



HUMAN  
RIGHTS  
CAMPAIGN®

## Transgender Equality & Inclusion

The Human Rights Campaign strives to achieve equality for lesbian, gay, bisexual, and transgender Americans. Through HRC's legislative and policy work, as well as the HRC Foundation's public education and outreach efforts, we are bringing transgender issues and rights to the forefront of our workplaces, schools, hospitals, and places of worship. Some of our most recent work includes:

### Employment Protections & Opportunities

- **Corporate Policy**
  - The *Corporate Equality Index* evaluates the policies and practices of U.S. employers from the standpoint of advancing LGBT equality. In order to receive a high score on the CEI, businesses are required to:
    - Protect transgender employees against discrimination;
    - Implement transgender-inclusive programs, such as transition guidelines for managers and HR, diversity training and employee engagement surveys; and
    - Address inequities transgender people face in receiving health insurance.

When the CEI started in 2002, just 5 percent of the CEI-rated employers (3 percent of the Fortune 500) included gender identity in their non-discrimination policies. As of 2014, those numbers are at historic highs of 86 and 61 percent, respectively. We have seen the most rapid and significant growth in gender identity protections, more than any other element of the CEI.

In 2009, HRC announced a new set of CEI standards that included a requirement that businesses remove so-called “transgender exclusions” from their health insurance plans and afford coverage for medically necessary transition-related care, including surgical procedures.

There were very few confirmed businesses with that coverage. HRC formed an Insurance Equality Task Force and worked with companies to establish this coverage. During the first year of this initiative, just 49 businesses had transgender-inclusive coverage; with the 2013 CEI, 340 major businesses now have this coverage. To accomplish this, HRC has held dozens of webinars,

forums, corporate site and conference visits. We also published a resource guide on transgender-inclusive benefits, one that has been adopted by other organizations in the movement.

- HRC has worked to ensure employers lay a foundation for a safe and respectful workplace transition through the dissemination of our “Transition Guidelines.” Over 200 major businesses now have these guidelines in place. The guidelines very specifically articulate a standard of restroom and facility use that corresponds to a person’s gender identity, something that has proved critical to transgender employees.
- HRC has created a library of resources that help employers ensure fair workplace treatment for transgender workers and job applicants. These include model non-discrimination policies, workplace gender transition guidelines and the publication “Transgender Inclusion in the Workplace,” now in its second edition.
- HRC’s Workplace Equality Program meets with dozens of employers each year, providing staff education and training in transgender cultural competence and one-on-one assistance to make America’s workplaces fair and equitable for transgender workers.
- **Employment Non-Discrimination Act**
  - At the direction of our Board of Directors and senior leadership, HRC has worked exclusively on employment legislation that is fully inclusive of transgender people since 2008. HRC was a key player in the development of the first-ever congressional hearing exclusively on the issue of workplace discrimination against transgender Americans in 2008 and the first Senate hearing to feature a transgender witness in 2012.
  - In 2013, HRC helped lead a coalition of groups, Americans for Workplace Opportunity, in securing ENDA’s passage through the Senate for the first time, with a strong, bipartisan vote of 64-32. We continue to advocate for the passage of this critically important legislation through the House of Representatives:
    - HRC has worked to build support from a diverse group of voices – from Fortune 500 corporations to faith leaders to our members throughout the country – to ensure they are heard in support of federal employment protections for transgender workers.
    - HRC continues to secure additional support from major U.S. corporations for federal workplace protections that include both sexual orientation and gender identity. HRC organizes the Business Coalition for Workplace Fairness, a group of more than 100 large corporations leading the charge for an inclusive ENDA.

