



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 research, public education and training advanced through the HRC Foundation, we are advocating for full transgender equality and inclusion.

What follows are snapshots of some recent work:

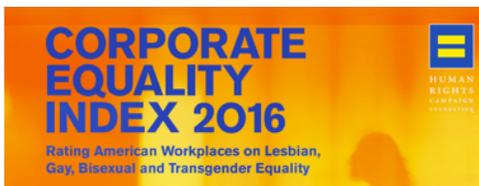
Comprehensive Federal Non-Discrimination Legislation

HRC is leading an effort to pass the Equality Act, which would provide explicit, consistent federal non-discrimination protections for transgender people in all 50 states. The legislation would prohibit discrimination based on gender identity and sexual orientation in employment, housing, education, credit, public spaces and services, federally funded programs and jury service. While this legislation would not end all discrimination, it would provide permanent, reliable legal recourse for transgender people.

Equality and Inclusion in Employment

Corporate Equality Index

The Corporate Equality Index is the national benchmarking tool on corporate policies and practices pertinent to LGBT employees. In order to receive a perfect 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 began in 2002, only 5 percent of the participating employers included gender identity in their non-discrimination policies; in 2016, 87 percent had protections for transgender employees in the U.S and globally. This increase is a result of our work with Fortune 500 companies to demonstrate the value of LGBT inclusion and influence the implementation of policies that are trans-inclusive.

In 2009, HRC announced a new set of CEI standards requiring businesses to remove so-called “transgender exclusions” from their health insurance plans and offer coverage for medically necessary transition-related care, including surgical procedures. That first year, only 49 CEI participants had this coverage. HRC formed an Insurance Equality Task Force that has worked with companies to change their coverage by providing resource guides, webinars and site visits. By 2016, 511 major businesses now have this coverage.

Resources and Training on Workplace Equality

Our Workplace Equality Program team has created a library of resources to help employers ensure fair workplace treatment for transgender workers and job applicants, including model non-discrimination policies, workplace gender transition guidelines and the publication “Transgender Inclusion in the Workplace,” now in its second edition. The Workplace team 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 Legislation

HRC works exclusively on employment legislation that is fully inclusive of transgender people. In 2013, HRC helped lead a coalition of groups, Americans for Workplace Opportunity, in securing passage of the Employment Non-Discrimination Act—which would have banned discrimination based on gender identity and sexual orientation in employment—in the Senate for the first time, with a strong, bipartisan vote of 64-32. While our robust efforts were unsuccessful in securing House passage of the bill, we were able to gain new, bipartisan support.

In 2015, HRC and National Center for Lesbian Rights filed an amicus brief asserting that the employment protections outlined in Title VII of the Civil Rights Act of 1964 cover gender identity after a CEI-rated corporation, Saks Fifth Avenue, argued in response to a lawsuit that Title VII protections don’t apply to transgender employees. Saks withdrew their argument in court after the amicus brief was filed.

HRC has urged the Obama Administration to make policy and regulatory changes that would better protect transgender workers. President Obama has since issued an executive order prohibiting discrimination by federal contractors based on sexual orientation and gender identity, and ensuring that federal employees are also protected from discrimination on the basis of gender identity.

Military Service

For years, HRC has been working to end the discriminatory and outdated medical regulations that prevent transgender service members from being able to serve their country openly. Alongside coalition partners, HRC is working with federal agencies to review and change these regulations; ensure that transgender veterans receive respectful, culturally competent support and medical care; and guarantee that transgender veterans can update their official service records to reflect their proper name and gender marker.

In July 2015, U.S. Secretary of Defense Ash Carter announced the establishment of a working group to study the “policy and readiness implications” of allowing transgender service members to serve openly. The working group started “with the presumption that transgender persons can serve openly without adverse impact on military effectiveness and readiness.”

Equality and Inclusion in Healthcare

Healthcare Equality Index

The [Healthcare Equality Index](#) measures LGBT-related policies and practices at U.S. healthcare facilities and provides training and technical assistance to these facilities to improve their policies and practices. In 2015, HRC provided more than 30,000 hours of training to healthcare providers and administrators on LGBT healthcare issues. Over 8400 of those training hours were focused exclusively on meeting the unique needs and challenges faced by transgender people accessing healthcare.



