the Governor.</i>
SB 1346 (Durazo)	Worker's compensation: aggregate disability payments	This bill allows the Worker's Compensation Appeals Board the discretion to extend the potential duration of temporary disability payments for up to 90 days if an injured employee prevails at a worker's compensation independent medical review. https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202320240SB1346	SUPPORT	<i>16-MAY-24</i> <i>May 16 hearing: Held in committee and under submission.</i>

BILL	TITLE	DESCRIPTION / COMMENTS	Recommended Position	STATUS
AB 1487 (Santiago)	Public health: Transgender, Gender Variant, and Intersex Wellness Reentry Fund	Establishes the Transgender, Gender Variant, and Intersex (TGI) Wellness Reentry Fund in the State Treasury to fund grant programs focused on reentry programs to support TGI people who have experiences carceral systems. https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202320240AB1487	SUPPORT	13-OCT-23 Approved by Governor.
ACA 8 (Wilson)	Slavery	This would prohibit slavery in any form, including forced labor compelled by the use or threat of physical or legal coercion. Follow-up questions regarding the phrasing: The ACA removed “Involuntary servitude is prohibited except to punish a crime” from phrasing and added “Slavery in any form.” https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202320240ACA8	Support with follow-up questions	<i>27-JUN-23 Chapered by Secretary of State.</i>
AB 4 (Arambula)	Covered California: Expansion	Requires Covered California to develop options for expanding access to affordable health care coverage to Californians regardless of immigration status and report these options to the Governor and Legislature. Follow-up questions regarding the phrasing: Starting Jan. 2024, undocumented Californians 26-49 years of age will be eligible for full scope Medi-Cal coverage; however, undocumented Californians who earn too much money to qualify for Medi-Cal are excluded from being able to purchase coverage through Covered California since the federal Affordable Care Act did not extend eligibility to undocumented individuals. The Centers for Medicare and Medicaid Services would need to approve a 1332 waiver which would allow Covered California to offer coverage to undocumented immigrants. https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202320240AB4	Support with follow-up questions	<i>15-AUG-23 In Senate. Held under submission.</i>
AB 793 (Bonta)	Privacy: reverse demands	The bill bans reverse-location searches, which allow law enforcement agencies to obtain cell phone data about unspecified individuals near a certain location, and reverse-keyword searches, which allow law enforcement agencies to obtain data about unspecified individuals who used certain search terms on an internet website. https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202320240AB793	Support with Amendment	30-JUN-23 In Senate. Hearing canceled at the request of author.

BILL	TITLE	DESCRIPTION / COMMENTS	Recommended Position	STATUS
SB 427 (Portantino)	Health care coverage: antiretroviral drugs, devices, and products	<p>Prohibits a non-grandfathered or grandfathered health plan contract or health insurance policy from imposing any cost-sharing or utilization review requirements for antiretroviral drugs, drug devices, or drug products that are either approved by the United States Food and Drug Administration (FDA) or recommended by the federal Centers for Disease Control and Prevention (CDC) for the prevention of HIV/AIDS. Prohibits a health plan or health insurer from subjecting ARVs that are either approved by the FDA or recommended by the CDC for the prevention HIV/AIDS, to prior authorization or step therapy, but authorizes prior authorization or step therapy if at least one therapeutically equivalent version is covered without prior authorization or step therapy and the insurer provides coverage for a noncovered therapeutic equivalent antiretroviral drug, device, or product without cost sharing pursuant to an exception request. Does not require coverage by an out-of-network pharmacy, unless in the case of an emergency or if there is an out-of-network benefit. Delays implementation of this bill for an individual and small group health plan contract or insurance policy until 1/1/2025</p> <p>https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202320240SB427</p>	Watch	13-MAY-24 In Assembly. Held at Desk.

FEDERAL BILLS

Bill	Title	Description / comments	Recommended position	Status
H.R. 62 (Jackson Lee)	SHIELD Act	<p>SHIELD = Safeguarding Healthcare Industry Employees from Litigation and Distress This bill establishes a framework to limit interference with persons seeking to provide or access reproductive health services at the state level. The bill reduces the allocation of funds under certain law enforcement grant programs for a state that has in effect a law authorizing state or local officers or employees to interfere with persons seeking to provide or access reproductive health services. The bill authorizes civil remedies for a violation, including damages and injunctive relief. Additionally, it authorizes criminal penalties for a violation involving the use of deadly or dangerous weapon or the infliction of bodily injury.</p> <p>https://www.congress.gov/bill/118th-congress/house-bill/62/actions?s=8&r=5&q=%7B%22search%22%3A%5B%22%5C%22reproductive+health%5C%22%22%5D%7D</p>	SUPPORT	<p>09-Jan-23</p> <p>Introduced in House. Referred to the Committee on Energy Commerce, and in addition to the Committee on the Judiciary.</p>
H.R. 73 (Biggs)	No Pro-Abortion Task Force Act	<p>This bill prohibits federal funding of the Reproductive Healthcare Access Task Force. The Department of Health and Human Services launched the task force on January 21, 2022, to identify and coordinate departmental activities related to accessing sexual and reproductive health care.</p> <p>https://www.congress.gov/bill/118th-congress/house-bill/73?q=%7B%22search%22%3A%5B%22%5C%22reproductive+health%5C%22%22%5D%7D&s=8&r=7</p>	OPPOSE	<p>09-JAN-23</p> <p>Introduced in House. Referred to Committee on Energy and Commerce.</p>
H. Res. 185 (Hayes)	Declaring racism a public health crisis	<p>This resolution declares racism a public health crisis and support efforts to address health disparities and inequities across all sectors.</p> <p>https://www.congress.gov/bill/118th-congress/house-resolution/185/text?s=1&r=15&q=%7B%22search%22%3A%5B%22%5C%22HIV%5C%22%22%5D%7D</p>	SUPPORT	<p>10-MAR-23</p> <p>Referred to the Subcommittee on Health.</p>
H.R. 407 (Clyde)	Protect the UNBORN Act	<p>UNOBORN: Undo the Negligent Biden Orders Right Now This bill prohibits federal implementation of and funding for specified executive orders that address access to reproductive care services, including services related to pregnancy or the termination of a pregnancy.</p> <p>https://www.congress.gov/bill/118th-congress/house-bill/407?q=%7B%22search%22%3A%5B%22%5C%22reproductive+health%5C%22%22%5D%7D&s=8&r=6</p>	OPPOSE	<p>27-JAN-23</p> <p>Introduced in House. Referred to the Subcommittee on Health.</p>

H.R. 445 (Williams)	HHS Reproductive and Sexual health Ombuds Act of 2023	This bill creates a position within the Department of Health and Human Services to support access to reproductive and sexual health services (including services relating to pregnancy and the termination of a pregnancy) that are evidence-based and medically accurate. Functions of the position include (1) educating the public about medication abortions and other sexual and reproductive health services, (2) collecting and analyzing data about consumer access to and health insurance coverage for those services, and (3) coordinating with the Federal Trade Commission on issues related to consumer protection and data privacy for those services. https://www.congress.gov/bill/118th-congress/house-bill/445?q=%7B%22search%22%3A%22%5C%22sexual+health%5C%22%22%7D	SUPPORT	27-JAN-23 Introduced in House. Referred to the Subcommittee on Health.
H.R. 459 (Eshoo)/ S. 323 (Hirono)	SAFER health Act of 2023	SAFER: Secure Access For Essential Reproductive Health This bill would ensure the privacy of pregnancy termination or loss under the HIPAA privacy regulations and the HITECH Act. https://www.congress.gov/bill/118th-congress/house-bill/459/text?s=8&r=8&q=%7B%22search%22%3A%5B%22%5C%22reproductive+health%5C%22%22%5D%7D https://www.congress.gov/bill/118th-congress/senate-bill/323/text?s=8&r=9&q=%7B%22search%22%3A%5B%22%5C%22reproductive+health%5C%22%22%5D%7D	SUPPORT	09-FEB-23
H.R. 517 (Mace)	Standing with Moms Act	This bill requires the Department of Health and Human Services (HHS) to disseminate information about pregnancy-related resources. Specifically, HHS must maintain a public website (life.gov) that lists such resources that are available through federal, state, and local governments and private entities. The bill excludes from life.gov, the portal and the hotline resources provided by entities (1) perform, induce, refer for, or counsel in favor of abortions; or (2) financially support such entities. The bill also requires HHS to report on traffic to life.gov and the portal, gaps in services available to pregnant and postpartum individuals, and related matters. https://www.congress.gov/bill/118th-congress/house-bill/517?q=%7B%22search%22%3A%5B%22%5C%22reproductive+health%5C%22%22%5D%7D&s=8&r=19	OPPOSE	03-FEB-23 Referred to the Subcommittee on Health.
H.R. 561 (Lee)	EACH Act of 2023	This bill requires federal health care programs to provide coverage for abortion services and requires federal facilities to provide access to those services. The bill also permits qualified health plans to use funds attributable to premium tax credits and reduced cost sharing assistance to pay for abortion services. https://www.congress.gov/bill/118th-congress/house-bill/561?q=%7B%22search%22%3A%5B%22%5C%22transgender%5C%22%22%5D%7D&s=8&r=8	SUPPORT	21-FEB-23 Introduced in House. Referred to the Subcommittee

BILL	TITLE	DESCRIPTION / COMMENTS	Recommended Position	STATUS
				on Indian and Insular Affairs
H.R. 1224 (Trahan)	INFO for Reproductive Care ACT OF 2023	INFO= Informing New Factors and Options This bill requires the Department of Health and Human Services to carry out a campaign to educate health care professionals (and health care professions students) about assisting patients to navigate legal issues related to abortions and other reproductive health care services. https://www.congress.gov/bill/118th-congress/house-bill/1224?q=%7B%22search%22%3A%5B%22%5C%22reproductive+health%5C%22%22%5D%7D&s=8&r=4	SUPPORT	27-FEB-23 Introduced in House. Referred to the House Committee on Energy and Commerce.
S. 644 (Markey)	Modernizing Opioid Treatment Access Act	This bill expands access to methadone for an individual's unsupervised use to treat opioid use disorder (OUD). The bill (1) waives provisions of the Controlled Substances Act that require qualified practitioners to obtain a separate registration from the Drug Enforcement Administration (DEA) to prescribe and dispense methadone to treat OUD, and (2) requires the Substance Abuse and Mental Health Services Administration and the DEA to jointly report on the waiver. Additionally, the bill directs the DEA to register certain practitioners to prescribe methadone that is dispensed through a pharmacy for an individual's unsupervised use. Qualified practitioners must be licensed or authorized to prescribe controlled substances, and they must either work for an opioid treatment program or be a physician or psychiatrist with a specialty certification in addiction medicine. Individuals who receive methadone for unsupervised use must continue to have access to other care through an opioid treatment program. https://www.congress.gov/bill/118th-congress/senate-bill/644	SUPPORT	01-FEB-2024 Placed on Senate Legislative Calendar under General Orders.
S. 701 (Baldwin)	Women's Health Protection Act of 2023	To protect a person's ability to determine whether to continue or end a pregnancy, and to protect a health care provider's ability to provide abortion services. https://www.congress.gov/bill/118th-congress/senate-bill/701	SUPPORT	09-MAR-23 Placed on Senate Legislative Calendar under General Orders.

Footnotes:

(1) Under Joint Rule 56, bills introduced in the first year of the regular session that do not become carry-over bills shall be returned to the Chief Clerk of the Assembly or the Secretary of the Senate.

Notes:

Items italicized in blue indicate a new status or a bill for consideration for inclusion in the docket.



OFFICE OF THE GOVERNOR

SEP 27 2024

To the Members of the California State Assembly:

I am returning Assembly Bill 2442 and Senate Bill 1067 without my signature.

These bills would require specified Department of Consumer Affairs boards to create an expedited licensing process for a subset of applicants based on the type of care they intend to provide or the geographic area where they intend to provide care.

I commend the authors' commitment to addressing healthcare gaps in the state, but I am concerned about the aggregate effect of legislation that seeks to expedite licensure. As the number of applicants who qualify for expedited licensure grows through legislation, the benefits of mandated prioritization may start to diminish, at the expense of potential negative impacts to other applicants. Additionally, the increase in staff needed to ensure expedited applications may lead to licensing fee increases.

It would be prudent to allow time for the current expedited licensure processes to continue so that we can gather data on their effectiveness. This will allow the state to be well informed on the efficacy of this practice before pursuing additional frameworks for expedited licensure and confirm these processes do not lead to unintended consequences on the broader healthcare workforce.



For these reasons, I cannot sign these bills.

Sincerely,

A handwritten signature in black ink, appearing to be 'Gavin Newsom', written over a horizontal line. The signature is stylized and somewhat messy, with several loops and a long horizontal stroke extending to the right.

Gavin Newsom



OFFICE OF THE GOVERNOR

SEP 28 2024

To the Members of the California State Assembly:

I am returning Assembly Bill 3031 without my signature.

This bill would create the LGBTQ+ Commission within the Governor's Office of Land Use and Climate Innovation to advise and make recommendations to the Legislature and Governor on policy matters affecting the state's LGBTQ+ community.

California leads the nation in celebrating people for who they are – fighting against hate through a comprehensive strategy and seeking to enshrine LGBTQ+ equality in the state's Constitution this November. Protecting and supporting the rights of LGBTQ+ people to equal treatment under the law has been a focus of this administration since day one, and it is work that I personally have championed throughout my career. Continuing this work to advance equity and fight against discrimination is integrated into the administration's ongoing effort to tackle disparities and strengthen our commitment to a California For All. While I appreciate the author's intent to provide a separate, additional venue for policy recommendations, this bill would lead to ongoing costs in the millions of dollars.

In partnership with the Legislature this year, my Administration has enacted a balanced budget that avoids deep program cuts to vital services and protected investments in education, health care, climate, public safety, housing, and social service programs that millions of Californians rely on. It is



important to remain disciplined when considering bills with significant fiscal implications that are not included in the budget, such as this measure.

For this reason, I cannot sign this bill.

Sincerely,

A handwritten signature in black ink, appearing to be "Gavin Newsom", written over the printed name. The signature is stylized and extends to the right with a long horizontal stroke.

Gavin Newsom



OFFICE OF THE GOVERNOR

SEP 29 2024

To the Members of the California State Senate:

I am returning Senate Bill 1022 without my signature.

This bill would clarify a number of unsettled procedural matters involving the Fair Employment and Housing Act (FEHA).

I thank the author for introducing this measure, which intends to limit litigation and help resolve civil rights disputes quickly and more efficiently. However, I am concerned with specific provisions in this bill that provide the Civil Rights Department (CRD) with a seven-year period to file a group or class complaint under FEHA. This limitations period is significantly longer than the limitations period for similar civil matters, including class action litigation on behalf of employees.

For this reason, I cannot sign this bill.

However, I encourage the Legislature to pursue legislation next year that enacts the other changes that this bill would make, together with a more reasonable period for CRD to initiate a group or class complaint.

Sincerely,

Gavin Newsom





OFFICE OF THE GOVERNOR

SEP 25 2024

To the Members of the California State Senate:

I am returning Senate Bill 954 without my signature.

This bill, on or before the start of the 2025-26 school year and contingent upon an appropriation, requires public schools to make condoms available for free to all students in grades 9 through 12, place condoms in a minimum of two locations on school grounds, and provide specified sexual health notices, and requires that one employee at each school site be designated to implement the provisions of the bill.

I thank the author and sponsors for their commitment to the health and safety of California's youth. While this bill is contingent on an appropriation, it creates significant ongoing Proposition 98 General Fund cost pressures in the millions and these ongoing costs were not accounted for in the 2024 Budget Act. I vetoed a similar bill last year, conveying that the bill created an unfunded mandate that should be considered as part of the annual budget process. While the author successfully championed \$5 million for a similarly aligned purpose in this year's budget, one-time funding does not adequately address the fiscal concerns associated with this bill.

In partnership with the Legislature this year, my Administration has enacted a balanced budget that avoids deep program cuts to vital services and protected investments in education, health care, climate, public safety, housing, and social service programs that millions of Californians rely on. It is important to remain disciplined when considering bills with significant fiscal implications that are not included in the budget, such as this measure.



For this reason, I cannot sign this bill.

Sincerely,

A handwritten signature in black ink, appearing to be 'Gavin Newsom', written over a horizontal line. The signature is stylized and somewhat illegible due to the cursive nature of the writing.

Gavin Newsom



DEPARTMENT OF HEALTH AND HUMAN SERVICES

Request for Information (RFI): To Inform the Development of the 2026–2030 National HIV/AIDS Strategy and the National Strategic Plans for Sexually Transmitted Infections, Vaccines, and Viral Hepatitis

AGENCY: Office of Infectious Disease and HIV/AIDS Policy, Office of the Assistant Secretary for Health, Office of the Secretary, Department of Health and Human Services.

ACTION: Notice.

SUMMARY: Through this Request for Information (RFI), the Office of Infectious Disease and HIV/AIDS Policy (OIDP) in the Office of the Assistant Secretary for Health (OASH) in the Office of the Secretary, Department of Health and Human Services (HHS), invites feedback from Federal, State, Tribal, territorial, and local governments; community-based organizations and faith-based organizations; Urban Indian Organizations; health plans and payers; health care providers, and other health-related and social services organizations; private-sector entities; researchers and academic institutions; people living with and who experience risk for disease; and other interested constituents on Strategic Plans to serve as national roadmaps to guide efforts to address HIV, sexually transmitted infections (STI), and viral hepatitis, and to improve and enhance the development and use of vaccines in the United States.

DATES: To be assured consideration, comments must be received at the addresses provided below, no later than 5:00 p.m. ET on [INSERT DATE 60 DAYS AFTER DATE OF PUBLICATION IN THE FEDERAL REGISTER].

ADDRESSES: Submissions must be submitted electronically via the following website:

<https://app.smartsheetgov.com/b/form/68aa1bd9c54b42829f99e85cc4ab1e82>.

FOR FURTHER INFORMATION CONTACT: Questions about this RFI should be directed to Nathan Fecik; Phone: 202-795-7616; Email: Syndemics@hhs.gov.

SUPPLEMENTARY INFORMATION:

OIDP requests feedback on the development of the following (collectively referred to as the Strategic Plans):

- National HIV/AIDS Strategy for the United States: 2026–2030 (NHAS)
- Sexually Transmitted Infections National Strategic Plan for the United States: 2026–2030 (STI Plan)
- Vaccines National Strategic Plan for the United States: 2026–2030 (Vaccines Plan)
- Viral Hepatitis National Strategic Plan for the United States 2026–2030 (Viral Hepatitis Plan)

The National HIV/AIDS Strategy for the United States: 2022–2025 (<https://files.hiv.gov/s3fs-public/NHAS-2022-2025.pdf>), the Sexually Transmitted Infections National Strategic Plan for the United States: 2021–2025 (<https://www.hhs.gov/sites/default/files/STI-National-Strategic-Plan-2021-2025.pdf>), the Vaccines National Strategic Plan: 2021–2025

(<https://www.hhs.gov/sites/default/files/HHS-Vaccines-Report.pdf>), and the Viral Hepatitis National Strategic Plan for the United States: A Roadmap to Elimination: 2021–2025

(<https://www.hhs.gov/sites/default/files/Viral-Hepatitis-National-Strategic-Plan-2021-2025.pdf>)

expire at the end of calendar year 2025.

OIDP, in collaboration with the White House Office of National AIDS Policy (focused specifically on the NHAS) and Federal partners, is leading work to develop the next iteration of these interrelated Strategic Plans through 2030. As the next NHAS will be developed in parallel with the three national strategic plans, OIDP is collecting information for the 2026-2030

National HIV/AIDS Strategy at the request of the White House Office of National AIDS Policy.

OIDP invites community input as people have served as the cornerstone for developing the Strategic Plans since their inception.

Background: The Strategic Plans serve as national roadmaps for a broad range of constituents to help prevent, diagnose, treat, and cure disease, improve health outcomes, reduce health disparities and inequities, and advance research and technology. The plans include a common

vision, overarching goals, objectives, and strategies, and indicators to measure national progress toward established targets.

The development of the next iteration of the Strategic Plans will serve as an opportunity to incorporate the latest epidemiological data; review progress toward achieving national strategic plan goals; center the needs of populations disproportionately affected; address gaps identified in existing Strategic Plans; integrate the latest scientific advances; prioritize the most effective strategies for achieving national goals; and further emphasize the need to implement integrated syndemic approaches (<https://www.hiv.gov/blog/defining-the-term-syndemic>) that cut across each of the Strategic Plans and address common root causes of infectious diseases.

OIDP, in collaboration with Federal partners, is updating the Strategic Plans at the same time because these conditions often disproportionately affect similar populations and may share common root causes. The Vaccine National Strategic Plan is included in this coordinated process to elevate the critical role vaccines can serve as a key intervention to prevent infectious disease, including STIs and viral hepatitis, and to disrupt syndemics. By updating the Strategic Plans at the same time, OIDP aims to identify, leverage, and maximize Federal and other resources to achieve health equity and reduce related health disparities.

OIDP coordinates the development, implementation, and monitoring of the Strategic Plans in collaboration with Federal partners.

Information Requested: Anyone can submit written responses to the questions of interest listed at the following website:

https://app.smartsheetgov.com/b/form/68aa1bd9c54b42829f99e85cc4ab1e82_

This feedback will inform the 2026-2030 Strategic Plans. Please note that responses have specified word limits. Please provide evidence-based justification where applicable. Professional societies, advocacy organizations, and other groups are encouraged to submit a single collective response that reflects the views of their membership.

Responses to this RFI Notice are voluntary and may be made public by HHS. The submitted information will be reviewed by HHS staff and may be made available to the public, along with the submitting individual's name, email address, and demographic information consisting of the submitter's location, affiliated organization, role, and (if provided) title and nature of comments. Submitted information will not be considered confidential, so do not include proprietary, classified, confidential, personal, or other sensitive information in your response. This request is for information and planning purposes and should not be construed as a solicitation or as an obligation of the Federal Government or the HHS. No awards will be made based on responses to this RFI. The information submitted will be analyzed and may be used in reports or presentations. Those who respond are advised that the HHS is under no obligation to acknowledge receipt of your comments or provide feedback on your submission. The HHS and the government reserve the right to use any non-proprietary technical information in any future solicitation(s).

Authority: 42 U.S.C. 202 and 42 U.S.C. 207.

B. Kaye Hayes,

Deputy Assistant Secretary for Infectious Disease;

Director, Office of Infectious Disease and HIV/AIDS Policy.

[FR Doc. 2024-22948 Filed: 10/4/2024 8:45 am; Publication Date: 10/7/2024]



Health & Wellness of LGBTQA+ Youth in School Settings

The SAFETY Act — Newly Passed!

July 2024

The Support Academic Futures & Educators for Today's Youth (SAFETY) Act prohibits school boards from requiring the forced outing of LGBTQA+ youth in school settings

Critical protections include



protecting LGBTQA+ youth against forced outing policies



providing supportive resources for parents/caregivers



safeguards for teachers against retaliation for fostering supportive environments for LGBTQA+ youth

Existing Legal Protections

While state & local governments have escalated efforts to challenge the health and wellness of LGBTQA+ youth nationwide, California has been a national leader in passing LGBTQA+ protective legislation

Laws include **anti-bullying protections**, education that is **inclusive** of LGBTQA+ people, **comprehensive sexual health education**, a **student's right to participate** in sex-segregated school activities (e.g., sports) and **access to facilities** (e.g. restrooms and locker rooms) consistent with their gender identity regardless of the gender listed on official records, and guaranteeing access to **gender-neutral restrooms**.



2010 *Seth's Law*

2011 *Fair, Accurate, Inclusive, and Respectful Education (FAIR) Act*

2013 *School Success and Opportunity Act (SSOA)*

2016 *California Healthy Youth Act (CHYA)*

2016 *Equal Restroom Access Act (ERAA)*

2023 *Senate Bill 760 (Newman)*

Scan here

for more information on Dr. Rory O'Brien's research on LGBTQA+ youth



Scan here

for more information on the SAFETY Act and other laws mentioned here

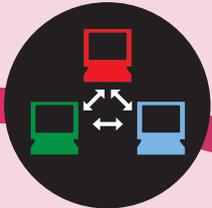


Understanding Policy Gaps

A recent study with 10 participating schools located across 5 different school districts in Los Angeles County has shown that administrators at the state, district, and school levels are tasked with translating policy into practice. They engage in discrete professional decision-making processes leading to differences in interpretation and implementation of these seminal laws. The passage of such legislation is significant in the history of transgender and non-binary adolescent (TNBA) rights, yet the issue of ineffective implementation remains. These "4 Zones" build upon existing laws.

Research Findings

Policy Recommendations



Student Records

- ❑ lack of streamlined school data systems (name changes reflected in all school databases)
- ❑ non-implementation of district policies by schools
- ❑ inconsistent requirements for parental notification/permission

- ❑ ensure data systems can be updated
- ❑ systematic changes to names across systems (e.g., Aries, Canvas, Google Classroom)



Private Accommodations

- ❑ no designated private spaces for students to change for gym
- ❑ private accommodations located within gendered locker spaces
- ❑ lack of student awareness of private facilities

- ❑ ensure private spaces are available and students know processes for how to request them (and not locate them in gendered spaces)
- ❑ publish availability of private spaces in student handbooks



Gender Neutral Restrooms

- ❑ gender neutral restroom locations not identified for students
- ❑ ID or staff permission required to gain access and other barriers to access (e.g. forced outing to school staff)

- ❑ school should prepare for implementation of S.B. 760, requiring facilities to be as accessible as gendered facilities
- ❑ publish availability of gender neutral restrooms in student handbooks
- ❑ state may seek to monitor for compliance



Comprehensive Sex Ed

- ❑ inconsistent instruction regarding comprehensive sexual health education
- ❑ documentation of health content and course offerings
- ❑ non-implementation of district-approved curriculum by schools

- ❑ new bills should strengthen and specify requirements of CHYA
- ❑ need monitoring and data



CALIFORNIA
HIV/AIDS POLICY
RESEARCH CENTERS



Health Care on the Ballot

A Special Edition of Health Care in Motion · Timely, Substantive Updates on Policy Shifts · Actionable Advocacy to Protect Health Care

October 2, 2024

What the Election Means for the Affordable Care Act (ACA)

The Affordable Care Act (ACA) – the signature federal health reform legislation signed into law by President Obama in 2010 – has been the law of the land for nearly 15 years. And yet it remains a political flashpoint and has faced perennial litigation, legislative, and administrative threats. Under the last Trump Administration, we saw a dramatic “[repeal and replace](#)” effort by Republicans in Congress, one that ultimately failed when Republicans could not agree on a replacement for the ACA. The still-fresh memory of that defeat may keep Republicans from taking another run at ACA repeal in its entirety, but depending on the make-up of Congress, there may be opportunities to either expand ACA protections (something [Democrats have said they will do](#)) or defund and retract ACA protections in favor of deregulation and a free market approach (something [Republicans have said they will do](#)). The new president will also have a great deal of discretion to direct administrative agency action on implementation of key ACA provisions, including benefits requirements and non-discrimination protections. Read on for a discussion of key ACA provisions and how they could be impacted by the election in November.

ACA Private Insurance Market Reforms: Will They Be Vigorously Enforced?

The ACA includes a number of reforms that have fundamentally changed the entire private insurance market, especially the individual and small group markets. These provisions, coupled with regulatory actions to implement them, include unprecedented protections for people without access to employer-sponsored coverage, including:

- Essential Health Benefits (EHB) requirements that require individual market and small group plans to cover a set of ten benefits categories.
- Standardized plan requirements for marketplace plans that simplify the consumer plan shopping experience by making key design features the same across a subset of plans, including the out-of-pocket maximum, deductible, and cost sharing allowed at different plan metal levels.
- Limits on the sale of “junk plans” that do not have to comply with ACA protections, including short-term limited duration plans (i.e. plans that do not provide a full year of health insurance).

These are all provisions that the Administration has a great deal of discretion over how to implement. Under the previous Trump Administration, for instance, federal agencies [adopted an approach](#) to insurance regulation that relied heavily on the free market, with regulatory actions that removed protections on EHB, standardized plans, and short-term plans. A recent white paper from the Harris/Walz campaign, on the other hand, outlines a very

[different approach](#) to health care access and affordability. The campaign vows to protect and expand the ACA’s consumer protections, including through supporting enhanced premium tax credits (PTCs, discussed below).

Enhanced Premium Tax Credits (PTCs): Will Congress Extend Them?

As CHLPI described in a [previous Health Care in Motion](#), the enhanced PTCs that have been effect since 2021 are set to expire at the end of 2025. If Congress fails to act and the enhanced PTCs go away, this would mean [significant premium hikes](#) for low-income marketplace enrollees and would leave many consumers without insurance altogether. Democrats in Congress are preparing for a fight to pass legislation making the enhanced PTCs permanent, and Senators Tammy Baldwin (D-WI) and Jeanne Shaheen (D-NH) have introduced [a Senate bill](#) that would do this. On the House side, Representative Lauren Underwood (D-IL) is sponsoring [the same bill](#). Making the enhanced PTCs permanent will undoubtedly face Republican opposition, and the outcome of the election could have major implications for how and whether the new Congress will act.

Preventive Care Protections: Will They Remain?

Under the ACA preventive care mandate, most private insurers are required to cover a broad range of preventive services without cost sharing. Health Care in Motion previously covered the Fifth Circuit’s June 2024 [Braidwood v. Becerra decision](#), which left the door open for a future, broader ruling that could undermine the mandate nationwide. Since then, the federal government has filed a petition [for Supreme Court review](#) of the Fifth Circuit’s decision, which could land this issue before the Supreme Court next year. Looking ahead, the next Administration and Congress will play pivotal roles in shaping the future of preventive services in the U.S.

A new Trump Administration could undermine the preventive services mandate by choosing not to defend the mandate in court, relaxing efforts to enforce the mandate, and/or expanding religious or moral exemptions to coverage, [similar to actions taken during the previous Trump Administration](#). In contrast, a Harris Administration is likely to appoint agency officials who will defend the mandate, recognizing it as a key ACA protection that ensures affordable access to essential health services.

Congress also holds significant power in safeguarding preventive care. If the Supreme Court rules that all or part of the preventive care mandate is unconstitutional, as the plaintiffs have urged in *Braidwood*, Congress may need to act to remediate the constitutional violation, thereby ensuring continued access to preventive care without cost-sharing. Additionally, Congress can strengthen preventive care access by [increasing funding for federal public health initiatives](#) in the 2025 fiscal year budget, as discussed in our most recent Health Care in Motion. The outcome of the November election will determine the balance of power in Congress and shape the ultimate bipartisan compromise during the budget reconciliation process.

ACA Non-Discrimination Protections: What Will Implementation and Enforcement Look Like Given Political and Legal Challenges?

Earlier this year, the Biden Administration released its [final rule](#) interpreting the ACA’s non-discrimination provision, Section 1557. CHLPI has [previously discussed](#) how the 2024 rule reinstates key non-discrimination protections rolled back by the Trump Administration in 2020. Notably, the rule’s LGBTQ+ health protections provide the [“broadest protections to date in healthcare based on gender identity and sexual orientation.”](#) However, the 2024 rule has been [repeatedly challenged](#) in court and is subjected to ongoing litigation.

While it is safe to assume that a potential Harris Administration would leave the 2024 rulemaking in place, a Trump electoral college victory in November would create significant uncertainty. For a complete history of the ping-pong match of Section 1557 rulemaking, see [here](#).

Against this backdrop, the fate of Section 1557 remains uncertain. The Trump Administration's [final rule](#) implementing Section 1557 [directly targeted](#) vulnerable populations by decimating nondiscrimination protections on the basis of gender identity and sexual orientation, limiting language access protections, and narrowing the scope of covered activities, among other changes. Although replacing the rule – yet again – would involve a repeat of the lengthy [notice-and-comment rulemaking process](#), a second Trump Administration could be expected to pursue similar changes. Ultimately, the future of Section 1557 will depend on the outcome of the election, priorities of the next administration, and the ongoing legal battles unfolding in state and federal courts.

What's Next?

The ACA's guarantees of access to health care are facing a storm of both political and legal challenges. On the political side, these issues highlight a divide between Democrats and Republicans when it comes to health insurance, with Democrats largely championing a strong regulatory approach to health insurance plans and Republicans pushing for a free-market approach that leaves many benefit design decisions to plans themselves. Which party takes control of Congress and the White House will decide which set of values dominates health care policy making in 2025 and beyond. Moreover, litigation against key ACA provisions continues to deliver thorny legal questions that must be resolved by both courts and policy makers. Continue to watch this space for updates and action opportunities as these issues evolve.

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Health Care in Motion is written by Carmel Shachar, Health Law and Policy Clinic Faculty Director; Kevin Costello, Litigation Director; Elizabeth Kaplan, Director of Health Care Access; Maryanne Tomazic, Clinical Instructor; Rachel Landauer, Clinical Instructor; Johnathon Card, Staff Attorney; and Zeinab Bakhiet, Clinical Fellow. This issue was written with the assistance of Amy Killelea of Killelea Consulting and Health Law and Policy Clinic student Rupa Palanki.

For further questions or inquiries please contact us at chlpi@law.harvard.edu.

Voting is a key part of our participation in society and having our voices heard in the issues that affect us all, and we have the right to vote regardless of gender identity. Having ID that doesn't match your gender identity or presentation should not affect your right to cast a ballot, in any state. But with increasingly strict voter ID laws, trans people may face barriers—both because of difficulties in obtaining an ID that's accepted, or because they might run into bias or misunderstandings of the law when it comes to their gender.

As the fight against restrictive voter ID and other voter suppression laws continues, knowing your rights can help avoid or solve problems at the polls. We want everyone to get out and vote! Find out what your state's laws are, what to expect at the polls, and what to do in case your right to vote is challenged.

VOTER CHECK LIST

BEFORE ELECTION DAY

- Check your [voter registration status](#). If you are not registered, [register now](#).
- If you're registered, verify that the name and address on your registration are up to date, and if not, get those updated. [The ID Document Center](#) can guide you through the process.
- [Check to see if any ID is required when you vote in your state](#) and then get the appropriate form of ID if needed.
- If ID is needed in your state, make sure your name and address on your voter registration matches your name and address on your ID by the election. But don't worry if your gender identity or gender presentation doesn't match your name, photo, or gender marker, as that is **not required by law**.
- Consider signing up to [vote by mail](#), also known as absentee voting, if your state allows it.
- After registering to vote, [sign up for election reminders](#) to stay updated.
- Reach out to friends and family to make a plan to vote together.

ON ELECTION DAY

- If ID is required in your state, bring it. It's helpful to bring your voter registration card, a utility bill showing the address where you are registered, and this document. You might also want to bring other IDs if you have them.
- If poll workers question your identity or eligibility to vote, show them a utility bill and the "Information for Poll Workers and Election Officials" section of this document.
- If you are still not allowed to vote, look for a volunteer attorney who may be there assisting voters. If no one is around, call the National Election Protection Hotline at **866-OUR-VOTE (866-687-8683)**.
- If you are still not allowed to vote on a regular ballot, request a **provisional ballot**. If you are forced to use a provisional ballot, ask for follow-up instructions, as you generally must return to election officials within a few days to prove your identity in order for your ballot to be counted. If you cast a provisional ballot, call the National Election Protection Hotline at **866-OURVOTE (866-687-8683)**, which can help you make sure your ballot is counted.
- Bring a friend to the polls. Voting together can make the experience more enjoyable and encourages others to participate in democracy.

INFORMATION FOR POLL WORKERS AND ELECTION OFFICIALS

The voter you are talking to is transgender, meaning that their gender identity is different than the gender that was recorded on their birth certificate. Transgender people are sometimes unable to update their IDs to reflect their identity for a number of reasons. This is not illegal. As long as the relevant voter data (usually the name and address) matches one of the acceptable forms of ID, the voter has the right to vote. Please do not be distracted by gender presentation when you are evaluating a voter's identity and eligibility to vote.

Other information that might be useful to you:

- **Gender discrepancies on ID are not a valid reason to deny a regular ballot.** Transgender voters may have ID that indicates a different gender than what they look like. They may not have had the opportunity to update their ID yet, or may not be able to do so in your state. This does not mean their ID is invalid or fraudulent for voting.
- Different clothing, makeup or hairstyle on an ID photo is not a valid reason to deny a regular ballot. Voters may look different today than on their photo ID for many reasons. The photo on an ID may show a different gender presentation. **As long as you can identify the voter from their picture, the ID is valid for voting.**
- A voter's transgender status and medical history is private. Although you may be curious or confused about a voter's appearance, asking personal questions is offensive, inappropriate, and not relevant to their right to vote.
- **Transgender voters are not doing anything wrong or trying to deceive you—they are just being themselves.** Transgender people have the right to vote just like everyone else, and it is your responsibility to ensure they are able to do so without hassle. If confusion about this person's right to vote persists, please speak to an election supervisor or election judge in your area to resolve any remaining questions.



Medicare Now Covers Pre-exposure Prophylaxis (PrEP) for HIV Prevention

PrEP uses antiretroviral medication to lower your risk of getting HIV. When taken as prescribed, PrEP is highly effective for preventing HIV.

What does Medicare cover?

If you don't have HIV but your doctor or health care practitioner determines you're at an increased risk for HIV, Part B (Medical Insurance) covers pre-exposure prophylaxis (PrEP) medication and related services.

If you qualify, covered services include:

- FDA-approved oral or injectable PrEP medication. If you're getting an injectable drug, Medicare Part B also covers the fee for injecting the drug.
- Up to 8 individual counseling sessions (including HIV risk assessment, HIV risk reduction, and medication adherence) every 12 months.
- Up to 8 HIV screenings every 12 months.
- A hepatitis B virus screening.

What does PrEP cost?

\$0 out-of-pocket

If your doctor or healthcare practitioner orders PrEP for you from a pharmacy that's enrolled in Part B, you'll pay nothing out-of-pocket for your medications. Ask your doctor to include a diagnosis code on your prescription to help the pharmacy.

Additional benefits also include screenings and counseling

If your doctor and laboratory accept assignment (which means they accept the Medicare-approved amount as full payment for a service), you'll also pay nothing out-of-pocket for the counseling sessions or the HIV and hepatitis B screenings.

Make sure your pharmacy can bill Medicare Part B

Contact your pharmacy to make sure they can bill Medicare Part B. If you don't, you might have to pay the full cost of PrEP yourself. Most pharmacies (including national chains) can bill Part B, but some smaller pharmacies can't. If your regular pharmacy can't bill Part B, Medicare will help you find another pharmacy where you can get your PrEP. Call 1-800-MEDICARE (1-800-633-4227). TTY users can call 1-877-486-2048. If you're in a Medicare Advantage plan, you'll pay \$0 out-of-pocket for PrEP at any pharmacies in your plan's network.

For more information on HIV screenings, visit [Medicare.gov/coverage/hiv-screenings](https://www.medicare.gov/coverage/hiv-screenings).

You have the right to get Medicare information in an accessible format, like large print, braille, or audio. You also have the right to file a complaint if you feel you've been discriminated against. Visit [Medicare.gov/about-us/accessibility-nondiscrimination-notice](https://www.medicare.gov/about-us/accessibility-nondiscrimination-notice), or call 1-800-MEDICARE (1-800-633-4227) for more information. TTY users can call 1-877-486-2048.

AIDS United

HIV GOTV Communications Toolkit
2024 Edition

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INTRODUCTION

The results of the 2024 election will have a lasting effect on our country for years into the future. We have seen tremendous medical advancements that have led to more HIV prevention options, in addition to lifesaving treatments that extend the lives and improve the quality of life for people living with HIV. Even in the face of these advancements, we have also experienced many setbacks and challenges that have made providing care and supportive services to our communities extremely difficult or nearly impossible.

After years of bipartisan support, the HIV community recently had to push back on attempts to significantly cut HIV funding, and even cut vital programs like HOPWA, during the appropriations season. We were able to prevent that from moving forward, but our community should have never been put in that situation.

We need to protect the healthcare infrastructure that the communities we serve depend on from harmful attacks – whether in Congress or the courts – on the Ryan White HIV/AIDS program, HOPWA, Medicaid, Medicare, medication affordability and the Affordable Care Act (ACA). We also need to push back on attacks against other community priorities such as harm reduction, abortion, gender affirming care and DEI efforts – just to name a few.

The HIV community has such a strong history of activism that has saved the lives of countless people living with HIV, not only in this country, but across the world. The HIV community did not accept the silence from the government and the healthcare community in the early years of the epidemic. They did not wait and hope that the government would take action – they took it upon themselves to advocate for themselves. As a result of that early advocacy, the HIV community was able to see an increase in government action that led to increased HIV research and considerably more access to HIV medications and treatments.

The HIV community has demonstrated that we will not be silent and we will not be ignored. Our movement has the power to demand and actually see real change. We must take the opportunity we have to make our voices heard by mobilizing the communities we serve to be engaged and VOTE during the election. The elected officials we choose will have a direct impact on the funding and programs our communities rely on to survive and thrive. We need to educate the communities that we serve on what is at stake in this election and encourage them to get out the vote. We must all do our part to protect and defend our communities priorities, while also pushing for the desperately needed increases in funding and resources that we need to adequately provide care to the communities we serve.

BACKGROUND INFORMATION

This toolkit was created to help support HIV advocates and organizations that serve people living with HIV and other intersecting communities to mobilize their networks ahead of Election Day. Most organizations that serve people living with HIV do not regularly engage in civic engagement work and may not know where to start.

It is totally understandable to not be sure how to educate and inform your networks about voting, for potentially the first time. Organizations may not have the capacity (or budget) to create a get-out-the-vote (GOTV) campaign, but organizations also understand the importance of electing champions for the communities we serve in making sure our communities' priorities stay prioritized.

This toolkit does most of the heavy lifting by providing email copy, social media copy and social media graphics that cover a wide range of election-related topics, including strategies on how to assist individuals in registering to vote and creating a voting plan, information on different voting methods, and sharing what's at stake in the upcoming election for our communities..

We have the content organized into a eight-week campaign, with each week having a different focus. In addition to the content for the eight-week campaign, the toolkit will also include additional social media copy that can be utilized in lieu of (or in addition to) the campaign content. The intention is that organizations will share that week's email and social media copy through your organization's platforms, but feel free to use this toolkit in a way that works for your organization. The toolkit should be used to complement your existing communication schedule, so make adjustments as needed.

CONTENT POSTING SCHEDULE

This toolkit includes email and social media content for an eight-week campaign, with each week covering a different topic, leading up to the election. With Election Day falling on a Tuesday, the “official” posting day will be Tuesday, but feel free to post any time that week.

Week of September 23rd—Vote by Mail/Absentee and Provisional Voting

Week of September 30th—Vote Plan

Week of October 7th—Research Your Ballot

Week of October 14th—History of HIV Activism and Collective Power

Week of October 21st—Early Voting

Week of October 28th—What's at Stake This Election & Mobilizing Your Community to GOTV

Week of November 4th—Election Day 2024 (Tuesday, November 5th)

Week of November 11th—Post-Election Self Care

ELECTION FAQs

Everything You Need to Know Before Election Day 2024

When is Election Day 2024?

Election Day is Tuesday, November 5, 2024.

Where can you check to see if you are registered to vote or not?

Find out if you are already registered to vote by [checking your voter registration status here](#).

Is there a deadline to register to vote?

Find out your state's [voter registration deadline here](#).

How do you register to vote?

Find out your state's rules on voter registration and [register to vote in your state here](#).

Is early voting an option? If so, when and where does early voting take place?

Depends on the state. Find out if [early voting is available in your state and what the early voting rules are here](#).

How do you find out where to go to vote on Election Day?

Find your [polling location here](#).

What time will the polls open and close on Election Day?

Find your [polling location's hours of operation here](#).

How do I know what I am voting for during this election?

You can find a [sample ballot here](#). You can also find [personalized ballot and candidate information here](#).

Do I need an ID to vote on Election Day 2024?

Find your state's [voter ID law and requirements here](#).

Can I vote by mail or vote through absentee voting in my state?

Depends on the state. Find your state's [rules for absentee voting and voting by mail here](#). You can also find out your state's [deadline for absentee voting and voting by mail and track your ballot here](#).

How do I vote while I am living overseas or in the military?

Find out more information about [voting while living overseas or serving in the military here](#).

Can I vote with a criminal history?

Find out if you can [vote in your state with a criminal history here](#).

Are there any resources for voters with disabilities?

Find [resources for voters with disabilities here](#).

Is there any information for trans and non-binary voters?

[Information for trans and non-binary voters here](#).

How can I vote as a college student?

Learn more about [voting as a college student here](#).

Where can I find general voting information in my state?

Find [your state's general voting information here](#).

What if I have questions about voting or experience issues while voting at the polls?

For questions about voting or if you experience issues while voting, head to Election Protection website at <https://866ourvote.org/> or you can call the Election Protection Hotline.

Election Protection Hotline (English)
866-OUR-VOTE (866-687-8683)

Election Protection Hotline (Asian Languages/English)
888-API-VOTE (888-274-8683)

Election Protection Hotline (Spanish)
888-VE-Y-VOTA (888-839-8682)

Election Protection Hotline (Arabic/English)
844-YALLA-US (844-925-5287)

Week 1: Vote by Mail/Absentee and Provisional Voting

Email Subject Line: Want to Vote From Home?

Dear [FIRST NAME/Supporter],

Voting should be an easy and convenient process. What is more convenient than voting without even having to leave your home? Voting by mail was one of the most popular ways people voted in recent elections, and you may be able to vote by mail this year as well.

Vote by mail and absentee voting are mostly interchangeable, with slight differences in some states. Vote by mail is used by those who need to vote on their own schedule, and can help ensure safety, while helping to keep lines short on Election Day for those who need to vote in person.

Some states have eligibility requirements for voting by mail. Click [here](#) to learn more about your state's vote by mail requirements.