- HRC is proud to be a leader in a bipartisan effort to pass the Employment Non-Discrimination Act. The Americans for Workplace Opportunity campaign continues working to pass ENDA through Congress and codify into law the shared value that every American should be able to work and provide for themselves and their families.
- We have also built faith-based grassroots support for the inclusive bill through our biannual Clergy Call for Justice and Equality lobby days, which since 2007 have included ENDA as a top priority, and HRC's Gender Identity and Faith Communities curriculum, which trains communities of faith to advocate for transgender inclusive federal, state and local laws.
- **Administrative Advocacy**
  - HRC has urged the Obama Administration to make policy and regulatory changes that would better protect transgender workers. We urged the administration to formally adopt an inclusive nondiscrimination policy for all federal jobs and provide guidance to federal managers on the rights of transgender employees.
  - President Obama has since issued an executive order prohibiting discrimination by federal contractors based on sexual orientation and gender identity, which protects millions more American workers from discrimination. In that same executive order President Obama modified Executive Order 11478, issued by President Nixon, and amended by President Clinton, to ensure that federal employees are also protected from discrimination on the basis of gender identity.
- **State and Local Legislative Advocacy**
  - During the 2014 state legislative session, HRC is working with state partners in New York on efforts to pass non-discrimination laws covering gender identity. In addition, HRC is advocating for non-discrimination bills that would cover both sexual orientation and gender identity in Florida, Missouri, Ohio, Pennsylvania, Utah, and Virginia.
  - These efforts build on HRC's history of working at the state level to pass these important laws. HRC has worked with state groups to mobilize businesses and concerned citizens in California (2003), Connecticut (2011), Delaware (2013), Hawaii (2011), Maine (2005), Maryland (2014), Massachusetts (2012), New Mexico (2003), Washington (2006), Oregon (2008) and Nevada (2011) for the passage of each state's transgender-inclusive non-discrimination laws.
  - HRC has provided, and will continue to provide, technical and other support to state groups and city council members seeking to pass local transgender-inclusive non-discrimination ordinances in dozens of cities and counties.
  - Through our Municipal Equality Index (MEI), which rates cities on 47 criteria

related to their laws and policies affecting the LGBT community, HRC provides a roadmap for municipalities of best practices related to LGBT policies.

- In 2013, HRC worked alongside the Community Alliance for a United San Antonio (CAUSA) and other local organizations to ban discrimination against LGBT San Antonio residents in contracting, housing, public accommodations and city employment. HRC is in conversations with many other cities on ways to improve transgender inclusion.
- The MEI 2014 (released in November) will roll out an updated scoring system that will include a new point distribution and more rigorous standards. These updates include converting transgender-inclusive healthcare benefits into standard points, reflecting the increased accessibility of these benefits by cities across the country.

## **Safety from Hate-Motivated Violence**

- **Hate Crimes**
  - HRC worked with key members of Congress and the administration to pass the Matthew Shepherd and James Byrd, Jr. Hate Crimes Prevention Bill in 2009, which codifies protections for the entire LGBT community for the first time in history. As a result of the bill, the FBI is now required to collect data from law enforcement about hate crimes against the transgender community.
  - HRC worked closely with the FBI to update its hate crime reporting training manual and forms to start collecting these important statistics in 2013. Data on gender identity-based hate crimes will be reported for the first time in 2014.
- **State and Local Legislative Advocacy**
  - HRC worked with state partners to amend state hate crimes laws in Pennsylvania (2003), Connecticut (2004), Oregon (2008), Massachusetts (2012), Delaware (2013) and Nevada (2013).
- **Transgender Day of Remembrance**
  - HRC has long observed TDOR, which honors the individuals who were murdered because they were, or were perceived to be, transgender. Each year, HRC volunteers support TDOR vigils and other related activities in 25 or more communities throughout the United States.

## **Healthcare**

- The *Healthcare Equality Index* launched in 2007, measures the LGBT-related policies and practices at U.S. hospitals, examining whether LGBT patients and employees are

protected from discrimination, whether LGBT patients and their visitors are guaranteed equal visitation rights, and if hospital employees are trained in LGBT cultural competency. Participants receive expert training from HRC on LGBT healthcare issues, including the unique needs and challenges faced by transgender people accessing healthcare in U.S. hospitals. Over 3,000 hospital administrators are trained annually through the HEI from hospitals all over the U.S. Three trainings were offered in 2013, all inclusive of transgender issues and one focused solely on the transgender community, entitled *Transgender Patients: Organizational Best Practices*.

- HRC pushed for federal regulatory and policy changes to address the needs of transgender people, including an official agreement from the Internal Revenue Service with a tax court decision that the costs of medical treatment related to gender transition are deductible from federal income tax. HRC continues to advocate on issues like health data collection, insurance coverage in the Federal Employee Health Benefits program and Medicare, and access to appropriate medical care in correctional and detention facilities.
- HRC filed an amicus brief in support of an administrative challenge to Medicare's coverage exclusion for medically-necessary related to gender transition, detailing the changing face of inclusive health insurance across the country.

