



# Trans Pride Initiative Annual Report

2019

# **2019 ANNUAL REPORT TRANS PRIDE INITIATIVE**

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# STATEMENT FROM THE PRESIDENT

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This year was incredibly exciting and meaningful, despite eing overwhelmed with work. This was the first year we had part-time help for the full year. Dani Browning began in January as a volunteer receiving a stipend under our ex-incarcerated volunteer stipend program, then became a part-time employee in March. Our relations with incarcerated persons continued to develop, and our reputation for being able to influence prison policy and practices has extended, even though we have far less power to effect change than most people realize.

Work proceeded throughout the year as we refined our data on violence within the prison systems, and the data was fully transitioned from spreadsheets to server based database. Work also continued on a public data explorer tool, which is set to be released in early 2020. The data explorer tool will provide a means of viewing various demographic data as well as navigating and filtering violence incidents and Prison Rape Elimination Act non-compliance issues.

Although there was not a lot of obvious progress on Project 103, we met a milestone in December, when the attorneys filed suit in what is currently identified as Cause Number 1:19-cv-1182, filed in United States District Court, Western District Of Texas, Austin Division. We are optimistic about the outcome, and excited about concomitant work that will be undertaken with this project during 2020.

Perhaps most important is an issue of individual assistance—and resistance to status quo systemic abuse of trans persons—an issue where we helped one of our clients see false assault charges fully dismissed. We hope that we can use what we learned and accomplished during this effort to move forward with our Dallas Trans Justice Campaign in the years to come. Each year is an accomplishment in surviving, but each year is also a step forward in our fight to build a community and promote values that are best for trans persons, and best for all marginalized persons everywhere.

Love + solidarity,



Nell Gaither, President

# OUR HISTORY

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Trans Pride Initiative was founded in August 2011, and one volunteer began working full-time with the organization in the summer of 2012. Initial work mainly involved participation in local social service programs and healthcare and homelessness outreach coordination. In 2014, TPI began expanding our reach, joining the National Coalition of Anti-Violence Programs and taking initial steps to advocate for incarcerated trans persons. In 2015 and 2016, TPI began to shape our own unique voice and perspective apart from other advocacy programs, particularly trans-focused programs that tended to align with the large nonprofit complex. This was especially true in regards to our opposition to the trans-exclusionary Plano non-discrimination ordinance, and our efforts to identify and hold accountable Equality Texas, Gill Foundation, and other organizations for selling out trans advocacy in exchange for funding for trans-exclusionary projects that stood to harm advances in trans rights for many years, if not decades, to come.

TPI opened our first community space in 2016 after a short cooperative effort with Community Pharmacy, where we set up office hours in the front of their pharmacy in Oak Lawn each Monday for several months. Our first official office space was opened May 1, 2016, in the Wynnewood Village Shopping Center in Oak Cliff.

In 2017, TPI primarily expanded our work supporting incarcerated trans and queer persons. Our success and reputation led to greater demand for our work, so this was a somewhat organic development that we did our best to respond to while keeping in mind the need to hold to our mission, vision, and long-term objectives.

The building that housed TPI's first community space was slated for demolition after the owner sold it in April 2017, giving us just 30 days to identify a new location and move. We found a new home at 614 West Davis Street, where we occupied suites 207 and 208. Ideally, the move should have improved our capacity and function as a community center, but the space is small (only slightly larger than the initial office, divided into two rooms) and does not feel like a community space as much as a small office. It serves our needs, but does not offer substantial improvement of our ability to provide a true community center.

TPI experienced a moment of great pride when we were invited to the 2017 Black & Pink national gathering, where Nell Gaither accepted on behalf of the organization the Marsha P.

Johnson Pay It No Mind Award for “their work fearlessly taking on the Texas Department of Criminal Justice with very limited resources and with unlimited love and solidarity.” The award is proudly on display at the TPI community space.

We saw a substantial boost to our funding as we received an unexpected, unsolicited, grant from the Tides Foundation—we were notified of the grant in 2016, but did not receive the grant or learn the amount until early 2017. We also continued to receive funding from the Trans Justice Funding Project, and received our first funding from Borealis Philanthropy’s Fund for Trans Generations. Our general individual donations support continued to grow, and one of the more creative and fun events was a poetry, performance, and music benefit organized by local musicians and performers and held at Deep Ellum’s Independent Kitchen and Bar.