Voting by mail is simple, but you need to follow the process:

Request your mail-in ballot ASAP. The USPS cannot forward absentee ballots — so if you request a mail-in ballot, ensure your ballot is mailed to an address where you can access it before the election. Some states allow you to track your ballot. Check [here](#) to determine if your state allows tracking.

Once you have received your ballot, complete it as soon as possible. Read the instructions on the ballot fully, including what color ink will be accepted, indicate your choices clearly by filling in the bubbles, seal your envelope properly, sign the envelope, if instructed, including if someone is assisting you in filling out your ballot, ensure there are no stains or tears on your ballot or envelope, and do not forget to add postage if necessary. Please note that your signature must match what your state has on file - most often the signature that appears on your driver's license or state-issued identification card. States can throw out a ballot if you do not follow instructions.

Check and complete any additional requirements for your state, including possibly notarizing your ballot, or providing a copy of your state ID. Click [here](#) for information on the ID requirements for voting by mail and in-person voting.

Decide and plan how you will return it: by mail, hand delivering it to an elections office, or a secure dropbox (available in some states). If you can, drop it off! If not, make sure you send your mail-in ballot before the deadline. If someone offers to collect your ballot for you (known as ballot collection or ballot harvesting), make sure that person is a legitimate party official or volunteer. Before handing your ballot over to anyone, understand the [laws in your state](#).

If you believe your ballot was not counted, or it was lost or rejected, call the Election Protection Hotline at 866-OUR-VOTE or go to the [Election Protection website](#). You may be able to vote in person if your ballot is lost, delayed or rejected.

Let's get #VoteReady ahead of Election Day!

-[ORGANIZATION]

Voting From Home 🗳️ > Not Voting ❌

Voting should be both easy and convenient. ¹⁰⁰ What is more convenient than voting without even having to leave your home? 🏠
Find out if YOU can vote by mail: vote.org/absentee-voting-rules/
#VoteReady #Election2024 #HIVVoter

ATTENTION HOMEBODIES 🏠: Voting by mail may be available in your state! 🗳️
Voting by mail allows you to vote safely on your own terms AND from the comfort of your couch. 🛋️

Visit vote.org/absentee-voting-rules/ to check your options!
#Election2024 #HIVVoter #VoteReady

DYK: Every state provides some method where voters can cast ballots without visiting a physical polling place. ✨ Methods include absentee voting, voting by mail, all-mail voting, or voting from home. 🗳️

Visit vote.org/absentee-voting-rules/ to check your options!
#Election2024 #HIVVoter #VoteReady

Hate crowds and long lines? 👤👤 Voting by mail could be an option for you. 🗳️
Voting by mail helps you avoid people altogether and keep lines short on Election Day for those who need to vote in person. 🗳️

See if you can skip the lines during #Election2024:
vote.org/absentee-voting-rules/

Running into obstacles while trying to vote by mail? 🤔🗳️😞
Call these Election Protection hotlines:

866-OUR-VOTE (English)
888-VE-Y-VOTA (Spanish/English)
888-API-VOTE (AAPI Languages/English)
844-YALLA-US (Arabic/English)

#Election2024 #HIVVoter #VoteReady

WANT TO
Vote From Home?

Every state provides some method where voters can cast ballots WITHOUT visiting a physical polling place.

Methods Include:

- ✓ Absentee Voting
- ✓ Voting by Mail
- ✓ All-mail Voting
- ✓ Voting From Home

Check your options:
vote.org/absentee-voting-rules

#HIVVoter #GOTV

DOWNLOAD GRAPHICS [HERE](#)

Week 2: Vote Plan

Email Subject Line: Are You #VotePlanReady for the 2024 Election?

Dear [FIRST NAME/Supporter],

The 2024 election will be here before we know it! So far, we have tackled [registering to vote](#) and [voting by mail](#), and today we are asking YOU to take the reins and lock in your vote plan.

You would not buy a car or go on vacation without making a plan (probably!) so do not leave voting up to chance! The stakes are too high for us and our communities to not be prepared, so we all need to commit to **make a plan to vote**.

Here are some actions that you can take to be #VoteReady today:

Ask yourself **HOW** you plan to vote: By mail, in person early, on Election Day?

Ask yourself **WHEN** you plan to vote: Put it in your calendar today!

If you are **voting in person**:

Figure out where your polling location is, as it may be different for early voting versus on Election Day on Tuesday, November 5.

Confirm the hours of your polling place and your transportation plan.

Think about what you will need to bring to the polls, including your voter ID, a mask, and anything you need in case there's a line.

Factor in any potential delays or changes in procedure due to health and safety protocols.

Find more information on creating a voting plan [here](#). After you finish making your voting plan, encourage your friends and family to create their own voting plan ahead of the 2024 election.

Get #VotePlanReady today!

-[ORGANIZATION]

#DYK: Studies show that you are MORE likely to vote if you make a plan to do it. 🗳️📅 So ahead of the #ElectionDay2024, do NOT forget to make a plan to vote. #VotePlanReady #HIVVoter #VoteReady

Want to get #VotePlanReady? 🗳️ Think through:

- ✅ How you are going to vote
- ✅ when you will go vote
- ✅ how you will get there and
- ✅ who will join you. #Election2024 #HIVVoter

Need plans? Make a VOTE PLAN! 🗳️ All you need to do is: ♦ choose your voting method, ♦ find your polling location, ♦ figure out transportation and ♦ put it on the calendar. BTW, the canceling of these plans are NOT allowed. ❌ #VotePlanReady #HIVVoter #VoteReady

If you can take the time to make a plan to buy a car 🚗 or go on vacation 🏖️, you can commit to making a vote plan 🗳️. Do not let time run out ⌚ – get #VotePlanReady ASAP! #Election2024 #HIVVoter

Vote Plan Checklist 📋:

- ✅ Choose voting method ➡️ in-person 👤 or by mail 📧
- ✅ Decide when to vote ➡️ early ☀️ or on #ElectionDay 🗳️
- ✅ Figure out how you will get to the polls 🚗🚲🚗🚲🚌
- ✅ Invite friends/family to join 🗺️👥 and get #VotePlanReady #HIVVoter



DOWNLOAD GRAPHICS [HERE](#)

Week 3: Research Your Ballot

Email Subject Line: Want to Become an Informed Voter?

Dear [FIRST NAME/Supporter],

After we have learned about the importance of voting, how to register to vote and how to make a vote plan – it is now time to focus on knowing who and what you will be voting on in your local community! This is particularly important because when we say “casting a ballot” we mean being ready to make your voice heard on EVERYTHING that is on your ballot – not just the President.

Many of the local and state offices you vote for have a huge impact on your life. You can also help shape your community by voting on policy that directly impacts your community through ballot measures or initiatives. We have the power to push for the changes that we desperately need to see in housing, healthcare, education, and even food access, and make them a reality – by researching our ballot and voting on key issues and races at the state and local levels.

Get prepared ahead of time so you are confident when you cast your ballot. Here are some actions you can take to be #VoteReady today:

Find out [what is on your ballot](#) and get personalized candidate and ballot information

Read up on candidate positions and ballot measures in easy to understand language

Print out, screenshot, or otherwise save your choices. It is not a pop quiz – you can bring this with you to the voting booth!

Time to get #VoteReady!

-[ORGANIZATION]

<p>#ElectionDay2024 Voting Tip: Research Your Ballot 🗳️💻</p> <p>Find out where candidates running for office in your community stand on the issues most important to you & your community. 🌍 Vote for candidates who stand with you and champion your issues. ¹⁰⁰ #HIVVoter #VoteReady</p>
<p>Not sure how to research your ballot? 😊 Don't worry, we have got you covered. 🙌 Learn what is on your ballot ahead of #ElectionDay2024 here ➡️ https://www.vote411.org/ballot #HIVVoter #VoteReady</p>
<p>Before you cast your ballot on #ElectionDay2024, you need to RESEARCH your ballot. 🗳️💻 Find out WHAT and WHO is on your ballot here ➡️ https://www.vote411.org/ballot #HIVVoter #VoteReady</p>
<p>Informed Voter ✅ > Uninformed Voter ❌</p> <p>Research your ballot BEFORE heading to the polls, so you can be confident and make informed decisions when you vote on #ElectionDay2024. ¹⁰⁰ #HIVVoter #VoteReady</p>
<p>Research your ballot to know WHO and WHAT you are voting for on #ElectionDay2024. 🗳️💻 Print out, screenshot, or otherwise save your choices. It is not a pop quiz – you can bring the answers with you to the voting booth! 😊 #HIVVoter #VoteReady</p>

Research
YOUR BALLOT

Find out **WHO** is on the ballot, **WHAT** issues are on the ballot and **WHERE** the candidates stand on the issues. **Vote for candidates who stand with you and champion your issues.**

Learn what's on your ballot here:
[vote411.org/ballot](https://www.vote411.org/ballot)

PRO TIP You can bring a list or notes with you to the voting booth

#HIVVoter #VoteReady

DOWNLOAD GRAPHICS [HERE](#)

Week 4: History of HIV Activism and Collective Power

Email Subject Line: Nothing for Us Without Us This Election

Dear [FIRST NAME/Supporter],

The late 1980s was a dark time. With increasing numbers of new HIV cases and deaths, the HIV epidemic was ravaging this country without much hope in sight. At their most vulnerable time, people living with HIV were routinely abandoned by family members and left to face their diagnosis on their own. When the HIV community was in desperate need of lifesaving treatment, what did the government do? Nothing.

So what did the HIV community do? We did not accept “nothing” as a response – the HIV community **demanded** that the government respond. When healthcare providers refused to treat people living with HIV, the community accepted that responsibility and provided quality healthcare to those in need. They did not wait and hope the government would take action – they took it upon themselves to advocate for themselves. As a result of that early advocacy, the HIV community was able to see an increase in government action that led to increased HIV research and considerably more access to HIV medications and treatments.

The HIV community has demonstrated that we will not be silent and we will not be ignored. Our movement has the power to demand and actually see real change. We must take the opportunity we have to make our voices heard by voting in this election on November 5th. The HIV community needs to show up at the polls and VOTE to make sure that the issues impacting our community are prioritized by our elected officials. Head to the [AIDS United Election Center](#) for more information on voting and other helpful election-related resources.

Let's show our power this Election Day!

-[ORGANIZATION]

The HIV movement has the power to demand and see real change. ¹⁰⁰ We must take the opportunity we have to make our voices heard by voting on #ElectionDay. 🗳️ #HIVVoter #VoteReady

Ready to flex 🦵 your power on #ElectionDay?

The HIV community has the chance to demand that our elected officials SHOW UP for people living with HIV by voting. 🗳️ Nothing for us without us! ¹⁰⁰ #HIVVoter #VoteReady

#HIVVoter Red Flags 🚩

- 🚩 Does NOT support HIV funding
- 🚩 Does NOT support comprehensive healthcare
- 🚩 Supports HIV criminalization

Watch out for these red flags when you vote on #ElectionDay! #VoteReady

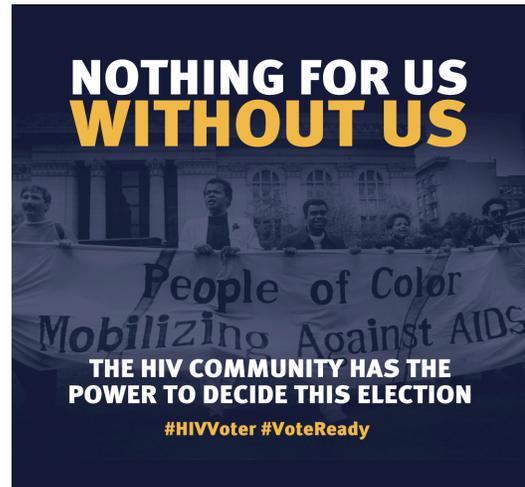
Why Should PLHIV Vote on #ElectionDay? 🗳️

Funding for:

- 💡 HIV treatment
- 💡 PrEP/PEP
- 💡 Affordable housing
- 💡 HIV research
- 💡 Harm reduction

If you support the HIV community, VOTE. ¹⁰⁰ #HIVVoter #VoteReady

NOTHING 🙌 FOR 🙌 US 🙌 WITHOUT 🙌 US 🙌.
#Election2024 #HIVVoter #VoteReady



DOWNLOAD GRAPHICS [HERE](#)

Week 5: Early Voting

Email Subject Line: Finally Be Ahead of Schedule With Early Voting

Dear [FIRST NAME/Supporter],

Another year brings, yet again, another election season. With all of the chaos that typically surrounds our everyday lives, it may be challenging to even remember that an election is even happening — let alone actually remembering to vote. Voting provides citizens the opportunity to choose their elected officials and voice what issues are important to them and their communities. Most states allow voters to cast their ballot before Election Day, which could be an option if you are unable to vote on Election Day. Find out if your state offers [early voting here](#).

Even though we are busy and may feel like we are being pulled in every direction, we must focus our energy on committing to voting during this election season – no matter what. Early voting provides citizens who are unable to vote on Election Day more opportunities to cast their ballot. Even if you are not sure of your schedule on Election Day, [voting early](#) guarantees that nothing will stop you from casting your ballot. If we do not vote, we will lose an important chance to make our voices heard and allow others to decide who is elected and what issues matter. The HIV community needs to have a strong showing at the polls to make sure that the issues that are important to our community are prioritized by our elected officials.

We cannot afford to be silent and hope that everything works out — we must use the power of our vote to demand that the needs of the HIV community are adequately addressed. Voting is a cherished right that has existed since the start of this country, but not for all of us. The privilege of casting your ballot is not something that we should take for granted. To honor those who came before us who worked tirelessly for the right to vote and on behalf of those who are unable to vote, it is on us to make our voices heard through our VOTE.

Let us take advantage of our chance to participate in democracy through [early voting](#) or on Election Day!

-[ORGANIZATION]

Who “Needs” to Vote EARLY? People who:

- ✓ Always arrive late
- ✓ Get lost easily
- ✓ Frequently travel
- ✓ Don’t respond to the group chat👁️

Don’t be late on #ElectionDay – vote EARLY.🗳️
#HIVVoter #EarlyVoting

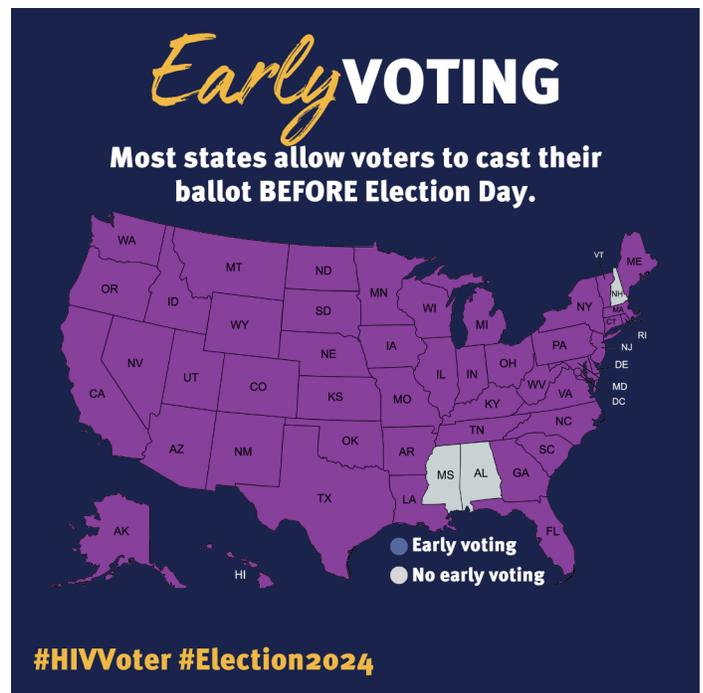
This election, we are voting for our survival.¹⁰⁰
Don’t put this off! ⚠️ Find out where, when, and how to cast your ballot before #ElectionDay and make sure that you’re #VoteReady.🗳️ #HIVVoter #EarlyVoting

The stakes could not be higher for the HIV community this election.💣 We cannot afford to sit this one out.¹⁰⁰ We must VOTE to protect: 🔥 HIV funding 🔥 healthcare 🔥 housing 🔥 harm reduction

VOTE for the HIV community!🗳️ #Election2024
#HIVVoter #VoteReady

DYK: The majority of Americans are allowed to vote EARLY without an excuse.🗳️🌟 Find out if your state has #EarlyVoting at voteearlyday.org. #Election2024 #HIVVoter

Voting early ensures that last minute issues, long lines at the polls or unclear election laws will NOT stop you from voting.🗳️ You got this. ⚡ See if #EarlyVoting is available in your state at voteearlyday.org. #Election2024 #HIVVoter



DOWNLOAD GRAPHICS [HERE](#)

Week 6: What's at Stake/Mobilize Your Community to GOTV

Email Subject Line: We Are the Ones We Have Been Waiting For

Dear [FIRST NAME/Supporter],

Can you believe that the election is almost here? Our country is at a crossroads and our community can play a pivotal role in shaping the future by voting in this election. If you have already voted, thank you. If you are still on the fence on voting and need encouragement, there is too much at stake for the HIV community for you to sit this election out.

Despite decades of bipartisan support, many of the essential programs that people living with HIV rely on, like the Ryan White HIV/AIDS Program, have endured countless threats and attacks at a time when we have the tools to prevent and end HIV. Advocates have had to push back against attempts to cut HIV funding, while we saw increases in HIV rates for Black and Latinx/Hispanic communities.

On the state level, we have also seen attacks impacting access to gender affirming care, abortion, affordable housing, harm reduction services, just to name a few. If this troubling trend continues, our community may potentially have to push back against efforts to cut lifesaving programs that benefit our community, such as Medicaid, Medicare and HOPWA, instead of just pushing back against HIV funding cuts. We cannot afford to be cutting critical programs or HIV funding right now – there needs to be more funding to adequately address HIV, so our community can not only survive, but thrive. The HIV community needs to vote for elected officials who will champion and advocate for our priorities in this year's election.

If you want to learn more about voting and elections in your community, check out the resources in the [Election Center](#) on the AIDS United website. We have successfully advocated for our community in the past, and will continue to through our vote. Make a plan and commit to vote in this election. After that, encourage your friends and family to not sit this election and to vote too! We cannot afford to wait for anyone to save us – we are the ones we have been waiting for.

We are almost at the finish line. Let's do this!

-[ORGANIZATION]

DYK: HIV advocates had to push back against members of Congress when they proposed...CUTTING HIV funding. 🚫🙄 NO CUTS to HIV funding on our watch! ❌ VOTE on #ElectionDay to show your support for the HIV community. 🗳️ #HIVVoter #VoteReady

We cannot afford to be cutting critical programs or HIV funding right now ❌ – there needs to be MORE funding 💰 to adequately address HIV. ✅ We need to VOTE on #ElectionDay so our community can, not only survive, but thrive. 🗳️ #HIVVoter #VoteReady

Thanks to the help of our HIV and healthcare champions in Congress and state legislatures, we were able to STOP proposed HIV funding cuts. 🙌 The HIV community needs to VOTE for elected officials who will champion and advocate for our priorities on #ElectionDay. 🗳️

Reasons for PLHIV to Vote on #ElectionDay 🗳️

Protect & fight for:

- 💰 HIV funding
- 🏠 abortion
- 🏠 Affordable housing
- 🏳️‍🌈 LGBTQ protections 🏳️‍🌈
- 🚫 Harm reduction

Support the HIV community? VOTE. 🗳️ #HIVVoter #VoteReady

There is too much at stake for PLHIV to sit this election out! ⚠️ We cannot afford to wait for anyone to save us – we are the ones we have been waiting for. ✨ Let's show the power of the HIV community through our VOTE on #ElectionDay. 🗳️ #HIVVoter #VoteReady



DOWNLOAD GRAPHICS [HERE](#)

Week 7: Election Day 2024

Email Subject Line: Happy Election Day 2024!

Dear [FIRST NAME/Supporter],

Happy Election Day! Today is the day when citizens are provided the opportunity to choose their elected officials and make their voices heard on what issues are important to them and their communities through voting. If we do not vote, we will lose our chance to include our voices and allow others to decide who is elected and what issues matter.

In elections, every single vote actually matters — some elections are even won by 100s or 10s of votes. Our communities' vote could impact the election results and can be the difference between creating the healthy and thriving communities we want to see or tirelessly fighting to prevent harmful HIV funding cuts and other intersectional attacks that will have devastating effects on the community.

It will really depend on us, as a community, to make our voices heard in this election through our vote to ensure that the HIV community remains a priority for our elected officials. Let's show our power and commit to voting on Election Day. Don't forget to encourage your networks to also get out the vote! To find resources that may help you to answer any last minute questions about voting or elections, look below or head to [AIDS United's Election Center](#) for more election-related information.

Show your support for the HIV community with your VOTE!

-[ORGANIZATION]

Election Day 2024 – What You Need to Know

How do you find out where to go to vote on Election Day?

Find your [polling location here](#).

What time will the polls open and close on Election Day?

Find [polling location hours of operations here](#).

How do I know what I am voting for during this election?

Find a [sample ballot here](#). Find [personalized ballot and candidate information here](#).

Do I need an ID to vote on Election Day 2024?

Find your state's [voter ID law and requirements here](#).

Are there any resources for voters with disabilities?

You can find [resources for voters with disabilities here](#).

Where can I find general voting information in my state?

You can find [your state's general voting information here](#).

What if I have any questions about voting or experience issues while voting at the polls?

For questions about voting or if you experience issues while voting, head to Election Protection website at <https://866ourvote.org/> or you can call the Election Protection Hotline.

Election Protection Hotline (English) -
866-OUR-VOTE (866-687-8683)

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Election Protection Hotline (Asian Languages/English) - 888-API-VOTE
(888-274-8683)

Election Protection Hotline (Arabic/English) -
844-YALLA-US (844-925-5287)

Happy #ElectionDay2024!!!! 🎉 Voting gives citizens the POWER 🦵 to impact the future of our communities. 🗳️ Don't miss your chance to make your voice heard on #ElectionDay.

Worried about long lines at the polls on #ElectionDay? Don't worry – we got you covered! 😊

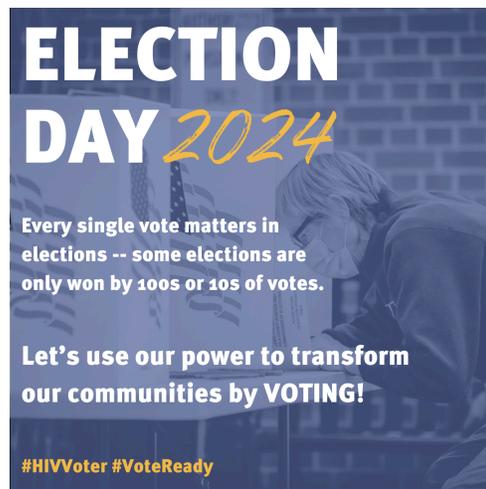
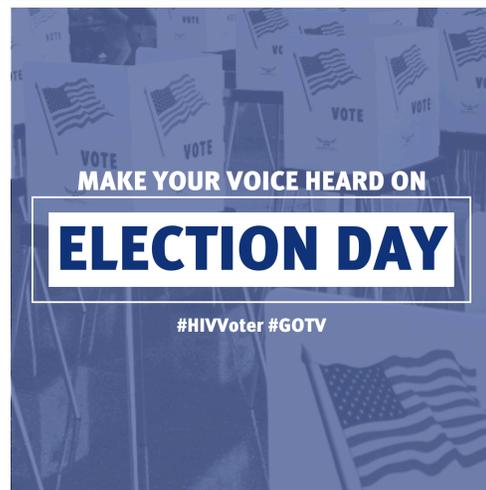
#ElectionDay2024 Essentials for Voting:

- ✓ Comfy shoes
- ✓ Water
- ✓ Snacks
- ✓ Voter ID (depends on state)
- ✓ Fully charged phone
- ✓ Headphones

Voting on #ElectionDay? Invite your friends & family to join you! 👯👥 Whether it's carpooling to the polls 🚗 or voting by mail 🗳️ together, vote tripling strengthens our community's trust in the election process. 🗳️ Let's make voting a shared experience! 🗳️ #HIVVoter #VoteReady

Today is #ElectionDay! 😊 In elections, every single vote actually matters — some elections are even won by 100s or 10s of votes. 🗳️ Our communities are strongest when everyone participates. 🗳️ Let's use our power to transform our communities by VOTING. #HIVVoter #VoteReady

Voting is more powerful when we do it together. 🗳️ Easily triple your vote by texting 📱 friends and family reminders 🌟 to register, 🌟 make a voting plan, and 🌟 turn out to VOTE. Flex your power at the polls on #ElectionDay. 🗳️ #HIVVoter #VoteReady



DOWNLOAD GRAPHICS [HERE](#)

OPTIONAL – Week 8: Post-Election Self Care

Email Subject Line: Post-Election Recovery Mode

Dear [FIRST NAME/Supporter],

We did it. Millions of Americans made their voices heard by casting their ballots on Election Day. This unprecedented election season has been a whirlwind of a time that will go down in the history books. All of the many hours spent volunteering and mobilizing our communities to get out the vote has paid off. We should be proud and pat ourselves on the back for our hard work this election season. Thanks to every person who took the time to participate in democracy by voting or encouraging their network to vote. A special thank you to every election poll worker and election volunteer – you are the true MVPs. During this election, we showed the country the unmatched strength of our communities and the transformative power of our communities' vote.

Even though Election Day is over, we still have some time before the election season is truly “over”. As states continue to count their votes and certify their election results, we may have to wait some time until we know the final election results. It takes time to count each vote, ensure that the vote count is correct and that votes have not been missed. We want every vote to be accurately counted, so we must be patient and trust the process.

As we try to patiently wait, we can take some time to decompress from the stress that can inevitably come during election season. With the constant news cycle and debates over critical issues impacting our country – both domestically and abroad – it is completely understandable for us to feel stressed out and in desperate need of self-care. As advocates, we often prioritize our activism and advocacy efforts over our personal needs, which can lead to burnout or negative physical and mental health outcomes. To sustain our advocacy and activism, we must take the time to prioritize our own needs. When that happens, we can then have the capacity to pour into others and have the energy to continue our advocacy efforts in our communities.

Post-Election Self Care Tips to Consider:

- **Talk it out with a mental health professional, trusted friend or loved one**
- **Limit your tech time and keep your social media consumption to a minimum**
 - **Get enough sleep and nourish your body**
- **Reduce your workload or reschedule stressful tasks/projects if possible**
 - **Take your medications and move your body**
- **Do things that bring you joy – spend time with friends, treat yourself, etc.**

Let's take care of ourselves and each other!

-[ORGANIZATION]

<p>A huge THANK YOU 🙌 to the MVPs of #Election2024:</p> <ul style="list-style-type: none"> 🗳️ Voters 🗳️ Election poll workers 🗳️ Election volunteers <p>#TrustTheProcess #HIVVoter</p>
<p>Feeling stressed after #ElectionDay? 🤖 Post-election self-care can look like:</p> <ul style="list-style-type: none"> ☀️ Reducing your workload if possible ☀️ Take your meds and move your body ☀️ Do things that bring you joy – spend time with friends, treat yourself, etc. <p>#TrustTheProcess #HIVVoter</p>
<p>Even though #ElectionDay is over, this election season is NOT over. ❌ We need to make sure that every vote 🗳️ is accurately counted, so we must be patient and trust the process.</p> <p>#Election2024 #HIVVoter</p>
<p>“Caring for myself is not self-indulgence, it is self-preservation, and that is an act of political warfare.” -Audre Lorde ¹⁰⁰ #selfcare #Election2024 #HIVVoter</p>
<p>Delay in #Election2024 Results = NORMAL ⏳🕒</p> <p>It takes time to ✅ count each vote, ✅ ensure that the vote count is correct and ✅ verify that votes have not been missed. Democracy takes time. #ElectionDay #HIVVoter</p>
<p>Want to decompress from #ElectionDay stress? 🗳️☀️ You can:</p> <p>Talk it out with a therapist/friend/loved one 🗣️</p> <p>Limit your tech and social media time 📱</p> <p>Get enough sleep 🛌 and nourish your body 🥗🍷</p> <p>#TrustTheProcess #HIVVoter</p>



DOWNLOAD GRAPHICS [HERE](#)

General GOTV and Election Social Media Posts

GOTV & Election

November 5th is Election Day. Be sure to mark your calendar 📅 and prepare your plan to VOTE. 🗳️
#GOTV #Election2024 #HIVVoter

Vote like your future depends on it — because it does. 🌍🗳️ #GOTV #Election2024 #HIVVoter

Reclaim your power 🏹 through VOTING. 🗳️ #GOTV #Election2024 #HIVVoter

Do NOT sit this election out! 🚫 The future of our country is on the line. ⚠️ We must all do our part and VOTE to create the society we want to see. #GOTV #Election2024 #HIVVoter

If we do NOT vote, we will lose our chance to make our voices heard ❌ and allow others to decide who is elected and what issues matter. 😱 Do NOT forget to VOTE. ✅🗳️ #GOTV #Election2024 #HIVVoter

The election will be here before we know it. ⌚ We have the opportunity to use the power of our vote to impact our communities! Don't miss your chance to VOTE on #ElectionDay. 🗳️ #HIVVoter #VoteReady

We have the power to make the future 🌍 we want to see through our vote. Make your voice heard on #ElectionDay and VOTE. 🗳️ #HIVVoter #VoteReady

Voting does NOT need to be hard. ❌ Make sure to register to vote, make a vote plan, research your ballot and vote on or before #ElectionDay on November 5th. 🗳️ #HIVVoter #VoteReady

You think voting does not change things? Your vote has POWER and there is power in numbers. 🏹 NOT voting will only guarantee that nothing changes if we do not make our voices heard. Show your power on #ElectionDay and VOTE. 🗳️ #HIVVoter #VoteReady

Election night is NOT always results night. ❌ Democracy takes time and we need to make sure that every vote is counted. Every vote counts, including yours. 🗳️ #HIVVoter #VoteReady

HIV Treatment & Prevention

With the advancements in #HIV treatment 🧬 and the creation of #PrEP, we have the tools to end HIV. ¹⁰⁰ Despite that fact, these tools are often out of reach to the communities that need it most – Black, Latinx, & LGBTQ folks. 🗳️ On #ElectionDay, VOTE to end HIV. #HIVVoter #VoteReady

The #HIV community has always paved the way to create the world we want to see. 🌍 That's why we are voting in record numbers. 🗳️ Join us on #ElectionDay! #HIVVoter #VoteReady

Ready for a change?✅ The #HIV community has the power to change the tide🌊 not only for us, but for all of our communities on #ElectionDay.🗳️ Show your power and VOTE! #HIVVoter #VoteReady

🔥 Too much is on the line for the #HIV community this election.⚠️ We must rise up and VOTE against ❌ HIV budget cuts, ❌ attacks on healthcare and ❌ criminalization threats on our communities. Join us and VOTE🗳️ on #ElectionDay! #HIVVoter #VoteReady

As the HIV community, we take care of each other🤝 – in our homes, in our workplaces and when we vote.🗳️ Make your voice heard for the #HIV community through your VOTE on #ElectionDay! #HIVVoter #VoteReady

STD/STIs

The CDC has released data showing that STD rates have been surging.⚠️ We need to VOTE🗳️ for healthcare champions that will make sexual health🍆🍑 a priority to ensure that we have adequate STD testing and treatment. #HIVVoter #VoteReady

DYK: In 2020, over half (53%) of reported cases of STIs🍆🍑 were among adolescents and young adults aged 15-24. On #ElectionDay, we need to VOTE🗳️ for policymakers that support 🔄 comprehensive sex ed and 🔄 funding for STI testing & treatment. #HIVVoter #VoteReady

2022 surveillance data underscores that STIs must be a public health priority.🔬 More than 2.5 million STI cases were reported in the U.S., with syphilis emerging as a unique public health challenge.🗳️ VOTE to make sexual health a priority on #ElectionDay. #HIVVoter #VoteReady

1 in 5 people in the U.S. have an STI, yet we are seeing continued efforts to restrict access or ban sexual and reproductive healthcare across the country.❌ We need to VOTE🗳️ for policymakers who will ✅ increase and ✅ improve access to healthcare. #HIVVoter #VoteReady

On #ElectionDay, let's VOTE to make sexual health a priority!🍆🍑 We need our policymakers to take our public health seriously and adequately address the rising rates of ✅ syphilis, ✅ congenital syphilis, ✅ chlamydia and ✅ gonorrhea. #HIVVoter #VoteReady

Healthcare

Over two million adults are currently in the Medicaid coverage gap in the 10 last remaining states that have NOT expanded Medicaid, despite its popularity.❌🚚 VOTE on #ElectionDay to protect Medicaid and #CloseTheCoverageGap.🗳️ #HIVVoter

Thanks to the Inflation Reduction Act, Americans are now seeing 💰 lower premium costs and 💰 lower prescription drugs. We must VOTE for elected officials who will fight to make healthcare🏠 affordable and accessible to all on #ElectionDay. #HIVVoter #VoteReady

The #Medicaid program 🔥 saves lives, 🔥 reduces poverty, 🔥 generates economic benefits for states/providers and 🔥 advances health equity. VOTE to ✅ protect, ✅ strengthen and ✅ expand the Medicaid program on #ElectionDay. #HIVVoter #VoteReady

The #ACA has provided millions of Americans with quality and affordable healthcare coverage. 🏠👨🏻‍🦱 We must VOTE for policymakers on #ElectionDay who will fight to ✅ protect our healthcare systems and ✅ strengthen these systems to build upon our progress. #HIVVoter #VoteReady

Ways to Improve the #ACA: ✨ including adult dental services, ✨ higher maternity and gender-affirming care standards and ✨ better access to behavioral health treatment. On #ElectionDay, let's get out the VOTE to not just live, but to THRIVE. 😊 #HIVVoter #VoteReady

DYK: The 2023 open enrollment period was the most successful to date! 🗳️📊 15.6 million people enrolled ✅, with 80% of enrolled paying \$10 or less 💰 for plans. On #ElectionDay, VOTE to protect and increase access to quality and affordable healthcare coverage. 🗳️ #HIVVoter #VoteReady

Harm Reduction

Overdoses and overdose deaths in the US have skyrocketed. 📈 Instead of criminalization ❌, we must push for ✅ evidence-based approaches and ✅ human-centered responses to address the needs of people who use drugs. #Election2024 #HIVVoter #VoteReady

DYK: Research 📚 shows that locking more people up for using drugs did NOT deter drug use – NO decreases in arrests or overdose deaths. 🤔 On #ElectionDay, VOTE 🗳️ for candidates who support drug policies grounded in 🙋 evidence, 🙋 equity and 🙋 human rights. #HIVVoter #VoteReady

Punitive criminalization policies ⚖️ and coercive interventions like forced treatment DO NOT WORK. 🚫 We need drug policies that ✅ offer help and support instead of ❌ more stigma and punishment. #HIVVoter #VoteReady #Election2024

The erosion of the social safety net 🚧 has created a behavioral health crisis that has worsened since the pandemic, leading to increases in 💎 alcohol, 💎 drug and 💎 suicide deaths. VOTE 🗳️ on #ElectionDay to strengthen our health infrastructure. #HIVVoter

People who use drugs face severe stigma that creates barriers to help & support. ❤️ On #ElectionDay, we must VOTE for candidates 🗳️ that support making evidence-based substance use disorder treatment ✨ available, ✨ affordable and ✨ accessible a priority. #HIVVoter #VoteReady

Housing

DYK: Housing instability serves as one of the biggest barriers for: ★ HIV testing, ★ entering HIV treatment and ★ staying in HIV treatment. HOUSING = HEALTHCARE. 🚫 #HIVVoter #VoteReady #Election2024

Data shows that housing instability 🏠 leads to lower health outcomes for PLHIV. ❌ On #ElectionDay, VOTE 🗳️ for candidates who will increase access to affordable housing. The health of our community depends on it. 🚫 #HIVVoter #VoteReady

Non-medical factors, known as the social determinants of health (SODH), also impact HIV-related health outcomes. 🗳️ The health of the HIV community depends on us VOTING 🗳️ for HIV champions who will advance policies that address the SODH on #ElectionDay. #HIVVoter #Election2024

Populations impacted by BOTH housing instability 🏠 and HIV include:

- ✨ Black people,
- ✨ young people,
- ✨ Hispanic/Latinx people and
- ✨ trans/gender non-conforming people.

VOTE 🗳️ for HIV and housing champions who support our communities on #ElectionDay. #HIVVoter #VoteReady

Long-term supportive housing actually ✅ decreases a person's chance of getting HIV AND ✅ improves HIV-related health outcomes for PLHIV. Don't forget that #HousingIsHealthcare when you VOTE 🗳️ on #ElectionDay. #HIVVoter #Election2024

HIV Criminalization

Most HIV criminalization laws ⚖️ do NOT:

- ❌ reflect current scientific and medical evidence,
- ❌ decrease HIV or
- ❌ actually work.

On #ElectionDay, VOTE 🗳️ for candidates who support ending HIV criminalization. #HIVVoter #Election2024

HIV Criminalization ❌ decreases HIV testing, ❌ increases HIV stigma and ❌ increases disparities. We must push back against the criminalizing of PLHIV through our VOTE 🗳️ on #ElectionDay. 100 #HIVVoter #VoteReady

🔴 DYK: Actual transmission or intent to transmit HIV is NOT usually required to face criminal liability under HIV criminal laws. 🗳️ VOTE for candidates who will end HIV criminalization on #ElectionDay. #Election2024 #HIVVoter

Criminalization is NEVER 🚫 the answer to: ❌ drug use, ❌ homelessness or ❌ HIV. This #ElectionDay provides citizens the chance to VOTE 🗳️ for candidates in support of ✅ evidence-based and ✅ people-centered responses to public health. #HIVVoter #VoteReady

To end the HIV epidemic, ✨ public health, ✨ criminal justice and ✨ legislative systems must work together to ensure that laws ⚖️ are evidence-based and just, and support public health efforts. 100 #HIVVoter #VoteReady #Election2024

LGBTQ Issues

LGBTQ+ folks 🏳️ are under attack in legislatures across the country. States are seeing bans on: 🚫 gender-affirming care, 🚫 trans kids in sports and 🚫 using the bathroom. Create a more inclusive environment for LGBTQ+ folks through your VOTE on #ElectionDay. #HIVVoter #VoteReady

Bills have been introduced that aim to: ✨ reduce LGBTQ+ visibility, ✨ roll back legal protections and ✨ reduce social acceptance of the community. 🏳️‍🌈 We must PUSH BACK against these attacks and VOTE for champions of the LGBTQ+ community on #ElectionDay. #HIVVoter #VoteReady

Passing anti-LGBTQ+ legislation has very REAL consequences. ⚠️ The impact includes: ❌ verbal or physical threats, ❌ lack of safety and ❌ negative mental health outcomes. Support the LGBTQ+ community 🏳️‍🌈 by VOTING for LGBTQ+ champions on #ElectionDay. #HIVVoter #VoteReady

🌟 DYK: Some members of Congress proposed eliminating funding for ✅ HOPWA, ✅ Minority AIDS Initiative and ✅ the Global Equality Fund. It is on us to VOTE 🗳️ for champions that will FUND 💰 (and NOT cut) our programs on #ElectionDay. #Election2024 #HIVVoter

The LGBTQ+ community 🏳️‍🌈 faces unique challenges and is disproportionately impacted by: ⚡ HIV, ⚡ homelessness and ⚡ poverty. On #ElectionDay, let's VOTE 🗳️ for candidates that will adequately address the economic and health issues of the LGBT community. #HIVVoter #VoteReady

Reproductive Healthcare

Since the fall of Roe v. Wade ⚖️ states have enacted bans or restrictions on abortion, which has negatively impacted 💎 women, 💎 non-binary people and 💎 trans men. VOTE on #ElectionDay to protect abortion access for our communities. #HIVVoter #VoteReady

Attacks on abortion and LGBTQ+ rights on the state and federal levels harmfully affects the health and safety of OUR communities. ❌ We cannot stand by and let our rights be rolled back. 🗳️ We must PUSH BACK against these attacks by VOTING 🗳️ on #ElectionDay! #HIVVoter #VoteReady

Abortion is still legal in many states, but there is still more to do to ensure that abortion is accessible and affordable for ALL. 🗳️ ❤️ If you believe that #AbortionIsHealthcare, make your voice heard with your VOTE 🗳️ on #ElectionDay. #HIVVoter

Abortion restrictions 🚫 further harms those already struggling with accessing care – particularly Black people & communities of color. 🗳️ VOTE on #ElectionDay to make abortion ❤️ accessible and affordable for ALL. #HIVVoter #VoteReady

Abortion is a 🔥 healthcare issue, 🔥 economic issue, 🔥 LGBTQ+ issue, and 🔥 health equity issue. Show your support for abortion by VOTING 🗳️ on #ElectionDay. #VoteReady #HIVVoter

🌟 Access to healthcare 🗳️ is on the ballot for #Election2024. ✨ Abortion, ✨ contraception, ✨ hormone therapy and ✨ IVF will all be in jeopardy if we do not make our voices heard on #ElectionDay through our VOTE. #HIVVoter

Additional Graphics

What if I have any questions about voting or experience issues while voting at the polls?

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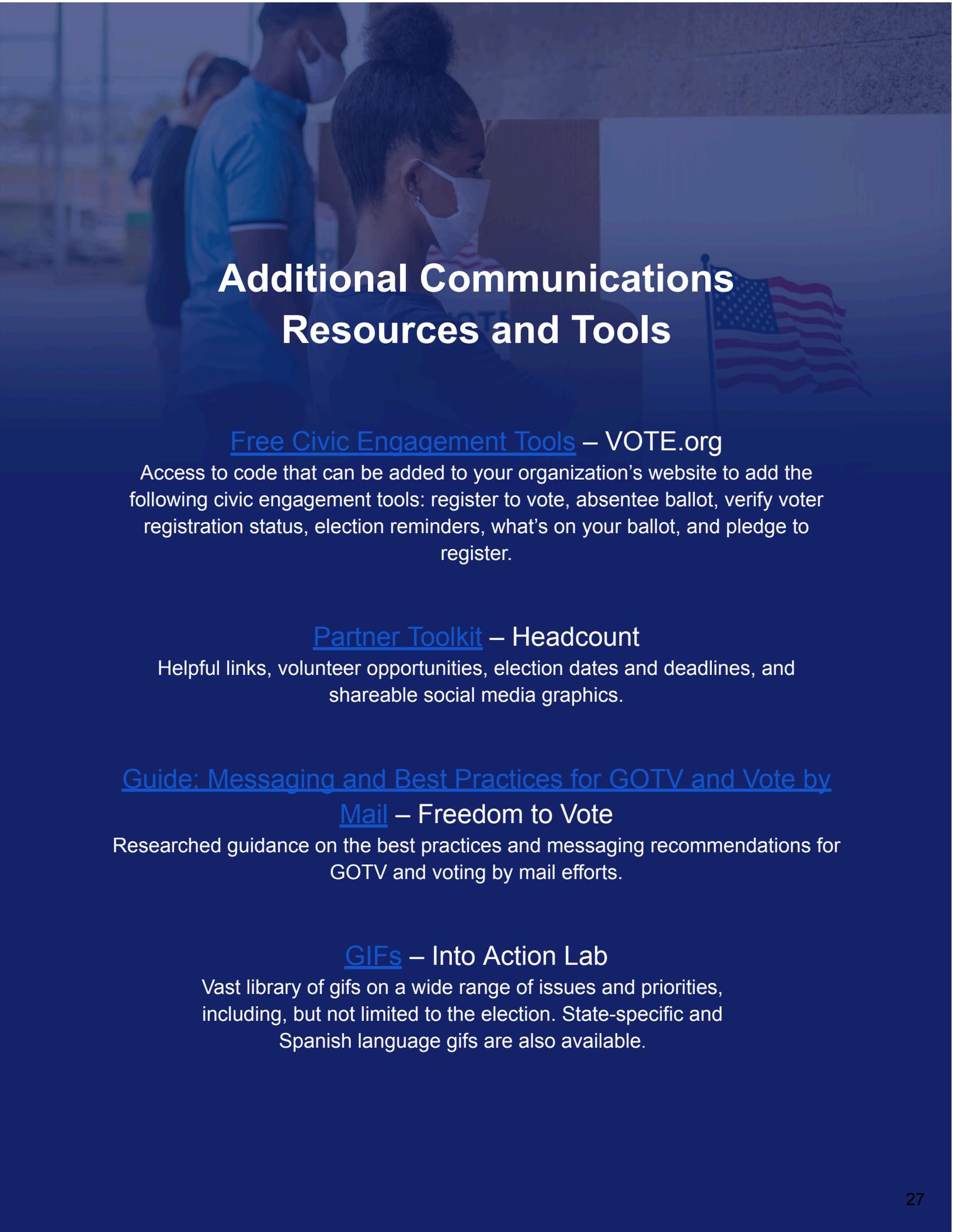


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Additional Communications Resources and Tools

[Free Civic Engagement Tools](#) – VOTE.org

Access to code that can be added to your organization's website to add the following civic engagement tools: register to vote, absentee ballot, verify voter registration status, election reminders, what's on your ballot, and pledge to register.

[Partner Toolkit](#) – Headcount

Helpful links, volunteer opportunities, election dates and deadlines, and shareable social media graphics.

[Guide: Messaging and Best Practices for GOTV and Vote by Mail](#) – Freedom to Vote

Researched guidance on the best practices and messaging recommendations for GOTV and voting by mail efforts.