## Youth

- **Growing Up Transgender and Gender Non-Conforming in America**
  - In 2012, HRC conducted a survey of over 10,000 LGBT youth from across the United States. The survey results show the deck is stacked against young people who are growing up LGBT in America. As part of a series of in-depth reports from this survey, HRC, in partnership with Gender Spectrum, released a report on the experiences of the transgender and gender non-conforming respondents.
  - The report, *Supporting and Caring for Our Gender-Expansive Youth*, examined the experiences of survey respondents whose gender identities or expressions expand our conventional understanding of gender. It was designed to provide adults with a better understanding of these youth and to help adults find ways to communicate with and support all youth in their lives. The report also provides information and suggestions for those seeking to increase their comfort and competency with the evolving landscape of gender identity and expression.
- **Time To THRIVE Conference**
  - In 2014, HRC launched the inaugural Time to THRIVE national conference, which promotes promote safety, inclusion and well-being for LGBTQ youth everywhere. Time to THRIVE brought together 600 youth-serving professionals from around the country, including K-12 educators, mental health providers, pediatricians, religious leaders, recreational athletic coaches, and youth development staff.

- Several workshops focused specifically on supporting transgender and gender non-conforming youth, such as: *We Have a Transgender Student Coming to School. Now What?*, *Successful Gender Transitions in School*, and *Working with Parents of Trans\* and Gender-Nonconforming Children*. The conference also featured several emerging leaders in the transgender and gender nonconforming community including Jeydon Loredo and EJ Johnson.
- **Federal Advocacy**
  - HRC works to address school bullying and harassment, which affects LGBT students disproportionately, through several pieces of federal legislation. These bills include the Student Non-Discrimination Act and the Safe Schools Improvement Act. These bills have been included in HRC's annual lobby days, where we have worked to increase the number of cosponsors in the Senate and the House.
  - HRC works with the Department of Education and the Centers for Disease Control and Prevention to help make youth health and safety data collection more inclusive of transgender and gender nonconforming students. By learning more about the health and educational disparities they face, we can conduct better advocacy and programming for transgender youth.
  - Working with the Department of Education Office of Civil Rights, HRC advocates for full non-discrimination protections for transgender and gender nonconforming youth in education under Title IX. We seek clear guidance about how school districts should work to protect such youth under federal law.
- **Schools**
  - *Welcoming Schools*, a project of HRC, works with schools across the country to help them develop an LGBT inclusive approach to embracing family diversity, avoiding gender stereotyping and stopping bullying.
  - *Welcoming Schools* has partnered with organizations including Gender Spectrum and TransYouth Family Allies to support schools and families with transgender elementary students. *Welcoming Schools* consultants and staff also provide training and technical assistance for educators, administrators and parents to ensure safe elementary schools for transgender and gender non-conforming students.
- **State and Local Legislative Advocacy**
  - HRC has worked with national and local partners to pass laws and policies protecting vulnerable youth, including transgender and gender nonconforming youth, from bullying and cyberbullying. In addition, HRC has provided support to the Transgender Law Center to conduct cutting-edge research on messaging around gender identity and students.

- Working with national and local partners, HRC strongly advocates for legislation to protect LGBT youth from conversion therapy. This harmful practice falsely claims to change one's gender identity or sexual orientation, and it can lead to negative consequences such as depression, anxiety, drug use, and suicide.

## **Expanding Transgender Equality**

- **Project One America**

- In order to bring enduring legal equality to LGBT people living in all 50 states, HRC recently launched Project One America in 2014 – a comprehensive, multi-year campaign to dramatically expand LGBT equality in the South through permanent campaigns in Mississippi, Alabama and Arkansas. Advancing transgender equality and inclusion is a core part of the POA organizing strategy. Thus far, we have:
  - Helped support the passage of eight (8) transgender-inclusive resolutions throughout Mississippi: Starkville, Oxford, Jackson, Hattiesburg, Bay St. Louis, Greenville, Magnolia, and Waveland.
  - Helped support the passage of a transgender-inclusive ordinance in Fayetteville, Arkansas.