TPI also began advertising for our first paid position in August. We sought someone who could act as an organizer (helping to promote our work and build our volunteer base) and help with prison letters. We did not hire anyone during the year, but the selection was made so the hire could be completed early the following year.

In 2018, TPI hired our first employee, a part-time Organizer. The year was characterized by experimentation in ways to build our volunteer base through the efforts of the Organizer, and we gained a lot of good experience through this process. Most of the year was spent keeping up with the prison support efforts, trying to start new committees, and experimenting with approaches to building a community of volunteers. The Organizer left in August, seriously impacting our ability to keep up with the prison support work; the remainder of the year was largely spent simply trying to maintain adequate responses to letters. Even so, our response time fell to as much as five months behind on some letters.

At the end of 2018, one of our prison services correspondents was released from prison, and TPI staff picked her up at the Dallas bus station. She began volunteering in 2019, then became our test subject for a new post-release volunteer stipend project. And in March 2019, TPI hired her as our second part-time employee, filling a position as an Advocate.

During the first half of 2019, almost all staff and volunteer time was focused on catching up with our backlog in the prison letters. With the addition of the new part-time volunteer, then staff person, we saw our total letter processing surpass 1,000 in a quarter for the first time, with over 500 letters going out from TPI, many written by the recently released volunteer who immediately began helping with our work. Numbers of letters sent by TPI during each quarter surpassed that for any prior quarter consistently during the year.

Another important project was our Justice4Estrella work. TPI client Estrella had been arrested in 2018 for aggravated assault of a public officer. However, the client denied doing anything wrong and instead insisted she had been the victim of harassment from a Dallas Area Rapid Transit (DART) employee. After nearly a year of waiting, her case was finally sent to the Grand Jury as a first degree offense, and it was voted for prosecution. To TPI and the client, this was a

clear example of discrimination on the part of DART police, the Dallas District Attorney, and the Dallas Grand Jury—all of whom proceeded to allow wrongful prosecution of a young and poor trans woman of color. DART engaged in highly unethical conduct by withholding evidence in a deliberate intent to harm; all these parties failed to interrupt that intent to harm, in spite of insufficient evidence to proceed, and instead set her up for an almost certain conviction and sentence of five to 99 years. When DART finally turned over a recording of the incident from their security cameras, it was revealed what DART knew all along, that the person whose life they were trying to ruin was actually the victim of harassment; the DA said that there was no way they could prosecute the case. In November, all charges were dismissed.

This initiated another project that TPI is hoping to grow in the future, our Dallas Trans Justice Project. We have developed the tools and information for promoting the project, but have not yet had time to start investing in promotion to make the project successful.

During the latter half of 2019, TPI began researching opportunities to lease or purchase a new space that would help us provide more of a community center. This work will continue into 2020.

# OUR MISSION, VISION, VALUES

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## TPI Mission

Trans Pride Initiative empowers trans and gender diverse persons to rise above social barriers to equitable healthcare, housing, employment, and education.

We further define these areas of work under several more specific goals:

- **General Support**—Promoting a supportive network for trans and gender diverse persons to better themselves.
- **Healthcare**—Working with healthcare providers to expand options for trans persons seeking medical services related to their gender identity. Providing information to the community on healthcare resources.
- **Housing**—Helping organizations that provide supportive and assistance housing and services work with trans and gender diverse persons in affirming ways. Providing as we are able assistance with housing for low-income trans persons.
- **Employment**—Encouraging and helping local employers to establish training and hiring programs for trans and gender diverse persons.
- **Education**—Improving access to educational institutions for all trans and gender diverse persons.
- **Prison Support**—Communicating and providing information to incarcerated trans and queer persons primarily in Texas.
- **Anti-Violence Work**—Documenting violence against trans, queer, and HIV+ persons for national reporting.