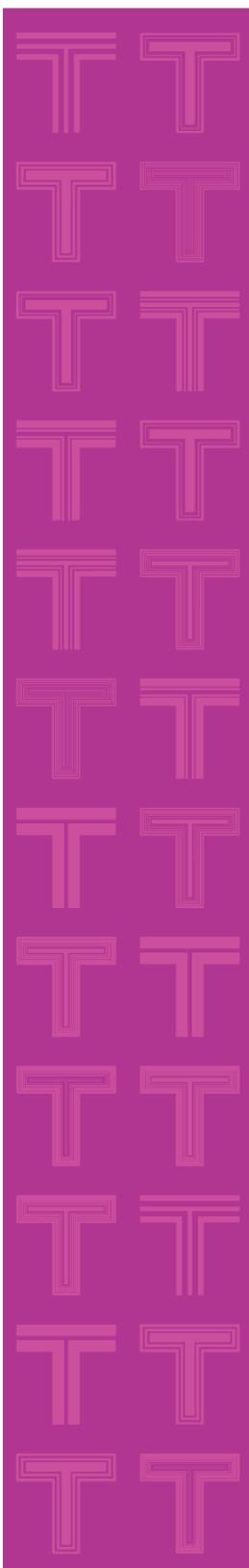
[GIFs](#) – Into Action Lab

Vast library of gifs on a wide range of issues and priorities, including, but not limited to the election. State-specific and Spanish language gifs are also available.

Trans Equality Champions

of the 118th Congress

A4TE ADVOCATES
FOR TRANS
EQUALITY



Introduction

After years of rising attacks on the civil rights of transgender people at the local and state levels, the 118th Congress signified that the fight has officially escalated to the national level. Since the beginning of this Congress in January 2023, anti-trans extremists have introduced more than 100 bills aimed at restricting gender-affirming care, eroding anti-discrimination protections, and rolling back pro-LGBTQI+ policies enacted by President Biden.

As of September 16, 2024 members of the House of Representatives introduced at least 75 bills that would harm the transgender community and passed 17. One of these bills, the National Defense Authorization Act of 2024 (H.R.2670) also passed the Senate and was signed into law.¹ This law contained provisions banning the display of LGBTQI+ Pride flags at Department of Defense facilities and undermining best practices around pronoun use, further politicizing traditionally bipartisan legislation. Thankfully, these provisions are due to sunset in the coming months.

In the 118th Congress, Senators introduced at least 32 harmful bills attacking the rights of trans people to live freely as themselves. In addition to H.R.2670, the Senate passed S.J.Res.32, which would have rolled back the Biden Administration's efforts to collect data on lending by sexual orientation and gender identity to identify and address any disparities.² Thankfully, President Biden vetoed S.J.Res.32, standing by his commitment to the trans community.

The most successful attacks on transgender people in the 118th Congress were directed at transgender students and their families. The House of Representatives passed the so-called "Parents Bill of Rights Act" (H.R.5), which would require parental permission for youth to use their preferred name and pronouns at school and mandate that schools disclose a student's gender identity to their guardians, even when a child feels unsafe disclosing their gender identity to their guardians.³ "Outing" children to unsupportive parents against their will would exacerbate the

crises of child abuse and homelessness among trans youth.

The House also passed the so-called “Protection of Women and Girls in Sports Act of 2023” (H.R.734), which would impose a blanket ban on transgender girls’ and women’s participation in school athletics.⁴ Such a policy would stoke anti-trans rhetoric, deprive trans girls of athletic opportunities, and lead to increased policing of the bodies of any woman who does not fit gendered stereotypes, regardless of their transgender status.

Anti-trans lawmakers also made restricting gender-affirming healthcare for trans people a top priority, introducing a total of 35 bills to limit access to best-practice, life-saving medical treatments for both youth and adults. Major medical groups like the American Medical Association, the American Psychological Association, and the American Academy of Pediatrics among many others publicly support the current evidence-based guidelines for transition-related care and oppose restrictions on the type of care or coverage a transgender person can receive.⁵ Despite the consensus of the medical community, elected officials introduced dozens of bills and amendments that would ban transition-related care for



A4TE staff pose with Senator Jeff Merkley (D-OR) on June 12, 2024 during the Trans Day of Empowerment on Capitol Hill. From left to right: Devon Ojeda, Alex del Rosario, Senator Merkley, Ash Orr, Rodrigo Heng-Lehtinen, Tekla Taylor, Caius Willingham, Jami Westerhold, and Jonathan Adams. Photo credit: John Shinkle.

trans youth; prohibit insurance coverage or the provision of such care for federal employees and those who rely on federally funded programs; and open new avenues of litigation against healthcare providers for simply providing best-practice medical care.

Lawmakers opposed to trans equality have consistently used traditionally bipartisan must-pass legislation as vehicles for extreme policy riders to roll back anti-discrimination protections and enforcement for trans people, restrict healthcare, and defund programs serving the LGBTQI+ community. All 12 of the House-introduced appropriations bills for the 2025 fiscal year—which are necessary to keep the government running—contained anti-LGBTQI+ riders, as did some Senate bills. The House Appropriations package for Commerce, Justice, and Science for Fiscal Year 2025 (H.R.9026) contains a rider that would prohibit the Department of Justice from enforcing federal antidiscrimination protections for trans students, workers, and families.⁶ Similarly, the National Defense Authorization Acts for fiscal years 2024 and 2025 contained several riders attacking trans servicemembers and their families.⁷

These policies are not just dangerous, but cruel, targeting the most vulnerable members of our community. For example, H.R.8998 contains an amendment that would ban the Indian Health Service from providing gender-affirming care, with severe repercussions for already underserved tribal communities.⁸



In September 2023, transgender veterans and allies gathered to advocate for gender-affirming healthcare and protest anti-trans NDAA riders, including (left to right) Lindsay Church, Seed Michaels, Alleria Stanley, A4TE's Director of Voting and Elections Josie Caballero, and Caitlin Clason. Photo credit: Tekla Taylor.



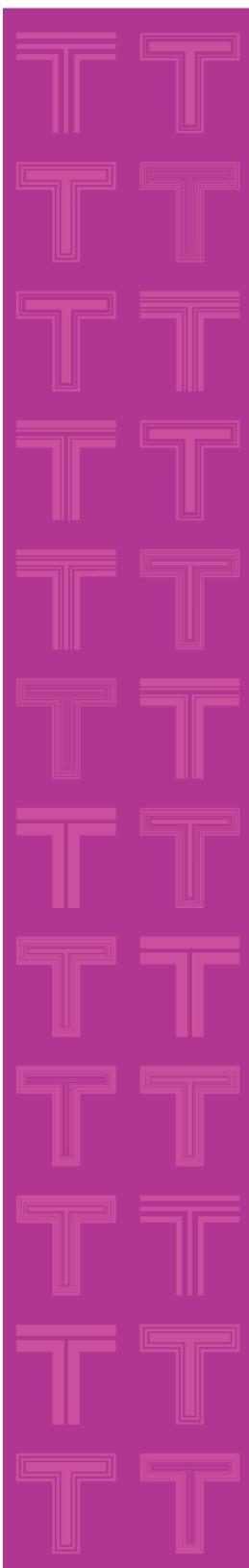
Dr. Elijah Nicholas speaks at the Trans Day of Empowerment in front of the Capitol Building. Photo by John Shinkle.

H.R.1490 and S.752 would force trans women to be housed in men's correctional facilities, exposing disenfranchised, often Black and brown women, to increased violence and abuse.⁹

Fortunately, there are members of Congress who are not just fighting back against these attacks but demonstrating courageous leadership to chart a path toward trans equality. Indeed, allies introduced a slew of pro-LGBTQI+ bills that would advance the freedom of millions of trans people to participate in public life, access the medical care they need, start and care for their families, and work and learn in safe, respectful environments where they can be their true selves.

Commencing in January 2025, the 119th Congress will be a key moment for trans rights and is sure to bring more threats, but also opportunities to advance the civil rights of transgender people. Advocates for Trans Equality urges Congress to pass the Equality Act, which would codify anti-discrimination protections in housing, employment, education, credit, and public accommodations, and the Do No Harm Act, which would restore the Religious Freedom Restoration Act to its original intent after conservative courts have consistently misused the statute to permit discrimination against LGBTQI+ people.¹⁰

Advocates for Trans Equality is deeply grateful for the fierce allyship of our 118th Congress Trans Equality Champions and is thrilled to celebrate their commitment and lift up their work to advance trans rights.



Criteria and Methodology

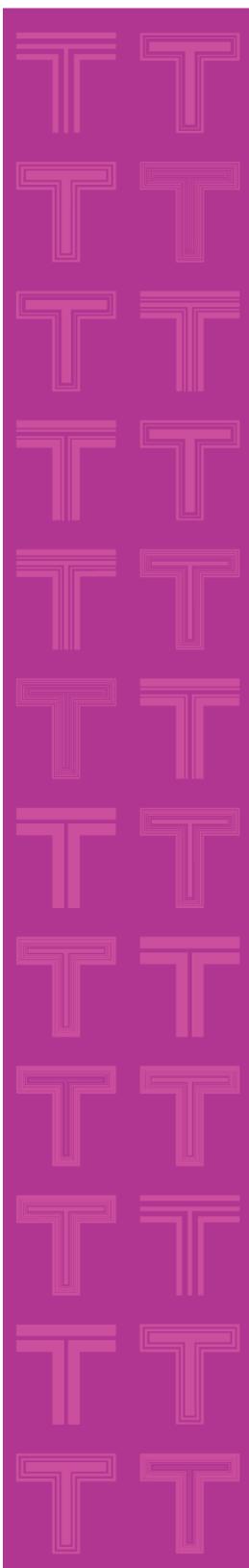
Methodology

A4TE evaluated all Members of Congress and delegates in both the House of Representatives and Senate based on their cosponsorship of six key legislative priorities to advance the rights of trans people and the broader LGBTQI+ community. A4TE examined the legislative record of all current Members of the 118th Congress, including bill cosponsorship and floor votes. Lawmakers who took office after the start of the 118th Congress were evaluated using the same criteria as all lawmakers, including relevant votes during their tenure. Deceased Members of Congress and those who left office before the end of their term were not considered.

Cosponsorship

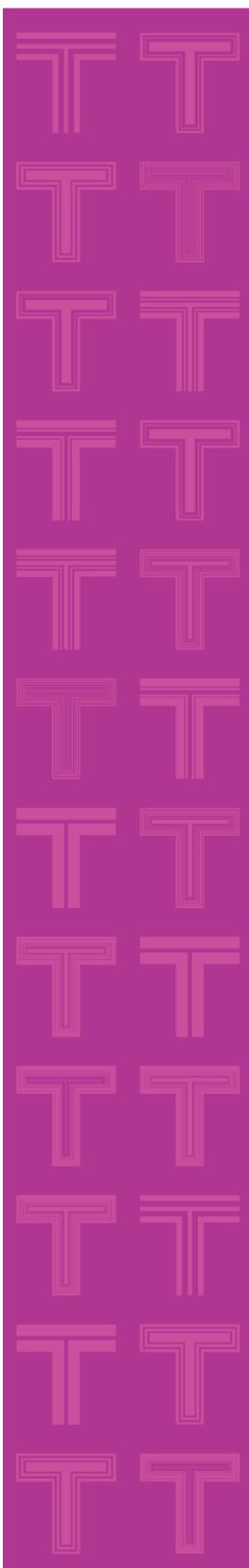
Trans Equality Champions cosponsored six priority bills to advance the rights of transgender people and the LGBTQIA+ community broadly.

- H.R.15/S.5 – The Equality Act:¹¹ This bill would codify protections to prohibit discrimination based on housing, employment, education, credit, and public accommodations.
- H.R.2725/S.1206 – Do No Harm Act:¹² This bill would amend the Religious Freedom Restoration Act (RFRA) to exempt areas of law where RFRA has been used to bypass federal protections, including civil rights laws, thus restoring the original intent of the legislation and clarifying that RFRA is intended to protect religious freedom without allowing the infliction of harm on other people.

- 
- H.R.3970/S.1839 – LGBTQI+ Data Inclusion Act:¹³ The bill would require federal surveys to include data collection on sexual orientation, gender identity, and variations in sex characteristics on a voluntary basis and ensure that lawmakers and federal agencies have the comprehensive data they need to address the needs of the LGBTQI+ community.
 - H.R.6031/S.3105 – Safe Schools Improvement Act:¹⁴ This bipartisan bill requires states to direct their local educational agencies to establish policies that prevent and prohibit bullying and harassment of elementary and secondary school students. In particular, these policies must prohibit bullying and harassment based on race, color, national origin, sex, sexual orientation, gender identity, disability, or religion.
 - H.R.4340/S.2176 – Therapeutic Fraud Prevention Act:¹⁵ This legislation would ban conversion therapy nationwide.
 - H.R.4422/S.1960 – Global Respect Act:¹⁶ This bipartisan bill would impose sanctions on foreign persons responsible for violations of internationally recognized human rights against LGBTQI+ individuals.

Voting record

Champions also displayed a strong voting record, voting No, Present, or Not Voting on anti-LGBTQI+ legislation, including floor votes on amendments to bills. Members of Congress who voted for any anti-LGBTQI+ legislation in the 118th Congress are disqualified from being a Trans Equality Champion, but they may qualify in the 119th Congress if they show a clean voting record throughout 2025 and 2026. Votes on appropriations bills or other must-pass legislation containing harmful riders were not taken into consideration, acknowledging the wide scope and essential nature of the underlying legislation. However, Advocates for Trans Equality maintains its opposition any legislation with anti-LGBTQI+ riders.



House

Parents Bill of Rights Act (H.R.5)¹⁷

H.R.5, introduced by Rep. Julia Letlow (R-LA-05), would impose new requirements on federally funded schools, including a mandate to report all books, materials, and lessons to parents, and a provision that would compel school staff to disclose students' transgender identity to parents, even over the objections of the child. The House passed H.R.5 on March 24, 2023, along narrow margins (213-208),¹⁸ with 5 Republicans breaking with their party to vote against the bill.

Protection of Women in Sports Act (H.R.734)¹⁹

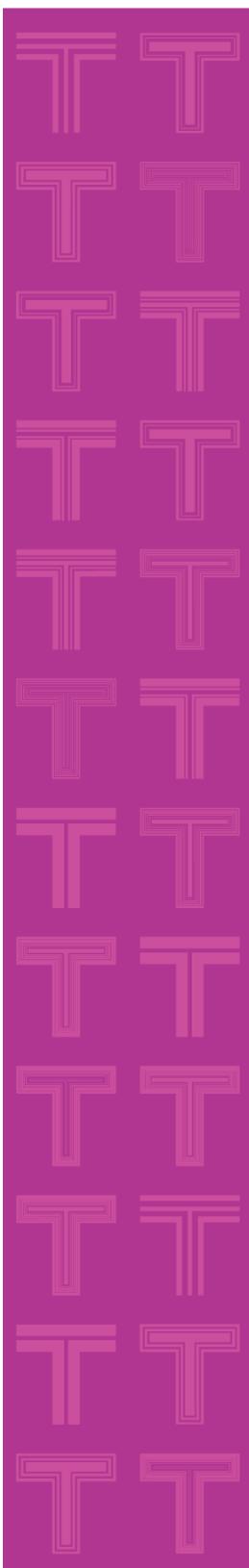
H.R.735, introduced by Rep. Greg Steube (R-FL-17), would amend Title IX, the foundational civil rights law protecting against discrimination based on sex, to ban transgender girls and women from participating in school sports nationwide. The House passed the bill on April 20, 2023, along party lines (219-203).²⁰

Mace Amendment to the Protection of Women and Girls in Sports Act of 2023 (H.Amdt.169 to H.R.734)²¹

Rep. Nancy Mace (R-SC-01) introduced an amendment to H.R.734 to require the Comptroller General to produce a study of adverse impacts on trans participation in school sports, furthering unfounded claims that trans girls' participation in athletics deprives cisgender athletes of opportunities and poses safety risks to other athletes. The amendment passed (216-205) and is included in the text of H.R.734 engrossed in the Senate.²²

Roy Amendment to the 2024 Department of Defense Appropriations Act (H.Amdt.382 to H.R.4365)²³

This amendment offered by Rep. Chip Roy (R-TX-21) to the appropriations package would ban the observation of Pride Month at the Department of Defense. This amendment was soundly defeated by a bipartisan vote on September 27, 2023 (202-231).²⁴



Congressional Disapproval of the rule titled “Small Business Lending Under the Equal Credit Opportunity Act (Regulation B)” (S.J.Res.32)²⁵

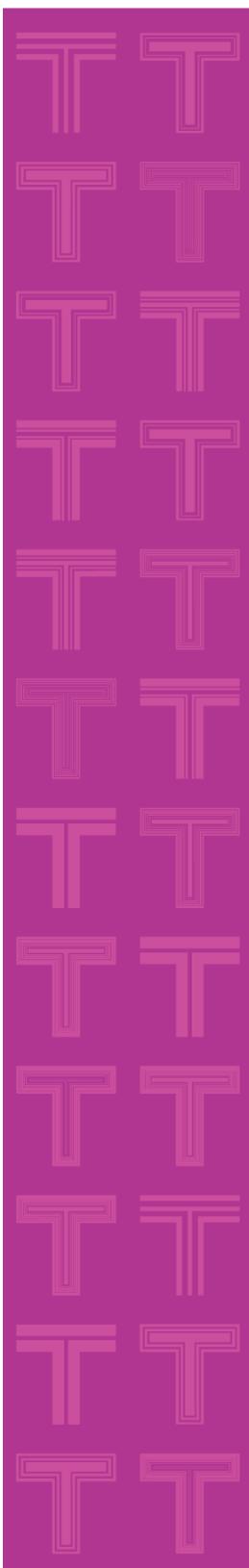
Sen. John Kennedy (R-LA) introduced this bill to roll back a Biden Administration rule to improve the enforcement of antidiscrimination protections in lending by requiring covered financial institutions to report lending data by gender identity to the Consumer Financial Protection Bureau, provided that data is collected voluntarily and not personally identifiable.²⁶ After passing the Senate on October 18, 2023, the resolution was considered and passed by the House of Representatives (221-202) on December 1, 2023.²⁷ Thankfully, President Biden vetoed the resolution, and the Senate failed to override it.

Congressional Disapproval of the rule titled “Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance” (H.J.Res.165)²⁸

Rep. Mary Miller (R-IL-15) introduced a resolution that would roll back a set of rules finalized by the Biden Administration to guarantee the rights of LGBTQI+ students under Title IX, which prohibits discrimination in education based on sex, and which necessarily includes sexual orientation and gender identity. Specifically, the rule clarifies that LGBTQI+ students—consistent with the Supreme Court’s ruling in *Bostock v. Clayton County*²⁹—are protected under Title IX against sex-based discrimination and harassment, that transgender students have the right to express their gender at school, and that schools may not ban transgender students from using school facilities according to their gender identity.³⁰ The House passed this resolution undermining the rule’s trans-inclusive protections on July 11, 2024, by a vote of 210 to 205, and it is now before the Senate.³¹

Norman Amendment to the 2024 National Defense Authorization Act (H.Amdt.224 to H.R.2670)³²

Rep. Ralph Norman (R-SC-05) offered an amendment to prohibit the provision of gender-affirming care, including surgery or medication, through the Exceptional Family Member Program. This program provides specialized medical coverage to more than 110,000 military spouses and their children.³³ The amendment was passed in the House on July 13, 2023, (222-210),³⁴ but was removed in negotiations with the Senate before H.R.2670 was passed by the Senate and signed by President Biden on December 22, 2023.



Rosendale Amendment to the 2024 National Defense Authorization Act (H.Amdt.223 to H.R.2670)³⁵

Rep. Matt Rosendale (R-MT-02) introduced an amendment to H.R.2670 to prohibit coverage of gender-affirming care, including hormone replacement therapy and surgical care, through TRICARE, the primary provider of health insurance for 9.5 million servicemembers, retirees, and their families.³⁶ It also prohibited Defense Department medical providers from providing gender-affirming care to transgender people. On September 10, 2024, the amendment passed in the House by recorded vote (222-211) but was thankfully removed from the final NDAA.³⁷

Norman Amendment to the 2024 National Defense Authorization Act (H.Amdt.236 to H.R.2670)³⁸

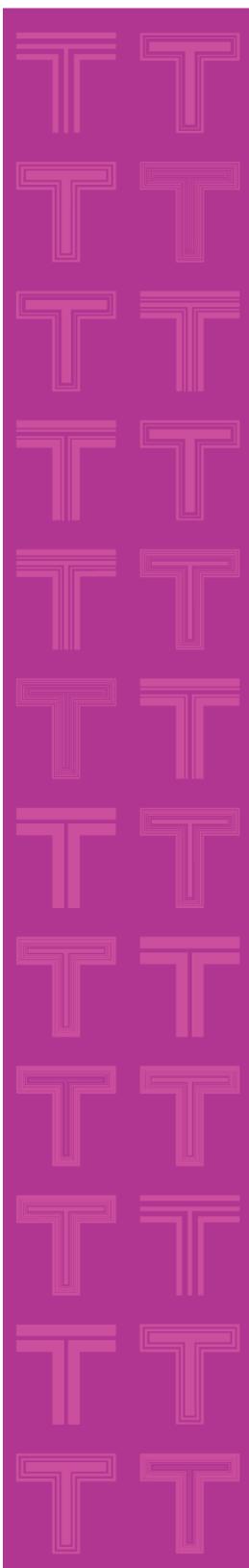
Rep. Ralph Norman (R-SC-05) introduced an amendment to the 2024 NDAA to prohibit the Defense Department from flying Pride flags, saying during the floor debate that, “It is time to take our country back.”³⁹ The House voted to adopt the amendment (218-213), but it was thankfully removed before passing into law.⁴⁰

Boebert Amendment to the 2024 National Defense Authorization Act (H.Amdt.237 to H.R.2670)⁴¹

Rep. Lauren Boebert (R-CO-03) introduced an amendment to the NDAA to ban LGBTQI+ books in schools funded by the Department of Defense. The amendment was passed in the House (222-209) but removed from the final NDAA.⁴²

Roy Amendment to the 2024 Department of Defense Appropriations Act (H.Amdt.382 to H.R.4365)⁴³

Rep. Chip Roy (R-TX-24) introduced an amendment to H.R.4365 that would prohibit the Department of Defense from observing LGBTQI+ Pride Month, further marginalizing transgender servicemembers and their families. Thankfully, the amendment failed on September 10, 2024, with the help of 18 Republicans who voted “NO” (202-231).⁴⁴



Norman Amendment to the Transportation, Housing and Urban Development, and Related Agencies Appropriations Act, 2024 (H.Amdt.647 to H.R.4820)⁴⁵

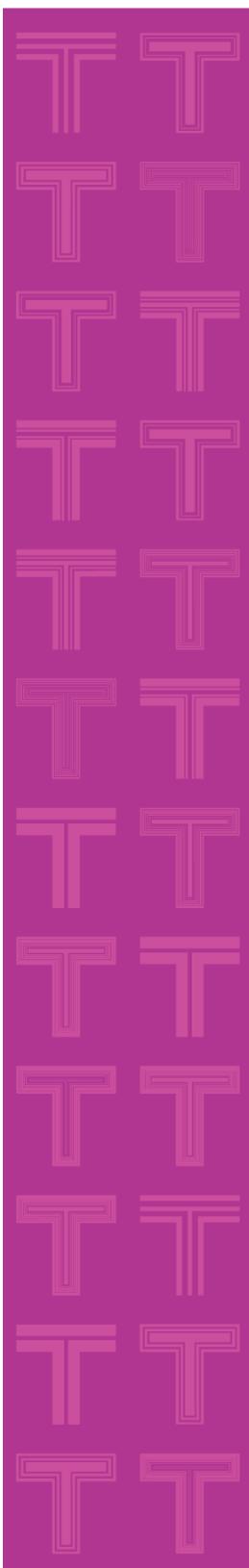
Rep. Ralph Norman (R-SC-05) introduced an amendment to H.R.4820 to prohibit funding for the administration or enforcement of Obama-era regulations to ensure equal access to transgender individuals in housing programs funded by the Department of Housing and Urban Development. The final rule, titled “Equal Access in Accordance With an Individual’s Gender Identity in Community Planning and Development Programs,” clarifies anti-discrimination protections in certain shelter housing.⁴⁶ Thankfully, a bipartisan group of lawmakers defeated the amendment by a vote of 212-217.⁴⁷

Boebert Amendment to the 2024 Agriculture, Rural Development, Food and Drug Administration Act (H.Amdt.341 to H.R.4368)⁴⁸

Rep. Lauren Boebert (R-CO-03) introduced an amendment to H.R.4368, which would prohibit any courses, books, or other resources from covered agencies and programs from addressing LGBTQI+ issues. The broad language was aimed at erasing LGBTQI+ civil servants across the government, applying to resources and discussions about trans inclusion and discrimination in the workplace, employee affinity groups, and any training on Diversity, Equity, and Inclusion. The amendment was passed (217-213)⁴⁹ on September 27, 2023, but thankfully, H.R.4368 as a whole failed to pass the House.

Salazar Amendment to the 2024 Financial Services Appropriations Act (H.Amdt.716 to H.R.4664)⁵⁰

Rep. Maria Salazar (R-FL-27) introduced an amendment to H.R.4664 to prohibit some government agencies and offices from using the phrases “Latinx” or “Latin-x” in official documents in an effort to erase transgender people of color. This term is used by some LGBTQI+ people of Latin American descent as a gender-neutral descriptor. The House adopted the amendment by a recorded vote of 222-198, with seven Democrats breaking with their party to support the amendment.⁵¹ Thankfully, H.R.4664 did not advance further in the House.⁵²



Boebert Amendment to the 2024 Agriculture, Rural Development, Food and Drug Administration Act (H.Amdt.333 to H.R.4368)⁵³

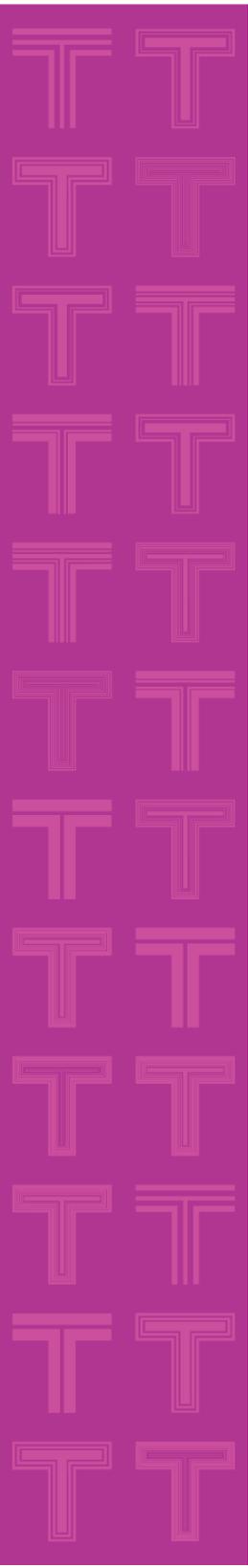
Rep. Lauren Boebert (R-CO-03) introduced an amendment to defund the Department of Agriculture’s Equity Commission, an independent body established by the Biden Administration to address pervasive racial discrimination present since the creation of the agency.⁵⁴ The amendment is emblematic of the push by some lawmakers to curtail efforts to address discrimination in federal programs, which impacts all marginalized and disenfranchised populations, including LGBTQI+ people. With the help of six Republicans who broke from their party to vote “NO,” the amendment failed (210-216).⁵⁵

Harshbarger Amendment to the 2024 Financial Services Appropriations Act (H. Amdt.691 to H.R.4664)⁵⁶

Rep. Diana Harshbarger (R-TN-01) introduced an amendment to defund the White House Gender Policy Council, created by the Biden White House to advance gender equality, including transgender rights. The amendment was thankfully defeated with the help of five Republicans who voted with Democrats against the measure (205-211).⁵⁷

Brecheen Amendment to the 2025 Department of the Interior, Environment, and Related Agencies Appropriations Act (H.Amdt.1145 to H.R.8998)⁵⁸

Rep. Josh Brecheen (R-OK-02) introduced an amendment to H.R.8998 that would prohibit covered agencies from funding offices of diversity, equity, and inclusion at those agencies or to carry out any DEI programs. The amendment was passed over bipartisan opposition (211-202) and was included in the appropriations package passed in the House on July 27, 2024.⁵⁹



Senate

Congressional Disapproval of the rule titled “Small Business Lending Under the Equal Credit Opportunity Act (Regulation B)” (S.J.Res.32)⁶⁰

Sen. John Kennedy (R-LA) introduced this resolution to roll back a Biden Administration rule to improve the enforcement of antidiscrimination protections in lending by requiring covered financial institutions to report lending data by gender identity to the Consumer Financial Protection Bureau, provided that data is collected voluntarily and not personally identifiable.⁶¹ On October 18, 2023, the Senate passed the resolution, which is not subject to the filibuster (53-44).⁶²

Overriding President Biden’s Veto of S.J.Res.32

President Biden vetoed S.J.Res.32, preserving his Administration’s rule requiring data collection on small business lending by gender identity. The Senate failed to reach 67 votes to override the President’s veto (54-45).⁶³

Congressional Disapproval of the rule titled “Application of Bostock v. Clayton County to Program Discrimination Complaint Processing-Policy Update” (S.J.Res.42)⁶⁴

Sen. Roger Marshall (R-KS) introduced a resolution that would roll back a policy update promulgated by the Biden Administration to improve the implementation and enforcement of anti-discrimination protections under the Food and Nutrition Act. The memorandum states that, for the purpose of enforcing Title IX and the Food and Nutrition Act, discrimination based on gender identity and sexual orientation is sex discrimination, consistent with Bostock v. Clayton County.⁶⁵ The measure failed to pass over bipartisan opposition on October 26, 2023 (47-50).⁶⁶

Marshall Amendment to the 2024 National Defense Authorization Act (S.Amdt.874 to S.Amdt.935)⁶⁷

Sen. Marshall Rogers (R-KS) introduced an amendment to S.2226 that would ban the display of LGBTQI+ pride flags at Department of Defense facilities. The amendment failed to reach the two-thirds majority of votes necessary to pass (50-49).⁶⁸

Trans Equality Champions of the 118th Congress

Senate



Senator Richard "Dick" Blumenthal
D - Connecticut



Senator Benjamin L. Cardin
D - Maryland



Senator Cory A. Booker
D - New Jersey



Senator Catherine Cortez Masto
D - Nevada



Senator Laphonza R. Butler
D - California



Senator Ben Ray Luján
D - New Mexico



Senator Edward J. Markey

D - Massachusetts



Senator Jeff Merkley

D - Oregon



Senator Christopher Murphy

D - Connecticut



Senator Alex Padilla

D - California



Senator Elizabeth Warren

D - Massachusetts

Trans Equality Champions of the 118th Congress

House



Rep. Pete Aguilar
(D-CA-33)



Rep. Colin Z. Allred
(D-TX-32)



Rep. Gabe Amo
(D-RI-01)



Rep. Becca Balint
(D-VT-00)
*Co-Chair of the Congressional
Equality Caucus*



Rep. Nanette Diaz Barragán
(D-CA-44)



Rep. Joyce Beatty
(D-OH-03)



Rep. Ami Bera
(D-CA-06)



Rep. Donald S. Beyer
(D-VA-08)



Rep. Lisa Blunt Rochester
(D-DE-00)



Rep. Suzanne Bonamici
(D-OR-01)
*Vice Chair of the Congressional
Equality Caucus*



Rep. Julia Brownley
(D-CA-26)



Rep. Nikki Budzinski
(D-IL-13)



Rep. Salud O. Carbajal
(D-CA-24)



Rep. André Carson
(D-IN-07)



Rep. Greg Casar
(D-TX-35)



Rep. Sean Casten
(D-IL-06)



Rep. Joaquin Castro
(D-TX-20)



Rep. Judy Chu
(D-CA-28)
*Vice Chair of the Congressional
Equality Caucus*



Rep. James E. Clyburn
(D-SC-06)



Rep. Steve Cohen
(D-TN-09)



Rep. Gerald E. Connolly
(D-VA-11)



Rep. Jim Costa
(D-CA-21)



Rep. Angie Craig
(D-MN-02)
*Co-Chair of the Congressional
Equality Caucus*



Rep. Jason Crow
(D-CO-06)



Rep. Sharice Davids
(D-KS-03)
*Co-Chair of the Congressional
Equality Caucus*



Rep. Danny K. Davis
(D-IL-07)



Rep. Madeleine Dean
(D-PA-04)



Rep. Rosa L. DeLauro
(D-CT-03)



Rep. Mark DeSaulnier
(D-CA-10)



Rep. Veronica Escobar
(D-TX-16)



Rep. Anna G. Eshoo
(D-CA-16)



Rep. Adriano Espaillat
(D-NY-13)



Rep. Dwight Evans
(D-PA-03)



Rep. Lizzie Fletcher
(D-TX-07)
*Vice Chair of the Congressional
Equality Caucus*



Rep. Valerie P. Foushee
(D-NC-04)



Rep. Lois Frankel
(D-FL-22)



Rep. Maxwell Frost

(D-FL-10)

Vice Chair of the Congressional Equality Caucus



Rep. Ruben Gallego

(D-AZ-03)

Vice Chair of the Congressional Equality Caucus



Rep. John Garamendi

(D-CA-08)



Rep. Robert Garcia

(D-CA-42)

Co-Chair of the Congressional Equality Caucus



Rep. Sylvia R. Garcia

(D-TX-29)



Rep. Daniel S. Goldman

(D-NY-10)



Rep. Jimmy Gomez

(D-CA-34)



Rep. Josh Gottheimer

(D-NJ-05)



Rep. Raúl M. Grijalva

(D-AZ-07)



Rep. Jahana Hayes

(D-CT-05)



Rep. James A. Himes
(D-CT-04)



Rep. Steven Horsford
(D-NV-04)



Rep. Jared Huffman
(D-CA-02)



Rep. Glenn Ivey
(D-MD-04)



Rep. Sara Jacobs
(D-CA-51)
*Vice Chair of the Congressional
Equality Caucus*



Rep. Pramila Jayapal
(D-WA-07)
*Vice Chair of the Congressional
Equality Caucus*



Rep. Henry C. "Hank" Johnson
(D-GA-04)



Rep. William R. Keating
(D-MA-09)



Rep. Robin L. Kelly
(D-IL-02)



Rep. Daniel T. Kildee
(D-MI-08)
*Vice Chair of the Congressional
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Rep. Derek Kilmer
(D-WA-06)



Rep. Andy Kim
(D-NJ-03)



Rep. Raja Krishnamoorthi
(D-IL-08)
*Vice Chair of the Congressional
Equality Caucus*



Rep. Rick Larsen
(D-WA-02)



Rep. Barbara Lee
(D-CA-12)
*Vice Chair of the Congressional
Equality Caucus*



Rep. Teresa Leger Fernández
(D-NM-03)



Rep. Mike Levin
(D-CA-49)



Rep. Ted Lieu
(D-CA-36)
*Vice Chair of the Congressional
Equality Caucus*



Rep. Zoe Lofgren
(D-CA-18)



Rep. Stephen F. Lynch
(D-MA-08)



Rep. Seth Magaziner
(D-RI-02)



Rep. Doris O. Matsui
(D-CA-07)



Rep. Betty McCollum
(D-MN-04)



Rep. Morgan McGarvey
(D-KY-03)



Rep. James P. McGovern
(D-MA-02)
*Vice Chair of the Congressional
Equality Caucus*



Rep. Grace Meng
(D-NY-06)
*Vice Chair of the Congressional
Equality Caucus*



Rep. Kweisi Mfume
(D-MD-07)



Rep. Jerrold Nadler
(D-NY-12)
*Vice Chair of the Congressional
Equality Caucus*



Rep. Grace F. Napolitano
(D-CA-31)



Rep. Wiley Nickel
(D-NC-13)



Rep. Donald Norcross
(D-NJ-01)



Rep. Eleanor Holmes Norton
(D-DC-00)



Rep. Ilhan Omar
(D-MN-05)



Rep. Chris Pappas
(D-NH-01)
*Co-Chair of the Congressional
Equality Caucus*



Rep. Scott H. Peters
(D-CA-50)
*Vice Chair of the Congressional
Equality Caucus*



Rep. Brittany Pettersen
(D-CO-07)



Rep. Chellie Pingree
(D-ME-01)
*Vice Chair of the Congressional
Equality Caucus*



Rep. Mark Pocan
(D-WI-02)
*Chair of the Congressional
Equality Caucus*



Rep. Katie Porter
(D-CA-47)



Rep. Mike Quigley
(D-IL-05)
*Vice Chair of the Congressional
Equality Caucus*



Rep. Delia C. Ramirez
(D-IL-03)



Rep. Raul Ruiz, M.D.
(D-CA-25)



Rep. Patrick Ryan
(D-NY-18)



Rep. Andrea Salinas
(D-OR-06)



Rep. Linda T. Sánchez
(D-CA-38)
*Vice Chair of the Congressional
Equality Caucus*



Rep. John P. Sarbanes
(D-MD-03)



Rep. Mary Gay Scanlon
(D-PA-05)
*Vice Chair of the Congressional
Equality Caucus*



Rep. Janice D. Schakowsky
(D-IL-09)



Rep. Adam B. Schiff
(D-CA-30)
*Vice Chair of the Congressional
Equality Caucus*



Rep. Bradley Scott Schneider
(D-IL-10)



Rep. Brad Sherman
(D-CA-32)



Rep. Eric Sorensen
(D-IL-17)
*Co-Chair of the Congressional
Equality Caucus*



Rep. Melanie A. Stansbury
(D-NM-01)



Rep. Greg Stanton
(D-AZ-04)



Rep. Haley M. Stevens
(D-MI-11)



Rep. Marilyn Strickland
(D-WA-10)



Rep. Eric Swalwell
(D-CA-14)



Rep. Emilia Strong Sykes
(D-OH-13)



Rep. Mark Takano
(D-CA-39)
*Co-Chair of the Congressional
Equality Caucus*



Rep. Shri Thanedar
(D-MI-13)



Rep. Rashida Tlaib
(D-MI-12)



Rep. Jill N. Tokuda
(D-HI-02)



Rep. Paul Tonko
(D-NY-20)



Rep. Norma J. Torres
(D-CA-35)



Rep. Ritchie Torres
(D-NY-15)
*Co-Chair of the Congressional
Equality Caucus*



Rep. Lori Trahan
(D-MA-03)



Rep. David J. Trone
(D-MD-06)



Rep. Lauren Underwood
(D-IL-14)



Rep. Juan Vargas
(D-CA-52)



Rep. Marc A. Veasey
(D-TX-33)



Rep. Nydia M. Velázquez
(D-NY-07)



Rep. Nikema Williams
(D-GA-05)



Rep. Debbie Wasserman Schultz
(D-FL-25)
*Vice Chair of the Congressional
Equality Caucus*



Rep. Frederica S. Wilson
(D-FL-24)



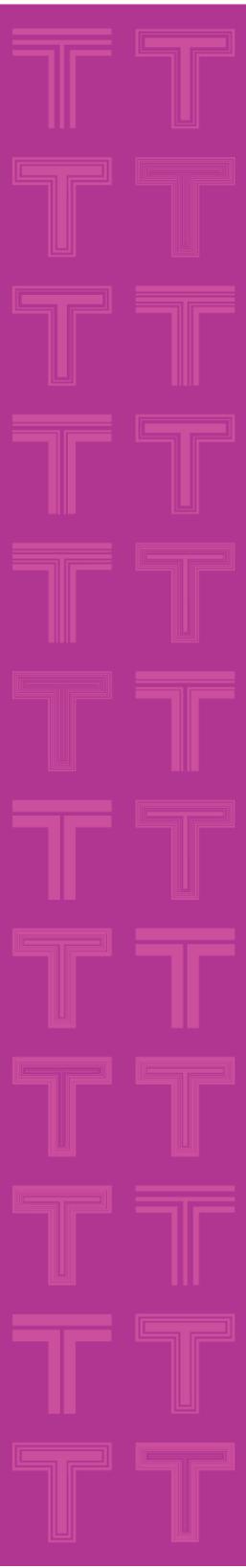
Rep. Maxine Waters
(D-CA-43)



Rep. Bonnie Watson Coleman
(D-NJ-12)

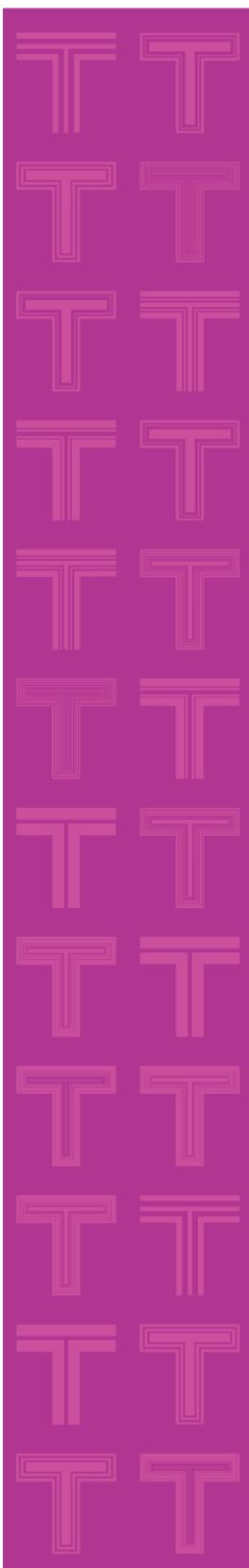


Rep. Jennifer Wexton
(D-VA-10)
*Vice Chair of the Congressional
Equality Caucus*



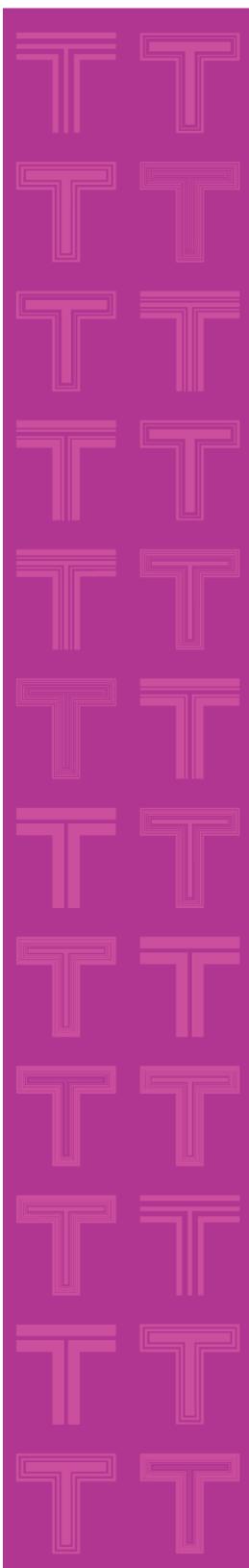
Acknowledgments

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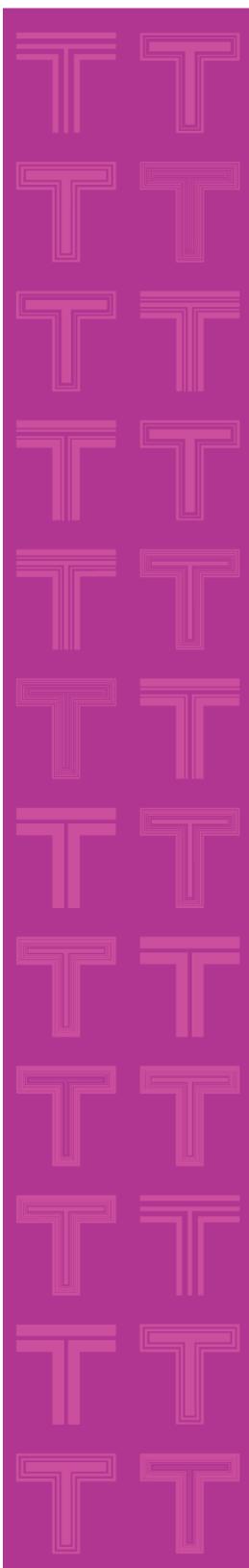
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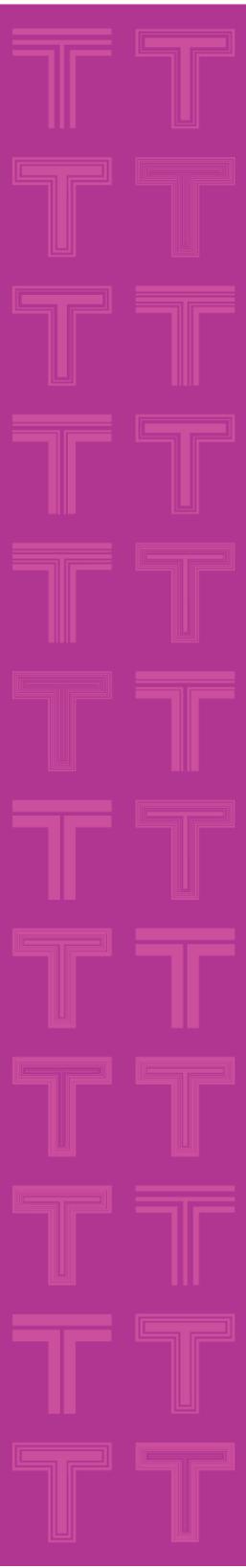
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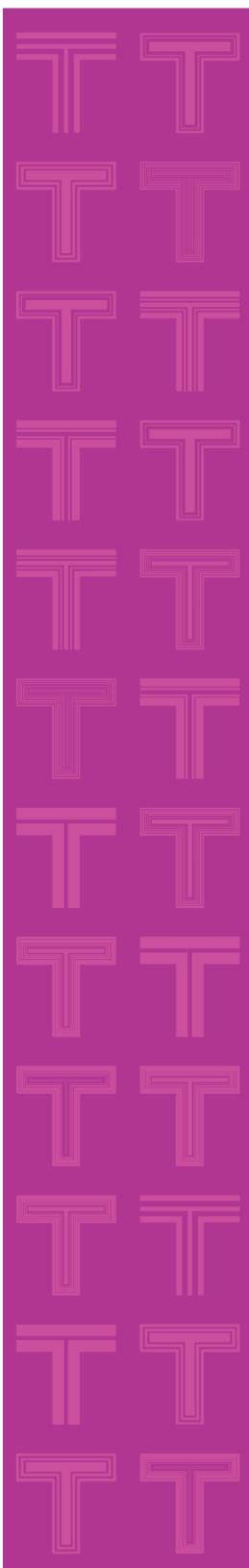
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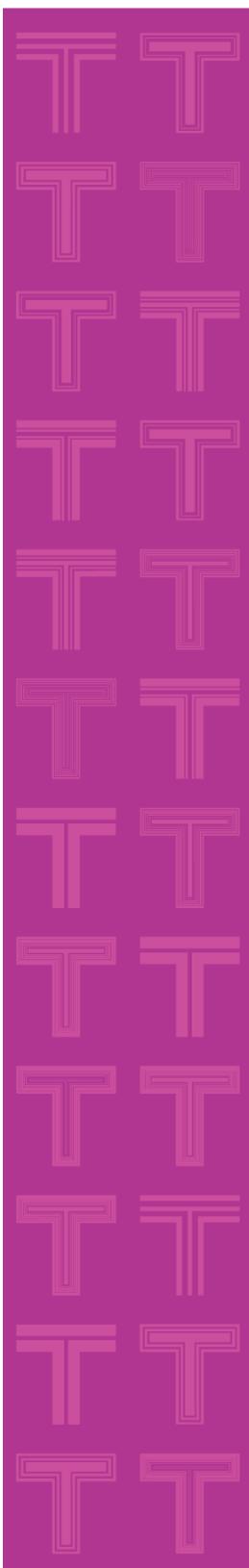
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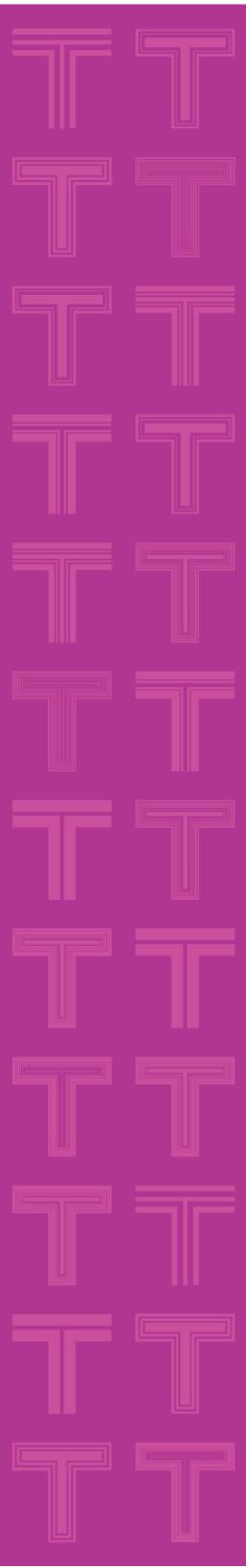
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Advocates for Trans Equality fights for the legal and political rights of transgender people in America. Leveraging decades of experience on the frontlines of power, we shift government and society towards a future where we are no less than equal.