Federal Healthcare Coverage

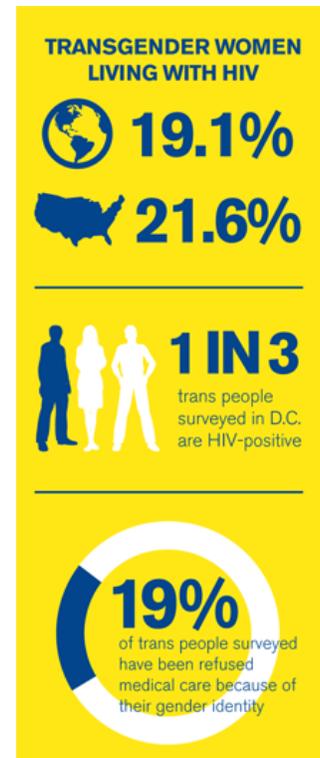
HRC pushed for federal regulatory and policy changes to address the needs of transgender people, including an official agreement from the Internal Revenue Service with a tax court decision to make medical costs associated with transitioning tax deductible. HRC pressed the Office of Personnel Management to require health plans participating in the Federal Employee Health Benefits program to cover transition-related services and continues to advocate for similar coverage under Medicare. HRC continues to work on issues that will improve the health and delivery of services to transgender people. This includes advocating for expanded access to PrEP to help prevent HIV, urging HHS to expand health plan non-discrimination protections to include all members of the LGBT community, and to improve data collection. HRC also worked to have the Department of Labor provide clear guidance permitting the use of federal family and medical leave for a gender transition.

Best Practices for Trans-Inclusive Healthcare

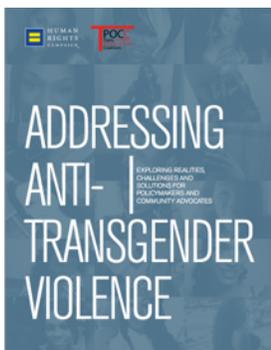
HRC collaborated with Lambda Legal, and the LGBT Rights Committee of the New York City Bar Association to publish [Creating Equal Access to Quality Health Care for Transgender Patients: Transgender-Affirming Hospital Policies](#). This groundbreaking publication provides much-needed guidance to hospitals on best practices for care of transgender patients.

HIV Awareness and the Transgender Community

On World AIDS Day 2014, HRC released a report titled [Transgender People and HIV: What We Know](#), synthesizing existing research on the disproportionate impact of HIV and AIDS on the transgender community. In HRC's expanding work on HIV and AIDS, transgender populations are a major focus, including public education and outreach around prevention, treatment and care, and combating stigma.



Addressing Anti-Transgender Violence



Addressing Anti-Transgender Violence Report

Released in November 2015 in collaboration with the Trans People of Color Coalition (TPOCC), [Addressing Anti-Transgender Violence: Exploring Realities, Challenges and Solutions for Policymakers and Community Advocates](#) responds to the epidemic of violence facing transgender people, particularly transgender women of color. It explains the realities that conspire to put transgender people at risk—including poverty and racial discrimination; barriers to employment, direct services and healthcare; intimate partner violence and revictimization by law enforcement—and calls for solutions that can be pursued by policymakers, advocates and public and private sector leaders to address this national crisis.

Engaging Congress

HRC worked closely with the Congressional LGBT Equality Caucus of the U.S. House of Representatives to hold a first-of-its-kind Congressional forum on the epidemic of violence against the transgender community. More than a dozen Members of Congress participated along with advocates from HRC, NCTE, TPOCC, National Black Justice Coalition, Anti-Violence Project, Transgender Law Center, and PFLAG.

HRC also worked closely with the LGBT Equality Caucus to launch a Transgender Equality Task Force to continually engage Members of Congress on the issues most vital to the transgender community.

Federal Hate Crimes Legislation

HRC worked with key members of Congress and the Obama Administration to pass the Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act, which was signed into law in 2009. The law expanded hate crimes protections at the federal level by giving the Justice Department the power to investigate and prosecute a bias crime that was motivated by the victim's actual or perceived sexual orientation or gender identity, among other characteristics.

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. Data on bias-motivated crimes based on gender identity were reported for the first time in 2014.

State Hate Crimes Legislation

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) to address bias motivated crimes based on gender identity.

Inclusive Domestic Violence Legislation

HRC was successful in advocating for the inclusion of a non-discrimination clause in the reauthorization of the Violence Against Women Act, prohibiting any program funded by the bill from discriminating against a domestic violence victim based on actual or perceived sexual orientation or gender identity. This is the first time transgender people were explicitly protected from discrimination in federal law.