# TPI Vision

TPI undertakes our efforts with a vision of creating a world where all identities related to gender are free from stigma, where relationships are subject to no administrative regulation beyond that of individual agency and desire, and where all individuals may freely express themselves in terms of gender and relationships without fear of violence.

# TPI Values

TPI undertakes our work with the following values in mind:

- No one is disposable.
- Stigma can be eliminated.
- We are making a difference.
- Everyone can contribute to moving our community forward.
- Community comes first.
- Service to community builds individual integrity.
- Our work will be ineffective if it is not intentionally intersectional.
- All relationships that are meaningful to those involved are valid.
- The power of people is more important than the power of policy.
- Everyone has the capacity to succeed given the right tools and knowledge.
- Justice is transformative and restorative, not retributive.
- We are effective stewards of our world and the environment.

# OUR STRUCTURE AND WORK

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TPI is organized as a collective made up of teams and committees. Our structure is meant to have elements of vertical responsibility, but with a focus on horizontal empowerment that allows anyone involved to propose projects and move them through to acceptance, which should be considered through a consensus process. Considering the limited size and volunteer engagement at the moment, this is a somewhat fluid and flexible process for now that will become more routine and structured as we grow. This structure is more fully described in our Member Guide, available at the TPI web site.

The following sections describe the status and work of each organizational element, with an overview of the staff and volunteers first, then the work of each team and committee. The teams and committees will be presented with the most active elements first.

## Staff and Volunteers

The staff consists of three officers: President Nell Gaither, Secretary Max Lucky, and Treasurer Simone Stevens. Nell Gaither serves also in a full-time staff position. Staff also includes a part-time Advocate, Danielle Browning. Hours provided by staff and volunteers are shown in Table 1, below. Over 80 percent of the total TPI staff and volunteer hours go into prison support work. Although the second highest percent of time goes to general administrative work (about 11 percent), about 92 percent of that work is provided at no cost to donors because the persons doing most of that work (including the full-time staff person) are volunteers.

Some demographic data on the TPI officers, board, and staff are found in Table 2; and Table 3 provides the racial distribution of our volunteers. Although we would like to greater involvement of persons of color in administrative positions (as officers, board members, and staff), we do show over 50 percent person of color volunteer involvement both in numbers and hours of involvement (see Tables 2 ad 3).

**Table 1: Hours by Staff / Volunteers and Work Area**

|                        | Full-Time Staff | Part-time Staff | Volunteers    | Intern     | Total                    |
|------------------------|-----------------|-----------------|---------------|------------|--------------------------|
| General Administration | 455.00          | 6.50            | 33.25         | .00        | <b>494.75 (10.68%)</b>   |
| Prison Services        | 2,224.50        | 694.25          | 846.50        | .00        | <b>3,765.25 (81.31%)</b> |
| Anti-Violence Services | 184.75          | 5.50            | 9.00          | .00        | <b>199.25 (4.30%)</b>    |
| Healthcare Services    | 19.50           | .75             | .00           | .00        | <b>20.25 (4.30%)</b>     |
| Housing Services       | 17.25           | 1.75            | .00           | .00        | <b>19.00 (0.41%)</b>     |
| Employment Services    | 5.25            | .00             | .00           | .00        | <b>5.25 (0.11%)</b>      |
| Direct Action          | .00             | .00             | .00           | .00        | <b>.00 (0.00%)</b>       |
| Movement Building      | 53.75           | .00             | .00           | .00        | <b>53.75 (1.16%)</b>     |
| Justice Education      | 15.25           | .00             | .00           | .00        | <b>15.25 (0.33%)</b>     |
| Fundraising            | 50.00           | 1.75            | .00           | .00        | <b>51.75 (1.12%)</b>     |
| Board                  | .00             | .00             | .00           | .00        | <b>.00 (0.00%)</b>       |
| TPI Collective         | .00             | .00             | 6.00          | .00        | <b>6.00 (0.13%)</b>      |
| Miscellaneous          | .00             | .00             | .00           | .00        | <b>.00 (0.00%)</b>       |
| <b>Total</b>           | <b>3,025.25</b> | <b>710.50</b>   | <b>894.75</b> | <b>.00</b> | <b>4,630.50</b>          |