Trans Policy Agenda 2024

Our Fight for Equality



**“We have to be visible.
We are not ashamed of who we are.”**

— *Sylvia Rivera,*
Gay Liberation and Trans Rights Activist

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Dear Sibling –

I hope you are doing well and that these words fill your soul with much love. It is a true honor that I get to be the leader of the biggest Trans led organization nationally, which is doing advocacy work, changing policies and providing direct lifesaving services in Los Angeles to Trans and Gender nonconforming and Intersex (TGI) individuals. Part of the work that we do as an organization is to ensure that our work is strategic in its nature. This #2024TransPolicyAgenda will serve as a tool and a strategy that will support members of our community to get to a better place within our society.

This #2024TransPolicyAgenda was generated with much love, dedication, brilliance and passion. This #2024TransPolicyAgenda is not just a product of love, but a product of the resilience that exists within our community, where we fight to be treated with dignity by a society that is constantly telling us that we are not worth it, that we are not supposed to be part of decision making process, that we are not able to design the architecture of own lives. This #2024TransPolicyAgenda is for us to understand that in order to change the landscape of our lives and the lives of the people we love, we must build our #TGIPower. We must demand policies that will favor the outcomes of our livelihood and that will support our achieving dignity and respect in our society. It's up to us to ensure that we take this road map and use it as a guide to collectively advocate for what is right for us. I lovingly invite you to use your power and advocate for Trans communities to live without fear to be who we are and to fearlessly advocate for those who are less fortunate. I am forever grateful to all of you who will participate in supporting us in this journey to better the livelihood of our people.

I am grateful for the brilliance of the amazing individuals who contributed to making this #2024TransPolicyAgenda a reality. Thank you for all you do to elevate and better our communities.



Best,
Bamby Salcedo
President & CEO, The TransLatin@ Coalition



Dedication

To our Trans-cestors who have come before us, to all those beautiful spirits that helped shape and inform this policy agenda, to all of those that we have lost due to transphobia and ignorance, to all of those that continue to fight in this struggle for acceptance, inclusion and justice everyday, this agenda, our fight and our wins are for you.

Context

The TransLatin@ Coalition is now the largest national advocacy organization and direct service provider for Transgender, gender non-conforming, and intersex¹ (TGI) people. The TransLatin@ Coalition employs over 70 TGI people in the cities of Los Angeles and El Monte. It is the only trans-led organization and direct service provider in Los Angeles founded on the activism of Transgender Latin@ Immigrants that directly works to address the needs of TGI people while planning strategies to improve our quality of life. We release this policy agenda out of necessity, with at least 320 Transgender and gender expansive murders reported in 2023, and many more left untold², thousands of homeless TGI people, rising HIV/STD rates among our community, healthcare protections at risk, and various other forms of institutional violence; the system is legally killing us. As The TransLatin@ Coalition expands and serves as a vital resource for the TGI community, regardless of race, creed, age, size, immigration status, ability, or any other systemically stigmatized identity--we notice a direct lack of resources and advocacy efforts centering the struggles of our community. This policy agenda will be used not only to work toward securing the legislative rights for our community and to hold our governments accountable, but to demand moral integrity from society as a whole. While the attacks on TGI community members across the nation are blatant and rooted in hate, we as a coalition will continue to strategize to push back.

Today, we see the highest number of LGB elected officials in California, yet TGI people are still left out of those opportunities in what is known to be the

country's most liberal state. With a wave of anti-Trans legislation across the nation, California is not immune. It is up to coalitions such as the California TGI Policy Alliance (CTPA) and other coalitions aligned with our values to push back. In recent days, The TransLatin@ Coalition has joined groups like the DA's LGBTQ+ Advisory Council, the CA Freedom to Marry Campaign, and the Support All Students Act. Legislation such as AB 1314 was an eye opening moment for California's LGBTQIA+ youth. This bill would have required teachers and school staff to notify parents if a child began using different pronouns, going by a different name, or using a bathroom different than their gender assigned at birth., This forced outing would put TGI youth in danger harassed, abused, or kicked out by transphobic parents. It is also important to acknowledge that the work being done in California looks different than the work being done in other states. Nonetheless, we should not waver, we must continue to fight in whatever capacity we are able to to ensure our community continues to thrive rather than survive.

Background & Methodology

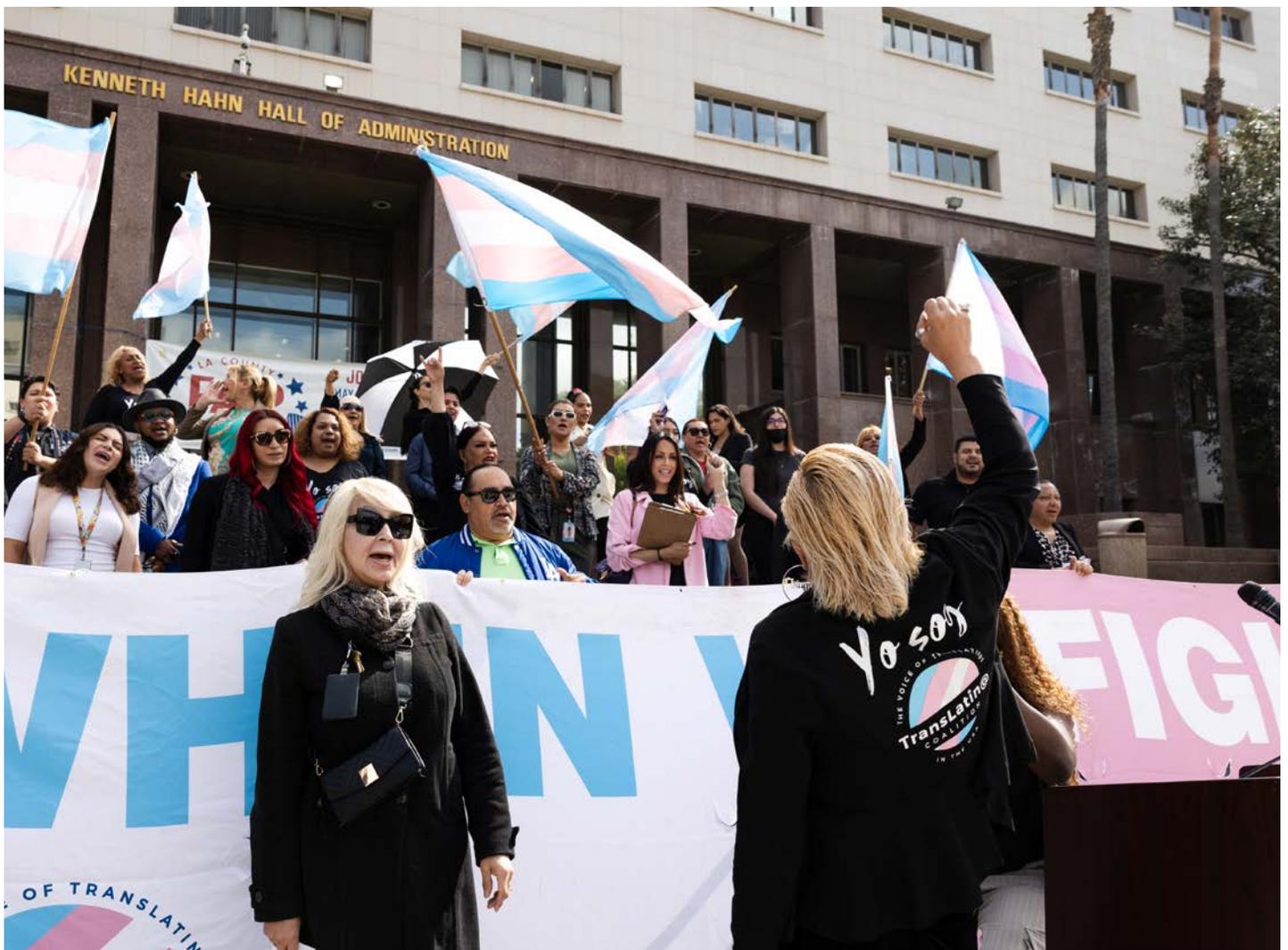
In September 2023, The TransLatin@ Coalition's Policy Department met to discuss revising the agendas to reflect the times. A national attempt to demonize the TGI community in the news has certainly ramped up. Legislation targeting TGI people in all 50 states has become rampant as 604 pieces of anti-trans legislation have been introduced in 2023³. TGI people are being used as a political tool to scare and unite conservative communities and scapegoated to distract from more relevant issues. It is crucial to keep this agenda up to date to prioritize the needs and voices of our community and make progress on new and upcoming issues. Since the inception of this policy agenda, TGI people have become a major political target and continue to face attacks via legislation and media in addition to the daily discrimination we face simply living our lives. This #2024TransPolicyAgenda outlines the identified issues and policy solutions we will advocate and organize for, with community input and blessings.

We have made great strides in working on issues embedded in the policy agenda through the CTPA, coalition work, and community engagement. Bills such as AB 2218 (Asm. Miguel Santiago), AB 1163 (Asm. Luz Rivas) and AB 1487 (Asm. Miguel Santiago) were landmark pieces of legislation that propelled our community forward in the areas of healthcare, research justice, and criminalization of TGI people.



In March of 2024, we opened up our new satellite office in the city of El Monte, which is our organization's first move to expand. In addition, the capital campaign for our new center in the heart of Hollywood is underway. This new center is a symbol of TGI excellence and the power of our community. From releasing multiple reports to organizing community members at the local, state and national level, The TransLatin@ Coalition is hard at work creating change. New developments have been made since the last publication. The landscape has changed electorally and socially. Our community has moved at the forefront of political debate.

As a result of our policy retreat and several listening sessions from our community, we decided that this new era of policy work deserved another revision of updates. We recognize that we continue to face some of the same issues since our last publication.



Our Vision

Over time, there have been issues in all aspects of life that have arisen. Although they may seem new to some, most of these issues have always been a problem for us. The TransLatin@ Coalition envisions a society where TGI people are given dignity and respect for who we are.

We envision a world where institutions provide opportunities to the people who do not have the opportunities to grow. We envision a world where TGI people not just survive, but thrive. We use policy as a vehicle to success and push for representation in the media, our government, in the private sector, and beyond. Not only do we deserve to be in these spaces but we need to be in these spaces to achieve a truly equitable society that reflects the reality of our who we are as people.

Lastly, we envision a world where TGI people around the world are leaders. We use this agenda to tackle real life problems, with information relevant to this point in time. As time progresses, we will encounter problems that are unique to our TGI community but can be applied to advocacy everywhere. Equity is what we strive for in the world.

Our Growing Progress

Our work and vision for the Trans Policy Agenda builds on Maric Martin Lorusso, Christian Compare, and Cinzia Albanesi's Ecological Framework⁴.

This model breaks down the social systems that make up our society and applies them to the experiences of gender diverse people. It also highlights how advocacy work is and has always been a way of keeping our community afloat. The marginalization of TGI people is reflected in this model.

The ecosystem pictured on the next page reflects the growing progress that our community has seen throughout the years in different areas of society. Much like plants, our community faces obstacles to growth and are forced to survive. We know what it takes to survive in this world.

Our Growing Progress



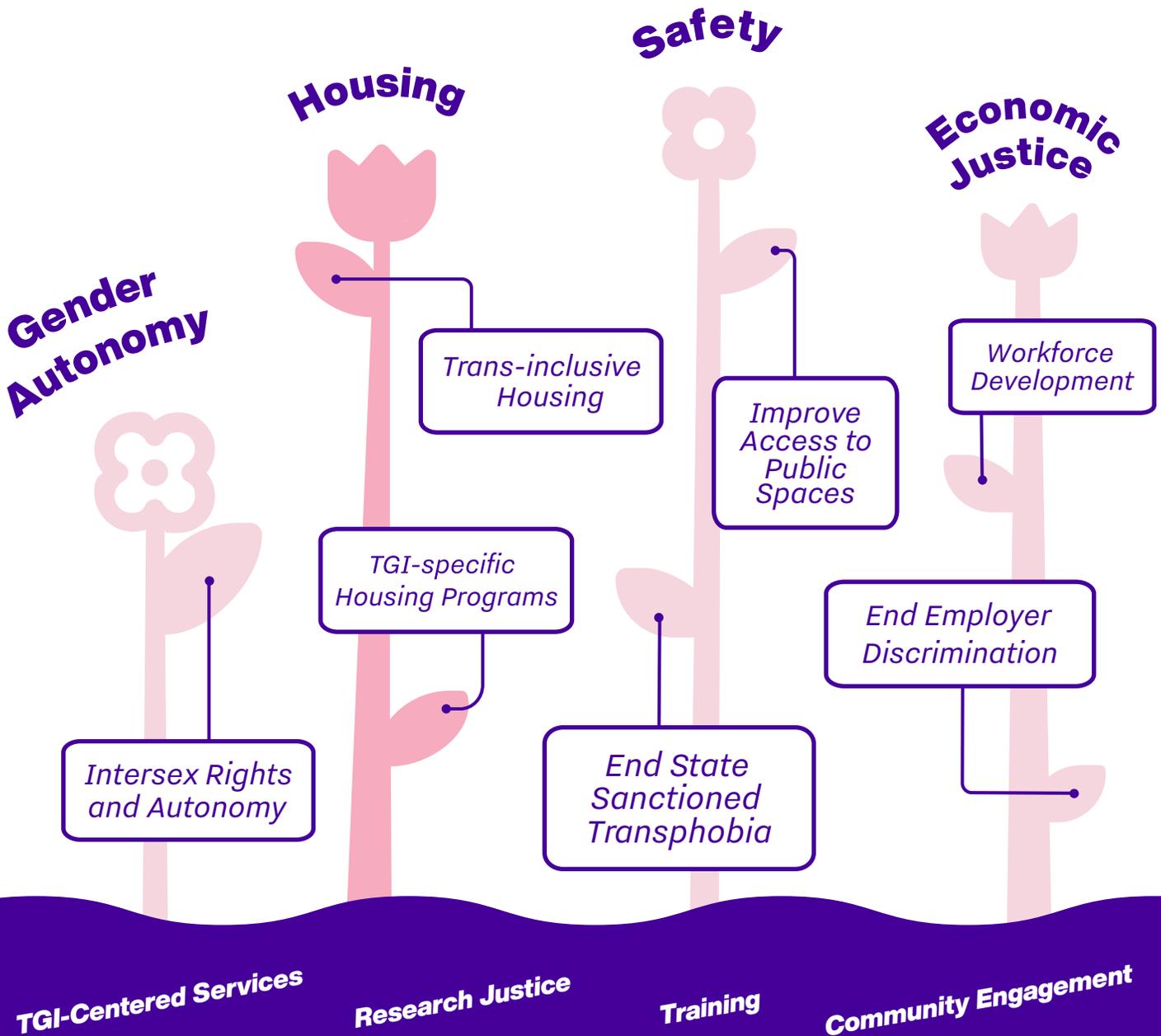
Flower - Larger Goal



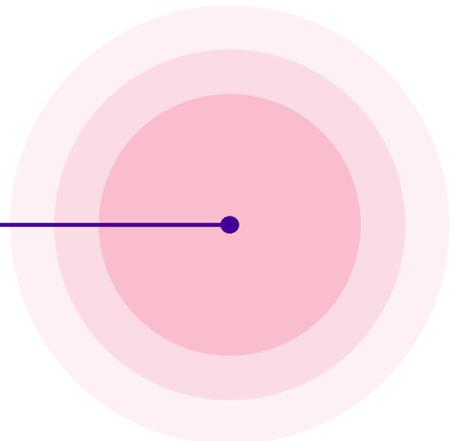
Leaf - Smaller Goal



Soil - Tactics & Tools



*TGI
Community*

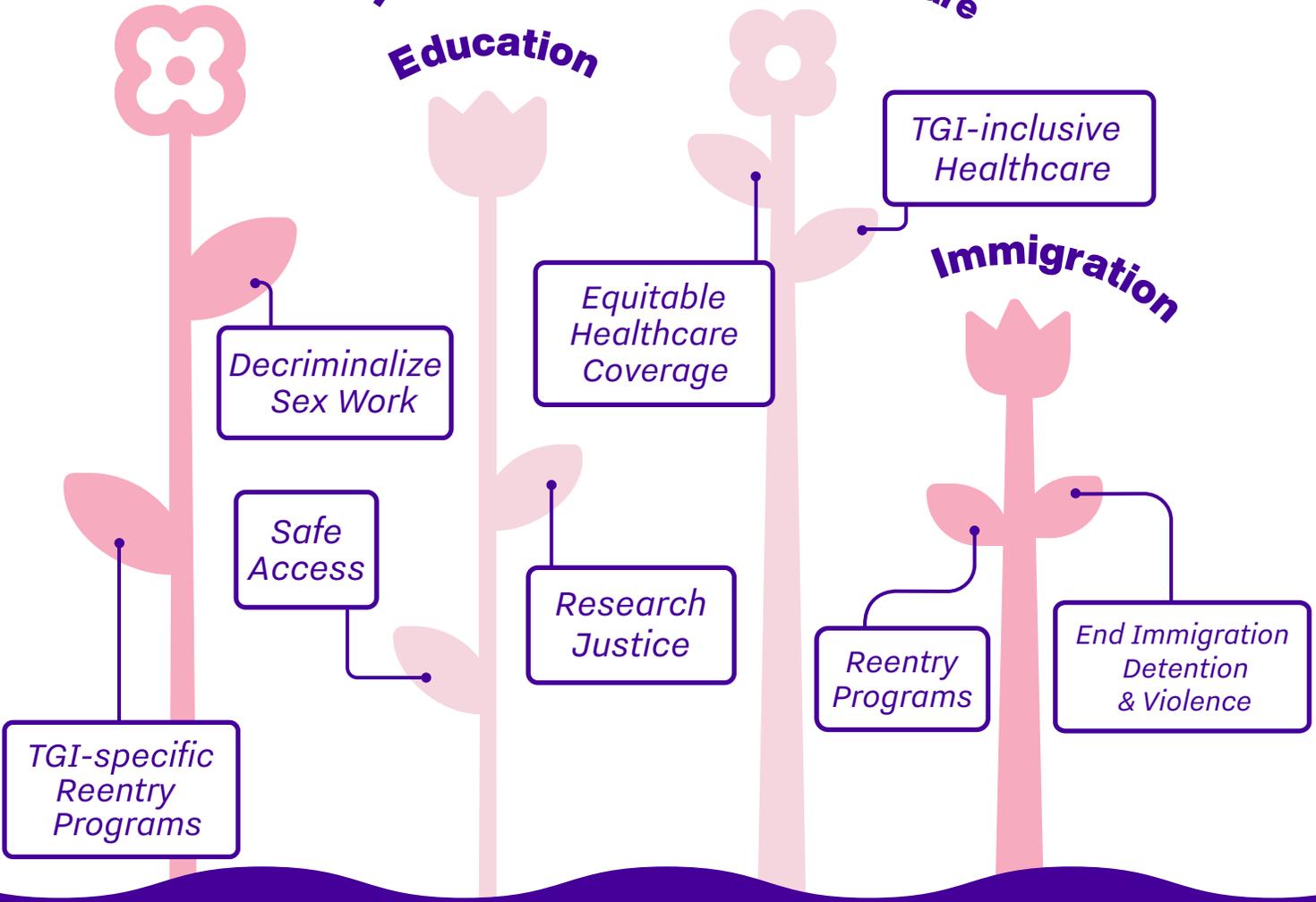


Decriminalization

**Hollistic and
Accessible Healthcare**

Education

Immigration



TGI-Centered Services

Research Justice

Training

Community Engagement

Our **three main goals** in releasing this **Trans Policy Agenda** are as follows:

1

Invest in more innovative solutions that are created by TGI people for TGI people that will lead us to Trans Liberation.

2

Advocate for equitable access to resources and funding for the TGI community at the local, state, and federal level.

3

Ensure that this can be a guiding document to the broader TGI community to advocate in their regions and local jurisdictions.

Our Guiding Principles

ACKNOWLEDGE INDIGENOUS HISTORY AND PRACTICES

Within our labor and vision, we center indigenous practices and traditions that recognize the blessings and divine right of existence TGI people provide to this world. We recognize our indigenous Trans-cestors as a guiding force towards liberation decolonization and acknowledge the existence of two-spirit people as the true abolitionists of gender from the beginning.

REMEMBRANCE OF HISTORIES OF OPPRESSION AND VIOLENCE

Our current reality is reflective of a long(er) history of violence, racism, transphobia, genocide and neglect. We recognize this long history of oppression as a cycle we must collectively break to positively impact our livelihood and well-being to this day and moving forward.

ABOLITIONIST LENS

Liberation is not achieved with only policy reform. We approach policy with the intent of critiquing systems of oppression, dismantling and rebuilding systems from within or altogether. Our internal abolitionist lens is intended to move us beyond institutional integration towards tangible systemic change that protects and serves TGI people. Our ideal goal is to envision new systems where TGI people can thrive and live dignified lives.

CENTER NOT EXPLOIT

We center, not exploit, our TGI community in our pursuit of liberation and policy change. We follow the direction of TGI people of color and impacted experts to guide our work and initiatives.

Our Collective Strategy

Our collective strategy addresses nine issues facing the TGI community. We tackle the issue areas of (1) Educational Access (2) Research Justice (3) Housing Equity (4) Economic Stability & Workforce Development (5) Cultural Transformation Training (6) Holistic and Accessible Universal Health Care & Bodily Autonomy (7) Ending Policing, State Violence & Criminalization, (8) Decriminalizing Migration & Global Trans Rights and (9) Gender Justice & Identity Autonomy.

The issues and barriers our communities face are multifaceted and interrelated; no one issue exists in isolation.

We collectively do our work together by activating, mobilizing and educating those of us that have been marginalized in all TGI communities. Our vision of fostering leaders is an approach we take to building our network of TGI excellence.

“When marginalized people gain voice and center their own experiences, things begin changing. And we see this in all kinds of grassroots movements.”

— *Janet Mock,*
Writer, Director, Activist

Cultural Transformation Training

TGI people are not new to our society. We have existed for millennia but what is more recent are the laws and legislation that protect our right to access certain institutions, spaces, and services free of discrimination. As we are integrated more into the public fabric of society, there continues to be a persistent lack of awareness and competency that lead to mistreatment and harm. We advocate for widespread training and education about our community and experiences. Staying informed and learning about TGI community from the community ourselves is a way to combat the constant misinformation we see about our people in mainstream media.

Research Justice

TGI people are often underrepresented in literature and studies across medical, psychological, sociological, and historical disciplines. Oftentimes we have to document and archive our own testimonies in order to bring awareness and share vital information with one another about our health, trauma, coping, and resilience. There is so much knowledge and wisdom that lives within our TGI communities. Academics are often upholders and gatekeepers in research and we need advocates that are willing to collaborate and involve TGI organizations and leaders from beginning to end. Researchers must center and empower our people in sharing our own narratives instead of exploiting us. We advocate for community based participatory research and equitable research practices for our communities.



Educational Access

Education is a human right according to the UN, unfortunately for TGI people this doesn't seem to be true. For us, Educational Access refers to the ability of TGI people to participate and be reflected in our education system (primary, secondary, and higher education), specifically within school and campus curriculum requirements & policy protections. In order for TGI people to thrive within the space of education, there needs to be inclusive policies and practices set in place which protect the rights of transgender students, staff, and faculty. This includes policies related to non-discrimination, access to facilities based on gender identity, preferred name and pronoun usage, and confidentiality. By prioritizing educational justice for the TGI community, educational institutions can create environments where all individuals have the opportunity to learn, grow, and thrive, regardless of gender identity.

Housing Access & Equity

Housing is a fundamental basic need that our community often struggles to find access to. We need more housing resources dedicated specifically to TGI communities because public housing programs and homelessness resources are not accessible to our community members. Shelters have an underlying legacy of being tied to religious and charitable institutions that have historically excluded and mistreated TGI people. We are seeing a growing need for inclusive housing programs for our youth and our aging populations. In addition to funding TGI-specific housing programs, we advocate for systems of accountability for the housing discrimination we face from public shelters to private properties.



Economic Stability & Workforce Development

The TGI community continues to be economically disenfranchised and disproportionately experience poverty compared to the general population. TGI people are the most poor people than any other population globally. Workforce development programs and good paying jobs must be inclusive and must be created for TGI-specific communities. We need more options for our community members outside of sex work, non-profits, and HIV prevention and care. We must take advantage that TGI people now have federal protection for workplace discrimination on the basis of gender identity and sexual orientation; however, TGI people continue to experience workplace discrimination and more must be done to enforce anti-discrimination policies and provide financial literacy to our community so that we can better understand how to get out of poverty and create opportunities for all of us.

Ending Policing, State Violence & Criminalization

Policing and the criminalization of TGI people are the most violent issues that our communities experience and requires accountability. Policing and criminalization refer to the violent ways in which law enforcement and criminal justice systems overtly monitor and demonize TGI communities. This violence is perpetrated, and often allowed, through policies and field surveillance by entities meant to protect us (i.e. the government and law enforcement). Policy changes in this field are necessary to challenge power structures currently causing harm to our community and there must be systems in place to ensure accountability for the state violence that TGI people constantly experience.

Holistic, Accessible, & Universal Health Care

Holistic healthcare ensures the inclusion of TGI health care needs in the health care field, such as gender affirming and gender dysphoria related resources and services. Accessible health care accounts for geographic location, transportation, and cost, while universal health care ensures that health care is available to all, not only select populations. These three components of TGI health support our vision for bodily autonomy; the right of TGI people to self-govern their body without coercion or political and social influence.

Decriminalizing Migration & Global Trans Rights

Migration is not a crime and our government policies must reflect this truth. TGI communities should be free to migrate without fear of government terrorism, especially when escaping government violence. Many TGI people flee their country of origin and are forced into international populations. Regardless of where we live and choose to migrate, our freedom to access protections is a divine right and we pursue global Transgender rights under this truth. TGI people exist throughout this world and will continue to live within humanity. Strong relationships and alliances must be formed nationally and internationally to create safe homelands for TGI people.

Gender Justice & Identity Autonomy

Gender justice refers to actively challenging the violence, discrimination, and marginalization directly tied to gender identity and expression. Much of the violence faced by TGI communities is directly tied to systemic oppression; policies and permitted social behavior that targets and excludes our existence. Society holds a very narrow view of gender and systems are designed based on this ideology; this narrow ideology perpetuates the exclusion of TGI people. Policy should reflect TGI people's autonomy to live authentically without objection to our truth and existence.

Cultural Transformation Training

Intro:

Training and education is a key component in improving the social, economic, and political landscape for transgender, gender expansive, and intersex people. Cultural sensitivity training or cultural transformation training can help create inclusive work environments, improve service delivery gaps, and build leadership capacity or skills to address diversity and inclusion challenges within an organization, company, or sector. While information about TGI communities is readily accessible in various forms of media and scholarship, it is important to invest in TGI leaders and organizations that are engaging in training and education because we are the experts of our own experience. TGI people often have to navigate institutions that are not built with TGI people in mind. This institutional erasure creates the image of a norm that revolves around cisgender people, highlighting the meaning of cisnormativity in these spaces. Training is critical to creating an awareness of how cisnormativity impacts our community and how we can expand it to further encompass TGI people.



Current Landscape:

SOGI/E is defined as sexual orientation, gender identity, and/or gender expression. SOGI/E categories provide a tangible framework to measure the level of LGBTQ+ inclusion in the structure of institutions and organizations. Traditionally and normatively, the only information collected around SOGI/E has been around categories of sex M/F or male/female. Having only M/F categories of gender erases TGI experiences and that erasure further invalidates TGI genders as “not real” or “not normal.” This is an example of the institutional manifestations of cissexism - or the system of oppression TGI people face. Understanding SOGI/E means growing the level of competency that organizations have and shifting the culture to encompass gender diversity, which ultimately leads to growing their capacity for establishing rapport and building trust with TGI community members. Implementing SOGI/E practices around data collection and visibility leads to more effective ways that governments, organizations, companies, and service providers can measure and communicate the quality of care, access, and inclusion.

Many TGI people are often put in places where they have to educate their friends, colleagues, service providers, and professionals around them – oftentimes without compensation. The Center for American Progress launched a national survey of LGBTQI+ adults in 2020 and found that 1 in 3 transgender respondents reported having to teach their doctor about transgender people in order to receive appropriate care. For these reasons, it is critical that training and capacity-building initiatives, curriculum, and implementation are done by TGI leaders, organizations, or community members with lived experience. There is value in educating from our lived experience and in creating non-exploitative partnerships and collaborations with local TGI-led and TGI-serving organizations.

“Binaries definitely keep us from progressing. Imagine if we didn’t have political parties and just had people who worked together to improve the quality of life for everyone.”

— *Indya Moore,*
Actor, Director, Activist and
Founder of Beetlefruit Media, Inc.

Government-Sponsored Training Partnerships:

We advocate for government-sponsored training partnerships and programs across the local, state, and federal levels. If government departments are funding community based organizations (CBOs) or larger organizations to provide necessary services, part of this funding should be used to incentivize or fund TGI cultural transformation training because TGI people will often have no access to these publicly funded services due to the amount of harm and mistreatment we may experience. Although laws exist such as the Fair Housing Act on a local, national, and sometimes state level, the governmental bureaucratic structures in place perpetuate structural cisnormativity and cissexism, which creates a real barrier to accessing basic human needs and services to the public such as healthcare, education, housing, social welfare, and child welfare. When it comes to other structural issues such as racial inequality, the first step in creating progress around racial justice was to first measure the disproportionate gaps in access to these services.

Government departments on all levels need to conduct more needs assessments for the TGI community to measure any equity gaps and begin to implement solutions that begin with training and educating the public sector on TGI inclusion.



Research Justice

Intro:

Research Justice in the context of the TGI communities encompasses a vital and multifaceted approach to understanding and addressing the myriad of challenges, experiences, and aspirations within this diverse community. This seeks to illuminate the significance of research justice as a framework for empowering TGI individuals, advocating for their rights, and fostering inclusive and affirming spaces within academia and beyond. It explores the intersectional nature of TGI identities, acknowledging the intersectionality of oppression and privilege that shape individuals' lived realities and experiences.

Additionally, it highlights the importance of community-centered research methodologies that prioritize the voices, experiences, and expertise of TGI individuals themselves, by challenging traditional power dynamics inherent in research processes. By centering the principles of equity, inclusion, and empowerment, research justice not only seeks to produce knowledge that is reflective of the diverse experiences within the TGI community but also aims for social change and advance the pursuit of justice for all transgender people.

Current Landscape:

Currently, research justice for TGI individuals is increasingly recognized as a critical issue. Although there is a growing awareness for the lack of representation in research justice, it still remains to come from a non-TGI perspective. This is why there is an importance for research being conducted to be from a TGI-led lens and from TGI-led think tanks and scholars, which ensure the experience of TGI community members be genuine and rooted in lived experiences. We must stand firm that TGI voices are central in research design, implementation, and dissemination. This approach advocates for inclusive methodologies that accurately reflect the diverse experiences of TGI community members, and it challenges the historical marginalization of these groups within the policy-making process. In 2021, the University of California, Los Angeles' Williams Institute found the key to fighting back misinformation regarding TGI research is the same as its always has been: Data.

As such, the focus on facts and data are what combat misinformation and thus inform the laws, policies, and judicial decisions affecting the TGI community. This includes legal protections against discrimination, access to healthcare, recognition of gender identity, and combating stigma and violence. Furthermore, this aims to explore the current landscape of TGI rights and justice, highlighting key issues, progress made, and persistent barriers. We need more research in various aspects such as legal protections, healthcare access, social acceptance, intersectionality, violence and discrimination, social and cultural attitudes, and advocacy efforts. These aspects seek to provide a comprehensive understanding of the complexities surrounding our experiences in today's society.

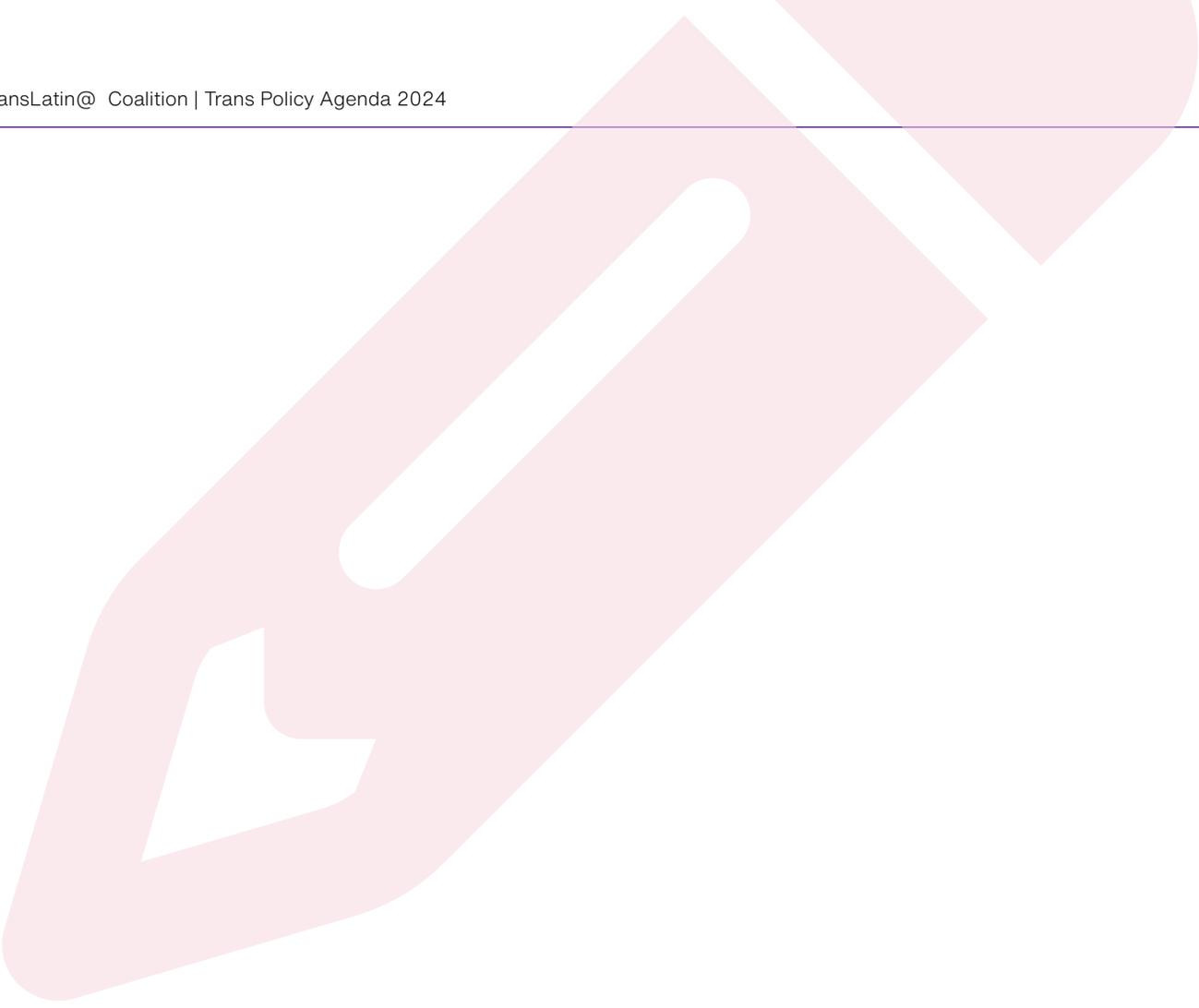
As we navigate the complex terrain of TGI rights and justice, it becomes evident that there is much work to be done to dismantle systemic barriers and achieve genuine equality. By elevating the voices and experiences of TGI individuals, fostering solidarity across communities, and advocating for policy reforms rooted in respect and dignity, we can strive towards a future where every person, regardless of gender identity, can live authentically and without fear of discrimination or violence.



At the Local Level:

Local Research and Data Collection Led by TGI Community Experts

Research, data, and published reports are institutional tools for tangible political and social change. Documenting the experiences, perspectives, and forward-thinking visions of TGI people is essential in transforming our lived realities and shifting perceptions of our communities. Existing data collection is very limited to only specific experiences of TGI people, especially as they relate to HIV/AIDS and sexual health practices. The Centers for Disease Control and Prevention (CDC) provides limited county research on behaviors related to sex, HIV, and AIDS collected through the National HIV Behavioral Surveillance (NHBS). NHBS data is collected through behavioral interviews and HIV testing among Transgender Women in 10 NHBS sites. The CDC included TGI-inclusive questions on their Youth Risk Behavior Survey and Behavioral Risk Factor Surveillance System⁵. Beyond this research, we seek to capture data that extends our reality past sex and fear. We strive for a research agenda developed, led, and directed by TGI community experts and TGI-led community-based organizations. We seek to urgently and effectively use data to meet community needs and ensure fair, ethical, and humane research justice practices. We need policies that require agencies such as the Department of Health and Human Services, the Department of Labor, and the Department of Justice to work with local agencies and TGI-led organizations to administer local data collection efforts as they relate to TGI people's experiences with housing, healthcare, education, detention, and other institutions in which TGI people have experienced barriers. Sufficient data collection is necessary to address the health, economic, and safety gaps exacerbated by the pandemic. Already existing data collection efforts should also include questions related to gender identity and sexual orientation. This is especially important because of the significant impact COVID-19 continues to have on the TGI community.



Educational Access

Intro:

Education within our community and of non-TGI people is necessary to ensure that TGI people can advance and be protected within our society. Education is a powerful tool for developing skills and mindsets that help us navigate U.S. systems. Many TGI people lose access to education due to financial barriers or mental health implications caused by discrimination and violence against them, impeding their abilities to earn college and even high school degrees. For TGI people who are of immigrant experience, language access becomes a formidable barrier while living in a system that centralizes the English language. We must ensure that TGI people are supported and can achieve their education goals. Stigma, discrimination, exclusion, and violence are all rooted in ignorance. Education of the larger non-TGI population about TGI-specific issues and experiences is one of the main identifiable priorities of our community. The larger population must be aware of TGI cultural identity to root our existence in histories and create cis-trans solidarity. Transgender history and discourse must begin in schools and primary education to promote respect and acceptance early on. It is just as critical for TGI people to document and tell their own stories, collect their data, and share their experiences.

Current Landscape:

Under Title IX, federal law states, “No person in the United States shall, based on sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”⁶ This provision includes gender identity under ‘sex’ and grants TGI people rights in sites of education, affording them access to educational resources like the general population. In 2024, Education Secretary Miguel Cardona realigned with the Department of Education’s interpretation of Title IX to ban “all forms of sex discrimination,” including discrimination based on sex stereotypes, sex characteristics, sexual orientation, gender identity and pregnancy or relation conditions.

The California Student Safety and Violence Prevention Act of 2000 (AB 537) changed California’s Education Code by adding actual or perceived sexual orientation and gender identity to the existing nondiscrimination policy. Thus, this prohibits harassment and discrimination based on sex, ethnic group identification, race, ancestry, national origin, religion, color, or mental or physical disability.⁷ Also, the School Success and Opportunity Act (AB 1266) affords students the right to participate in sex-segregated programs based on their gender identity, without respect to the gender listed in a pupil’s records.⁸

TGI people expressed their transition needs as one of the most prominent reasons for being pushed out of academia, in addition to the ever-growing cost of higher education. A safe and supportive learning environment is needed to ensure TGI communities can exist and transition if desired while participating in academic institutions.

Lack of gender-affirming resources in schools and campuses impacts TGI people’s mental health, anxiety, and overall ability to succeed academically and build social connections. Limited access to education creates more significant cyclical problems that impact employment opportunities, income, protections, and ultimate safety. We must focus more on addressing the nuanced needs of TGI people in education.

2023 has been the year with the record number of anti-trans legislation being introduced. Our TGI youth are being subjected to even more scrutiny for being their authentic selves. Forced outing policies across the nation are being introduced, LGBTQIA+ curriculum is being banned, and Transgender girls in sports is being demonized. All this prevents young students from thriving in our education systems and puts them in danger from their transphobic parents, school staff, and administrations. Organized groups are not only organizing to oppress our people but they are also raising funds to form political action committees (PACs).

Our current lives are also part of history, and our recent struggles must be a top priority to hold future societies accountable and learn about ourselves in the future. To create supportive educational institutions, we provide the following policy actions:

What We Fight For

At the Local Level:

Implement TGI-wellness policies at local school districts that address the link between student health and learning. Wellness policies, including TGI youth needs, elevate educational outcomes and affirm their place in academia. At the local level, wellness policies are enacted at the county through the Los Angeles County Board of Education (LACOE). Individual schools can also enact supportive wellness policies. Effective TGI wellness policies should affirm gender identity as a component of health and wellness, address the nuanced needs of TGI youth, and raise healthy conversation topics around sexuality. We advocate for LACOE and all county school districts to seek collaboration with the city, after-school programs, and organizations that work to promote the health and wellness of the entire community, especially TGI populations. In 2023, Los Angeles Unified School District (LAUSD) unanimously approved a resolution Celebrating Pride Month and Affirming Support for LGBTQ+ Community. The resolution affirms the Board's commitment to creating a safe, welcoming, and inclusive environment for all LGBTQ+ students, families, and staff members. Although this is a step in the right direction, more concrete investments need to be made in schools. Investments look like training staff on how to engage TGI students and their needs, including LGBTQ+ history in curriculum, including TGI specific sex education, and investing in mental health programs for youth. These are just a few ways schools can implement and invest in their students wellness.

Consent and Sexual Activity:

We must have instruction on the affirmative consent standard and make it mandatory for districts to require a health education course for graduation. The law needs to demand that this instruction be provided within comprehensive sexual health and HIV prevention education⁵. Policies like the California Healthy Youth Act should

require that comprehensive sexual health education and HIV prevention education address healthy relationships and communication, and consent for sexual activity is an essential component of this instruction. TGI communities disproportionately suffer from intimate partner violence, sexual assault, and sexually transmitted

infections. Educating youth in schools about the necessity of consent in all relationships can provide the groundwork to a more accepting and safe society for TGI individuals⁶. To fill the education gaps, we call on legislators to work with TGI-led organizations in order to eliminate health disparities among TGI individuals of all ages.



At the Statewide Level:

TGI-Specific Curriculum in Primary, Secondary, and Higher Education

The absence of a TGI-specific curriculum generates identity erasure and ultimately leads to harm and discrimination. TGI history, culture, and sensitivity taught to children, adolescents, and young adults lead to acceptance.

To address this absence, we advocate for policies that expand curriculum implementation similar to those in the FAIR Education Act that centers on TGI-specific curriculum. Moreover, TGI-impacted experts in curriculum development are critical to prevent bias, blind spots, and assumptions of TGI people in our school system through advocating for TGI-specific curriculum to be integrated into the California Department of Education’s Health Education & History-Social Sciences curriculum frameworks within California public schools. Integration in health education includes topics such as safer sex practices for TGI people and replacing abstinence-only programs with sexual health education to navigate our sexuality healthily. The California Healthy Youth Act requires that all sexual health education and HIV prevention education be inclusive of LGBTQ students.⁹ This policy also heavily emphasizes an LGB perspective, and policies that include more TGI inclusivity in a sexual health context are needed. Under history and social sciences, chapter development and TGI-specific inclusion are necessary in world history, geography, sociology, and ethnic studies. For universities and colleges, we advocate for TGI-specific curriculum to be part of required course lists instead of an optional elective.