Safety in Shelters and Detention

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 is also advocating for legislation that would prohibit taxpayer dollars from going to programs that discriminate based on gender identity, such as the Runaway and Homeless Youth and Trafficking Prevention Act, which would prohibit federally funded youth homelessness programs from discriminating based on gender identity or sexual orientation.

Supporting Transgender Children and Youth

Schools in Transition

In partnership with Gender Spectrum, the American Civil Liberties Union, National Center for Lesbian Rights and the National Education Association, the HRC Foundation released [Schools In Transition: A Guide for Supporting Transgender Students in K-12 Schools](#), a first-of-its-kind resource providing a blueprint for safe, supportive and inclusive school environments for transgender youth. The groundbreaking guide, written for administrators, teachers, parents and other adults who work with youth, covers topics ranging from basic concepts of gender and the



importance of affirming gender identity, to best practices for restroom access and working with unsupportive parents.

Supporting and Caring for Our Gender-Expansive Youth

In 2012, HRC conducted a survey of over 10,000 LGBT youth from across the United States. As part of a series of in-depth reports from this survey, HRC, in partnership with Gender Spectrum, released a report on [Supporting and Caring for Our Gender-Expansive Youth](#). 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.

Transgender Children and Youth Resources Page

In 2015, HRC launched a [new area of our website](#) dedicated to helping parents and other caregivers understand and support their transgender children and teens. For transgender and gender-expansive youth, parental support is incredibly important. The web pages offer original resources on topics like the basics of being supportive of your child's gender identity, talking to your child's doctor, finding sources of support for you and your family, and talking to grandparents and other adults in your family about your child's identity. The page also features an "Ask the Expert" Q&A with leading authorities in the field of transgender and gender nonconforming children and youth, and an interactive map of clinical care programs for transgender and gender-nonconforming children and youth.



All Children – All Families

The HRC Foundation's [All Children – All Families](#) (ACAF) Program provides expert technical assistance and training to build the capacity of child welfare agencies to serve LGBTQ youth and families. ACAF's training for child welfare professionals includes an emphasis on the knowledge and skills required to ensure the safety and well-being of transgender and gender-expansive youth in foster care. Case workers and their supervisors work with ACAF to gain an understanding of gender identity and expression, become familiar with research on the experiences of transgender youth in care and learn how to best serve and advocate for transgender youth. ACAF also helps agencies implement policy and practice changes, including non-discrimination policies that protect transgender youth and adults.

Time To THRIVE Conference

In 2014, HRC launched the inaugural [Time to THRIVE](#) conference, which promotes safety, inclusion and well-being for LGBTQ youth everywhere. The second annual Time to THRIVE conference in 2015 brought together more than 800 youth-serving professionals from around the country, including K-12 educators, mental health providers, pediatricians, religious leaders, coaches, and youth development staff, and included a dedicated track of workshops on transgender and gender-expansive youth. The conference also featured several emerging leaders in the transgender community, including Jeydon Loreda, Daniella Carter and Jazz Jennings, and the mother of a transgender child, Debi Jackson.



Bullying, Harassment, and Non-Discrimination Policies for Youth

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, the Safe

Schools Improvement Act, and the Tyler Clementi Higher Education Anti-Harassment Act. These bills have been included in HRC's annual lobby days, where we have worked to increase the number of cosponsors. We are also working to include these provisions in other education bills that move through Congress.

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. 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.

In addition, HRC has provided support to the Transgender Law Center to conduct cutting-edge research on messaging around gender identity and students.

Welcoming Schools

Welcoming Schools, a project of the HRC Foundation, is a comprehensive approach to improving school climate in elementary school environments with training, resources and lessons to embrace family diversity, develop LGBTQ-inclusive schools, prevent bias-based bullying and gender stereotyping and to support transgender and gender-expansive students. Welcoming Schools staff and Certified Trainers provide professional development training in elementary schools across the nation and technical assistance to families and schools to support students who are transitioning. Additionally, Welcoming Schools assists schools in writing model policies that are inclusive of transgender and gender-expansive students, and provides free online resources for educators and families including lesson plans, book lists and age-appropriate resources for talking with children about gender.



Conversion Therapy

Working with national and local partners, HRC advocates for legislation to protect LGBT youth from conversion therapy, including the Therapeutic Fraud Prevention Act at the federal level and numerous bills at the state level. 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.