**Table 2: Demographics of Officers, Board, and Staff\***

|                 | Trans/Gender Diverse | Non-Hetero Orientation | Cis/Hetero | Conviction History | Total            |
|-----------------|----------------------|------------------------|------------|--------------------|------------------|
| Black           | 1                    | 1                      | 0          | 1                  | <b>1 (16.7%)</b> |
| Latinx          | 0                    | 0                      | 0          | 0                  | <b>0 (0.0%)</b>  |
| Native American | 1                    | 1                      | 0          | 0                  | <b>1 (16.7%)</b> |
| White           | 3                    | 4                      | 0          | 1                  | <b>4 (66.7%)</b> |
| <b>Total</b>    | <b>5</b>             | <b>6</b>               | <b>0</b>   | <b>2</b>           | <b>6</b>         |

\* Note that numbers do not total across because some persons belong in multiple categories.

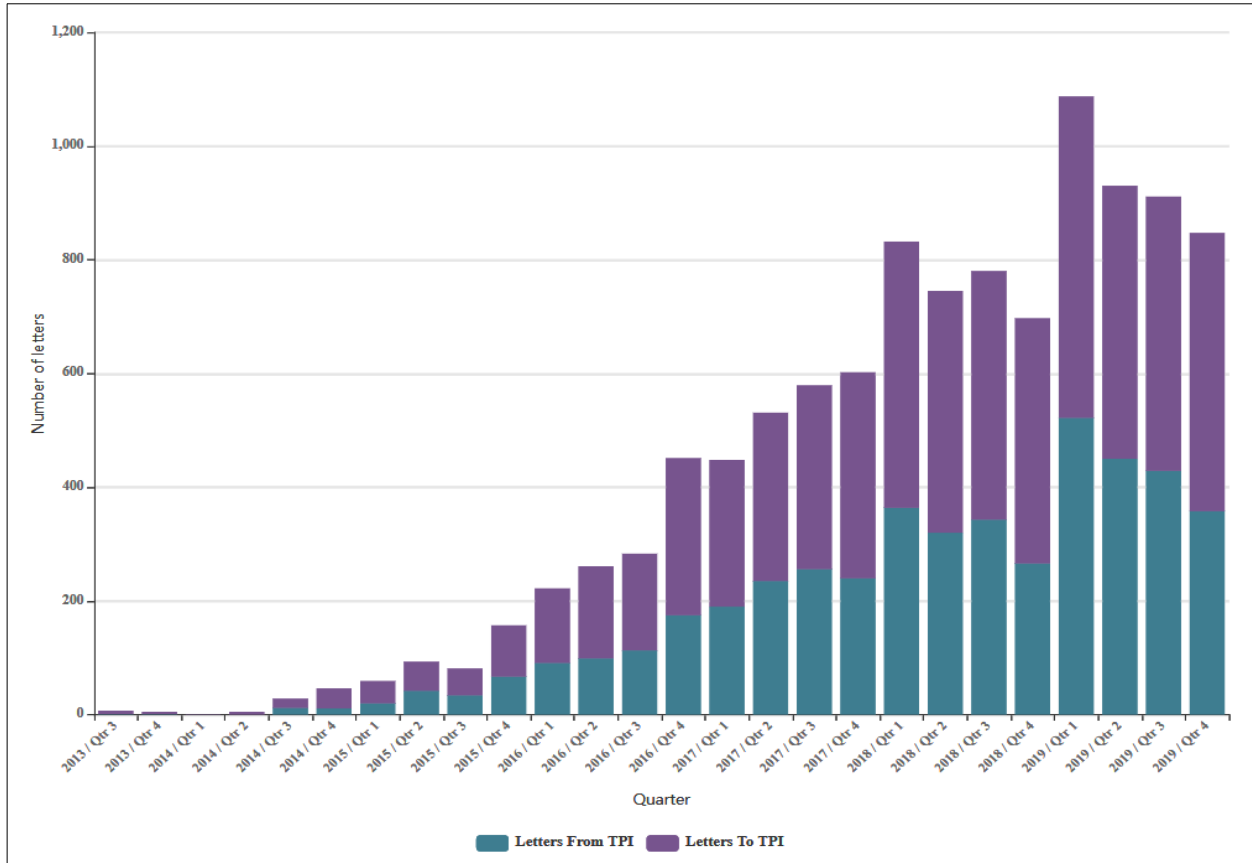
**Table 3: Racial Composition of Volunteers**