Discrimination Prevention and Institutional Support for TGI People:

The educational system can be intimidating for many TGI people due to fear of discrimination from other students or the lack of support of TGI people within these institutions. Many community members who have partially or finished a higher education degree expressed transition needs as the most significant barrier to succeeding and participating fully. TGI youth also experience difficulties within the education system due to the lack of awareness around TGI identities, such as bullying and mental health issues. The Safe Place to Learn Act requires school agencies to adopt, on or before December 31, 2019, procedures for preventing acts of discrimination, harassment, intimidation, and bullying, including cyberbullying. As such, the policy must be publicized to students, parents, employees, and the general public. Additional amendments to this bill have added provisions for LGBTQ+ community resources to be provided for K-12 teachers, a significant step toward intentional inclusion.¹⁰ We advocate for partnerships between the State Department of Education, school agencies, and TGI-led community-based organizations to monitor the effectiveness of this policy while also developing policies that create mental health and counseling opportunities for TGI people in public schools. In 2023, The Safe and Supportive Schools Act (AB 5) requires the State Department of Education, on or before July 1,

2025, to finalize the development of an online training delivery platform and an online training curriculum to support LGBTQ cultural competency training for teachers and other certificated employees, as specified.

To further promote acceptance and prevent discrimination in higher education, we advocate for policies that prioritize the development and expansion of resource centers to include TGI-specific programs and services, especially TGI-inclusive mental health resources, gender-affirming campus health care, and gender-inclusive housing and dormitory options. The Equality and Equal Access in Higher Education Act (AB 620) requires community colleges, CSUs, and UCs to adopt and publish policies against harassment, intimidation, and bullying. In addition, each campus must designate an employee at each campus to address the needs of LGBT faculty, staff, and students. The policy also revises the definition of gender to ensure, “gender expression” under the Equity in Higher Education Act. We also need policies that allow TGI students to change their name and gender marker within school records easily and require that all professors and staff of each respective campus respect the changed name and pronouns. These policies help carve out space for TGI people within higher education institutions.

The Rise of Extremism and TGI Youth:

In 2024, Protect Kids CA, a California extremist organization, led by anti-TGI advocates, Roseville school board member Jonathan Zachreson, and California State Senator Bill Essayli, proposed three separate initiatives addressing the rights of transgender students but in November 2023 combined them into one. If the initiative passes, it would:

- Require students to use bathrooms that align with the gender they were assigned at birth.
- Prohibit transgender girls in seventh grade or older from participating in girls sports or other girls-only activities.
- Ban gender-affirming health care — including surgery or hormone treatment — for transgender students under age 18, even if parents consent or the treatment is recommended by a doctor.
- Require schools to notify parents if students change their pronouns or otherwise natal they identify as a gender other than what's on their official student records.

The Protect Kids California Act was in response to three court rulings in the State of California in 2024, Temecula Valley Unified School District (*Mae M. v. Komrosky*), Chino Valley Unified School District (*California v. Chino Valley Unified School District*), and Escondido Union School District (*Mirabelli v. Olson*), which would allow parent notification and lead to the forced outings of students who identify as something other than their gender at birth, requiring schools to have students use bathrooms aligned to their gender assigned at birth, and request change in any information in students official or unofficial records.

As a result, the California State Attorney General Rob Bonta, challenged the three court rulings stating, “The rise in school districts adopting policies that target California’s vulnerable LGBTQ+ student population is of grave concern. My office is closely monitoring the situation and will not tolerate district compromising the safety and privacy of trans and gender nonconforming students. We will remain committed to ensuring school policies do not violate students’ civil rights.”

The Protect Kids California Act was renamed by the Attorney General to *Restrict Rights of Transgender Youth*. We must demand from our elected officials they stand alongside the TGI community and ensure legal protections are in place, so extremist, anti-TGI groups do not have the ability to marginalize and violate basic civil rights and liberties, allowing for the TGI community to be a protected class of people.



Mandated TGI Training Policies for All Teachers, Administrators, and Educators:

All people involved in the youth's personal and intellectual growth will encounter TGI students in their care. To prevent potential harm to TGI youth and prepare educators with TGI sensitivity tools, we advocate for comprehensive training taught throughout the state,

developed, led, and guided by TGI people and TGI-led community-based organizations. The training must include the requirements for teachers and educators to receive their credentials. Policies can be developed through the Commission on Teacher Credentialing that

ensure that new teachers know TGI cultural sensitivity.¹¹ Not only will this assist teachers, administrators, and educators in learning about the specific needs of TGI people, but it will also allow students to feel safer and understood while on campus.

POLICY INSIGHT:

California Department of Education's Taskforce on Inclusive Education, enacted in 2023 by State Superintendent of Public Instruction Tony Thurmond, elevates the conversation regarding the content offered to California students by publishers of textbooks and instructional materials. The textbooks and instructional materials¹² showcase the diverse student body in California rather than stripping out any representation of race, LGBTQ+ students, and students with disabilities. Although TGI students are mentioned under the umbrella of LGBTQ+, the Taskforce language regarding inclusive education remains geared towards the Lesbian, Gay, and Bisexual student body. More TGI representation must be seen by way of Cultural Transformation Training in government work groups, task forces, commissions, and elected offices to represent the queer community accurately and ensure that gender expansive students do not feel left behind.



At the Federal Level:

Policies That Prohibit School Bullying and Discrimination Based On Gender Identity

Policies must prohibit bullying and discrimination based on gender identity within institutions of education. TGI youth deserve to attend school without the fear of bullying based on their gender identities. Many times, TGI people who are engaged in the educational system have trouble completing their programs due to discrimination and a lack of support from the institutions themselves. There have been many state efforts, but federal policy that requires schools across the country to adopt anti-bullying policies is a collective way to ensure that TGI people are supported when navigating institutions of education across the US. To be effective, these policies should require all public K-12 schools to enact an anti-bullying policy with specific protections for bullying based on sexual orientation and gender identity, along with other categories like race and religion.

Holistic Data Collection of TGI Communities Among Federal Agencies:

Gathering data at the national level can expand our collective understanding and acceptance of TGI people. We advocate for policies that require federal agencies, such as the Departments of Housing and Urban Development, the Department of Health and Human Services, and the Department of Labor, to conduct national research on the experiences and needs of TGI people within their field. Unexplored topics include TGI-specific experiences regarding family acceptance and connections

to HIV prevalence, external factors that contribute to depression and suicide, sexual health, sex work and the impact on the lives of TGI people, reproductive health, pleasure, intersex experiences, transmen lifestyles, and non-binary identities. In addition, we advocate for increasing the number of nationally representative health-related surveys that collect information on sexual orientation and gender identity. In 2023, the Subcommittee on Sexual Orientation, Gender Identity, and Variations in Sex Characteristics

(SOGI) Data, the Subcommittee on Equitable Data, and the Biden-Harris Administration released the first-ever Federal Evidence Agenda on LGBTQI+ Equity, which would act as a roadmap that federal agencies will use to ensure they are collecting the data and evidence they need to improve the lives of LGBTQI+ Americans. This will allow for the expansion of federal data collection in regards to sexual orientation, gender identity, and sex characteristics and advance equity for LGBTQI+ Americans.

Inclusion of TGI People in the 2030 Census:

The Constitution requires that every resident of the U.S. be counted every ten years, regardless of citizenship or immigration status. National data determines how legislative districts are drawn, and the federal government uses Decennial Census data to distribute funds and assistance to states and

localities.¹³ The 2030 Census will include information about same-sex married couples. Unfortunately, this information is limited and does not capture data on unpartnered gay, lesbian, or bisexual people or non-cisgender identities.¹⁴ The lack of data on TGI people further contributes to the historical erasure

and neglect we are challenging and are committed to transforming. We need policies that require the U.S. Census Bureau to collect population data about TGI people that validates our existence and allows us to receive funds and assistance federally.

Housing Access & Equity

Intro:

Safe, stable, and quality housing is a fundamental human right, and studies show that it is also a key social determinant of physical and mental health (Flentje et al., 2016).¹⁵ Homelessness and housing insecurity are associated to a breadth of negative health outcomes such as substance use, chronic stress, violence, barriers to healthcare, and are connected to food and job insecurity (Ecker et al., 2019;¹⁶ Flentje et al., 2016; Hafeez et al., 2017).¹⁷ Transgender, gender expansive, and intersex people continue to face a number of barriers that lead to compromised social services, putting them at risk for housing insecurity and associated public health concerns.

At the time of the 2015 National Transgender Survey, 0.53% of the transgender survey participants reported experiencing homelessness, compared to 0.18% of general U.S. adults that experience homelessness. On a national level, the US Transgender Survey (USTS) captured that 26% of respondents who were homeless in the past year avoided staying at homeless shelters; 70% of those who stayed in a shelter that year reported enduring some form of mistreatment (including being verbally harassed, physically attacked, and/or sexually assaulted), in addition to reporting experiences such as having to leave the shelter because of poor treatment or unsafe conditions, having to dress or present as the wrong gender in order to feel safe in a shelter, and being forced to dress or present as the wrong gender in order to stay at the shelter (James et al., 2016).¹⁸ These challenges become exacerbated as marginalization becomes compounded. Transgender women of color experienced significantly higher rates of homelessness than their white and transgender male counterparts. The rate of homelessness nearly doubled for USTS respondents who have engaged in sex work, are living with HIV, have lost their job because of their transgender status, or had been kicked out of their home by their immediate family, as compared to respondents without these life histories.¹⁹

Current Landscape:

Access to safe and affordable housing is the first step to preventing a multitude of adversities that individuals may face in order to survive. Many of our TGI siblings experience family rejection or unsafe environments within a family home at a young age, creating an overrepresentation in foster care systems, youth detention centers, and homeless populations. Furthermore, TGI people often have to deal with housing discrimination, landlord or roommate abuse, and poor living conditions exacerbated by a fear of confronting landlords about fixing such conditions. TGI people are more likely to live in poverty than the general population and face obstacles around securing stable employment. We know that these experiences also increase for Transgender Women of Color, Immigrants, and aging populations within the TGI community.

Stable housing is a significant concern for TGI people, bringing to light the critical issues of tenant rights, land ownership, and the need for more safe and culturally responsive housing resources. Although anti-discrimination laws continue to add gender identity and expression to the list of civil rights protections, the implementation of these protections is lacking. Integrating TGI people and creating cultural and institutional changes that provide inclusive environments is necessary as employers and service providers continue to operate with minimal awareness. TGI people, especially people with multiple marginalized identities experience a significant lack of access and discrimination in employment and housing.



What We Fight For

At the Local Level:

Ensuring Housing Access for TGI Communities

In Los Angeles, like many cities across the state and nation, we see significantly high and growing rates of houseless TGI people. According to the National Alliance to End Homelessness, 50% of all transgender Americans who are unhoused live in California, and Los Angeles County has the highest concentration.²⁰ In 2023, the Los Angeles Homeless Services Authority annual point-in-time count estimated that 1,112 transgender people and 630 non-binary people were experiencing homelessness in Los Angeles County, which represents a growth from 2022.²¹ Additionally, transgender and non-binary people are disproportionately unsheltered compared to people experiencing homelessness who are sheltered within interim housing sites.

Many facilities are sex-segregated or have a religious background or undertones that specifically create hostile environments against TGI people. These policies and beliefs lead to discrimination based on perceived gender identity and contribute to a cycle of push-out and instability in the lives of TGI people. These shelters and organizations are not built with TGI people in mind, and cultural transformation training is imperative in shifting towards inclusivity. Local service providers need to do more to be informed about the specific challenges that TGI people face when accessing and maintaining housing and resources. This includes bringing in research and a TGI-inclusive gender justice lens to service provision and allocation. Established TGI organizations that are staffed and led by TGI people should work collaboratively with shelters and housing providers to ensure that gaps in services are being addressed. It is common in LA County for interim housing providers to have behavioral health and other wrap-around services at a capacity that many TGI organizations that provide housing services do not have; therefore, these collaborations and partnerships are essential to meeting the needs of our community and it is important to give TGI-serving organizations an opportunity to lead in this work. Unsafe access means no access, and organizations need to be more accountable for the impact that these environments have on TGI people. LGBTQ+ students, families, and staff members.



Building Trans-Inclusive Low Income Housing:

In 2016, Los Angeles city residents approved a \$1.2 billion bond measure (Proposition HHH) to provide housing for the thousands of houseless residents in the city.²² Additionally in 2017, Measure H went into affect which allowed for a ¼-cent sales tax to create the first revenue stream dedicated to addressing and preventing homelessness.²³ Unfortunately, none of the funds are allocated explicitly for TGI housing placements or speak to the unique needs of houseless TGI people. We advocate for policies

that allocate funding and space for TGI-designated land projects with clean energy, water, and resources, which will address the many barriers TGI people face in attempting to achieve stability. These projects would provide emergency housing, permanent housing assistance and beds, medical and mental health services, legal services, workforce development, substance use treatment, reentry assistance, anti-violence programs, and peer support groups. Oftentimes TGI populations are an afterthought in budget cycles and many of the

budget advocacy efforts are not met due to budgetary constraints. We advocate for budgets to be allocated equitably, especially when mainstream funding and revenue streams to public services are so inaccessible to TGI people. Our population may be small but our needs continue to be unmet. Budgetary restrictions should not dictate the supportive services we receive especially being such a small population with such large disparities.

Flexible Housing Subsidy:

According to a recent report by the UCLA William's Institute, 26.8% of the TGI population in CA are immigrants.²⁴ We advocate for the specific needs of our TGI siblings that cannot access federally funded section 8 and housing programs. A State of Immigrants in Los Angeles report conducted by USC reported that over 1 in 3 people in Los Angeles are immigrants - or a total of 3.3 million.²⁵ This is why we uplift the need for a Flexible Housing Subsidy Pool Pilot Program designed to aid and prevent homelessness for TGI immigrants - supported and presented also by the Immigrants Are Los Angeles Campaign. Many of our TGI community members migrate and seek asylum due to the ongoing persecution, extortion, and violence they experience in other countries. TGI folks who are un/derdocumented or who have pending cases often do not have access to stable employment and economic support programs, making them more vulnerable to poverty and homelessness. Having a county funded pilot subsidy program goes hand in hand with addressing housing insecurity, reducing recidivism, and ensuring immigrant families and individuals are represented in budgets that are allocated to address homelessness.

Community Reentry Programs and Housing Assistance for TGI People:

Criminalized TGI people are frequently targeted by police enforcement and are, therefore, more likely to have experienced jail, prison, or immigration detention systems. TGI people struggle with the trauma of being detained and face systemic challenges to reintegrate into society after being released. We call in the following Los Angeles city and county departments and entities to examine and address the significant employment and housing needs of TGI people within reentry populations, including intensive case management and reentry housing assistance: The Office of Diversion and Reentry (ODR), Los Angeles Homeless Services Authority (LAHSA), workforce development boards, Los Angeles City and County Department of Health and Human Services, and the Transportation Department. While many of these programs work with TGI people who have previously been incarcerated, many of them lack the knowledge and skills to address the nuances TGI people have to navigate when being reintegrated into society and the workforce. Having a cultural understanding from another TGI peer is an invaluable form of support that can support TGI people in navigating the exacerbated trauma they are exposed to in carceral systems as a result of their gender identity. In addition, we advocate for their partnership with TGI-led organizations and the community to ensure cultural sensitivity and provide experiential insight on improving and growing reentry programs for TGI people.

At the Statewide Level: ***Housing Opportunities for System-Impacted TGI People***

Finding safe and stable housing as a TGI person in general is challenging, and the process becomes even more challenging with various intersecting barriers to access. Factors such as HIV status, substance use, mental health trauma, poverty, abusive relationships, criminalization, and many other stigmatized experiences contribute to a systemic inability to find housing. We need policies that provide housing opportunities for TGI people who are system-impacted, addressing the true causes of homelessness in our community. This includes housing for TGI people who are fleeing abusive relationships, survivors, preparing for or undergoing reentry, experiencing substance use, and those who are severely low-income.

The California Department of Housing and Urban Development (HUD) must do more to ensure that public funding for housing reaches TGI individuals and that begins with learning about the gaps and challenges that TGI people face in respect to housing. In 2022-23 HUD allocated \$736 million in grants to create new affordable housing in cities across the state - including the City of Los Angeles, and Los Angeles County.²⁶ Part of these funds should be allocated to specific populations that have experienced segregation, redlining, historical displacement, and vulnerable populations. HUD should consider inviting TGI serving organizations to be on the forefront of collaborations with housing providers that are funded through project homekey. This partnership can foster education and training about housing challenges our communities face, establishing metrics to ensure they are tracking our community's access to these housing projects, and creating a partnership for resource connection to ensure we can refer our community members to these housing programs.





TGI-Specific Housing for TGI Youth and Aging Populations:

Within the TGI individuals experiencing homelessness and housing insecurity, it's important to note that there is an additional vulnerability of age. LGBTQ+ youth make up almost half of all youth experiencing homelessness and are also overrepresented in foster care systems. These experiences all increase their risk for detention and becoming justice-involved. Many TGI youth also experience bullying and discrimination at school, which can lead to them dropping out or having to switch schools.²⁷ This can set them behind educationally and make it harder for them to become financially stable and have reliable housing. Trans youth are more likely to become homeless because of familial and community rejection, which can often extend into adulthood as a result of employment discrimination.²⁸

For aging TGI people, accessing housing can be just as difficult. Many older TGI people lack traditional family structures who are willing or able to care for them, leaving them to care for themselves or go to an assisted facility. Caring for themselves and maintaining financial and housing stability can be difficult for a number of reasons. Because many

TGI people have made much of their money in the underground economy, they receive little or no money from social security. In addition, many older TGI people lack savings because they have had to live paycheck to paycheck or have spent their savings on gender-affirming procedures. In addition, professions like dancer, showgirl, or sex worker that many older Trans Women of Color were limited to become much more difficult and much less profitable with age. This leaves many older TGI people with little or no money to care for themselves as they age and can result in them becoming homeless. Even for those who are able to access assisted living facilities, these facilities often neglect residents, and TGI people are especially vulnerable to being neglected, exploited, or discriminated against. One thing we advocate is the allocation of government funding specifically for aging TGI populations and the creation of TGI-specific assisted living facilities that are competent and supportive of the specific needs of older TGI people.

At the Federal Level: *Housing Beyond HOPWA*

HOPWA or “Housing Opportunities for Persons with AIDS” (HOPWA) is a program managed by the Department of Housing and Urban Development’s (HUD) Office of HIV/AIDS Housing. The program was established to provide housing assistance and related supportive services for low-income persons living with HIV/AIDS and their families.²⁹ Because Trans Women, especially Trans Women of Color, are driven to engage in street economy, they are diagnosed with HIV at alarmingly high rates, experience mental health trauma, and live in severe poverty along with many other barriers. These programs are some of the only programs TGI people access subsidized housing and it is not enough. TGI people should not continue to be tied to disease in order to qualify for social services. There is a generation of TGI people that have been neglected across an epidemic and a pandemic; and now that they are aging, their options for income and housing are limited while they continue to be neglected by their government. TGI people in desperation for shelter and housing should not be positioned in a place where they have to choose between their health and their housing. More federal low income housing programs that are made accessible to TGI people must be made available.

Federal “Ban the Box” Policy for Public and Private Employers & Renters:

‘Ban the Box’ refers to the removal of application requirements that force people to disclose criminal records to determine eligibility for housing or employment. This precondition is especially inequitable for TGI people, considering the unique relationship between them and the criminal justice system. TGI people are often targeted for survival crimes and are more likely to encounter the criminal justice

system. This reality must be taken into account to mindfully respond to the real life impact of jails, prisons and detention. In addition, The Fair Chance Act (AB 1008), effective January 1, 2018, added a new section to the Fair Employment and Housing Act making it illegal for most employers in California to ask about the criminal record of job applicants before making a job offer.³⁰ We advocate for policies similar to the Fair Chance Act be

implemented at the federal level to create consistent and equitable employment opportunities, especially for system impacted TGI people. Federal “Ban the Box” policies will drastically remove barriers to employment in both public and private sectors, while also alleviating unjust barriers that keep TGI communities from securing stable housing.



POLICY INSIGHT:

On February 11, 2021 the US Department of Housing and Urban Development (HUD) announced that it would begin enforcing the prohibition of housing discrimination based on sexual orientation and gender identity moving forward and retroactively to January 20, 2020. The move begins implementation of a directive set forth in President Biden's Executive Order 13988 on Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation and relies on the landmark Supreme Court decision in *Bostock v Clayton County*, which held that workplace prohibitions on sex discrimination include discrimination based on sexual orientation and gender identity.³¹

Economic Stability & Workforce Development

Intro:

Article 23.1 of the declaration of Human Rights states that “Everyone has the right to work, to free choice of employment, to just and favorable conditions of work, and protections against unemployment”.³² As TGI people, we deserve to live our lives as the general population does. We deserve to wake up safely, work without prejudice, and not worry about being fired for living our true authentic selves. Unfortunately, it is common for TGI people to face gender-based discrimination, interpersonal prejudice, and lack of job-readiness opportunities, among other systemic barriers when it comes to finding employment. These experiences keep the community vulnerable to cycles of poverty and homelessness. Without access to employment, achieving stable housing is extremely difficult, especially in urban cities transformed by gentrification, leading to higher living costs.

According to the 2015 National Transgender Survey (USTS), nearly one-third of respondents reported living in poverty, which is more than twice the rate in the US population at the time. Similarly, the unemployment rate among respondents was three times higher than the unemployment rate in the US at the time. The global pandemic in 2020 only exacerbated these disparities. A global survey in 2020 revealed that trans and non-binary communities experienced strains across basic needs such as finances, food, and health insurance as a result of the COVID-19 pandemic.³³ Another study revealed that the odds of homelessness and housing instability were larger for transgender and non-binary survey participants than cisgender LGB participants. More must be done to open up pathways towards financial security for TGI people, which includes access to stable income, job security, and more job opportunities. We understand that the nature of the work also entails holding employers accountable for safer work environments free from harassment and gender policing.

Current Landscape:

We experience patterns of discrimination and lack of respect for our lives in employment and are excluded and exploited under capitalism. As a people, we experience high rates of unemployment and are overrepresented in the underground economy. This is often not by choice, but because it is difficult to gain safe and secure employment due to discrimination in the workplace. This discrimination takes place at every part of the employment process: we are often passed over for jobs if employers know we are trans, spaces of employment can become hostile if we are outed to coworkers, and in some cases TGI people are fired once a supervisor becomes aware they are trans. While the Supreme Court ruled it was unlawful to discriminate in the workplace on the basis of gender identity, employers will usually come up with other reasons to fire us to avoid being held accountable in court. Even for trans people who are able to find jobs, our options are often limited to positions involving advocacy and sexual health. As a result, many TGI people, especially Trans Women of Color, are pushed to perform as showgirls, dancers, or sex workers for an income. These jobs leave these women especially vulnerable to violence, exploitation, and substance abuse. To tackle this reality and increase employment access among all TGI people, we advocate for the following policy actions:



What We Fight For

At the Local Level:

Job Readiness and Workforce Development

Workforce development centers are key in preparing and referring individuals to employment opportunities. TGI people experience gender-based discrimination and require additional protections, programs, and cultural transformation training to be part of a safe and healthy work environment. To develop a skilled and protected workforce, we advocate for TGI cultural sensitivity training to be required of workforce development centers and program staff funded by the city and county of Los Angeles. In addition, to prepare TGI people for the workforce, we advocate for TGI-specific programs and workforce development centers designed to assist and support TGI people at the local level. Partnership with TGI-led organizations and community ensures cultural sensitivity and provides experiential insight on improving and growing workforce development centers and programs.

At the Statewide Level:

TGI Cultural Sensitivity Requirements to Workforce Centers Across the State

When policy is not meeting its intended outcome, we must revisit the policy and creatively strengthen the implementation process. Amendments to the California Fair Employment and Housing Act (SB 396), which mandates training regarding gender identity, has yet to be effectively monitored or enforced. Revisiting the policy requires the development of a comprehensive curriculum of best practices and appropriate behavior towards TGI people to amplify education throughout the state. As required by law, entities must take a minimum of eight (8) hours of TGI cultural sensitivity training annually to ensure that TGI people are understood and accepted in the workforce. Effective implementation of this policy allows for a welcoming environment and reduced trauma for TGI people.



Building Trans-Inclusive Low Income Housing:

Medical leave access in employment is centered around family or pregnancy, which is necessary, but access to medical leave should also extend to address the health needs of TGI people. Community members expressed that one of the difficulties in maintaining employment is the lack of consideration from employers to grant paid leave to pursue TGI affirming care.

Currently, California has two laws regarding medical leave that are similar to federal medical

leave law. California Family Rights Act requires employers with 50 or more employees to provide eligible employees with up to 12 weeks of leave in a 12-month period for: (1) reason of a child born to, adopted by, or placed for foster care with, the employee, (2) to care for the employee's parent or spouse who has a serious health condition, as defined, or (3) because the employee is suffering from a serious health condition rendering him or her unable to perform the functions of the job. The New Parent Leave

Act, extends bonding leave rights to employees of smaller employers. As of January 1, 2018, employers with between 20 and 49 employees must provide eligible employees with up to 12 weeks of leave to bond with a new child.³⁴ We advocate for policy that expands existing medical leave law to include transition related and gender affirming care and protects employees from being denied medical leave for reasons related to recovery from said surgeries.

Grants and Funding Specifically Intended to Assist TGI People Gain Employment:

The Removing Barriers to Employment Act (AB 1111) established the Breaking Barriers to Employment Initiative administered by the California Workforce Development Board. This initiative mandates the development and creation of grants and programs intended to assist vulnerable populations that experience barriers to employment, such as veterans,

low and unskilled workers, out-of-school youth, the formerly incarcerated, single moms and others looking to escape poverty.³⁵ We advocate for the inclusion of TGI people under the category of 'vulnerable populations'. Inclusion of the TGI category allows for existing funds to support TGI individuals with barriers to employment services they need to enter,

participate in, and complete broader workforce preparation, training, and education programs. In addition, we advocate for TGI specific grant funds for entrepreneurship training programs for TGI people to start their own businesses, become their own financial supporters and expand autonomous economic development.

Removing Barriers to Workforce Development for TGI People :

Transgender women are required to register with Selective Service in order to qualify for workforce development services through CalJOBS. This policy limits the ability for Transgender women to engage in personal economic development. We advocate for CalJOBS, and any state or local entity that provides workplace

development services, to remove this requirement in order to equally and respectfully provide services for Transgender women. In addition, we advocate for the Workforce Development Board to allow TGI people to access workforce and economic development using their chosen name, rather than requiring the use of a legal name. Many TGI

people do not have the opportunity to have their name legally changed, which hinders our ability to rightfully participate in the workforce and training to obtain sustainable employment.



POLICY INSIGHT:

The California Fair Employment and Housing Act³⁶ was amended by SB 396,³⁷ which requires employers with 50 or more employees to include training and education for supervisors inclusive of harassment based on gender identity, gender expression, and sexual orientation. The policy also makes it unlawful to discriminate against any person in any housing accommodation on the basis of, among others, sex, gender, gender identity, gender expression, or sexual orientation. Among other provisions, these policies are intended to make workplaces safer for TGI people. Unfortunately, implementation is slow, minimal and not fully respected.

At the Federal Level:

End Selective Service based on Sex Assigned at Birth

The Employment and Training Administration (ETA) administers federal government job training and worker dislocation programs, federal grants to states for public employment service programs, and unemployment insurance benefits. These services are primarily provided through state and local workforce development systems. In order to access these and additional forms of federal aid and benefits, many transgender women and femmes assigned male at birth are required to enlist in selective service regardless of any medical or legal transitions that took place. US citizens, legal residents, and other undocumented folks ages 18-25 who are assigned male at birth are required to register with the Selective Service System for a potential military draft. Forcing trans women to register for the draft solely because they were assigned male at birth only creates additional barriers and risks to fines and criminality. Federal policy should consider this double standard and provide policies rooted in equity and gender justice. Transgender women and femmes are already disenfranchised enough and should not be met with additional barriers to life-saving aid and services.

POLICY INSIGHT:

The U.S. Supreme Court's landmark decision in *Bostock v. Clayton County* affirmed that Title VII protects employees nationwide from discrimination based on their sexual orientation and gender identity. This meant that an additional 3.6 million LGBT employees would gain protections from employment discrimination from states that previously did not have legal protections for LGBT employees.³⁸

Federal and State Job Programs That Employ System Impacted TGI People:

The most system impacted members of our TGI community are Black Trans Women and TransLatin@ Immigrants. These specific communities need significant support to successfully gain and maintain employment. State and federal agencies are well positioned to create partnerships with work centers, unions and businesses to generate employment and entrepreneurship opportunities for TGI people. We advocate for government sectors to provide living wage jobs specific for TGI people while simultaneously providing TGI cultural transformation training sensitivity trainings for employers and staff. An existing program to model is Job Corps, an education and job readiness training program for youth ages 16-24 in collaboration with the Department of Labor. A similar federal program that centers TGI people would significantly improve their lives and employment.



Decriminalizing Sex Work:

For many TGI people, specifically Trans Women of Color, survival sex work is the only option for employment. However, the criminalization of sex work means that there are no regulations or safety measures, leaving sex workers vulnerable to exploitation and violence. Trans sex workers often face violence from clients as a result of the actual and perceived immunity from law enforcement. Sex workers, especially trans women of color, are unlikely to report incidents of violence to police because they risk being arrested themselves for being sex workers or assaulted or coerced by police through threat of detention, violence (including rape), or extortion.³⁹ Criminalization also negatively impacts sex workers' health regarding HIV and other STIs by limiting their screening and negotiation abilities. Studies have shown that decriminalizing sex work could decrease HIV transmission, increase financial stability, and make sex workers more likely to report violence. Considering trans women, people of color, and undocumented people are disproportionately represented and face the most risks in the sex work industry, decriminalizing sex work is essential to improving the wellbeing for the TGI community, especially for individuals with intersectional identities.

Holistic, Accessible & Universal Health Care

Intro:

The TransLatin@ Coalition believes no TGI person should live without access to health care; it is a right of the people, our humanity and livelihood. TGI people experience a difficult time gaining access to appropriate and effective health care solely based on their gender identity, along with other explicit forms of stigma and discrimination. A lack of anti-discrimination laws and policies for healthcare workers leads to many TGI people experiencing negligence, discrimination, and even assault when trying to access healthcare. This can force many TGI people, specifically Transgender Women of Color, to rely on underground resources as their primary source of transition related care and avoid other forms of healthcare altogether. For non-binary trans people, access to gender-affirming care is especially difficult because of provider unfamiliarity with genders outside of the man or woman gender binary. Reproductive health is also largely inaccessible for TGI people, specifically trans men, and trans men face many barriers when trying to access abortions or give birth.

Access to safe, competent, and TGI-inclusive medical care is essential to the emotional, mental, spiritual and physical wellbeing of TGI people. Financially, it can be extremely difficult to gain access to health care due to the high cost and unregulated care in the US, often compounded with lack of geographically accessible hospitals and clinics. Insurance companies also pose a significant barrier to TGI people trying to access care. Despite the exorbitant pricing and inaccessibility of insurance, insurance companies have discretion over which gender affirming procedures are “medically necessary” or “cosmetic” and therefore which are covered. It is necessary to have more policies in place holding insurance companies accountable for exploiting TGI communities. In order to create a healthy community, health care must be holistic and inclusive of the multiple needs of TGI people. The existing medical reality is unstable for TGI people who need access to frequent and regular medical care, especially as a medically transitioning transgender person.

Current Landscape:

Currently, in healthcare settings, TGI people are protected from discrimination under the Affordable Care Act (ACA).⁴⁰ Still, it remains difficult for TGI people to gain access to health care that is supportive of our identities. Rarely TGI people are able to find supportive health care that is both accessible and inclusive of their identities.

POLICY INSIGHT:

The **California Insurance Gender Non-Discrimination Act** makes it unlawful for an insurance or health care service plan to refuse to enter into any contract, or to cancel or decline to renew or reinstate any contract, because of a person's gender identity. Also, it is unlawful for an insurance or health care service plan to modify the terms of the contract or to impose any limitations, exceptions, exclusions, reductions, copayments, coinsurance, deductibles, reservations, or other modifications because of a person's gender identity.⁴¹

The World Professional Association for Transgender Health (WPATH) published Standards of Care (SOC) for the Health of Transsexual, Transgender, and Gender Nonconforming People.⁴² The published standards should be used as a minimum medical care baseline for TGI people by state and federal providers. However, medical professionals should discuss specific care preferences with each patient to determine what is best for each TGI person's unique situation.

Still, transgender people face barriers when attempting to access health care. More attention must be paid to the specific needs of TGI people to ensure that our community is receiving adequate care and can benefit from this nation's healthcare system. To improve healthcare access for the TGI community, we approach and understand health in a way that involves community, culture, and art to create holistic wellness . To manifest this vision, we advocate for the following policy actions:

What We Fight For

At the Local Level:

TGI-Inclusive Documents and Records

Community members express concerns with visiting medical facilities due to the fear of misgendering and discrimination based on their gender identities. There must be options and administrative processes available regarding having IDs and records that reflect a patient's gender identity, preferred name, and pronouns within health facilities to ensure safer environments for TGI people. These processes should be made easily accessible for patients, and there should be policies in place requiring healthcare workers to respect these changes.



Holistic Health Programs Addressing the Needs of TGI People:

It is difficult for TGI people to have access to medical care with a shortage of clinics and programs specifically intended to address their medical needs. We advocate for continued funding for local cities and counties to increase their capacity to provide TGI-competent medical care at all medical facilities, not just when it comes to gender affirming care. We must continue to fund existing TGI-specific health programs, facilities, and staff that are competent in the specific medical needs of TGI people. We must also ensure that healthcare professionals in all specialties are well trained on how to care for TGI individuals, especially traditionally gendered practices like OBGYNs and abortion clinics.

In order to build a healthy TGI community, there has to be a well-rounded approach to our health. This means understanding

the multiple layers of discrimination that we experience when accessing institutions to take care of our bodies and well-being. All levels of government must intentionally invest to support the livelihood of the local TGI community and create a pool of funding for programs that would give priority to organizations that are led by members of the TGI community. The Transgender, Gender Expansive, and Intersex Wellness and Equity Fund, established in California, should serve as a model for governments nationwide to follow. The money that was allocated was intended to fund programs that include healing practices like art (in all of its forms: painting, dancing, writing, etc.), mental health support, medical care, and spiritual practices that will support our community to become healthy in the future. This also includes training for healthcare

providers on TGI health and best practices. The potential for millions of dollars to be invested in holistic healthcare can be instrumental to the livelihood of TGI communities. Allocating funding for TGI health is essential because the TGI community is disproportionately affected by poverty, and as a result many in the community avoid accessing healthcare. This leads to poor outcomes for trans individuals in all areas, including oral, sexual, and general health. Economic inaccessibility also contributes to TGI people, specifically trans women, seeking gender affirming care in the black market. This can mean individuals who are not medical professionals injecting industrial-grade silicone, among other unknown materials, into trans women's bodies, which can lead to a myriad of health issues and even death.

At the Statewide Level:

Mandated Training to Create TGI-Inclusive Medical Care and Healthcare Facilities:

Currently, many transgender people experience barriers to accessing transition related care, especially non-binary people, because of the little knowledge available to medical providers and facilities about TGI identities. More education around the existence and needs of non-binary people is crucial. This includes doctors and related staff being trained on TGI healthcare and needs. Any facility that does not comply should have state funding withheld from their budget. Additionally, it is extremely important that at least one individual within any given health facility across the state is knowledgeable about TGI people, their health, and their needs. Preferably, during any given shift this staff member will identify within the TGI community and/or be bilingual.

Research and Accountability on Gender-Affirming Procedures

Because gender affirming surgery is a relatively new field for medical professionals, there is still research that needs to be done, especially considering certain surgeries such as phalloplasty. However, because TGI people are a relatively small population with little social or financial capital, the professionals in this field have no incentive to conduct further research that could improve these surgeries. There should be policies or incentives created for surgeons and researchers in this particular field to ensure that gender affirming procedures are being properly studied and improved where possible. This could also improve the occurrence of “trans broken arm syndrome” in which TGI people’s non-transition related medical issues are written off and attributed to HRT or gender-related surgeries.

In addition, surgeons should be held legally accountable and have their licenses suspended or revoked if they commit malpractice on a TGI patient or perform a gender-affirming surgery negligently or incorrectly. Often, TGI people come out of gender-affirming surgeries having been groped or sexually assaulted while under anesthesia and/or with wounds that become infected because the surgery was performed negligently or incorrectly. Surgeons and medical practitioners need to be held accountable for performing gender-affirming procedures safely and correctly, or should not be allowed to perform procedures on TGI people.

Medi-Cal and Insurance Coverage of Gender Affirming-Care:

Many TGI people live below the federal poverty level (making under \$16,754), which makes it difficult to pay for medical visits and prescriptions that allow us to stay healthy and survive.⁴³ The medical needs of TGI people vary based on their gender affirming needs and access to specific medical care can impact the overall wellbeing of community members. Community members have expressed that the cost to care is one of the largest barriers to accessing care related to their own individual transition, especially when insurance plans do not cover gender affirming

care. Considering the barriers to employment for TGI people, all insurance coverage must cover costs for gender affirming surgeries, hormone replacement therapy, and mental health services. MediCal plans are mandated to cover medically necessary gender affirming care, but additional provider and patient education is needed to ensure that TGI people can access this care and that procedures are not being wrongfully denied.⁴⁴ Gender limitations on coverage should also be eliminated to ensure that TGI patients are not denied on coverage for gender

affirming care, sexual healthcare, or any other gender- or sex-related care.

Policies must be developed and passed that allocate funding to TGI people's health needs and categorize discriminatory barriers we face as economic uncertainty. These policies will support and cover the expenses for TGI people to access medical care in emergency rooms, clinics, hospitals, and other spaces where TGI people seek to access medical care.

“For Trans people, hate is something that we learn at a very young age, hate is real. We’ve seen it, we feel it. And in spite of that, every day we go to work and we show society that we deserve to provide for ourselves and for our people.”

— *Mariana Marroquin,*
Associate Director of The Trans Wellness Center

Intersex Rights and Autonomy at Birth:

The sex characteristics resolution (SCR-110) in California calls upon health providers to foster the well-being of intersex children through the enactment of policies and procedures that ensure individualized, multidisciplinary care.⁴⁵ The resolution has been signed in California, but a policy is needed that prioritizes the health and autonomy of intersex babies

and children. Resolutions are only placeholders for actual policies and/or regulations that mandate that intersex people should not be mutilated because of expected or desired gender of binary bodies. Senator Scott Weiner introduced Senate Bill 225: the Intersex Bodily Autonomy, Dignity and Choice Act, which would ban some types of surgeries on intersex children, but

withdrew the bill in 2022 after 3 years of inaction from the rest of the Senate.⁴⁶ Reintroducing this essential bill places California at the forefront of protections for all TGI people, covering a historically underrepresented and underserved population within the LGBTQIA+ community.



At the Federal Level:

Ensuring Access to Health Coverage, With Explicit Protections for Transgender People

The Affordable Care Act and its corresponding regulations protect individuals from discrimination in health care on the basis of race, color, national origin, sex, including gender identity and pregnancy, age, or disability in certain health programs or activities. Section 1557 was the first civil rights law to prohibit discrimination on the basis of sex in health care settings, including protections for gender identity and pregnancy. Inclusion of “sex assigned at birth” or “recorded gender” as a list of protected classes to prevent discrimination of TGI individuals in accessing the health care they need, regardless of name and gender listed on driver’s license or birth certificate is necessary. Defending health access is extremely important for TGI communities to ensure that discrimination is prevented under the law. Many gender affirming care providers require a letter from a licensed mental health professional, gender therapist, or primary care provider in order for TGI individuals to receive care. This creates a financial barrier for those attempting to receive gender-affirming care. Mental health/PCP services can be expensive and many providers require a minimum amount of sessions before they will write a letter. This also leaves the decision to receive gender-affirming care up to the mental health specialist/PCP rather than the individual who will be receiving the care.

Gender Affirming Care for TGI Youth

In several states across the U.S., gender affirming care for those under the age of 18 has been outlawed, even with parental consent and recommendation from a medical professional. This is not limited to surgeries, and also includes HRT and puberty blockers. It is essential that TGI youth maintain the ability to receive gender affirming care with medical recommendation, and parental consent if necessary. Many trans people know who they are at a young age, and undergoing puberty and bodily changes that do not align with a person’s self-perception can be devastating. Ensuring trans and gender expansive youth have access to puberty blockers, HRT, and in rare cases, gender affirming surgery, is crucial to preserving their mental wellbeing. Gender-affirming care for TGI has been associated with decreased long-term adverse mental health outcomes, including self-harm and suicidal ideation.⁴⁷ Providing puberty blockers and HRT to youth who have expressed need and received medical approval can also prevent the need for further surgeries such as breast augmentation or top surgery later in life.

“I went through hell to get my Medicare, through hell, born in the United States. Imagine for those who come from other countries what they go through. I don’t care what nobody says, there are times that we exist and that we don’t exist.”

— *Trans Woman, Los Angeles, CA*

Accessible and Inclusive Abortion Services:

In June 2022, the Supreme Court overturned Roe V. Wade, ruling that there is no constitutional right to abortion. Abortion access is incredibly important to all individuals able to give birth, and that includes members of the TGI community. Rates of sexual violence and risky sexual behaviors are higher for the TGI community than among their cis peers, and in many cases this can result in unwanted

pregnancy. Unwanted pregnancy is stress inducing for any individual, but can also be dysphoria-inducing for TGI individuals. Carrying a child creates bodily changes that can cause dysphoria and prohibit trans men from “passing”, putting them at increased risk of discrimination and violence. In addition, carrying a child requires transmasculine individuals to stop testosterone therapy and can also lead to

dangerous health complications for the pregnant person and/or child. It is essential that all individuals across the country, including TGI and undocumented folks, are guaranteed access to safe abortion. In addition, it should be a requirement that all abortion providers and OBGYNs are trained to work with the TGI community to prevent discrimination and ensure safe procedures.

POLICY INSIGHT:

SB 923, authored and passed by Senator Scott Wiener in 2022, requires healthcare insurance companies’ staff that interact with TGI patients to receive cultural competency training by TGI-led organizations. In addition, this policy requires insurance companies to include gender-affirming care in their search directories.⁴⁸

Ending Policing, State Violence & Criminalization

Intro:

There is a long history of tension and violence from law enforcement against TGI people. We must address this violence and not allow law enforcement to threaten our freedom to live in public. The majority of TGI people share the experience and sentiment that law enforcement does not adequately respect TGI people and do not feel safe interacting with them. Prior to the development of a formal police force, unofficial policing of marginalized communities always took place, especially towards People of Color and LGBTQ+ individuals.⁴⁹ Criminalization of TGI people has led to our increased incarceration, predominantly for TGI People of Color. These acts of violence and social discrimination are two of the most urgent issues facing our community. In an ideal world, we'd begin by abolishing the police force as it currently exists, however this is not a realistic outcome through policy. We approach criminal justice work with an internal abolitionist lens, intending to critique, dismantle and rebuild our criminal justice system with community members in and out of jail and prison. As a harm reduction tactic, we intend to improve relationships with law enforcement through ongoing dialogue to address past violence and reduce existing violence directed at TGI people. We urge law enforcement to address the histories of violence against TGI bodies by means of restorative justice and policy change.

Given the long history of state-sanctioned violence and surveillance from law enforcement and carceral institutions, abolitionist and liberatory strategies are used to inform policies to advance our freedom to live in public. The majority of TGI people share the experience and sentiment that law enforcement does not adequately respect TGI people and do not feel safe interacting with them. Prior to the development of a formal police force, unofficial policing of marginalized communities took place, especially towards People of Color and LGBTQ+ individuals.⁵⁰ Criminalization of TGI people has led to our increased incarceration, predominantly for TGI People of Color. These acts of violence and social discrimination are two of the most urgent issues facing our community. In an ideal world, we'd begin by abolishing the police force as it currently exists, however this is not a realistic outcome through policy.

We approach criminal justice work with an internal abolitionist lens, intending to critique, dismantle and rebuild our criminal justice system with community-based healing models and alternatives to incarceration. As a harm reduction tactic, we intend to ensure the adequate implementation of policies to protect TGI individuals in state custody. Simultaneously, we advocate for the adequate funding of basic community needs, reentry, and diversion programs to address the disproportionate incarceration of TGI communities in LA County jails, and across state and federal prisons.

Current Landscape:

At the federal level, no policy exists that requires law enforcement to implement LGBTQ+ specific trainings for cultural transformation, humility or sensitivity towards TGI people. While shifting the way police enforcement engages with vulnerable populations is a key component to promote the safety of TGI people while in custody, we seek to not further expand carceral systems and institutions, and divert funding towards a care first, jails never approach.

Although many local counties across the country have Transgender-specific policies, harm against TGI people continues to persist. In order to move forward and improve relationships between law enforcement and TGI communities of color, we must have important, honest and open discussions that (1) recognize the origins of policing, (2) acknowledge the continued disproportionate impact and overtly aggressive policing of TGI communities of color and (3) adopt a forward-thinking framework that reimagines community safety and investment.

We need accountability and justice for the violence against TGI people at the hands of law enforcement. To improve relationships with law enforcement and reduce the negative impact of TGI incarceration, we advocate for the following policy actions:



What We Fight For

At the Local Level:

Ending the Criminalization of Survival Crimes:

TGI people, in the face of systemic challenges, are compelled to resort to survival crimes, including sleeping outside, fare evasion, sex work, and stealing medicine, as a means to stay alive and maintain their health and well-being. This harsh reality reflects not only the struggles of survival but also the intersectionality of decriminalizing poverty and addressing the lack of financial stability faced by many TGI individuals across the state, country and the world. To break the cycle of harm, we advocate for cities and counties to eradicate ordinances and policies that criminalize acts of loitering, sleeping outside, sex work, and asking for resources - essential forms of survival experienced by many TGI individuals who find themselves houseless.