## **Administrative Advocacy**

- HRC pushed for federal regulatory and policy changes to address the needs of transgender people. This includes hospital visitation protections based on gender identity from the Department of Health and Human Services and an official agreement from the Internal Revenue Service with a tax court decision that the costs of medical treatment related to gender transition are deductible from federal income tax. HRC also successfully engaged with the Office of Personnel Management and the Department of Health and Human Services to remove barriers to complete insurance coverage in the Federal Employee Health Benefits Plan and Medicare.
- HRC advocates for federal policy changes that promote the health and safety of all transgender individuals including those who are in detention or struggling with homelessness. HRC continues to push for publication of clear, inclusive guidance from the Department of Housing and Urban Development to ensure that transgender individuals have equal access to emergency shelter services, as well as new housing policies regarding transgender detainees held in Immigration and Customs Enforcement facilities. HRC also has pushed for new, clear guidance from the Department of Labor providing that the federal Family and Medical Leave Act is available for medical leaves related to a gender transition.

## Foster Care & Adoptive Parenting

- *All Children – All Families*, launched in 2007, helps adoption and foster care agencies develop LGBT-inclusive policies and practices. The project requires adoption agencies to meet several benchmarks, such as LGBT-inclusive client and employment non-discrimination policies, and affirming services and referrals for transgender foster and adoptive parents. The program also examines policies and practices related to serving transgender or gender non-conforming youth in foster care.
- *All Children – All Families*' expert consultants deliver training to child welfare professionals across the U.S. on LGBT cultural competency – including an emphasis on the knowledge and skills required to support transgender foster or adoptive families and enhance the safety and well-being of transgender or gender non-conforming youth in out-of-home care. Through this process, agencies learn to recognize transgender parents as potential foster or adoptive parents and receive in-depth technical assistance to provide a welcoming environment for transgender parents and youth in out-of-home care.

## Communities of Faith

- HRC has worked closely with Bishop Tonyia Rawls, who founded the Unity Fellowship Church in Charlotte, and her team to bring together a transgender economic development program that also assists with legal and other services.
- HRC facilitated a daylong capacity-building session by partnering with the Whitman Walker Health Clinic in Washington, D.C., to conduct a comprehensive overview of the WWC's internal legal structure, processes, systems, information gathering, statistics and how they built professional legal partnerships within the community. In addition, HRC reviewed the fundamental components of building a comprehensive economic empowerment program by reviewing intake forms and processes.

## Colleges and Universities

- **Historically Black Colleges and Universities**
  - The HBCU Project educates students, faculty and administrators on HBCU campuses about LGBT-related issues, policies and protections. The Transgender Advisory Council – which consists of HBCU students, faculty and alumni – provides strategic advice on how to create more inclusive campuses for students of all gender identities and expressions.
- **Coming Out Project**
  - HRC provides outreach and educational materials, including “Transgender Visibility: A Guide to Being You,” to LGBT campus groups and resource centers across the country.

## Local Steering Committees

- Through Transgender Day of Remembrance, MLK Day of Service, and other local activities, HRC steering committee members are actively building relationships with the

transgender community. Alongside transgender community leaders, HRC steering committees attend, promote, or help organize TDOR vigils in 25 cities across the country.

- In 2013, HRC volunteers partnered with 23 community-based organizations throughout the country to serve LGBT homeless youth in honor of MLK Day of Service. In Washington, D.C., HRC staff and steering committee members partnered with Casa Ruby, an LGBT direct service organization, Sasha Bruce Youthwork, one of D.C.'s largest shelters and service agencies for homeless youth, and the D.C. Center, Washington, D.C.'s largest LGBT community center.
- HRC steering committees have supported and/or participated in many transgender community conferences over the years, including the Philadelphia Trans-Health Conference, the TransOhio Transgender & Ally Symposium in Columbus, Ohio, and the Black Transmen, Inc. Annual Transgender Advocacy Conference in Dallas, Texas.
- In 2012, HRC identified Las Vegas as an area of the country needing help in getting the local transgender population back to work. Along with community leaders from Goodwill, Foundation for an Independent Tomorrow, the Cosmopolitan Hotel and the local transgender organization, Gender Justice Nevada, HRC hosted a two-day strategic planning and capacity building retreat. The outcomes of this retreat have resulted in the establishment of a cultural competency training program for businesses and nonprofit organizations. In addition, several members of the transgender community attended a train the trainer program to assist with the classes.