Historically Black Colleges and Universities

The HRC Foundation's HBCU Project educates and empowers students, faculty and administrators on Historically Black College and University (HBCU) campuses about LGBT-related issues, policies and protections. Part of the project is a Transgender Advisory Council—comprised of HBCU students, faculty and alumni—which provides strategic advice on how to create more inclusive campuses for students of all gender identities and expressions. The HBCU Project also hosts an annual leadership summit for student leaders and HBCU administrators. In 2015, the summit brought together 12 HBCUs, training over 30 students and administrators to return to their respective campuses and be change agents. Students and administrators took part in workshops such as “Understanding Race, Sexualities and Gender Identity” and “Breaking Through Internalized Oppression.”

Transgender Visibility and Awareness

As transgender visibility has increased in recent years, HRC has worked to support increased awareness of critical community issues, including the heightened risk that sometimes accompanies the decision to live openly as a transgender person. In addition to resources on understanding and supporting transgender people at hrc.org/transgender, HRC provides outreach and educational materials, including [Transgender Visibility: A Guide to Being You](#), to LGBT campus groups and resource centers across the country.

Media

Covering transgender people, including those making the very personal decision to transition, can be challenging for reporters unfamiliar with the LGBT community and, in particular, the increasingly visible transgender community. In addition to our work with individual journalists and news outlets, the HRC Foundation released a guide, [Reporting on Transgender People? Read This](#), intended to serve as a starting point for reporters committed to telling the stories of transgender people accurately and humanely, from appropriate word usage to context that reflects the realities of their lived experience.

Polling

Results from a new national survey commissioned by HRC reveal a significant uptick in the number of Americans who say they personally know or work with someone who is transgender, and a corresponding increase in favorable feelings toward transgender people. The data, collected in 2015 for HRC by Greenberg Quinlan Rosner Research, show that 22 percent of likely voters surveyed reported that they personally know or work with a transgender person, up from 17 percent who said they did in a similar poll last year. And knowing a transgender person translates powerfully into positive impressions: 66 percent of those who said they know a transgender person expressed favorable feelings toward them, compared with 13 percent who did not—a net favorability of 53 percentage points.



State and Local Equality and Inclusion Work

State and Local Non-discrimination Legislation

During the 2015 state legislative session, HRC worked with partners in New York on efforts to pass non-discrimination laws covering gender identity, and advocated for non-discrimination bills that would cover both sexual orientation and gender identity in Arizona, Florida, Ohio, Pennsylvania, Utah and Wyoming. HRC will renew those efforts for the 2016 state legislative session.

In 2014, HRC worked alongside state and local organizations to ban discrimination against LGBT Houston residents in employment, housing and public accommodations. HRC is in conversations with many other cities on ways to improve transgender inclusion.

State Equality Index

In 2015, HRC launched the first annual [State Equality Index](#) (SEI) which rates states on laws and policies affecting the LGBT community. Several of those measures are unique to the transgender community, including access to gender marker changes on identity documents and bans on insurance exclusions for transgender health care.



Municipal Equality Index

Through our [Municipal Equality Index](#) (MEI), which rates cities on laws and policies affecting the LGBT community, HRC provides an example of best practices related to LGBT policies. The MEI 2014 implemented new, more rigorous scoring standards, which placed additional emphasis on transgender-inclusive healthcare benefits, and saw a fivefold increase in the number of cities offering transgender inclusive health benefits.

Project One America

In order to bring enduring legal equality to LGBT people living in all 50 states, HRC launched Project One America in 2014—a comprehensive, multi-year campaign to dramatically expand LGBTQ equality in the South through permanent campaigns in Mississippi, Alabama and Arkansas. Thus far, we have helped support the passage of eight gender identity-inclusive resolutions in cities across

Mississippi, and the passage of gender identity-inclusive ordinances and policies in Eureka Springs, Hot Springs, Little Rock, Conway and Fayetteville, Arkansas. We have also built strong relationships with transgender communities in all three states, and partnered with the National Center for Transgender Equality to publicize their nationwide transgender survey in Mississippi, Alabama and Arkansas, conducting open houses across these states to enable participants to complete the survey, thereby increasing the number of transgender participants from the Deep South. Finally, Project One America staff organized and supported multiple Transgender Day of Remembrance events in each state.



Local Steering Committees

HRC steering committee members—many of whom are transgender—are actively building relationships with local transgender communities. HRC steering committees have partnered with community-based organizations to support transgender homeless youth, organized and supported Transgender Day of Remembrance events across the country, and represented HRC at transgender conferences.