Our advocacy extends beyond the removal of punitive measures. We urgently call for policies that actively contribute to creating a supportive environment for TGI individuals. This involves increasing the availability of shelter beds and facilities tailored to the unique needs of TGI communities.

Concurrently with these efforts, we advocate for substantial investments in initiatives that enhance access to basic needs such as food, shelter, and employment, addressing the social determinants that disproportionately affect TGI individuals. By dismantling punitive ordinances and implementing supportive policies, we aspire to create a more equitable society where TGI individuals can thrive, free from the criminalization of survival and the perpetual cycle of harm.

Policy and budget advocacy priorities are developed through engaging community members, specifically folks with lived experience and system-impacted. Furthermore, TGI-led and community based models of service provision and policy and advocacy capacity building are centered as part of our Care First and participatory budget work. Policy and budget advocacy priorities and initiatives call for a sustained and equitable investment in TGI lives and not in the criminalization of our communities.

POLICY INSIGHT:

The federal Prison Rape Elimination Act (PREA), enacted in 2003, intends to deter sexual assault of incarcerated individuals. The law also provides guidance on the treatment of lesbian, gay, bisexual, transgender, and intersex people while incarcerated.⁵¹ We advocate for strict monitoring and effective implementation of its rules and guidance in all correctional facilities across the country.



Establishing Police-Free Care and Alternatives to Reporting TGI Hate & Violence:

Transgender and gender expansive people live in a constant state of vigilance & hyperawareness of our surroundings. Safety is always at the forefront of our minds when entering or occupying any public space. TGI people are hypervigilant of any potential threat in public spaces, questioning who is there, any looks given to them, any animosity in the air, or any perceived harassment or potential for assault from cisgender people. This is attributed to the frequent and increasing amounts of harassment, assault, & discrimination our community endures while navigating a cisgender-centered world.

In this year alone, 44 anti-transgender hate crimes were reported throughout Los Angeles with 48% of these hate crimes occurring in public places. This is the highest number recorded in Los Angeles, surpassing the 42 reported in 2019. In April 2023 & March 2024, West Hollywood & Sacramento declared themselves to be sanctuary cities for transgender people without establishing any city TGI protections or safety ordinances to back this performative declaration.⁵² We advocate for city governments actively by reprimanding these acts of TGI hate & violence and enacting

city laws & ordinances that ensure the protections of our people. Along with these inclusive changes for city legislation, we advocate for entirely police-free alternatives to reporting hate & accessing violence prevention programs for our TGI community. While there has been some progress with establishing alternative forms of reporting hate incidents such as with 211 LA's LA vs HATE System, the established systems & programs subject TGI survivors of interpersonal violence to further harm when trying to seek support & report acts of hate.

Ending Jail Construction and Investment in Alternatives to Incarceration:

Incarceration does not transform or improve society, and reducing recidivism for TGI people will not come from the construction of new jails and prisons. We advocate for reducing jail populations by increasing community-based rehabilitation and reentry programs, shutting down existing facilities, and ending the narrative that incarceration improves society. For TGI individuals specifically, our focus extends to developing policies within city

and county agencies that redirect resources away from incarceration and toward community-based programs. Trans-led organizations, uniquely positioned to provide reentry services, play a crucial role in navigating the challenges associated with reentry, including issues related to perceived gender identity, identity documents, gendered housing placements, and social discrimination. By leveraging the expertise and understanding gained from personal

experiences, these organizations can also serve as alternative sites for community service, offering a more compassionate and effective approach than traditional incarceration.

Given the overrepresentation of TGI individuals, specifically Black and Brown communities in LA County jails, probation, and other carceral institutions.

POLICY INSIGHT:

Measure J marked a pivotal moment in the political landscape of Los Angeles County, signifying a transformative shift prompted by our advocacy in partnership with other coalitions and activists who tirelessly urged the Board of Supervisors to reevaluate the allocation of county funds. This historic measure aimed to disrupt the county's reliance on jails for individuals dealing with serious mental illnesses or those facing low-level charges tied to poverty or addiction.⁵³ In November 2020, approximately 2.2 million L.A. County voters, constituting 57% of the ballots cast, emphatically approved the measure. However, in December of the same year, a coalition of county unions, along with two private residents, took legal action to halt Measure J. Despite this opposition, the courts ultimately upheld the measure, reinforcing the democratic will expressed by the majority of voters.

This Measure encompasses essential funding for alternatives to incarceration, youth development programs, health and mental health care, and the closure of inhumane institutions. In the context of our commitment to dismantling the notion that incarceration improves society, Los Angeles County grapples with the highest population of incarcerated individuals in a jail system nationwide, averaging thousands of people daily. To effectively address this issue, we advocate for reallocating these funds toward diversion, decriminalization, and strategic investments in community-based resources. This approach has the potential to significantly reduce the size of the jail population at the local level. Measure J is specific to LA County and can serve as a model to implement in other localities.

At the Statewide Level:

Rehabilitative Justice:

State legislators hold a unique responsibility in directing the conversation on crime and rehabilitation within the state of California. Throughout 2024, California legislators debated the logistics of Proposition 36, which would requalify misdemeanors such as shoplifting and drug possession as felonies, extend sentences for some felonies, and transfer incarcerated individuals from county jails to state prisons.⁵⁴ These overly punitive rather than rehabilitative measures address a manufactured fear of rising crime only to increase our state prison population and our state's budget dedicated to incarceration.

Beyond the responsibility to prevent a larger punitive justice system in California, legislators must also act to protect and enrich the lives of incarcerated TGI people. The Name and Dignity Act was a welcome step in the right direction to ensure the safety of TGI individuals in prisons and jails, yet further action to ensure healthcare access and educational enrichment for incarcerated TGI people is needed. Many TGI people express struggles upon reentry in obtaining gainful employment and a sustainable career once they leave the carceral system. Legislative focus on reentry services before release is vital to ensuring community-based organizations aiding in reentry eliminate recidivism within California and promote healthy growth in our TGI community after experiencing incarceration.

POLICY INSIGHT:

The Name and Dignity Act (SB 310) established the right of an incarcerated person, in prison or county jail, to petition the court to obtain a name or gender change. The policy also requires the department or county jail to use the new name and list the prior name only as an alias. The bill helps ensure Transgender people are legally recognized for who they are and increases the likelihood of their successful reentry into society upon release from custody.⁵⁵

Police Department Policies that Ensure Safe Interactions with TGI People:

Without proper protocol and guidance on how to interact with TGI people, we are more likely to experience harm from police. A handful of police departments located in larger cities and counties have developed policies that provide guidelines for interactions with the TGI community, but these are not implemented among all

police and sheriff departments in various localities across the state. These policies provide guidance around topics such as pronouns, appearance related items (wigs, makeup, etc.), searches, housing placement, transportation, and other related topics. Safe interaction policies reduce (un)intended violence against TGI community

members, especially Transgender Women. TGI communities would benefit greatly from the development of model policy for police and sheriff departments across the state, followed by a mandate for the adoption of such model policy among all police and sheriff departments in the state.

Policies That Support and Decriminalize Safer Sex Practices:

We advocate for policies that protect TGI people from being criminalized for safer sex practices. In several jurisdictions across the country, it is not illegal for police officers to confiscate condoms from individuals or to use them as evidence for solicitation of prostitution. For many TGI people, especially transgender sex workers, this can put them at higher risk for contracting HIV because they are not able to carry safer sex resources. Many agencies place an emphasis on HIV prevention efforts such as condom usage but for many Transgender people that regularly engage in sexual activity with appropriate protection, this can put them at risk for criminalization. California became the first state in the nation to adopt a law aiming to protect sex workers from being prosecuted as prostitutes merely because they're carrying condoms.

“I’m glad I don’t have no nothing wrong with my body, but for my girls, I think they should have some kind of specialist to help them because some of those doctors do not want to touch them.”

— Puerto Rican Trans Woman, Los Angeles, CA

Policies That Increase Safety, Dignity, and Respect for TGI People While Incarcerated:

1) Mandatory training requirement for staff, officers, and wardens within state prisons and county jails.

Currently, jail and prison facility staff are not fully aware of the cultural needs of TGI people, which leads to harassment, misgendering, abuse, and an overall hostile living environment. Incarcerated TGI people need policies that implement a mandatory training requirement for all staff working within CDCR facilities and appropriate parties, especially the Board of Parole.

These trainings must also not interfere with the resources available to incarcerated folks during time of training. Also, state-funded Transgender-specific programming within facilities led by Transgender-led community organizations is necessary. These allow for a direct link among TGI incarcerated individuals and their community, which will allow for emotional and mental support, while also providing assistance with the reentry process. If a Transgender-led organization is not able to lead Trans-specific programming, facilitators (or staff) must undergo at least (8) hours of Transgender sensitivity training to learn about our community's specific needs.

2) Removal of solitary confinement requirements and autonomy in housing placements.

Many times TGI people are placed in solitary confinement because of their identities and reasons meant to ensure their 'safety'. But, being placed in solitary housing units (SHU) limits access to programming and other services that could be beneficial to TGI incarcerated people. TGI people should be allowed the autonomy to determine their own housing placements within prison facilities. In Connecticut, TGI people have been granted the right to be housed in correspondence with their gender identity and not their sex, the right to be searched by a correction officer who matches their self-identified gender, to be addressed in a manner consistent with their gender identity and have access to commissary items, such as clothing, that matches their gender identity.⁵⁶

3) Access to adequate medical care and gender affirming care while incarcerated.

Due to housing placement based on sex assigned at birth, rather than gender identity, TGI people may not get the adequate health services they need based on the facilities in which they are placed. TGI people have additional health needs that differ from the cisgender population and treatment is often not available to address those needs. Policies must be developed that provide access to adequate medical care for TGI people that includes treatment based solely on medical need and not assumption, while appropriately treating the gender-affirming medical needs of TGI people.

4) Reducing barriers to support systems outside of prison

Transgender Women of Color are especially vulnerable to abuse and mistreatment by both staff and other prisoners while incarcerated. Without an accessible way of communicating with parties on the outside, this abuse often is not addressed. This also leads to losing connection to loved ones and parties assisting with the reentry process. To address this, policies must be developed that reduce, cap, or eliminate the cost of communications in both state prisons and county jails. This would directly address cost and commissions as they relate to phone calls, video visitation, and email correspondence.

5) Effective implementation of PREA

PREA is intended to improve the conditions for incarceration against sexual assault and harassment, however the policy is not respected in most to all detention facilities. Transgender people are still being housed based on biological sex, face risk of violence, and are not granted dignity and respect. Additional accountability is needed aside from PREA audits that do not reflect the true experiences of TGI people while incarcerated.

Policies must be developed that include TGI people in the PREA Audit process and create a direct line of communication between TGI people both inside and outside of detention facilities. Additionally, correctional facilities that do comply with the conditions and standards upheld by PREA should have funding withheld until compliance is ensured. Policies can also be developed that address the standards and guidance that PREA fails to enforce and mandate them separately, such as housing placement, preferred gender and name, appearance related items, and other related provisions.

Anti-Profiling Policies That Include Gender Identity and Sexual Orientation:

We need to collect data to ensure accountability to TGI communities for problems with policing. This data and its collection must not place community members in greater danger of retaliation or unauthorized disclosure of sexual orientation or gender identity. We advocate for policy that requires the Department of Justice to implement a data collection system that records the amount of arrests and rates of incarceration among TGI community members and to release a national report presenting those findings. This can be done through increased data collection through anonymous surveys, such as the Bureau of Justice Statistics Police Contact Survey on police searches and seizures to analyze the scope of bias-based profiling practices and identify target regions and agencies in more need of nondiscrimination trainings and policies.

“Urgency that needs to happen for all of us to activate; we can’t continue to be sitting on the sidelines and just pretend that the violence we experience is not happening, so we have to make sure to wake up because this is the reality and it is unfortunate that the life of young people are being lost due to the ignorance and the stupidity that we have within our society.”

*— Bamby Salcedo,
President & CEO of The TransLatin@ Coalition*

Decriminalizing Migration & Global Trans Rights

Intro:

The act of migration – traveling towards a different land, language, culture and social norms – involves personal power and bravery. The United States is home to many transgender immigrants, especially Trans Latin@s who fled from violence in their home country. In seeking safety, TGI immigrants are confronted with legalized US xenophobia which allow for extreme inhumane acts. Existing policy criminalizes migration, which leads to detention, deportation, and repeated systemic violence. To achieve global trans rights and thrive beyond borders, we advocate for TGI autonomy to peacefully migrate and safely navigate all land without discrimination or criminalization. Transforming the way we think about land and humanity, from a territorial mindset to one that values the wellbeing of all people, moves us closer to this end. To bring indigenous justice to US stolen land, and equity for TGI people across the globe, we advocate for international dialogue of the rights, histories and identities of TGI people. We intend to change the landscape for TGI migrants in the US and internationally as well.

Current Landscape:

Transgender Latin@ migrant, Roxsana Hernandez, died while in Immigrant Customs Enforcement (ICE) custody in 2018. Her autopsy proves she experienced brutal physical violence and was neglected medical care before her death.⁵⁷ Community experts and advocates are set out to ensure ICE takes accountability for the deliberate harm they

caused her. Roxsana's case is an example of the negligence and atrocities ICE commits against TGI migrants; we are placed in detention centers, stripped of our identity, and released back out into the world in an extremely vulnerable state. We advocate for immigration policy designed to include and protect marginalized migrants within this land; from our

TGI elders, to TGI parents, to TGI workers, to TGI students to TGI children, we advocate for their livelihood, freedom to migrate and global protections. In addition, we advocate for the defunding of ICE and a divorce between federal immigration agencies and local law enforcement to ensure safety among local and national US residents.



POLICY INSIGHT:

The California Values Act, sanctuary state law (SB 54) in effect since January 1, 2018, places limits on how state and local law enforcement agencies cooperate with federal immigration authorities, challenging federal efforts to rapidly expand deportations. The policy ensures state and local resources are not used to fuel mass deportations and continues to keep public spaces accessible regardless of immigration status, such as schools, health facilities, libraries and courthouses.⁵⁸

What We Fight For

At the Local Level:

Effective Implementation of Sanctuary State Policies:

Many California cities and counties have declared themselves ‘sanctuaries’, enacting policies that intend to cut ties with ICE and limit sheriff department influence to promote local deportation. Without effective implementation at the local level, sanctuary policies only serve as statement placeholders. We advocate for effective local implementation of the California Values Act, including local resources for rapid response networks, deportation defense, oversight on privacy and data usage and support for TGI people released from detention centers in the areas of employment, housing and health access. We continue to movement-build and engage TGI and immigrant communities throughout the City of Los Angeles to expand its Sanctuary City ordinances and ensure County departments and programs break down barriers that limit access for immigrant communities.

TGI immigrants often embark on journeys to the United States as a means of escaping pervasive violence and hatred in their countries of origin. Many TGI individuals face systemic discrimination, persecution, and physical danger due to their gender identities, compelling them to seek refuge in more inclusive and accepting environments.

TGI immigrants often navigate multiple layers of identity, combining experiences related to gender identity, immigration status, race, ethnicity, and cultural background. This intersectionality can result in unique challenges, such as increased vulnerability to discrimination and marginalization.

In Los Angeles, immigrants aspire to find solace, build new lives, and contribute to a community that embraces diversity and advocates for equality. Recognizing the unique challenges faced by TGI immigrants is essential in fostering a welcoming atmosphere that addresses the specific needs of this community, offering them the opportunity to rebuild their lives free from the violence and hate they left behind.

Understanding and addressing the multifaceted challenges faced by TGI immigrants requires a holistic approach that considers the intersections of gender identity, immigration status, racial and ethnic identity, and cultural diversity. Advocacy, inclusivity, and community support are vital components of creating a more equitable and welcoming environment for TGI immigrants. TGI immigrants face unique challenges and opportunities within the broader context of the diverse immigrant population.



Immigration policies and legal frameworks can disproportionately affect TGI immigrants. Issues related to gender identity may intersect with challenges in obtaining or maintaining legal immigration status. Access to resources and support systems, such as legal representation and advocacy, is crucial for addressing these challenges. Ensuring that services, institutions, and advocacy efforts are culturally competent and inclusive is essential. This includes recognizing and respecting diverse gender identities, understanding cultural nuances, and addressing the specific needs of TGI immigrants within the broader immigrant community. TGI immigrants are usually underrepresented in discussions surrounding immigration issues. Highlighting their stories, struggles, and contributions is essential for a more comprehensive understanding of the diverse experiences within the immigrant community.

In addition to advocating for and advancing policy and budget allocation initiatives towards universal legal representation, TLC is one of the legal service providers for the Represent LA program. This private-public initiative, with funding from LA County, City of Los Angeles, and philanthropic partners provides legal representation to immigrants, in custody or in the community, who face deportation, and to vulnerable individuals seeking affirmative immigration relief.

While Congress and the federal government fail to pass humane immigration laws, including citizenship and curtailing restrictions for refugees and asylum seekers, TLC advances program models and funding allocation to ensure Represent LA and services to County and City residents are sustained.

At the Statewide Level:

Reentry Programs for TGI People Released From Immigration Detention:

TGI immigrants are often released from immigration detention without a support system in the US, the city in which they were held, or a connection to community. The TransLatin@ Coalition currently hosts a program for transgender women in Cibola Detention Facility, Pod 900. We provide emotional support to address the isolation many TGI people face while detained and a direct community link both in and out of immigration detention. Programs like the model in Cibola detention center set a standard for care in all detention facilities. We advocate for policies like California's AB 1487, which allocates funding for reentry and development programs led by and for TGI people within immigration detention centers to ensure we are able to successfully reintegrate into society after wrongful criminalization.



Ending Abusive Practices Against TGI Immigrants in Detention:

The Trans Care Memorandum,⁵⁹ released under the Obama administration, details appropriate treatment of transgender people in detention. However, as a memorandum and not a policy, implementation is inconsistent and dependent on the individual facility. If ICE continues to exist, we must ensure they are not legally and institutionally harming and killing us in detention. We

advocate for policies and practices that eliminate the use of solitary confinement for TGI immigrants and provide necessary medical care such as reproductive health, substance use treatment, gender affirming care, HIV/AIDS care, and appropriate mental health support. In addition, we advocate for an investment in tactics that prevent physical and sexual abuse against TGI people in detention.

The Prison Rape Elimination Act (PREA) provides rules and guidance of safe housing and treatment for TGI people to prevent sexual abuse. Similar to the memorandum, implementation is inconsistent and does very little to protect the elimination of rape. ICE must enforce all policies that strive to protect and release vulnerable immigrants from detention.

Universal Representation for TGI People, Regardless of Immigration Status:

Immigration status is not an indicator of whether someone deserves humane treatment. Lack of access to legal counsel allows for continued mistreatment from ICE, positions immigrants at a higher risk for deportation and leaves no room for systemic accountability. We advocate for policies that extend

the right to legal counsel to all people on stolen land, especially undocumented TGI immigrants. We advocate for policies that advance the right to legal representation for TGI people in detention, immigration court, bond hearings, removal proceedings, and asylum cases in and out of detention. Immigrants

with legal counsel are five times more likely to succeed in their case; however, only 32% of detained immigrants in California secure legal representation.⁶⁰ We must increase legal counsel for TGI immigrants to afford all people due process, regardless of immigration status.



At the Federal Level:

Adoption of International Policies that Endorse the Safety of TGI People:

Asylum is a critical process that provides TGI migrants the opportunity to escape identity-based persecution as well as state-sanctioned targeted violence. During the Trump administration, harmful policies such as the “transit ban” unfairly barred asylum for vulnerable migrants, including those who are TGI. While President Biden campaigned on a promise to remove these inhumane policies, in 2023 he announced plans to revive features of Trump’s ban that illegally blocked asylum for people who entered the country without going through an official border crossing. Under Biden’s plan known as “Title 42,” migrants must apply for eligible entry permits from their current location, whether in their home country or in a third country. There are little to no government protections against targeted violence for TGI communities in Latinoamerica, where many countries have high rates of lethal violence against TGI people; therefore, forcing TGI migrants to stay in their home country as they apply for the proper permits is a death sentence.

As we move through different presidential cycles, we continue to stay vigilant of policy changes made to the asylum processes and advocate for humane policies for our TGI migrants. We must continue to advocate against violent processes that exacerbate the conditions migrants face in their journey to a safer home.

Opposition to the Public Charge Rule:

The public charge rule⁶¹ punishes TGI immigrants and families for using public assistance programs, being sick and wrongly implies immigrants are a burden to the United States. If an immigrant is considered a public charge, the classification can impact their ability to adjust status and ultimately not eligible to receive access and

protections on this land. The rule is being considered for expansion to include full-scope Medi-Cal, Medi-Cal part D for low-income elders, Section 8 housing assistance and food stamps under SNAP (Supplemental Nutrition Assistance Program). Considering the amount of exploitation, unpaid labor, medical neglect and overall blame

immigrants experience from the US, access to basic needs is a reciprocal and feasible policy outcome at the federal level. TGI immigrants should not be criminalized and deported for seeking resources that ensure their livelihood and help them achieve stability.



Dismantle Immigration and Customs Enforcement (ICE):

Deportation and detention are inhumane and violent in nature. To truly reach global trans rights and work toward TGI liberation, we must collectively eliminate the ongoing violence ICE continues to ensue against TGI migrants. ICE has done more harm than good and it must be dismantled.

Gender Justice & Identity Autonomy

Intro:

Gender Justice goes beyond ideas and notions. It is the act of treating people with respect and fighting for concrete changes in society. At The TransLatin@ Coalition, using values of altruism, respect, and dignity for everyone guides our principles for change in the social justice movement. We hold high multiculturalism, diversity, transparency, and honesty. Gender Justice meets people at the intersections of many different identities, backgrounds, and experiences. By centering those who have been marginalized, discriminated against, and persecuted for who they are, we can continue to build community power, gender equity, & inclusion. We acknowledge that inequality is a key driver in poverty, which allows us to tackle barriers and harmful public policies. Using a gender justice lens is critical to the work we do because Trans people have historically been left behind. True inclusion of all those marginalized needs to be prioritized, especially within marginalized communities.

Along with the institutional and structural violence that TGI people face caused by the state, social discrimination is one of the most prevalent forms of violence that impact our communities. This includes harassment and abuse for simply walking down the street, denial of services or access to public accommodations, and having our identities dismissed and disrespected. Identity Autonomy relates to our individual agency and ability to make decisions about who we are, how we want to be perceived & addressed in society, and not being challenged in our authentic existence. One of the biggest issues for our community is the negation of our identities-- misgendering, deadnaming, blatant disrespect are all rooted in the colonial gender system that polices and forces us into rigid categories of gender expression. These expectations, along with the inaccessibility to gain access to changes on state and federal documents, further forces us to live life other than our true selves. We want to abolish the negative perceptions of our community that profile us as sex workers, uneducated, uncivilized, unsuccessful, incapable, hostile, and confused. These perceptions are all caused by the lack of representation of our people in media, policy, and in positions of power.

Current Landscape:

In many states across the country, TGI people face many barriers with accessing resources because their identities are not recognized among various institutions within society. This can be challenged by implementing policies that require agencies and institutions to recognize TGI people on documentation, scope of services, and within programming that typically exclude them. We cannot continue to be excluded from society for simply trying to enter spaces and exist authentically.

While policy advancements can be made to ensure gender justice nationwide, our politicians hold a unique responsibility in manifesting the current political landscape for TGI people. Many of our siblings notice the rise in hate and organized efforts to eliminate TGI people from the public sphere. Both major political parties have contributed to the vitriolic rhetoric that harms our community and draws a target on our backs. Concerted efforts to legislate against equality for TGI individuals in private spaces, sports, medical care, and education continue to increase at the hands of legislators looking to elevate their political profile or advance a hateful agenda proposed by an ear-splitting minority of their constituencies.

“I personally believe the biggest issue facing the Trans community is more inclusivity by other communities. As Trans, we are a small minority growing strong and it’s important to respectfully protect the rights of other children, teens, adults, and aged people. I think over time many groups will reform themselves in being more inclusive to Trans members and us Trans will be able to live the life we choose to live.”

— *Native American Trans Person, Hawthorne, CA*



During Pride 2023 in Los Angeles, two schools were targeted for their inclusion of an LGBTQ+ assembly and displaying of the Progress Pride flag, with protestors citing an untrue and hateful argument that Pride festivities promote grooming and pedophilia that cause harm to the advancement of TGI rights nationwide. While our allies in office have helped defend and secure our public spaces for TGI access, little is done to counteract the hateful rhetoric or point attention to the numerous allegations of abuse and sexual assault against these very same pundits targeting our community.

By and large, the TGI community will continue to be under threat from age-old stereotypes and discrimination that aim to prevent our visibility and acceptance in the world. Political conversations contribute equally if not greater than policy discussions to the advancement of TGI rights.

Our lives require more intentional policy efforts to protect TGI people from stigma, discrimination, and erasure. To challenge discrimination and allow for identity autonomy, we advocate for the following policy actions:

POLICY INSIGHT:

The **Unruh Civil Rights Act** in the California Civil Code states that all persons regardless of gender identity are entitled to the full and equal accommodations, advantages, facilities, privileges, or services in all business establishments of every kind whatsoever.⁶² Public accommodations refer to any establishment that opens its doors up to the public, such as stores, hotels, hospitals, movie theaters, etc. This act is not respected as TGI people continue to experience discrimination and exclusion simply based on their identities. More effective implementation of non-discrimination policies must be in place to ensure safety for TGI people.

The California **TGI Policy Alliance** passed AB 1163 in 2023, which expands the LGBT Disparities Reduction Act to include several state departments. This amendment would mandate the collection of self-voluntary demographic information. The law would take the next step in the state's SOGIE data collection process that can one day lead to better research, budget requests, and healthier TGI communities.



What We Fight For

At the Local Level:

Local Gender Identity Non-Discrimination Policies:

Not only is a non-discrimination policy necessary in many cities and towns across the country, but implementation of these policies is crucial. These policies should state that discrimination is prohibited on the basis of gender identity and sexual orientation, explicitly highlighting TGI populations, and include details on how to respect gender identity to ensure full access to facilities and gendered areas, use of preferred names and pronouns, and more. Every establishment should have a TGI policy at the city and county level.

Policies that Protect and Provide Resources for TGI Survivors:

In a 2015 survey of nearly 28,000 Transgender people, nearly half (47%) of respondents were sexually assaulted at some point in their lifetime.⁶³ TGI people face high rates of sexual violence in many institutions within society but often are not given access to supportive services to assist with healing from trauma. Many agencies and organizations that provide services for sexual assault or domestic violence survivors are not aware of the specific needs of TGI people and thus do not adequately provide services to our community. Policies must also be developed that create alternatives to reporting sexual assault or domestic violence that do not include law enforcement due to the negative relationships many TGI people hold with police. Programs can be developed that create partnerships between TGI-led community-based organizations and the county District Attorney's offices to ensure TGI communities are supported through their cases, with or without law enforcement.

At the Statewide Level:

Increase of Programs & Resources for TGI People Fleeing State Sanctioned Transphobia:

In 2024 alone, 24 anti-trans bills have been passed throughout 9 US states. (Alabama, Arizona, Florida, Georgia, Missouri, North Carolina, Ohio, Tennessee, Texas, & Virginia) These laws range from strengthening already existing laws that prohibit TGI people from accessing state-funded gender confirmation medical care, protecting government employees' refusal to use TGI people's correct pronouns & lived names, prohibiting educators from teaching about the significance of SOGIE & LGBTQ+ cultural competency in classrooms, and more.⁶⁴ With the rise of anti-trans laws, many TGI people are fleeing these states to find refuge in states that offer some TGI legislative protections. In the 2022 U.S. Trans Survey, they found that 5% of their 92,329 respondents had shared moving out of state because their state government considered or passed laws that target transgender people for unequal treatment (such as banning access to bathrooms, healthcare, or sports).⁶⁵ With an overwhelming number of our TGI community members moving to California, New York, & more, many of our TGI community members arrive without access to stable housing, linkage to essential resources, or knowledge of established community spaces. We advocate for the expansion & funding of resources and community programming dedicated to supporting our TGI community acclimate as they find refuge in our cities.

Eliminating Provider Attestation Requirements and Allow for Self-Attestation

Prior to SB 179, an applicant for a new birth certificate had to submit a physician's declaration stating that they had undergone "clinically appropriate treatment" for the purpose of a gender transition. Now, to change a gender marker with the California Department of	Vital Records, folks need only (1) submit a court-ordered gender change, OR (2) sign a declaration under penalty of perjury that they are changing their legal gender to conform to their gender identity. This type of policy is necessary on the state level to ensure that TGI	people are in control of their own identities and genders. TGI people know what's best for themselves and how their gender should be represented on their IDs. Currently, eleven states across the country have signed bills into law that allow for self-attestation. ⁶⁶
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Implement Policies Which Improve Access to Public Spaces for TGI People:

Many states across the country have implemented policies that restrict access to multi user restrooms, locker rooms, and other sex-segregated facilities on the basis of a definition of sex or gender consistent with sex assigned at birth or “biological sex.” Bathrooms are historical spaces of violence and

segregation for many marginalized communities, based on colorism, racism, and classism. This is an urgent time for TGI people to be able to access their restroom of choice and eliminate the narrative that we should be using separate facilities because of ignorance. We advocate for policies that allow

access to sex-segregated facilities on the basis of gender identity and create requirements for at least one gender-neutral restroom within establishments, such as AB1732 which requires that all single-stall toilets in California be designated as gender neutral.⁶⁷



POLICY INSIGHT:

California’s **Gender Recognition Act (SB 179)** was passed which allows for non-binary people to gain access to ID Documents that reflect their gender identities by allowing for an ‘x’ as their gender marker. This also allowed for the use of the self-attestation standard to update gender markers on California birth certificates beginning January 1, 2018.⁶⁸ There are only a handful of states that allow TGI people to identify in ways most comfortable to them.

California’s **Equal Restroom Access Act (AB 1732)** requires all single-occupancy restrooms in businesses, government buildings, and places of public accommodation to be available for everyone. This act eliminates the fears and frustration that many people experience in restrooms on a daily basis.

At the Federal Level:

Sex and Gender Protections as Inclusive Categories:

Sex is different from gender and gender is different from sex. Sex refers to biological makeup and anatomy while gender refers to an internal state of being and how one's gender aligns, or does not align, with their sex assigned at birth. The conflation between the two leads to harmful effects on the TGI community due to policies that explicitly protect 'sex' while not including gender, or policies that protect gender but really only provide protections on the basis of sex. The Department of Health and Human Services is spearheading an effort to establish a legal definition of sex under Title IX, the federal civil rights law that bans gender discrimination in education programs that receive government financial assistance, according to a memo obtained by The New York Times.⁶⁹ This memo intended to change the Dept of HHS definition of "sex" per Title IX so as not to include gender and thus erase TGI protections and recognition. The department argued in its memo that key government agencies needed to adopt an explicit and uniform definition of gender as determined "on a biological basis that is clear, grounded in science, objective and administrable." The agency's proposed definition would define sex as either male or female, unchangeable, and determined by the genitals that a person is born with, which contributes to a very narrow view and impacts our autonomy to live authentically and access federally funded programs or services. We advocate for policies that provide protections on the basis of sex and gender, while also bringing attention to the differences between the two.



Removal of Religion-Based Discrimination Practices:

Religion should not inform policy, as these are subjective ideologies that allow for biases that keep our communities marginalized. Federal policies should be developed that prohibit discrimination on the basis of religious beliefs and prioritize the identities and existence of TGI people. This includes disbanding the Division of Conscience and Religious Freedom under

the HHS Office of Civil Rights (OCR),⁷⁰ created under the Trump Administration. In June of 2023, the conservative Supreme Court ruled 6-3 that businesses can refuse service to LGBTQ+ customers based on religious beliefs in the 303 Creative v. Elenis case, which sets a precedent on how TGI consumers are served. Policies like the Equality Act must be passed in order for TGI communities to

be safeguarded. Overturning 303 Creative v. Elenis would also be instrumental to addressing the issue of discrimination so that TGI communities across the country can continue to do business without fear of discrimination and violence. More proactive approaches to ending gender based discrimination are needed to combat this issue.

POLICY INSIGHT:

Reintroduced to the 118th Congress in June 2023, the Equality Act would amend existing civil laws to explicitly include sexual orientation and gender identity as protected classes. This act would provide consistent and explicit non-discrimination protections for TGI people across key areas of life, including employment, housing, credit, education, public spaces & services, federally funded programs, and jury services. These important updates would ensure that the Civil Rights Act of 1964 would prohibit discrimination in public spaces, services, and federally funded programs on the basis of sex. The Equality Act has still not been passed and continues to be referred to committees of Jurisdiction.⁷¹

Protecting the Privacy and Rights of TGI Travelers:

Travelling is a struggle for many TGI people as the screening and security processes in airports can be intrusive and humiliating. TGI passengers frequently experience having their gender affirming clothing, such as prosthetics, binders, and

packers, publicly exposed during luggage screenings. Many share having their medical supplies, such as syringes, needles, and vials, confiscated by the Transportation Security Administration (TSA). These harmful & intrusive protocols result in TGI travelers being forced

into compromising and sometimes, dangerous outing situations. The TSA should develop policies that eliminate gender-based body scanners, gender-related alarms, and pat-downs.

Federal Nondiscrimination Protections for TGI People:

Policies are needed that would hold society accountable for the unlawful discrimination that is faced by TGI people across the country. There are models such as The Equality Act, which would provide consistent and explicit non-discrimination protections for LGBTQ individuals in essential areas of life, including employment, housing, education, and more. Aside from The Equality Act that has been introduced twice to the House & Senate since 2021, there is no other federal legislation dedicated to establishing nondiscrimination protections for TGI people, including employment, housing, credit, education, public spaces and services, federally funded programs, and jury service. Policies that prohibit discrimination in all regards, especially on the basis of gender identity and sexual orientation, are crucial in ensuring that TGI people are able to participate and thrive in society rightfully and safely.



Decriminalizing TGI Individuals' Right to Self-Defense:

TGI community members experience high rates of violence due to society's unfamiliarity and ignorance toward our identities. This leads many TGI people to experience physical and sexual violence, discrimination, and even death. Many times after our people are attacked or murdered, their lives are not given justice and attackers are not held accountable for their violence against us. Defenses claiming that the actions were taken in a state of panic are utilized in the courts as a legal defense that allows perpetrators to plead guilty under the argument that an individual's sexual orientation or gender identity justifies a loss of self-control, the use of physical violence, or assault. But these are hate crimes. They are criminal acts committed, in whole or in part, because of the actual or perceived gender of our community.⁷² This defense further rationalizes our country's deeply rooted homophobia and transphobia and allows it to be used against our people in the legal process. Lack of policies with explicit prohibition on the use of this defense reveals a lack of value associated with the lives of TGI people across the United States. We advocate for policies that ban legal defenses on the basis of gender identity, provide accountability from federal agencies to provide financial resources for TGI people that have been victimized and TGI-led organizations supporting TGI people, and also document the prevalence of hate crimes against TGI people nationally and within each state. Considering the relationship TGI people hold to law enforcement, policies should also be developed that create alternatives and pathways to hate crime reporting that do not involve police.



Conclusion

The TGI community stands on the work that generations of TGI people have contributed to over time. We invite you to learn, grow, and experience this document for your own advocacy journey.

As a community, we aim to improve the quality of life for all TransLatin@s in the United States and around the world. We do this by addressing the needs of our community and taking bold action. By doing so we create change in the systems that have oppressed us for generations.

Policy work has left out the TGI community so it is up to us to make our own space and footprint. For so long, we have been told that there was no room for us in policy, politics, or even society. The truth is that we have been here since the beginning of time.

Our goal is to not only ensure that our people's basic needs are met but have the opportunity to thrive. Policy is our means of mobility and with the power of the people we know that we can achieve greatness. Holding those in elected positions accountable and electing more TGI leaders is crucial to the movement.

Together we can create a future where TGI people's needs are met with dignity. This agenda was, and will continue to be, a collective vision and we invite you to join the fight with us.



Endnotes

- 1 Intersex refers to people who are born with any of a range of sex characteristics that may not fit a doctor's notions of binary "male" or "female" bodies. Variations may appear in a person's chromosomes, genitals, or internal organs like testes or ovaries. (via *Interactadvocates.org*)
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THE PATHWAY HOME

Los Angeles TGI
Housing Needs
Assessment



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Foreword by Bamby Salcedo

Dear Siblings in The Struggle,

For many years, we have known the issues, needs and hopes for trans, gender expansive and intersex (TGI) people. Housing is a longstanding unmet need in our community, with few efforts made to address this issue despite its impact on our pursuit of stable, decent housing while we seek to better our lives. In our effort to bring light to the housing issues of our community in Los Angeles, people working at the Hilton Foundation were very intentional in ensuring that our organization obtained funding for our organization to conduct interviews to hear directly from people who identify as TGI in Los Angeles County (LAC) about their housing needs, analyze data and generate this report for people to hear directly from our community. This year-long process aimed to ensure our best efforts, truthfulness to our community, and collaboration with funders and policymakers to improve housing in Los Angeles, addressing and affirming the needs of TGI individuals.

Through this process we were lucky to be able to partner with the California State University Northridge (CSUN) Department of Social Work and an amazing individual named Bee Curiel who took a chance on our organization and decided to do their capstone project on this very issue with the hopes that we change the current housing landscape and that we are able to ensure that TGI people in Los Angeles do not continue to be discriminated against or marginalized while trying to save their lives by staying off the streets. Our hope is that with this report, our local government and those who are investing in housing understand the importance of housing TGI people as well.

This report is an offering to all of us. It is a labor of love done by a collective effort from the amazing team of our policy department led by Matt Inouye, with the hope that we all do anything and everything in our power so that we can better the lives of TGI people in Los Angeles. The TransLatin@ Coalition remains hopeful. We, as an organization will continue to do the work that needs to happen to ensure that we build a better future for TGI people. But we also understand that it will require all of us to make this happen. We believe that when we fight, we will win, that is why we are counting on you to help us build a better world for TGI people. Thank you for trusting our work.

In community and solidarity,

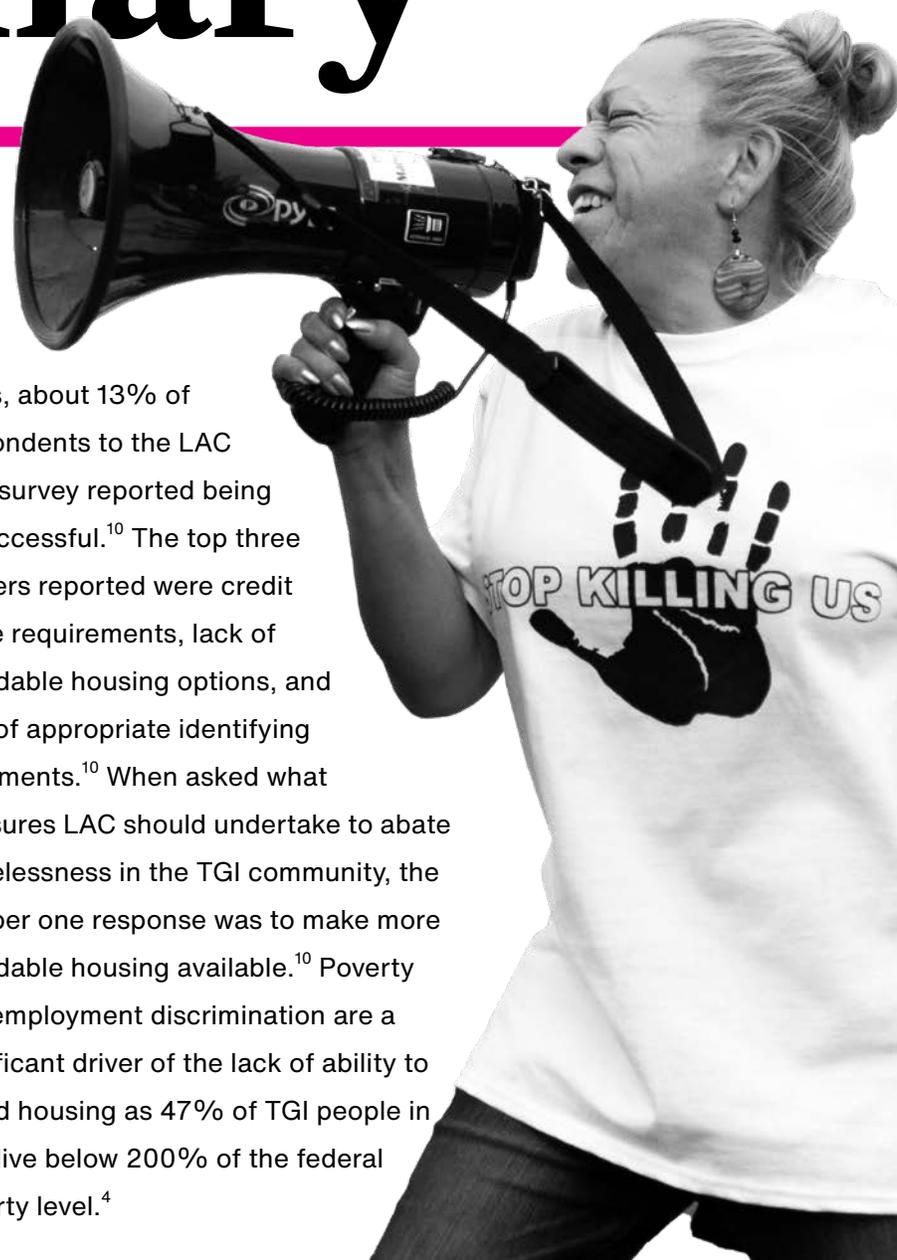


Bamby Salcedo,
President/CEO of The TransLatin@ Coalition

Executive Summary

The City of Los Angeles has one of the highest rates of homelessness per capita in the U.S.; specifically, as of 2018, LA County (LAC) has the largest population of transgender individuals experiencing homelessness.¹³ The Los Angeles Housing Authority's (LAHSA) 2024 survey of homelessness recorded that about 2% of the homeless people in LAC identify as TGI,¹⁴ though only .49% of California residents identify as TGI.⁹ Furthermore, 25% of respondents to the LAC Trans and Nonbinary (TNB) Survey reported they were homeless in 2023. Only 8% of TNB respondents to this survey report being homeowners, while 47% are renters.¹⁰ When actively searching for housing in the last five

years, about 13% of respondents to the LAC TNB survey reported being unsuccessful.¹⁰ The top three barriers reported were credit score requirements, lack of affordable housing options, and lack of appropriate identifying documents.¹⁰ When asked what measures LAC should undertake to abate homelessness in the TGI community, the number one response was to make more affordable housing available.¹⁰ Poverty and employment discrimination are a significant driver of the lack of ability to afford housing as 47% of TGI people in LAC live below 200% of the federal poverty level.⁴



This study aims to contribute crucial narratives and data gathered directly by TGI Angelenos directly impacted, to help local authorities address disparities in housing and service provision for this vulnerable community. To address this issue, The TransLatin@ Coalition in collaboration with the Department of Social Work at California State University Northridge (CSUN), hosted 6 focus groups across LA County to understand the housing

needs and issues of this community. A total of 48 participants took part in a short survey and a focus group of two hours each. During these focus group sessions, participants shared their experiences with various types of housing (such as permanent, long-term housing) and housing resources (such as shelter and financial assistance or subsidy programs) and were later analyzed between access and sustainability. Through this process, several

themes emerged; the six most salient themes were discrimination, economic insecurity, competent and responsive resources, lack of employment opportunities, health, and physical safety. The narratives of the participants are reflected in this report and help inform key recommendations to address homelessness and housing disparities amongst TGI communities in LA County and other urban hubs.

Key Findings

The data was analyzed in two parts: the first part is in relation to **access** of housing and housing resources such as emergency shelter, subsidized housing, and financial assistance programs, and the second part is in relation to **sustainability** that speaks on the individual's ability to keep housing and housing resources.

Access to Housing and Housing Resources

Discrimination

- Landlords and family members subjected participants to **social exclusion, sexual violence, physical abuse, and verbal harassment**, prompting early or premature departure from their own homes.
- Landlords often displayed prejudice based on **stereotypes of sex work, drug use, and financial instability**.
- Most participants experienced **ongoing verbal denigration** from residents or property managers, though they were still accepted as tenants.
- In some cases, discrimination led to outright rejection of housing applications.

Shelter & Housing Resources:

- **Participants generally distrust Community Based Organizations (CBOs) and other service providers**, deterring them from accessing housing resources.
- **Discrimination and harassment** in religious affiliated shelters and shelters made for the general public are driving the demand for **more TGI-specific housing resources**.
- **Participants expressed facing discrimination in service quality**, including being misgendered, experiencing long

wait times, facing a compromised sense of safety or dignity, and enduring poor language accessibility and interpretation services when trying to access housing resources.

- **Delays in receiving housing services** are often tied to challenges with obtaining valid, matching identification documents that reflect their current identity, from all government agencies.

Economic Insecurity & Lack of Employment Opportunities

- **Lack of employment is closely linked to the economic disadvantage** for many of the participants, as unemployment limits income flow.
- Those who were employed stated that economic insecurity affects access to housing, as participants struggle to meet application fees and deposit requirements.
- High costs of basic goods, especially rent and food, combined with low wages, are seen as the primary drivers of economic insecurity.
- Many of the participants experiencing homelessness faced uncertainty when it came to obtaining employment, resulting in experiencing long periods of unemployment.
- Due to the stigma of being TGI identified, participants cited their visibility as a transgender or gender non-conforming person as a significant barrier to employment, further putting them at risk for homelessness and or engaging in the street economy.
- Participants frequently encountered stereotypes in the workplace associating them with drug abuse, sex work, and unwillingness to work.
- Many of the participants stated that they can only obtain low-wage jobs such as retail, food service, and other blue-collar jobs.
- Management and administrators made employment conditional on participants and were obligated to perform duties according to their assigned sex at birth, citing and prioritizing the comfort of other employees and customers overall.
- The majority of the participants reported being outright denied jobs, attributing it to being visibly TGI.