|                          | 2019 Totals |                 | Organization Totals |
|--------------------------|-------------|-----------------|---------------------|
|                          | Count       | Hours           | Count               |
| Asian                    | 0           | 0.00 (0.00%)    | 4 (1.28%)           |
| Black                    | 5           | 242.75 (27.13%) | 23 (7.37%)          |
| Latinx                   | 14          | 172.25 (19.25%) | 48 (15.38%)         |
| Middle Eastern / Persian | 3           | 65.75 (7.35%)   | 3 (0.96%)           |
| Native American          | 0           | 0.00 (0.00%)    | 3 (0.96%)           |
| White                    | 19          | 406.00 (45.38%) | 67 (21.47%)         |
| Unknown                  | 4           | 8.00 (0.89%)    | 164 (52.56%)        |
| <b>Total</b>             | <b>45</b>   | <b>894.75</b>   | <b>312</b>          |

# Action Team

## Prison Services Committee

Our prison support by far occupied the majority of staff and volunteer hours in 2019 (see Table 1). Nearly 3,800 hours were put into prison correspondence, accounting for about 81 percent of all TPI labor. We were processing over 800 letters each quarter, with the first quarter exceeding 1,000 as we caught up with significant backlog (Figure 1). Overall, TPI sent and received 3,775 letters during the year.



**Figure 1:** Letters to and from TPI, by quarter, through 2019.

In January 2019, we were anticipating that we would hire a recently released former correspondent, Danielle Browning, but that could not happen when she lost her prison identification. With no official state picture identification, we could not complete paperwork to legally hire her. So we developed a program to pay stipends to ex-incarcerated persons who volunteer up to 20 hours a week to help them achieve stability when they first get out. This project helped Danielle achieve better stability until we were able to hire her, and a second applicant began receiving her stipend in November. The program has encouraged volunteering, and helped these volunteers earn money to provide at least some assistance soon after release.

TPI also began producing a two-page information sheet called the *TPI Dispatch*, which is meant to be published any time we have enough material of interest to create a new issue. The first issue was published in March, and the second issue was published the following month because we wanted to run an obituary about one of our correspondents who had been murdered, Joseph Oguntodu. The third issue was published in August, and the fourth in December. A number of people have reported that they find the information in the *Dispatch* welcome and of value; we feel it helps encourage a sense of community also.

Another major project was the TPI Project 103, challenging the constitutionality of Texas Family Code 45.103, which prohibits persons with felony convictions from changing their name until at least two years after completing all terms of their sentence. The suit, naming Texas Governor Greg Abbott and Texas Attorney General Ken Paxton as defendants, was filed December 4, 2019. Many Texas newspapers ran articles on the filing, and after a story was picked up by the Associated Press, several national news outlets also ran items on the filing and the issue. The work will likely continue throughout 2020 and beyond.



Figure 2: Birthday cards to prisoners, written by volunteers.

Community outreach during the year on prison issues included work with Austin Community College to create birthday cards, a presentation by the president to persons affiliated with the Dallas Feminist Collective, training and issues discussion by Advocate Danielle Browning at a Justice Issues Workshop hosted at University of Texas at Dallas, and a class presentation by the president at Texas Christian University in Fort Worth.

### **Anti-Violence Services Committee**

Anti-violence services continued our programs of document update assistance and restroom drops, and we expanded into two new areas with our Justice 4 Estrella project and street outreach work.

Our document update assistance project continues to move slowly because we have no one to go with persons to make the payments to the various vendors. This lack of capacity has meant that we have not advertised the project much, thus we have not had a lot of requests for assistance. During 2019, we only had one applicant for assistance, and she was provided the full amount available to her of \$250.