Competent & Responsive Resources

- The most prominent theme that affected participants' access to housing resources was a lack of enough culturally competent and responsive resources.
- Participants shared the need for TGI-specific and exclusive housing units, programs, and shelters that are led by other TGI organizations.
- Participants stated that the TGI community has needs that are unique and cannot be addressed if lumped together with the cisgender LGBQ community, as their specific needs and issues often go unmet.

Eligibility Requirements

- Many participants experience being turned away from housing resources and programs because they fail to meet the program's qualification criteria.
- When turned away from a program or resource, participants explained that they were given no additional information or referred to other resources for a better fit around their housing insecurity needs.
- Several participants recounted experiences of seeking out housing resources as a preventive and reactive measure to unsheltered homelessness, yet they were being turned away because they were HIV-negative, employed, or not suffering from a substance abuse disorder.



Sustainability of Housing and Housing Resources

Employment Discrimination

- According to participants, the number one factor eroding their economic independence and pushing them into homelessness is **discrimination**.
- The most common type of discrimination that threatens housing stability for participants is **employment discrimination**.
- **Discrimination in treatment and opportunities within employment** hinders the ability of TGI residents to make rent or utility payments.

Health

- **Health is the second most important factor behind TGI displacement**.
- According to participants, **gender dysphoria is the most notable health issue** that impacts their ability to sustain housing.
- **The financial burden of gender-affirming care** and other essential goods and services impact their mental health and stability.
- **Participants cited social isolation and mental health as a challenge** that limits their ability to interact with new people, institutions, and requires resources or specific accommodations (i.e. medication, an individual room, access to a psychiatrist or therapist) that may not be available immediately.
- Some participants shared challenges with **substance abuse, trauma, and post traumatic stress** that hinders their ability to seek support.

Physical Safety

- Participants experience **leaving** a stable living situation at some point in their lives to flee from **physical or emotional violence**.

- Participants stated that the sources of violence span from **family members and romantic partners to neighbors and strangers on the sidewalk.**
- **Participants stated that violence hinders housing stability because of its long term effects in their emotional being.**

Competent & Responsive Resources

- **For some participants, they did not feel safe or a sense of belonging as they were the only openly TGI identified in the program or building.** This speaks to the lack of cultural, competent and responsive institutions. This lack of responsiveness puts them at higher risk of discrimination, mistreatment, or violence.
- **Participants agree that expanding TGI-specific resources** could mitigate the rates of violence that keep TGI people in cycles of homelessness.
- TGI-responsive institutions offer participants access to **gender-appropriate resources, such as healthcare and wardrobes.**



Key Recommendations

The following recommendations are informed by the focus group listening sessions and are intended to provide a solution to the housing disparities that the local TGI community faces. Below are our recommendations listed by issue:

INCREASE TGI INCLUSION, BELONGING, AND SAFETY

- **Fund the expansion of existing TGI specific housing shelters and services.**
 - LGBTQ+ programs are not always TGI inclusive and there is a need for more TGI-specific interim housing options.
 - Expand current TGI-housing programs that are tailored to address the specific needs of TGI people and increase the availability of competent and responsive programs and services.
- **Create a robust strategic plan to improve data collection** efforts in order to better assess and track TGI people's access to housing resources under LA County departments and the CEO office's Homeless Initiative.
- **Improve care coordination and collaboration** between TGI-serving CBOs and LAHSA-funded housing providers to ensure that TGI people do not get lost in the coordinated entry system or left without a match for housing.
- **Implement safety planning and specialized onboarding** for TGI program participants.
- **Invest in the creation of positions such as community advocates or community experts** for vulnerable populations such as TGI, aging, youth, undocumented, etc.
- **Ensure that TGI people get proper accommodations** amongst sex-segregated and congregate spaces related to their privacy, and trans-specific needs.

DESIGNATE MORE HOUSING THAT IS SPECIFIC AND APPROPRIATE FOR TGI PEOPLE EXPERIENCING HOMELESSNESS



- Create and expand **TGI specific reentry housing programs** and **professional rehabilitation services**.
- The Office of National AIDS Policy in collaboration with the Presidential Advisory Council on HIV and AIDS (PACHA) **should advocate to include more housing resources** in existing HIV/AIDS prevention funds.
- **Fund and expand TGI-specific long term sober-living housing options.**
- Require that service providers or continuums of care **create specialized pathways for vulnerable populations**.
 - Enforce that members of that vulnerable population are hired to support the roll-out and specialization of such pathways.
 - Enforce capacity building to address the specific barriers and needs of the vulnerable population within the continuums of care.
- **Encourage the entities receiving funding to build inclusive housing or programs** that serve TGI populations with social services such as housing, rehabilitation, or workforce development to **provide equitable representation of TGI leaders within their organization**.
 - Ensure that there is a pathway for developing TGI leaders with experience-based expertise within these service providers as part of the contracting process for this funding.
 - Enforce the equitable hiring, retention, and promotion of TGI employees.

IMPROVE SERVICE ACCESS AND SERVICE PROVISION FOR TGI PARTICIPANTS

- **Assess and review existing services and programs to ensure that proper steps are taken for inclusivity (forms, practices, physical space, etc).**
- Mandate that any organization receiving public funding and government resources be **required to understand the specific needs of TGI people** and to not discriminate against the TGI people trying to access housing services.
 - Government officials and service providers should enact policies that address the lack of cultural responsiveness within service delivery.
 - This includes mandating ongoing education and training and set systems of accountability in place to avoid mistreatment, misgendering, or grievances related to gender identities.
- **Fund outreach efforts to increase access to information about services and housing resources available to TGI populations.**
 - Create an education campaign with specific TGI-serving CBOs to improve trust and increase education about public resources.
- **Require all faith-based organizations receiving public funding for homeless services and housing to report on their inclusion of TGI populations.**
 - Increase the number of programs that bridge faith-based communities with populations that have historically been excluded from faith communities such as LGBTQ+ & TGI people.
- **Create or engage a TGI Taskforce of TGI leaders within LA County** to create a strategic plan for improving service access and delivery of social services, homeless services, and other public services.
- Ensure there is support available in **languages other than English.**

INCREASE ACCESS TO HOMELESSNESS PREVENTION SERVICES & PROTECT TGI PEOPLE'S RIGHT TO ECONOMIC OPPORTUNITY

- **Invest to expand and improve access to Homeless Prevention** and Rapid Re-housing Programs (HRRP). Allocate monetary resources to create intentional outreach efforts to TGI-led organizations to educate case managers, organizers, community members, and peer support navigators about available programs.
- Allocate \$3 million over 4 years to create a **pilot rent subsidy program** accessible for up to 12 months to **stabilize vulnerable TGI individuals** that do not qualify for or are not currently in housing subsidy programs. Vulnerable TGI individuals are those without stable employment, previously incarcerated or detained, history of homelessness, former foster youth, elderly, disabled, etc.
 - This resolution will alleviate these rent-burdened individuals, provide case management, and will greatly address the housing issue that TGI people face.
- **Expand the LA County Breathe guaranteed income program** or locally provide a replica program for TGI individuals who are aging, disabled, or at high-risk of contracting HIV.
- LA County Office of Business and Consumer Affairs must distribute **signage to businesses in the county that will provide information about gender identity, promote the rights of TGI employees.**
- LAC must enforce a verification that ensures **employers follow anti-discrimination legislation** (such as CA law SB 396) and have **explicit anti-discrimination policies** when it comes to gender identity and expression.
- **Provide training and curriculum for professionals in human resources** so that they may understand and be sensitive to needs of TGI employees including the possibility that applicants may have to update their legal documents to reflect their gender identity.
- Verify that employers explicitly name in their internal policies the **right to take medical leave for gender-affirming care under** the Family Medical Leave Act.

MANDATE CULTURAL SENSITIVITY TRAINING & TRANSFORMATIVE CAPACITY BUILDING

- **Mandate TGI cultural transformation sensitivity training for all housing authorities and social service county departments** such as the Department of Social Services, Department of Public Health, Department of Health Services, and the LA Homeless Services Authority. Training provided must be evaluated to measure effectiveness.
 - Empower LA County's Human Relations Commission and Anti-Racism, Diversity, and Inclusion Divisions to monitor the training efforts by maintaining an evaluation process and tracking department compliance rates.
 - Contract TGI-led organizations to create a curriculum, evaluation plan, and facilitate the training.
- **Build capacity at a starting point with the LAC Department of Public Health, Mental Health, and Health Services to improve the overall quality and accessibility of services** through strategic efforts of implementing best practices, engaging leaders in the issues, and writing explicit policies and practices that promote inclusion.
- Mandate organizations receiving public funding to either take TGI sensitivity training or adapt a TGI inclusive training curriculum **by making it a required part of the county or state contracting process.**
- Require community-based organizations and service providers providing housing and homelessness services **to house community specialist positions that provide subject matter expertise and culturally competent services to TGI populations.**
- **Increase safety protocols for anti-hate violence** in housing projects and mandate building staff and managers to take gender and sexuality sensitivity training that teaches them how to address identity-based discrimination, harassment, and violence.
- **Local or State governments need to fund a county-wide or state-wide quantitative study** (in partnership with TGI-led organizations) to assess the housing needs of the TGI community at large on a quantitative scale.



INVEST IN OPTIMIZING PUBLICLY FUNDED HEALTH AND WELLNESS PROGRAMS FOR THE NEEDS OF TGI PEOPLE

For institutions already doing homeless services and other supportive services:

- **Increase the number of TGI specialized and trained mental health clinicians** doing community mental health out of DMH.
- **Increase the number of TGI-specific mental health programs** that do direct services, education, and health promotion (in English and Spanish) beyond HIV prevention.
- **Improve language access** and decrease discrimination across housing and health service providers.
 - Require interpreters to follow an anti-discrimination policy or clause.
 - Improve the language accessibility of grievance policies and procedures at local government departments and within publicly-funded service providers.
- **Create spaces where aging TGI people can receive responsive care, housing, and support** such as permanent supportive housing.
 - Ensure that the resources allocated for aging populations reach TGI-serving community based organizations.

Introduction

Nearly two-thirds of Trans and Non-Binary (TNB) people surveyed in a county report said that LA County (LAC) is a good place for TNB to live.¹⁰ Accordingly, Los Angeles has been and remains a hub for TGI identifying people, attracting them from across the country due to its generally supportive policies and community. Nevertheless, LAC has one the largest unhoused and unsheltered populations in the country and TGI people are disproportionately overrepresented in this group.¹³ According to the National Center for Transgender Equality, 1 in 3 transgender people has experienced homelessness in their lives.¹² Though the rates of homelessness were steeply exacerbated in the wake of the COVID-19 pandemic, homelessness, and housing insecurity were critical issues in the transgender, gender expansive, and intersex (TGI) community well before climbing trends. For anyone, securing sustainable and permanent housing requires the alignment of

various socio-economic factors. When those factors are not aligned, housing resources are promoted by government and nonprofit institutions as available to help people get back on track. In regards to the effectiveness of these resources, several factors aggregate to heighten the probabilities of TGI individuals experiencing homelessness, including lack of community and familial support, avoidance of resources, mistreatment when getting access to housing resources, and mistreatment while taking advantage of housing resources.

TGI people are the most likely to experience unsheltered homelessness specifically.¹³ Research finds that these challenges become exacerbated as marginalization becomes compounded for TGI individuals who identify as non-binary, limited English proficient, Black or Hispanic, and HIV positive. Transgender women of color experienced significantly higher

rates of homelessness than their white and transgender male counterparts. Additionally, the rate of homelessness nearly doubles for US Transgender Survey (USTS) respondents who have engaged in sex work, are living with HIV, have lost their job because of their transgender status, or had been kicked out of their homes by their immediate family, as compared to respondents without these life histories.¹² Homelessness is linked to an increased risk of acquiring HIV and poorer medical outcomes. Additionally, longer durations of homelessness are associated with younger age, disability, psychological distress, lower education, poverty, and lack of social support. To reduce the risk of HIV and improve health outcomes, it is crucial to focus on HIV prevention and integrate housing services with behavioral health and clinical care tailored specifically for transgender women.¹⁶



Queer & TGI Displacement

When TGI people gain the courage to live authentically in their gender identity, regardless of age, they encounter stigma from various sectors of society, including family, friends, colleagues, and employers. The consequences of stigma and discrimination leave many feeling isolated and fending for themselves. For those who rely on family to keep a roof over their heads, family rejection often results in getting kicked out of the family home or a need to leave unsupportive and unsafe environments. Urban areas are often a hub for diversity, and as a result offer greater resources for diverse people, including LGBTQ+ people. Accordingly, many LGBTQ+

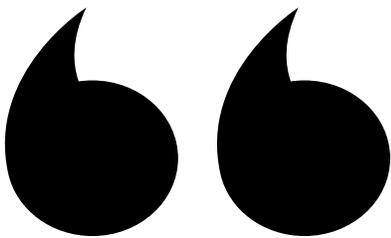
people across the nation flee to urban cities in search of accepting environments, employment opportunities, resources, and community. Due to the long-standing history of severe social exclusion and violence, solutions to chronic and cyclical homelessness in the LGBT community have almost exclusively come from self-funded initiatives within the community in urban areas.²⁰ Therefore, it's important to recognize that TGI people have always sheltered, fed, cloth and provided social services to other TGI populations with no resources or funding from our government. TGI elders have had to resort to the street economy in

order to provide resources for other members of the TGI community.

Specifically, Los Angeles boasts an extensive history of an LGBT community cultivating various gay and queer political movements and shaping the city's entertainment industry;¹ notably, the Compton Cafeteria uprisings of 1966, which along with the Stonewall Inn uprisings of 1969 in New York set in motion the gay liberation movement leading to the creation of new groups such as the Gay Liberation Front (GLF).⁵ Following the Stonewall Uprisings of 1969, the Gay Community Services Center (GCSC) emerged in Los Angeles as a branch of the Gay Liberation

Front. As more and more queer and trans people migrated to Los Angeles, the GCSC transformed a small single-family home into a haven for formerly homeless gay and lesbian people, a “Liberation House”, in 1971. This house was one of the first documented facilities for homeless gay adults and youth in the nation. Thereafter, the need for housing became so great that the GCSC created four other Liberation Houses to reduce the number of lesbian and gay people living on the streets. However, despite their presence in uprising and resistance efforts, the Gay Liberation Front and associated housing often excluded TGI people or did not fully embrace them as part of the gay community. To counteract their exclusion from gay/lesbian activist groups, transgender and gender non-conforming people had to begin their own movement and founded some of the first trans-specific organizations such as Street Transvestite Action Revolutionaries (STAR), Transvestite and Transsexual Activist Organization (TAO), and the Queens’ Liberation Front (QLF).⁶

Another form of informal queer and trans-specific housing were through the infamous “drag balls” in the East Coast and midwest cities like Chicago, Baltimore, and New York. These elaborate balls were considered “the largest and most significant collective events of gay society” in the early twentieth century.⁵ In a world hostile to queer people, drag balls brought queer, transgender, and gender non-conforming people together to create a space where they could celebrate, affirm, and see one another in their authenticity. Although many balls of the mid-20th century were interracial, it did not exempt racial tensions and divisions from playing out. Historians argue that anti-Black racism during the 1960s and 70s was a catalyst for the creation of contemporary ballroom culture and the widely-recognized ball “houses,” which were rooted in Black kinship as they emerged. The term house captures both the physical building unit and the ballroom team that lives and competes in the ballroom scene together. These houses sustained kinship networks that were composed of queer and trans youth and adults who were forced to leave their homes or who chose to flee their family home in search of freedom of expression.²



**I joined a house because
these are the people
that will have my back.
Because I don't have my
family.²**

TGI Migrations

Transgender, gender expansive, and intersex (TGI) people face systemic, life threatening violence and discrimination across the globe. Accordingly, they are eligible to apply for asylum in the United States for persecution of their gender identity or sexual orientation. TGI people migrate to the U.S. to achieve safety and stability, pursue education and business opportunities, or for personal and family reasons.¹⁸ Since the COVID-19 pandemic, asylum seekers in particular face uncertainty and fluctuating policies. In 2020, the Trump administration enacted policies to dismantle the previously long-standing asylum-seeking process - some of which were kept after his presidency. The effects of these changes continue to make waves in the immigration pipeline. In 2023, nearly 800,000 asylum applications were submitted to the U.S. Despite an increase in the number of applications, since 2019, there has been a sharp

decrease in the number of asylum applications granted.³ As a result, some TGI migrants enter the U.S. through legal channels and have documentation verifying their status as immigrants, refugees, or temporary guest workers, while others do not. Many trans migrants and asylum seekers are unable to secure legal protections and arrive in the U.S. without proper documentation. According to the Williams Institute, as of 2021, approximately 1.3 million LGBT identifying immigrants live in the U.S., about 23% of whom are undocumented.⁸ Furthermore, the Williams Institute estimates that there are around 174,200 transgender immigrants in the U.S., though the actual number may be higher. Many TGI individuals might hesitate to identify as transgender due to concerns like fear of ongoing violence or a gender identity that doesn't fit within the traditional gender categories recognized in the U.S.



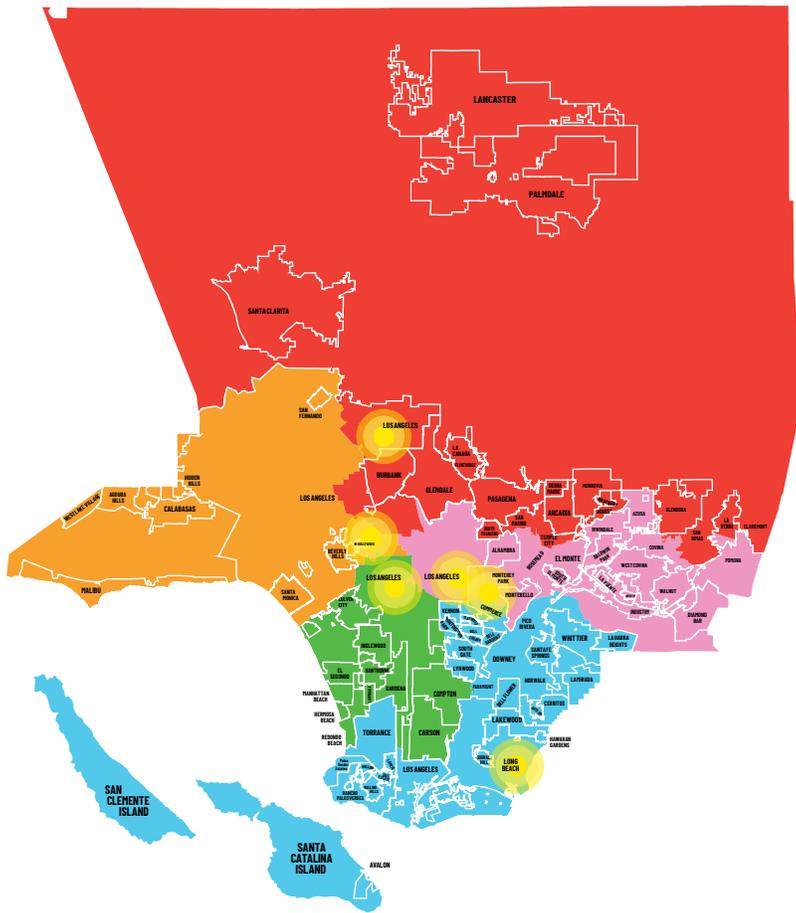
Though undocumented TGI immigrants represent a minority of the TGI immigrants in Los Angeles (3.7% of survey respondents¹⁰), undocumented transgender individuals face heightened risks of discrimination and violence when seeking services in areas such as employment, housing, healthcare, and even within their own homes.¹¹ Therefore, it is important to consider these circumstances when assessing housing resources for areas of improvement in relation to eligibility and access.

The Los Angeles Housing Landscape

Los Angeles is the largest county in the United States in terms of population, and people of color collectively make up the majority of the population with about a third of the population being immigrants. Despite the diversity, LA County (LAC) has a deep history of redlining and housing segregation that is still present in the housing landscape. These factors, which impose substantial obstacles to accessing and maintaining housing, were only exacerbated by the COVID 19 pandemic.¹⁷

In LAC more than twice the number of TGI residents report rates of employment discrimination compared to cisgender LGB residents.¹⁷ A 2023 L.A. County Trans and Non-Binary survey out of LA County reported that nearly 1 of 4 transgender and non-binary (TNB) respondents had not been hired for a job because of their gender identity or sexual orientation, and 23% reported having been verbally harassed at work.¹⁰ Just two-thirds of TNB respondents reported receiving income from a full, part-

time, or self-employed job, and 1 in 10 reported currently earning an income from the underground economy, including sex work and selling drugs.¹⁰ Discrimination and lack of professional development contribute to why 38% of TNB respondents report having participated in sex work at some point in their lives.¹⁰ The survey highlighted second most popular suggestion for improving housing security was “finding trans- and nonbinary-affirming landlords or realtors.”¹⁰ 22% of survey



LOS ANGELES COUNTY

- DISTRICT 5

- DISTRICT 3

- DISTRICT 1

- DISTRICT 4

- DISTRICT 2

- FOCUS GROUP LOCATIONS

respondents had no form of I.D. that listed their correct name and gender, only 33% had all I.D.s completely congruent.¹⁰ Lack of congruent identification documents often results in an unwanted disclosure of assigned gender at birth; having TNB accepting landlords elevates the sense of security of all parties in the case of unwanted disclosure. 21% of survey respondents in this same survey report living in a situation that is neither owning, renting, or homeless.¹⁰

For TGI residents, particularly non-binary residents, it is crucial to utilize interpersonal networks to avoid becoming unsheltered because the prospect of finding a safe and culturally equipped shelter is low. Of the 182 homeless shelters and services listed on the Los Angeles County services locator website, 37 are listed on the Los Angeles LGBT Center’s registry as having received “101” training for TGI clients. Very few exist in LAC with a similar specialty of only housing TGI people. Furthermore, a significant portion of shelters in the county are sponsored by institutions of faith that teach ideology that is unsupportive of the TGI identity. Correspondingly, as of 2018, 56% of transgender homeless men and women were unsheltered, and 81% of non-binary homeless people were unsheltered, compared to 48% of cisgender homeless adults.¹⁵ The lack of responsiveness, let alone specificity, of the shelters and services in Los Angeles County leaves a majority of the homeless TGI community

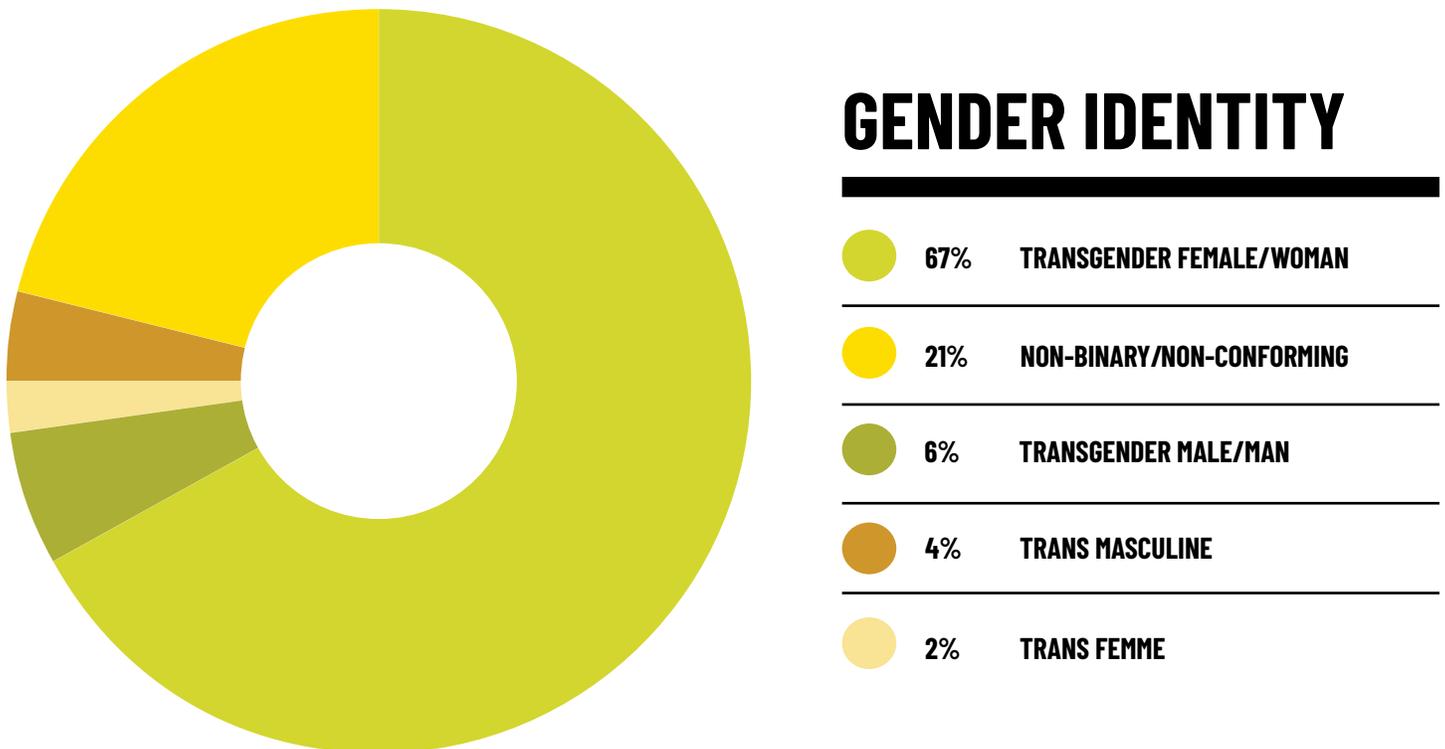
believing they must fend for themselves as they work to move out of the homelessness cycle. Research conducted in 2024 in the City of Los Angeles confirms that negative experiences at shelters continue to drive people away from seeking those resources. Specifically, only “[a] third of TGI participants had used emergency shelters in Los Angeles, and most reported negative experiences and a lack of safety, except for those shelters designed for transgender and gender non-conforming people.”⁷

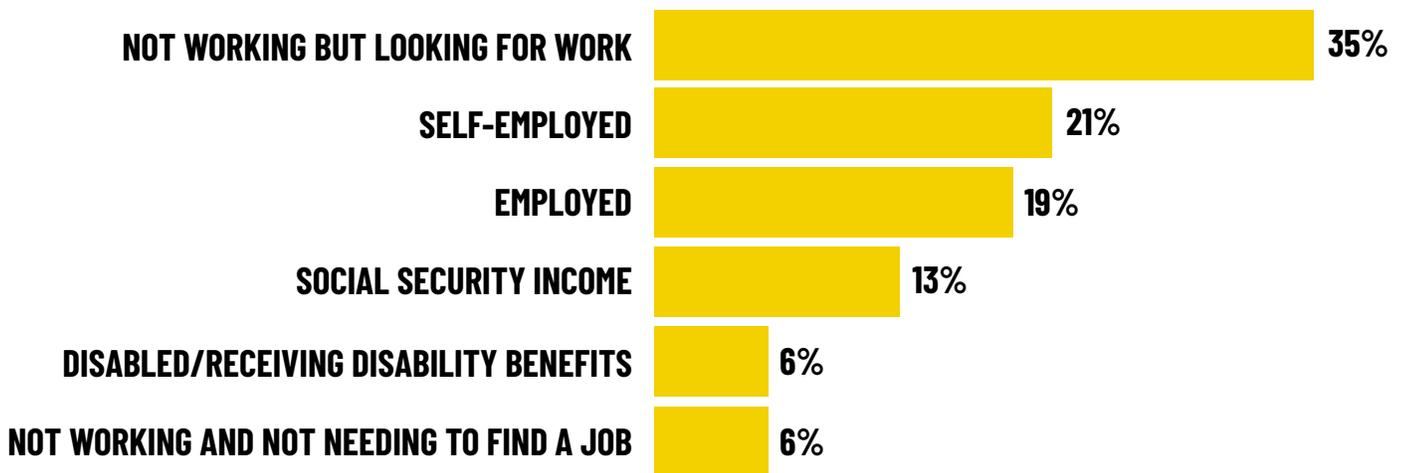
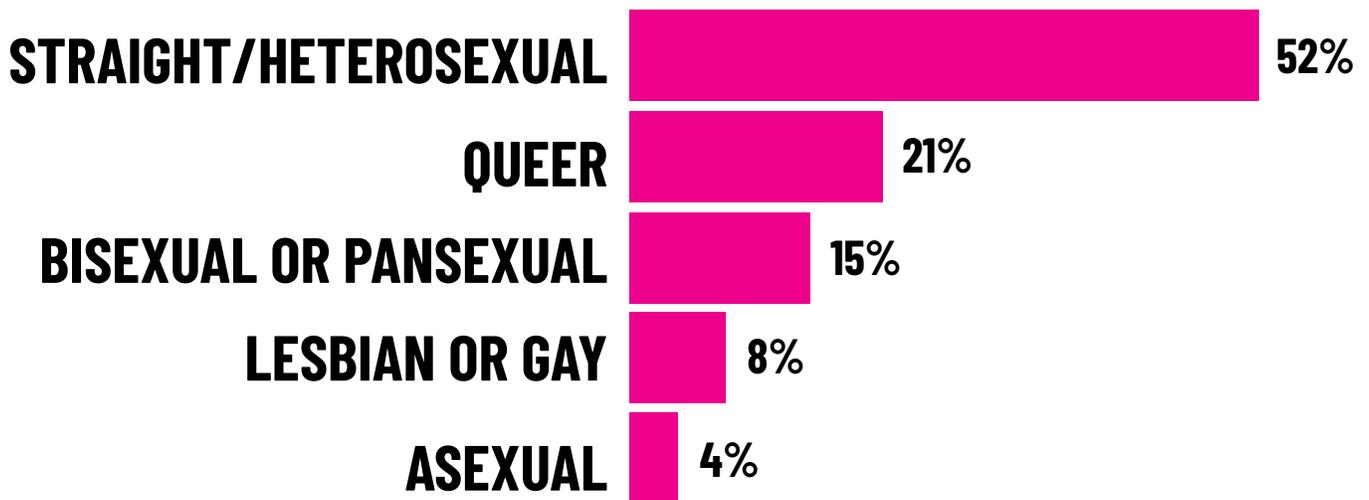
This study seeks to bring valuable narratives and themes to the literature, supplementing the numerical homelessness counts within the county’s subdivisions. Having a TGI housing needs assessment specific to Los Angeles County is helpful for local housing authorities, continuums of care, and departments when it comes to addressing equity gaps in social service provision and public works access. Additionally, local, city, and county officials are allocating unprecedented funding resources and multifaceted strategies to mediate the housing and homelessness crisis in Los Angeles County. This study supports ongoing advocacy and strategy efforts to ensure the needs of the TGI community are represented and included as resources are allocated.



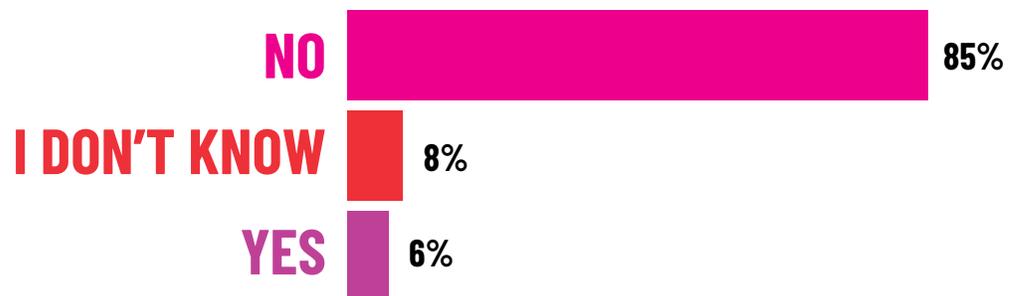
Demographic Information

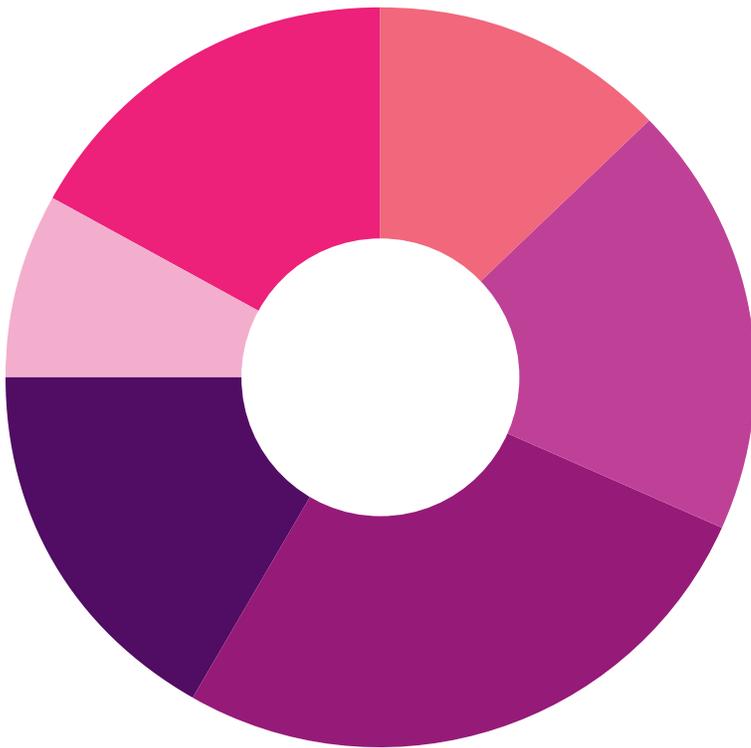
The target population for the study were transgender, gender expansive, and intersex adults who are 18+ years old, currently living in Los Angeles County, and who have experienced housing insecurity at any point in their lives. Participants must meet all the criteria to be eligible to participate. This study was conducted and funded by The TransLatin@ Coalition in partnership with California State University, Northridge. The primary researcher's role was to conduct focus groups, the demographic survey, as well as to collect, transcribe, and analyze the data with the support of their research assistants. In total, 48 TGI adults participated in the focus group and each participant filled out a brief survey to capture demographic data and housing experiences.





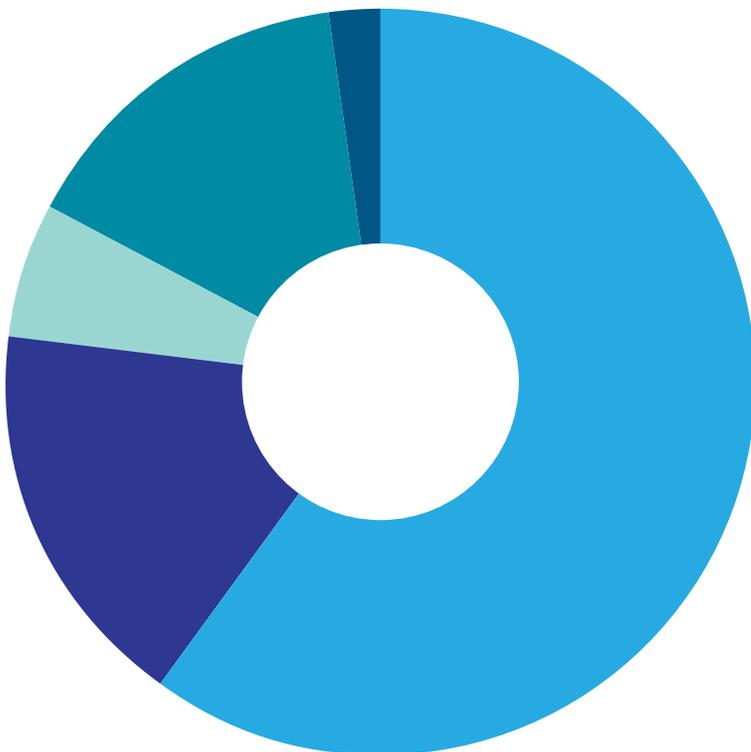
INTERSEX?





EDUCATION

- 27% HIGH SCHOOL OR GED
- 19% JUNIOR HIGH
- 17% SOME COLLEGE
- 17% BACHELOR'S DEGREE
- 13% ELEMENTARY SCHOOL
- 8% ASSOCIATE'S DEGREE OR CERTIFICATE



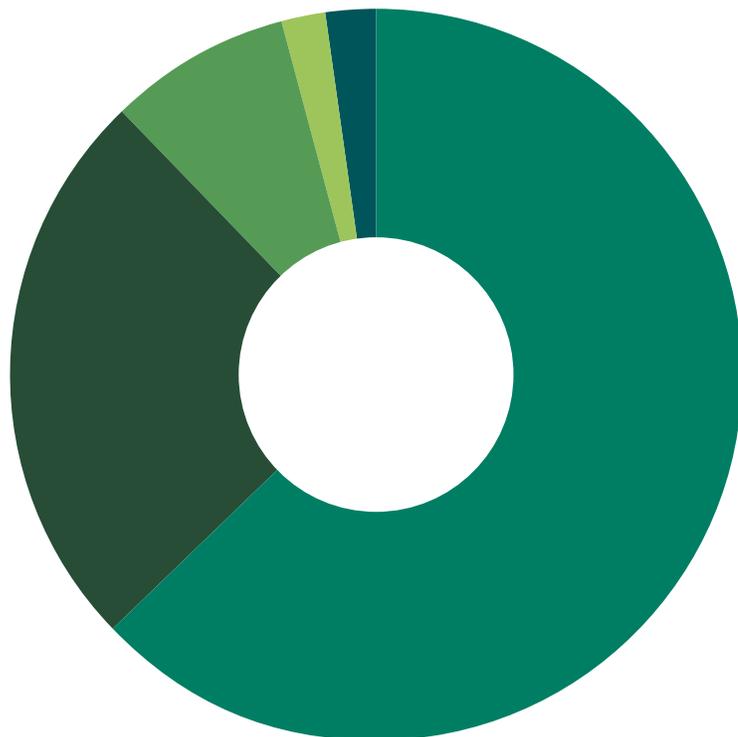
IMMIGRATION STATUS

- 60% U.S. CITIZEN
- 17% GREEN CARD (LEGAL RESIDENT)
- 15% ASYLUM/REFUGEE
- 6% TEMPORARY WORK PERMIT HOLDER
- 2% UNDOCUMENTED

19% **AFRICAN AMERICAN/
BLACK**

15% **MULTIRACIAL/
MIXED RACE**

73% **LATINO/A/E**



INCOME

- 63% \$0-\$9,999
- 25% \$10,000-\$24,999
- 8% \$25,000-\$49,999
- 2% \$50,000-\$74,000
- 2% \$75,000-\$99,999

Methodology

Measures

This study was designed and conducted as a housing needs assessment for transgender, gender expansive, and intersex (TGI) individuals living in Los Angeles County. The key variables under examination were housing and housing resources as defined below.

HOUSING:

In this study, housing is defined as stable, permanent and long-term housing. Housing excludes emergency shelters, short-term temporary housing, in-patient rehabilitation programs, and housing subsidy programs.

HOUSING RESOURCES:

Housing resources include rental assistance, temporary shelter, housing voucher programs, time-limited subsidy programs, in-patient rehabilitation programs, transitional housing, or permanent supportive housing.

Research Design

Six focus groups occurred in five different locations across Los Angeles County and two took place in the same location due to a high number of interested participants. The focus group was carried out with the following partner organizations: The TransLatin@ Coalition in Koreatown, The TransLatin@ Coalition's HOPE House, Pueblo y Salud in Palmdale, The Connie Norman Transgender Empowerment Center in West Hollywood, Somos Familia del Valle in Sun Valley, Inner City Struggle in Boyle Heights, and St. Luke's Episcopal Church in Long Beach.

A focus group was planned to take place in Palmdale, in the Antelope Valley; however, due to limited capacity and resources to travel to the area, there was not enough intentional outreach and recruitment of TGI people for the focus group. Some of the TGI people the researcher met in the Antelope Valley were not comfortable being "out" as transgender and lived a stealth life as men and women, making them hesitant to participate. In contrast, there was a high number of interested participants in East LA, which allowed for focus groups

to be held in two different locations within Supervisorial District 1.

The focus groups were designed to reach TGI people across the five Supervisorial Districts (SD), unearth housing barriers, and ultimately assess this population's needs related to housing. There were a total of five questions on the focus group questionnaire protocol (see Appendix C). The focus groups were facilitated in both English and Spanish and responses were also transcribed in both English and Spanish.

The survey was designed to capture the demographic makeup of the focus group participants. There were a total of 15 questions on the survey. It can be found in Appendix B.

Procedure

This study was approved by the researcher's IRB board at the California State University, Northridge. A purposeful sample approach was used to gather the sample. To elaborate, each partner organization advertised the study via a physical and digital flyer they could share with their networks. To optimize recruitment, eligible participants received a \$50 Target gift card for participating in the focus group. The company Target was chosen to optimize gift card accessibility. The study adhered to the following procedures:

- Participants had the option to express interest via email, text, or by completing the interest form which was made available as a QR code on the flyer.
- Eligible participants received an information sheet and details about the nearest focus group location and time. Informed consent was collected as written signatures as participants arrived at the focus group location.
- Once participants consented, they were given a link to the Qualtrics survey or were given a tablet to complete it.
- After participants completed the survey, the primary researcher began facilitating the focus group by first sharing general information, emphasizing their agency in the process, sharing resources, and setting up some shared agreements for the space.

There were two facilitators in the focus group (the researcher and the research assistant). Notes were taken at each focus group. Concerning data analysis, the study analyzed the following data sources:

1. Notes from the focus group;
2. Transcription/audio file from the focus group; and
3. A short demographic survey.



Descriptive statistics were used to analyze the survey data, such as the median age range, frequency, and proportion of demographic information about gender identity, sexual orientation, racial and ethnic background, income, and whether they currently have access to safe permanent housing.

To analyze the focus group data, statements were pulled from the audio, notes, and transcription file that shed light on the barriers that the TGI population faces concerning or experiences housing. In other words, only statements concerning the research topic of housing were analyzed. These statements were loaded manually into Excel and coded for relevant themes. In alignment with the literature, some of the themes that were expected to emerge in the data were the following: TGI exclusion, job insecurity, and mental health. In this way, a deductive analysis was employed. However, the researcher also found other themes that emerged in the data not reflected in the literature. In total, the research yielded over 150 significant statements that shed light on the unique challenges that the TGI population faces in accessing housing in LA County. The two categories access and sustainability of housing and resources emerged after data was analyzed and were used to organize the findings.



Findings

Capturing Housing Experiences:

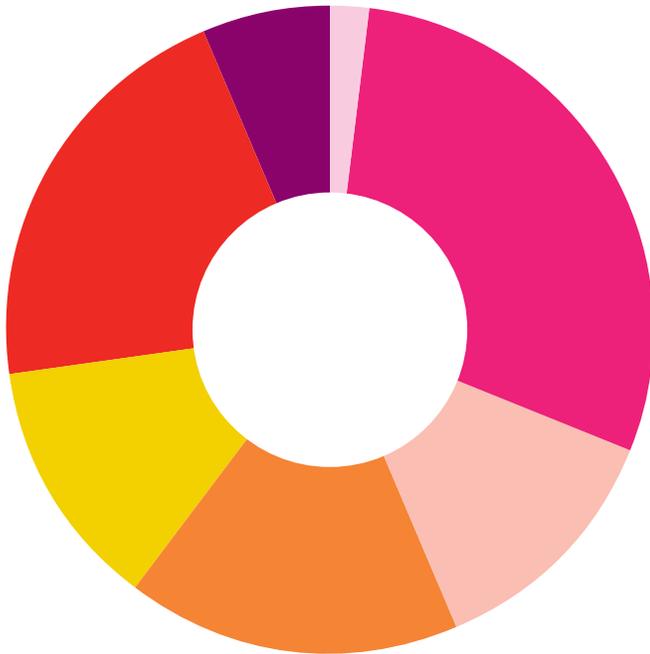
The short survey given to participants captured some quantitative data regarding the participants' current housing situation and their current or past experiences with homelessness. The graphs below show the representation of people with housing subsidy programs, people who currently have access to safe and affordable housing, people who have been exposed to harm for housing, and any repeated or prolonged experiences of homelessness.

ACCESS TO SAFE AND AFFORDABLE HOUSING

46% YES

54% NO

HOUSING STATUS



- 29.2% RENT MY OWN PLACE AND LIVE ALONE
- 20.8% I AM STAYING AT A TEMPORARY SHELTER
- 16.7% RENT A PLACE WITH MORE THAN ONE ROOMMATE
- 12.5% RENT A PLACE WITH ONE ROOMMATE
- 12.5% STAYING ON A COUCH AT MY FRIEND'S PLACE UNTIL I GET SOMETHING MORE PERMANENT
- 6.3% I AM HOMELESS (SLEEPING ON THE STREETS, PARK, ENCAMPMENT, ETC.)
- 2.1% I OWN A HOME

SUBSIDIZED OR LOW-INCOME HOUSING

27% YES

73% NO

EXPOSED TO HARM FOR HOUSING

44% YES

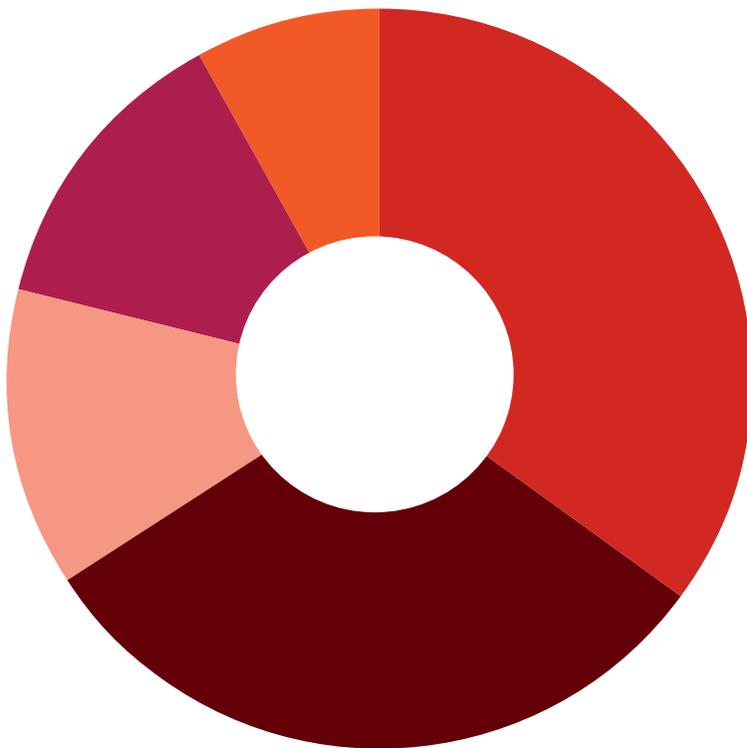
56% NO

HOUSING INSECURE FOR THE PAST YEAR

52% YES

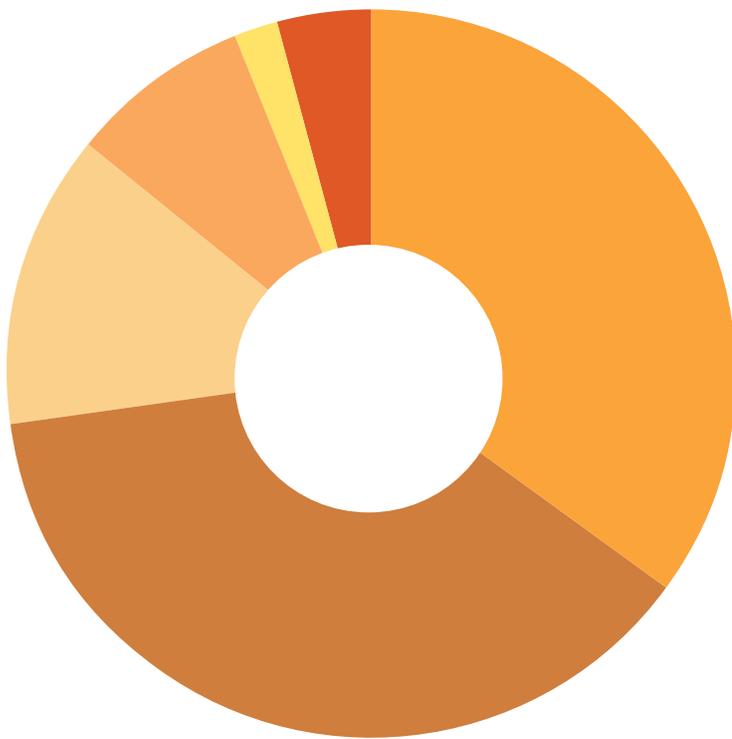
48% NO

HOW LONG HAVE YOU EXPERIENCED HOMELESSNESS FOR



EXPERIENCED HOMELESSNESS IN THE PAST YEAR

46% YES
54% NO



HOW MANY DISTINCT TIMES HAVE YOU BEEN HOMELESS

	35%	0
	38%	1
	13%	2
	8%	3
	2%	4
	4%	5+

Focus Group Findings:

The findings of the focus groups highlight nine salient factors that facilitate the elevated rates of housing insecurity and homelessness experienced by the TGI community in Los Angeles. There are quotes that are directly from participants that will be embedded throughout the findings to support each theme. In order of significance, the persisting themes that were present in conversations about accessing and sustaining housing and housing-related resources are:

- 1 COMPETENT AND PREPARED
COMMUNITY RESOURCES**
- 2 DISCRIMINATION**
- 3 PHYSICAL AND
MENTAL HEALTH**
- 4 ELIGIBILITY AND
BUREAUCRATIC BARRIERS**
- 5 ECONOMIC INSECURITY**
- 6 ACCESS TO INFORMATION
(ON HOUSING, RIGHTS, RESOURCES...)**
- 7 HARASSMENT AND SAFETY**
- 8 EMPLOYMENT OPPORTUNITIES**
- 9 IMMIGRATION STATUS**

At any stage of cyclical homelessness, the respondents can encounter these underlying systemic obstacles with varying frequency. The frequency of encountering these obstacles depends on various personal identity and lifestyle markers that aggregate with systemic factors and affect the needs of TGI individuals, including:



The combination of systemic and personal factors faced continuously by respondents underpins the current conditions of obtaining housing and housing resources in two distinct areas: ACCESS and SUSTAINABILITY.

Part 1: Access to Housing & Housing Resources

Access to Housing

When participants were asked how they were currently accessing housing, most participants stated that they paid rent for an apartment, either alone or with others; only one participant owned her home, however, she could not afford the mortgage with her social security income so she had to resort informally giving over the house and mortgage to a family member while she found somewhere else to live.

Three of the most salient themes that affected people's access to housing were discrimination, economic insecurity, and lack of employment opportunities.

Discrimination From Landlords



It's harder for us in the trans community to find housing. Why? ...They label us as prostitutes, as drug addicts, as alcoholics...

Participants experience discrimination in treatment and opportunities from landlords or other family in charge of their housing. From family members and landlords, most participants recount experiences of social exclusion, sexual violence, physical abuse, and verbal harassment. These experiences were the catalyst for some to leave their home at a young age, or financially prematurely. From landlords, many participants faced explicit prejudice based on stereotypical preconceptions of participating in sex work as a profession, drug abuse, and being unable to financially support themselves. For residents who are limited English proficient or undocumented, further prejudice is experienced in the form of verbal harassment, threats to call Immigration and Customs Enforcement (ICE), and illegal threats of eviction. For most participants, discrimination is experienced as verbal denigration, sometimes ongoing, while they were still accepted as a tenant. For a few participants, the prejudice displayed by landlords ultimately precedes a rejection of their application.

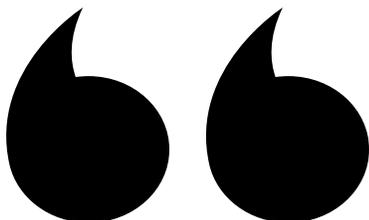
Economic Insecurity



Rent is outrageous. Insecurity is a big thing, especially in this economy, especially with inflation and the the rate that wages are going up, it doesn't match.

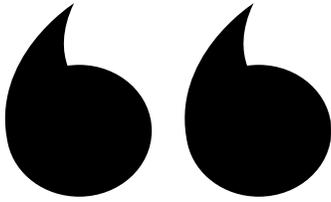
Economic insecurity and lack of employment opportunities often go hand in hand for many of the participants as a lack of employment hinders the flow of income. Even with employment, however, participants mention that economic insecurity impacts access to housing because it hinders their ability to meet application fees and deposit requirements. Participants agree that the biggest driver of economic insecurity stems from the high cost of basic goods, particularly rent and food, and low wages.

For participants, in addition to employment discrimination, the greatest source of economic insecurity is low or inconsistent wages in the face of climbing rent and grocery costs. Participants stress the importance of government assistance programs that do not require HIV-positive status or current homelessness as barriers to displacement, as they are a strong deterrent to sex work and reduce the risk of HIV. Accessing any financial assistance is a high priority for many of the participants because it supports them with meeting their basic needs and alleviates some of the burden of rent and living expenses.



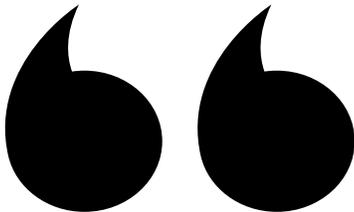
You get the subsidy, that changes your life. Now you have enough to pay your rent... Money for your food. You know, you have enough spare money for your health care... now you have time to get a job.

Lack of Employment Opportunities



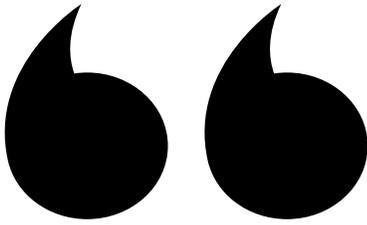
Without a job first, you can't have a place to live.

Behind the lack of employment opportunities, participants principally cite being discriminated against or not feeling prepared to enter the workforce. Participants who are immigrants with degrees from foreign universities struggle to overcome the rejection of the education they received in their home country. TGI people without college degrees do not feel qualified or skilled enough for the workforce compared to college-graduated TGI counterparts due to the lack of access to career and education development programs. For immigrant TGI people specifically, English proficiency adds an additional barrier to feeling workforce-ready.



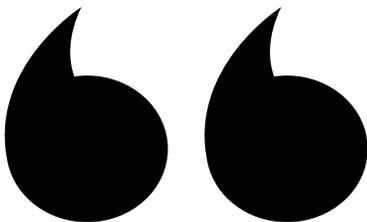
That's why women, white trans women, have a prospect of life. Because that's what they are taught: [...] work and study. And we fought for who we wanted to be, and didn't worry about the fate of our lives or our education.

In addition to feeling prepared and qualified for the workforce, for many participants, the ability to appear cisgender was another significant barrier to employment because of the stigma associated with being transgender. Participants repeatedly mentioned encountering stereotypes of being associated with drug abuse, prostitution, and being unwilling to work. During the hiring process, the explicit mention of these stereotypes by hiring managers to participants was common, and participants also faced being assigned work, bathrooms and uniforms according to their gender assigned at birth, rather than their actual gender identity. Besides stereotypes, some participants recount managers citing the comfort of employees and patrons at large as a reason for granting employment but suggesting that it is contingent on performing gender according to assigned sex at birth. Several participants reported not being hired at all, and from their perspective, because it was clear they were trans.



They didn't want to give me the job for the same reason, because of what I am. Until he gave me a chance and thank God I responded with a job well done...they judge you before they know how you will work. So how are we supposed to change our lives if they don't give us the chance?

It is clear from the focus groups that the combination of these experiences of exclusion from employers, landlords, and government institutions leaves some participants feeling that they must use informal channels to access housing. Some feared attaching their names on a lease due to their immigration status, choosing to use a friend's name on the lease rather than their own. Participants emphasize that the consequences of using informal alternatives put them in situations that were financially, physically, and emotionally harmful. One participant shared being scammed into paying a deposit to a false landlord, and another shared her experience of being sexually exploited by someone who promised her and her friend an apartment.



...in exchange [for the lease] he asked to sleep with us...We were both with him, we did what we did. He never answered the phone, never gave us the apartment.

Access to information, access to safety, eligibility and bureaucratic barriers, immigration status, and linguistic barriers are also hurdles to accessing housing. As participants stressed, just like many others, they face mounting concerns about the steep rise in rent and food over the last few years. On top of the economic pressures faced indiscriminately by others, however, participants face institutional barriers to access housing unique to being transgender - most notably, discrimination.

Access to Housing Resources

Housing resources, as outlined in the methodology, can include rental assistance, temporary emergency shelter, housing voucher programs (including Section 8), time-limited subsidy programs, in-patient rehabilitation programs, or transitional “bridge” housing.

Competent and Responsive Community Resources

The most prominent theme that affected participants’ access to housing resources was a lack of enough competent and responsive community resources. Participants shared the **need for TGI-specific and exclusive housing units, programs, and shelters**. Participants underscored the desire for specific and exclusive housing units because they feel that the TGI community has **needs that are unique within the cisgender LGBTQ community**.



You could have more people of the community that you serve...including staff. And if you don't have those people in staff, you need to have mandatory sensitivity training for the people who are working.

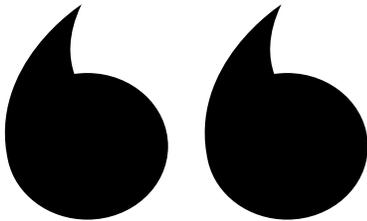
Moreover, a significant number of participants stressed that **generalized LGBT housing resources are not necessarily responsive, culturally nor practically**, for the needs of TGI residents. Participants gave specific markers of what it meant for community resources to be competent and responsive to the needs of the TGI residents:

- Institution-wide TGI cultural sensitivity training.
- Safe and accessible bathrooms and facilities.
- Availability of identity-appropriate resources (ie. clothing, grooming and medical supplies).
- Customer-facing and managerial TGI-identified staff.
- Easily accessible TGI housing rights information.

For the TGI immigrant community, competent and responsive community resources also include those that are culturally and linguistically responsive and knowledgeable about undocumented experiences and barriers to housing.

In addition to increasing the number of TGI-specific and inclusive housing resources, participants stressed the need to expand existing TGI-specific shelters and programs. Participants indicated that their **most positive experiences with housing resources came from those marketed as TGI-specific or inclusive**. They detail the factors that distinguished the quality of service they received from TGI-inclusive resources:

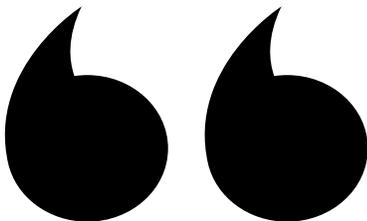
- Use of appropriate name and pronouns.
- A feeling of belonging.
- Sensitivity to lived experiences.
- Personalized follow-up care.
- Access to free and gender-affirming clothing.
- Access to competent therapists.



They broke down my pride. [The staff at the HOPE House] helped me see that I can live a legitimate life just as well as I can live the life of an adult entertainer.

Eligibility and Bureaucratic Barriers

Though the barrier of eligibility requirements affects participants differently based on distinctions in personal and political identities and experiences, many participants experience being turned away from housing resources because they fail to meet the program's qualifications. Specifically, demands regarding **medical health, drug use, income, profession, legal status, nationality, and race** pose barriers to receiving housing resources.

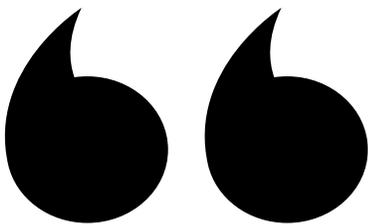


...a lot of people do not qualify for housing [assistance] because either they were not [HIV] positive or they were not on drugs, or they were not of a certain age bracket, or they were not of a certain race.

Participants name three pain points that significantly hinder access to housing resources:

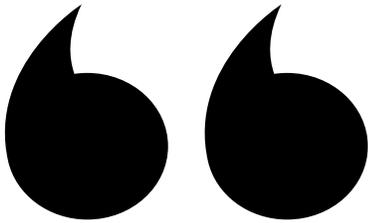
- HIV status.
- Drug addiction status.
- Income level.

Participants agree that prioritizing these requirements leads to potentially detrimental outcomes for newly and cyclically homeless TGI residents because they are **reactive rather than preventative**. Several participants recount experiences of seeking out housing resources as a preventive and reactive measure to unsheltered homelessness, but were **turned away because they were HIV negative, employed, or not suffering from a substance abuse disorder**. They underscore that there is just a great a need for housing resources that are focused on the prevention of HIV, drug abuse, and abject poverty, as those that require these factors as existing conditions. Furthermore, many participants agree that services should not be **contingent on U.S. citizenship or legal status**.



It seems unfair to me that a person needs to be in certain conditions to be helped. I mean, with this, what are these organizations saying to [us]? You want us to help you? Get sick....Get addicted to drugs.... Throw yourself onto the street.

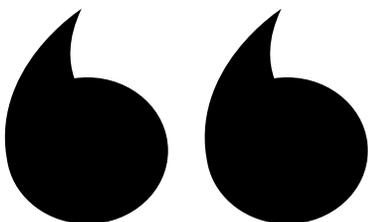
Finally, regardless of any particular program requirements, participants noted the general bureaucratic barrier of **having the necessary documents to enroll**. The issue of presenting the appropriate documents is derived from either a **lack of knowledge or possession**. Participants face obstacles with providing identification documents, including bills to establish residency, primarily for two reasons: **discriminatory treatment from state agents, and current immigration policies**. For TGI residents who are authorized immigrants and citizens, the mistreatment perpetrated by state agents, particularly around gender identity and chosen names is a serious inhibitor to carrying out the necessary bureaucratic process to obtain a state-issued identification card. For TGI residents who are not legally authorized immigrants, the temporary and limited forms of I.D. that are provided upon arrival to the U.S. are not always sufficient for accessing a rental agreement, housing program enrollment, or even a temporary stay in a hotel.



Trying to get into programs, if you're if your documents don't match, even if the organization that is trying to help you...you don't have a way to prove who you are.

Discrimination

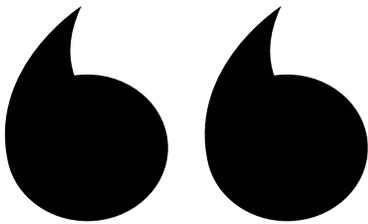
Throughout the focus groups, there is a **general distrust of CBOs and service providers that are not TGI-led** driving participants away from revisiting or attempting to access housing resources. The participants were clear that the need for an expansion and increased availability of TGI-specific and inclusive housing resources is also driven by the discrimination and harassment experienced in community and non-community-specific shelters and in some cases propagated by religiously affiliated shelters. When it comes to accessing housing resources, participants face **discrimination in the quality of services they receive**. Participants underscored that while they are able to access housing resources, they are being **misgendered by service providers**, experiencing **extensive wait times, and compromising their sense of safety or dignity** in order to take the first available resource. TGI immigrant participants who required the use of an interpreter feel additional discrimination in the **quality of interpretation services** they receive. The discrimination in the quality of services received is not limited to experiences in the direct access to housing resources. Participants noted that one factor affecting the speed of receiving services is **having sufficient, valid, and matching identification documents**, which hinges on **receiving the appropriate services from federal and state agencies**.



If the interpreter is a heterosexual that doesn't like [TGI] people, they will say what they want. As an authorized migrant who is trans, I do receive services, but of lesser quality. Now imagine a trans person who is an unauthorized migrant, they don't have the right to anything.

From the perspective of participants, the notably diminished quality of services received is a primary driver for **preferring interpersonal networks of support over institutional resources**. A significant number of participants live in houses with each other, some participating in the Los Angeles ballroom scene, pooling resources from various sources to maintain a community-based, self-sustaining “house”. Participants living in these houses emphasize the overwhelming pressure and resource strain this places on those in the community who have more resources than the average local TGI resident and are trying to give back to a younger generation of queer and TGI people.

Lack of competent and responsive institutions, the prominence of reactionary resources over preventative resources, and the discriminatory treatment toward TGI people all complicate the access to housing resources for participants. This matrix drives the prevalence of **avoiding institutional resources** and maintains the foundation for the fourth most salient barrier to accessing housing resources: **lack of access to information**. For TGI residents who are limited English proficient, linguistic barriers serve as an additional pillar to a lack of information.



When you first become homeless, you really don't think that there's support out there. So you kind of just, try and do it on your own. It was just more of, like, ignorance, I guess.

While these factors are experienced in isolation by some participants, for several participants they are experienced in conjunction. Those who experience a compounding effect note that **these barriers ultimately reinforce each other**: a lack of competence within service-providing institutions reinforces specific eligibility requirements, which reinforces the stereotypes that drive discrimination, further segregating the TGI community, and widening the information gap to begin the cycle over.



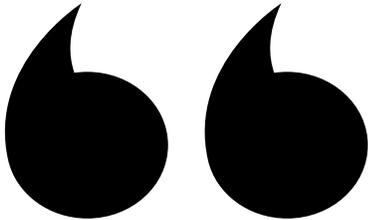
Part 2: Sustainability of Housing & Housing Resources

Sustainability in this study pertains to the ability to maintain a “housed” status, “sheltered,” or eligibility for housing resources. The issues explored in sustaining housing imply that participants have successfully accessed the housing and housing resource market, and focus instead on why participants struggle to keep their housing or resource, or even lose it.

Sustaining Housing

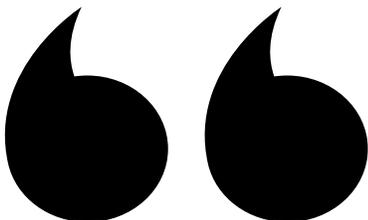
As with access to housing, “housed” means residing in a permanent, legally recognized, and stable housing arrangement. According to the focus groups, employment discrimination, health, and physical are the biggest factors driving the loss of housing. A loss of housing includes experiences from forced removal to voluntary abandonment.

Employment & Housing Discrimination



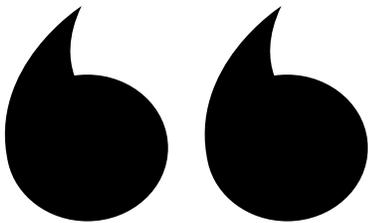
It happens a lot that some times you go to a factory, they hire you, they read you, see that you are not a woman, they send you to do men's work and that for us [it's] like...humiliating.

According to participants, the number one factor eroding their economic independence and pushing them into homelessness is discrimination. Participants in all focus groups share experiences of **discrimination in treatment and opportunities** that hinder their ability to make rent or bill payments. The most common type of discrimination that threatens housing stability for participants is **employment discrimination**. Participants shared that being forced to **conduct their work according to their assigned sex at birth is frequently perpetrated by employers** with the expectation that nothing will be done to stop it. For some participants, the discrimination experienced is based solely on gender identity; for many participants, however, discrimination is based on a combination of **age, ability, race, immigration status, and gender identity**. For most participants who experience employment discrimination, it often culminates in unemployment. Participants share that a lack of stable employment is a **life-endangering obstacle** that leads some to **engage in sex work to meet payments**. They elaborate that discrimination from employers and landlords generates immense financial challenges.



It's tough to find a workplace where you feel safe. And you know like you aren't going to be discriminated assaulted verbally or physically. Even the places that say they, don't tolerate discrimination...

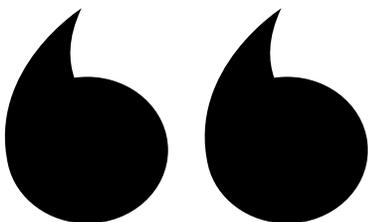
The second most common type of discrimination relevant to homelessness is **discrimination from landlords**. Several participants experience discrimination-based displacement driven by **wrongful evictions** or **targeted rent increases**. For some participants, discrimination is based on gender identity, for others it is based on a combination of ethnicity and gender identity. The outcomes of the focus groups underscore how the combination of employment discrimination and housing discrimination creates a **cycle of poverty and homelessness** for many participants. When there is discrimination, there is no income; when there is no income, there is pressure to take on the underground economy; when displacement occurs, homelessness further complicates securing a job, reinitiating the cycle.



I've been homeless for a little bit. I got my apartment, but there was just a wrongful eviction...the reason for the eviction was because I didn't move the refrigerator five inches away from the wall.

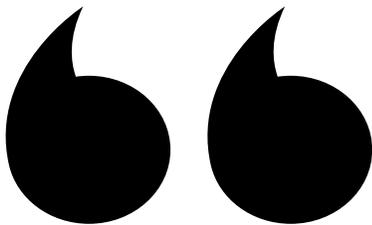
Health

Health is the second most important factor behind TGI displacement. The most notable aspect of health impacting the ability of participants to sustain housing revolves around managing gender dysphoria. One obstacle is balancing the financial burden of **gender-affirming care** and other essential goods and services. Participants agree that gender-affirming medical care is a necessary expense for two reasons: first, it is a **central aspect of strong and stable mental health**; second, it is a **central aspect of a strong and stable economic life** in the face of widespread discrimination. As such, many participants give financial priority to undergoing gender-affirming medical care, and most participants recount feeling conflicted at some point about what is more urgent.



I'm just like, I used to pay rent, but I also want my [breasts].. ..I don't want to live my life without [breasts] anymore, you know what I'm saying?

Another obstacle to housing brought on by managing gender dysphoria is balancing the recovery process of gender-affirming surgery with full-time employment. Gender-affirming surgeries are generally highly invasive, and participants share that the recommended **healing time for gender-affirming surgery is often in conflict with what is granted by employers**. A majority of the participants who are employed work in the service or retail industry. Due to the physical requirements of their work, participants often **must find new employment altogether post-operation, or risk long-term health complications**.

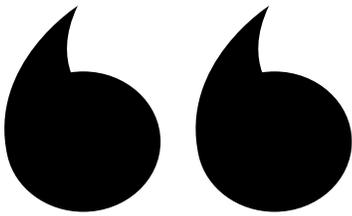


I'm trans, so these things are necessary for me... for my mental health and all that...But then it gets dicey when you have to choose between your procedures and going to work...

The second health factor impacting housing for participants is **mental health** conditions. Most participants disclose living with a diagnosed mental health condition, the most common being anxiety and depression. They detail how the combination of **discrimination and gender dysphoria** further **drives depression and anxiety** in the community. To manage anxiety and depression, some participants **struggle to get access to therapy or medication** and several participants have **animals they rely on for support**. Without the proper documentation for emotional support animals, however, they face potential violations of their rental agreements and some choose displacement over abandoning their pet who they consider family. The difficulties of sustaining treatment and support animals add to the complications of keeping employment, and, ultimately, housing.

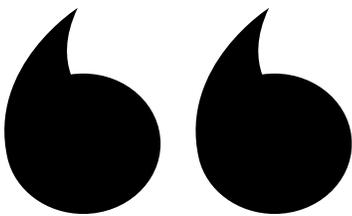
Physical Safety

Regarding **physical safety**, most participants experience leaving a stable living situation at some point to **flee from physical or emotional violence**. The sources of violence span across the board from **family members** and **romantic partners** to **neighbors** and **strangers** on the sidewalk. Besides being a direct cause of displacement, violence also hinders housing stability because of its effects on health and employment.



So I've always had, like, a rough relationship with my family...I was at my grandma's since I was like 14. And then recently I got a surgery, gender affirming surgery, and my grandma was not happy about that. So then I went to go stay at a hotel for a while.

Participants face **myriad obstacles** when keeping their housing. Many of the obstacles that stand in the way of accessing housing persist long after housing is obtained. Most participants face these ongoing challenges in conjunction, requiring a wealth of resilience on top of that needed to access housing in the first place. As a result, participants look to **interpersonal networks** to create or find “queer-friendly housing” that minimizes the risk of displacement. Participants further elaborate that rather than being formal institutions, “**queer-friendly housing**” is typically the result of collaboration between friends and acquaintances who all identify as LGBTQ or LGBTQ allies, and pool together financial resources under one rental agreement. Some participants credit these self-started group initiatives as the **best defense against possible displacement**.



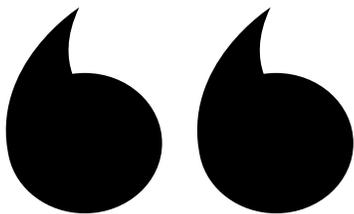
I was paying about \$400 to sleep on the floor of the living room. I did that for about two years... it was just what I could afford at the time and in an environment where I felt the safest.

Sustaining Housing Resources

Sustaining housing resources is the ability to keep eligibility for and receive housing resources. Such housing resources include Section 8 housing, shelter programs, interim housing, and additional resources that support people in obtaining stable permanent housing. The most prevalent emergent obstacles are **physical and mental health, safety, and lack of competent and responsive community resources.**

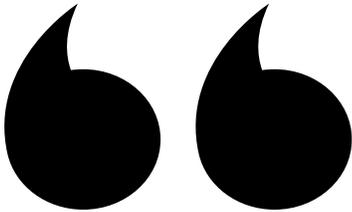
Health

As highlighted in the previous section, most participants in the focus groups disclose living with **mental or physical health conditions.** These conditions threaten the ability to sustain housing resources in multiple ways. For some, the nature of their mental health conditions **limits their ability to interact with new people, institutions, or requires resources** (medication, an individual room, access to a psychiatrist or therapist) **that may not be available immediately.** For others, the nature of their health conditions significantly impairs their ability to keep up with eligibility requirements like **full-time employment.** In either case, unresolved or ongoing health conditions cause several participants to abandon or lose access to housing support resources.



[With] things like depression, they want you to go and get a job, and it's like, I don't want to live. I don't even want to go outside, you know? So that's hard. And I think that's something I think that's a huge barrier.

Another factor of health that has a significant impact on sustaining housing for participants is living with or healing from **substance abuse disorders**. Many participants share experiences of losing employment, housing, or being kicked out of a shelter as a result of struggling with drug addiction. For many of these participants, engaging in survival **sex work has a causal relationship with drug use**. For others, drug use is cited as a means of self-medicating, coping with trauma, or a product of peer pressure.

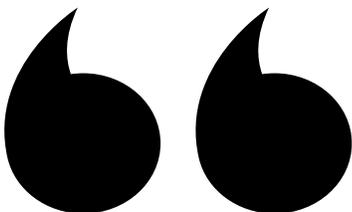


I have temporary housing for the moment, and they help me a lot, like I am more stable mentally, I am better. I have learned a little more about my traumas, but I'm still struggling with that.

Violence & Safety

Participants detail how the **lack of widespread social acceptance** leads to a loss of access to essential resources via **verbal and physical abuse**. Several participants share experiences of being harassed by neighbors or building managers in their resource programs. The harassment detailed by participants ranges from **verbal degradation** to **stalking** and **sexual violence**. Due to the history of violence and harassment that participants face before accessing housing resources, many who experience harassment **prefer alternatives** to making use of a resource where they feel unsafe or imagine that they will be unsafe.

Participants agree that housing resources that do not protect residents from harassment or discrimination are unsuitable. They emphasize how they exacerbate preexisting conditions of anxiety and depression, hinder economic security, and drive TGI residents away from attempting to access additional housing resources in the future.



It happened to me when I had section 8, that they wanted to end it because this neighbor would yell at me all the time. He made me leave, because it was so stressful.

Competent & Specialized Community Resources

The third obstacle to maintaining housing resources underpins the obstacles detailed above: a lack of competent and responsive resources. Participants agree that the violence they face as a catalyst for displacement can be mitigated by the expansion of TGI specific resources. TGI responsive and serving institutions offer participants access to **gender appropriate resources**, such as healthcare and wardrobes. Furthermore, participants who have first hand experience using TGI specific resources, such as HOPE house, elaborate on the benefits of being surrounded by **TGI leaders and mentors** as they move through some of the toughest moments of their lives.

For some participants, a lack of competent resources leads to displacement because they are the only TGI residents in the program or building, putting them at higher risk of assault. Additionally, many TGI residents of the city work as entertainers and need their **home to be a safe place to get ready and leave for work**.



There is trauma that I face leaving my home... I do drag queen stuff, and I never get ready in my house.

For others, the policies and procedures conflict with their health needs. For example, participants in recovery from substance abuse are clear that requiring **sobriety is an aspect of being competent and responsive to TGI residents**. Being placed in housing that does not require sobriety often exposes participants to the life-endangering substances that they are working to leave behind.



Right now, I live in an environment where there are people who traffic drugs, there are gang members, and I am the only trans woman in the building. I am afraid of leaving my house at 7:00 PM.

Conclusion: The Pathway Home

Discrimination, lack of institutional competence and responsiveness, economic insecurity, health, and physical safety are all recurring obstacles for participants throughout the housing cycle. Discrimination continues to pose serious obstacles to economic security for participants trying to access and sustain permanent housing. Specifically, employment discrimination keeps many participants from earning a stable income, pushing them into performing sex work to survive. Acts of violence and social exclusion have led most participants to struggle with their mental and physical health, which threaten their ability to maintain housing and housing resources via stable employment. When participants seek out housing resources to mitigate times of

hardship, they are met with few options that are competent and responsive to helping them. The lack of availability of responsive resources leads to longer times being unsheltered, exposing participants to greater health risks such as HIV, substance abuse, and sexual violence. Participants are unified in their desire to have more TGI-specific housing resources to prevent homelessness, such as financial assistance and workforce development programs.

TGI people deserve to feel safe and protected at home. The vulnerability of the community is immensely clear and it is time that elected officials and local government leaders make the necessary investment and changes to ensure that TGI people are not left behind. TGI people deserve a more prosperous future and a

better quality of life. As TGI leaders and researchers, it is our hope that we can continue to build towards changing the landscape for TGI people. Housing is a human right and we must prioritize creating inclusive, affirming environments where TGI individuals can thrive without fear or discrimination. This means allocating resources towards affordable, safe housing, enacting policies that combat housing discrimination, and ensuring access to essential services that support the well-being of the community. Our collective efforts must be rooted in compassion, equity, and a deep understanding of the unique challenges faced by TGI people. By doing so, we can pave the way for a future where all individuals, regardless of gender identity, can live with dignity, security, and the opportunity to flourish.

Leading with Cultural Transformation Training



The TransLatin@ Coalition has partnered with the Hilton Foundation to bring training and technical assistance opportunities to Interim Housing shelter sites all over Los Angeles County. The Cultural Transformation Training (CTT) launched at the beginning of 2023 with the goal of building capacity and expanding cultural competency to better equip the sector's response to transgender, gender expansive, and intersex (TGI) people of color, many of which live at the intersection of racism, transphobia, and often poverty. Given the many traumas TGI people often experience, responsive and competent care coordination is vital; especially for those who have experienced incarceration and/or detention, this program utilizes a trauma-informed lens to assess shelters and provide comprehensive cultural transformation training and consultation based on each organization's specific needs and goals.

TGI people are disproportionately vulnerable to homelessness; however, shelters and care systems are often constructed without them in mind. Shelter services are almost universally segregated into gender-specific facilities, leaving ample room for cultural insensitivity towards TGI populations. The cisnormative culture in organizations meant to provide support and resources creates environments where TGI community members experience mistreatment, harassment, and violence from implicit biases and overt stigma by staff and other program participants. Furthermore, cisnormative culture normalizes the idea that sex-segregated shelters are only meant to include cisgender people, creating an institutional erasure that “others” TGI people who try to access those resources.

Cultural Transformation Training (CCT) is meant to be intentional about the work that needs to happen in order to go beyond a 1-time training and instead towards transforming the cisnormative and heteronormative culture within shelters that excludes TGI people. CCT is an effort to ensure that the housing industry understands the importance of providing housing opportunities to all people including TGI people. As it has been stated before, Housing is a Human Right and we want to support the housing industry in doing the right thing of ensuring that TGI communities also have access to benefit from the investment that is allocated to house people and eliminate the housing crisis. That is why it is exceedingly important to develop the infrastructure necessary within funded organizations to create environments and cultures that

are responsive to the needs of our community. Further, a serious investment needs to be allocated to support the infrastructure development for TGI-led organizations to access resources and funding that is required to provide housing services to TGI populations so that those programs and services are truly TGI-led. It’s important to recognize that in order to accomplish this, it will require building a pipeline to build leaders of TGI led organizations to be able to support other TGI people and their housing needs. We must recognize the importance of continuing to build and develop new partnerships in order to eliminate the homeless crisis that the TGI community continues to experience.

Recommendations

The following recommendations are informed by the focus group listening sessions and are intended to provide a solution to the housing disparities that the local TGI community faces. Below are our recommendations listed by issue:

Increase TGI Inclusion, Belonging, and Safety

- **Fund the expansion of existing TGI specific housing shelters and services.**
 - LGBTQ+ programs are not always TGI inclusive and there is a need for more TGI-specific interim housing options.
 - Expand current TGI-housing programs that are tailored to address the specific needs of TGI people and increase the availability of competent and responsive programs and services.
- **Create a robust strategic plan to improve data collection** efforts in order to better assess and track TGI people's access to housing resources under LA County departments and the CEO office's Homeless Initiative.
- **Improve care coordination and collaboration** between TGI-serving CBOs and LAHSA-funded housing providers to ensure that TGI people do not get lost in the coordinated entry system or left without a match for housing.
- **Implement safety planning and specialized onboarding** for TGI program participants.
- **Invest in the creation of positions such as community advocates or community experts** for vulnerable populations such as TGI, aging, youth, undocumented, etc.
- **Ensure that TGI people get proper accommodations** amongst sex-segregated and congregate spaces related to their privacy, and trans-specific needs.

Designate More Housing That Is Specific and Appropriate for TGI People Experiencing Homelessness

- Create and expand **TGI specific reentry housing programs** and **professional rehabilitation services**.
- The Office of National AIDS Policy in collaboration with the Presidential Advisory Council on HIV and AIDS (PACHA) **should advocate to include more housing resources** in existing HIV/AIDS prevention funds.
- **Fund and expand TGI-specific long term sober-living housing options.**
- Require that service providers or continuums of care **create specialized pathways for vulnerable populations.**
 - Enforce that members of that vulnerable population are hired to support the roll-out and specialization of such pathways.
 - Enforce capacity building to address the specific barriers and needs of the vulnerable population within the continuums of care.
- **Encourage the entities receiving funding to build inclusive housing or programs** that serve TGI populations with social services such as housing, rehabilitation, or workforce development to **provide equitable representation of TGI leaders within their organization.**
 - Ensure that there is a pathway for developing TGI leaders with experience-based expertise within these service providers as part of the contracting process for this funding.
 - Enforce the equitable hiring, retention, and promotion of TGI employees.

Improve Service Access and Service Provision for TGI Participants

- **Assess and review existing services and programs to ensure that proper steps are taken for inclusivity (forms, practices, physical space, etc).**
- Mandate that any organization receiving public funding and government resources be **required to understand the specific needs of TGI people** and to not discriminate against the TGI people trying to access housing services.
 - Government officials and service providers should enact policies that address the lack of cultural responsiveness within service delivery.
 - This includes mandating ongoing education and training and set systems of accountability in place to avoid mistreatment, misgendering, or grievances related to gender identities.
- **Fund outreach efforts to increase access to information about services and housing resources available to TGI populations.**
 - Create an education campaign with specific TGI-serving CBOs to improve trust and increase education about public resources.
- **Require all faith-based organizations receiving public funding for homeless services and housing to report on their inclusion of TGI populations.**
 - Increase the number of programs that bridge faith-based communities with populations that have historically been excluded from faith communities such as LGBQ+ & TGI people.
- **Create or engage a TGI Taskforce of TGI leaders within LA County** to create a strategic plan for improving service access and delivery of social services, homeless services, and other public services.
- Ensure there is support available in **languages other than English.**

Increase Access to Homelessness Prevention Services and Protect TGI People's Right to Economic Opportunity

- **Invest to expand and improve access to Homeless Prevention** and Rapid Re-housing Programs (HPRP). Allocate monetary resources to create intentional outreach efforts to TGI-led organizations to educate case managers, organizers, community members, and peer support navigators about available programs.
- Allocate \$3 million over 4 years to create a **pilot rent subsidy program** accessible for up to 12 months to **stabilize vulnerable TGI individuals** that do not qualify for or are not currently in housing subsidy programs. Vulnerable TGI individuals are those without stable employment, previously incarcerated or detained, history of homelessness, former foster youth, elderly, disabled, etc.
 - This resolution will alleviate these rent-burdened individuals, provide case management, and will greatly address the housing issue that TGI people face.
- **Expand the LA County Breathe guaranteed income program** or locally provide a replica program for TGI individuals who are aging, disabled, or at high-risk of contracting HIV.
- LA County Office of Business and Consumer Affairs must distribute **signage to businesses in the county that will provide information about gender identity, promote the rights of TGI employees.**
- LAC must enforce a verification that ensures **employers follow anti-discrimination legislation** (such as CA law SB 396) and have **explicit anti-discrimination policies** when it comes to gender identity and expression.
- **Provide training and curriculum for professionals in human resources** so that they may understand and be sensitive to needs of TGI employees including the possibility that applicants may have to update their legal documents to reflect their gender identity.
- Verify that employers explicitly name in their internal policies the **right to take medical leave for gender-affirming care under** the Family Medical Leave Act.

Mandate Cultural Sensitivity Training & Transformative Capacity Building

- **Mandate TGI cultural transformation sensitivity training for all housing authorities and social service county departments** such as the Department of Social Services, Department of Public Health, Department of Health Services, and the LA Homeless Services Authority. Training provided must be evaluated to measure effectiveness.
 - Empower LA County’s Human Relations Commission and Anti-Racism, Diversity, and Inclusion Divisions to monitor the training efforts by maintaining an evaluation process and tracking department compliance rates.
 - Contract TGI-led organizations to create a curriculum, evaluation plan, and facilitate the training.
- **Build capacity at a starting point with the LAC Department of Public Health, Mental Health, and Health Services to improve the overall quality and accessibility of services** through strategic efforts of implementing best practices, engaging leaders in the issues, and writing explicit policies and practices that promote inclusion.
- Mandate organizations receiving public funding to either take TGI sensitivity training or adapt a TGI inclusive training curriculum **by making it a required part of the county or state contracting process.**
- Require community-based organizations and service providers providing housing and homelessness services **to house community specialist positions that provide subject matter expertise and culturally competent services to TGI populations.**
- **Increase safety protocols for anti-hate violence** in housing projects and mandate building staff and managers to take gender and sexuality sensitivity training that teaches them how to address identity-based discrimination, harassment, and violence.
- **Local or State governments need to fund a county-wide or state-wide quantitative study** (in partnership with TGI-led organizations) to assess the housing needs of the TGI community at large on a quantitative scale.

Invest in Optimizing Publicly Funded Health and Wellness Programs for the Needs of TGI People

For institutions already doing homeless services and other supportive services:

- **Increase the number of TGI specialized and trained mental health clinicians** doing community mental health out of DMH
- **Increase the number of TGI-specific mental health programs** that do direct services, education, and health promotion (in English and Spanish) beyond HIV prevention.
- **Improve language access** and decrease discrimination across housing and health service providers.
 - Require interpreters to follow an anti-discrimination policy or clause.
 - Improve the language accessibility of grievance policies and procedures at local government departments and within publicly-funded service providers.
- **Create spaces where aging TGI people can receive responsive care, housing, and support** such as permanent supportive housing.
 - **Ensure that the resources allocated for aging populations reach TGI-led community based organizations.**

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Appendices

Appendix A

Housing Demographic Survey

PLEASE FILL OUT TO THE BEST OF YOUR ABILITY, ALL ANSWERS WILL REMAIN ANONYMOUS.

1. Please select your age range:

- 18 - 24
- 25 - 36
- 36 - 49
- 50+

2. What is your gender identity? (Please select all that apply.)

- Transgender Female/Woman
- Transgender Male/Man
- Non-binary/Non-conforming
- Trans Masc/Masculine
- Trans Femme/Feminine
- Two-Spirit
- Other:

3. Were you born with a variation in your physical sexual characteristics (this is sometimes called being intersex or having Difference in Sexual Development (DSD))?

- Yes
- No
- I am unsure

4. What is your sexual orientation?

- Straight/Heterosexual
- Lesbian or Gay
- Bisexual or Pansexual
- Queer
- Asexual
- Other:

5. How would you describe your race or ethnicity? (Please select all that apply)

- Caucasian/White
- African American/Black
- Latina/o/e
- Asian
- Pacific Islander
- American Indian/Alaskan Native
- Indigenous
- Multiracial
- Other:

6. How would you describe your immigration status?

- U.S. Citizen
- Legal Resident (Green Card)
- Asylum/Refugee
- Undocumented

7. Please check what level of school you completed:

- Elementary School
- Junior High
- High School or GED
- Some College
- Associate's Degree or Certificate
- Bachelor's Degree
- Graduate Degree

8. Please check your current employment status:

- Employed
- Self-employed
- Not working but looking for work
- Not working and not needing to find a job
- Student
- Social Security Income
- Disabled/Receive disability benefits

9. Please check how much money you make in one year:

- \$0 – \$9,999
- \$10,000 – \$24,999
- \$25,000 – \$49,999
- \$50,000 – \$74,999
- \$75,000 – \$99,999+

10. Please describe your current housing situation. Please check what applies to you:

- Own a home
- Rent my own place and live alone
- Rent a place with one roommate
- Rent a place with multiple roommates
- Stayin on a couch at my friend's place until I get something more permanent
- I am staying at a temporary shelter
- I am homeless (sleeping on the streets, park, encampment, etc.)

11. Do you currently have access to housing subsidy (such as section 8) or low income housing program?

- Yes
- No

12. Have you ever exposed yourself to harm in order to access housing?

- Yes
- No

13. Do you currently have access to safe permanent housing?

- Yes
- No

14. Have you been at risk for loosing your home/housing in the past 12 months?

- Yes
- No

15. The next few questions are around homelessness: Have you experienced homelessness in the past 12 months?

- Yes
- No

16. If you are someone who has experienced homelessness, what is the longest timeframe that you were homeless for?

- Less than 6 months
- Between 6 – 12 months
- 1 – 3 moths
- 3+ years

17. In the last 5 years, how many separate times did you experience homelessness?

- 1
- 2
- 3
- 4
- 5+

Appendix B

TGI Housing Needs Assessment Focus Group Guide

Introduction

Thank you everyone for coming to this group session. My name is **Bee Curiel**, I use pronouns they/elle or he/him and I am a student at CSUN. I am working together with The TransLatin@ Coalition to gather information to complete a report on needs for housing for transgender, gender expansive, and intersex people in Los Angeles County. The purpose of our discussion focus group is to talk about your experiences, feelings, and thoughts related to finding and keeping safe permanent housing. We will also talk about housing or homeless resources like shelter programs, inpatient rehabilitation centers, homeless services, and any experiences that you may have had accessing services at these centers.

Do you have any questions about what the group is about and what we are doing today?

Before we begin our discussion, let's review some group agreements. Everyone is here to share their thoughts, opinions, and experiences. That means that no one is right or wrong. Make sure one person speaks at a time, and please share to your comfort level.

My job is to ask questions and to make sure that everyone has a chance to contribute. I am going to facilitate this group on a way that we understand that everyone's contribution is very valuable so that we can all contribute to the discussion. We want to hear from you, please don't be shy.

Now, in order to give you my full attention, I am going to use an audio-recorder. That way I won't have to write notes while you are talking. However, present here with me are Matt Inouye and Sylvio Hooper, who are part of the research team and who will help take notes. As mentioned in the consent form and information form, only the research team will have access to recording and to the brief survey that we asked you to fill out earlier. Both will be labeled with a code, not your name, and will be stored on a password-protected computer. At the end of the study, the recording will be deleted. Questions?

Ok, let's begin.

Let's go around the room and share our age and gender pronouns.

I am going to turn the recorder on now, OK?

[Turn on the recorder.]



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