We have also continued to distribute our trans person/trans ally peed here restroom drops. We were proud that the CEO of a large immigrant rights group in Dallas requested ally drops



**Figure 3:** TPI restroom drops for trans persons and allies, in English and Spanish.

several times during the year. Although this probably is not a greatly impactful project, it requires minimal effort and is meaningful to those who do participate, so it is definitely worth continuing.

In February 2019, a TPI client received notice that the Dallas District Attorney was seeking prosecution for a bogus charge of aggravated assault against a public servant, when in fact our client had been harassed by Dallas Area Rapid Transit employee Marlon Bell-Wilson. TPI started pulling together information about the

actual events, publicized the miscarriage of justice, collected nearly 300 signatures opposing the outrageous prosecution of a young trans person of color, and presented the issue to the DA in an 18-page letter. Eventually, video and audio evidence surfaced (DART had tried to prevent the security footage from being released), and the DA sought a way to drop the charges. In November 2019, all charges were dismissed.

This win encouraged us to set up a subsequent project called the Dallas Trans Justice Campaign. A separate web site was built (<http://tjustice/tpride.org>) to guide the work. The project includes an anti-violence statement that seeks solutions addressing root causes of violence against trans persons instead of simplistic calls for greater law enforcement; a tool for people to report violence by government and quasi-governmental agencies that is simple and can be used anonymously or not; an on-going petition for people to sign on to our demands for changes addressing root causes of violence; and lists of general and specific demands covering issues in social and support services, employment discrimination, ending gender stereotypes in interacting with governmental agencies, an end to religious exemptions to nondiscrimination policies, and end to financial support for all nonprofit and service agencies that do not affirm sexual orientation and gender identity nondiscrimination, that “LGBT” organizations end relationships with funders that support trans-exclusionary policies or practices, full tax liability for all donations going to trans-exclusionary nonprofit work, that all nondiscrimination policies fully include gender identity and expression, and end to racial profiling of trans persons in law enforcement and justice operations, and full compliance of all confinement facilities with PREA standards. The project was introduced in 2019, but we have not had time to fully promote work on these issues, and we expect this project will continue for many years.



Last in anti-violence work, TPI started to explore street outreach to trans sex workers in the Dallas area. The work was undertaken as staff were available, and as opportunities presented themselves. One issue we are dealing with is finding a specific location or series of locations where we can meet people regularly so that we end randomly driving around searching for persons. We have not found a solution to making the project operate effectively yet. However, for the year, we distributed over 2,600 condoms, about 950 lubes, as well as other safety items and food and water from our pantry. Although we would like the work to be more consistent and organized, it seems to be slowly expanding by word of mouth and with time.

### **Healthcare Services Committee**

Little work was done on health care services in 2019. There were calls from community members throughout the year requesting guidance in accessing various health services. At this time, we do not track specific calls and quantify this work, but we probably receive about 50 calls during the year for various healthcare related assistance.

One project begun in 2018 continued. The project examines the health impacts of anti-trans stigma, and is a research project being conducted by a University of North Texas student. The student began conducting surveys, and TPI supported this effort by purchasing \$20 gift cards to encourage participation. We were surprised that the small amount made a significant impact, but it appears that even a small amount conveys respect and appreciation for participants' time.

We continued to operate a small pantry to provide non-perishable items to those who need food assistance. The pantry sees irregular demand. It will sometimes see a lot of use and depletion, so we ask for donations, then the pantry will remain fairly full until another round of demand. The service is definitely worth continuing as long as we have space to collect and store items.

### **Housing Services Committee**

Our housing services and assistance was also limited during 2019 due to a lack of volunteer capacity. We developed one new project that was intended to assist with short-term housing in emergency situations. The project included a discount weekly rate at a boarding house, and considerations for deferred payment of rent if the person was able to gain income within the week (we have a location where people can begin working very quickly in emergency situations). The project needs to be refined a little, which we expect to do in 2020 to be more broadly applicable.

### **Employment Services Committee**

TPI continued to have insufficient capacity to address employment issues on a consistent and active basis, but we also continued to support persons who reached out to us with employment complaints or request for employment assistance. There were no specific noteworthy efforts in employment support during the year.

## **Direct Action Committee**

TPI saw insufficient volunteer capacity during 2019 to pursue direct actions under the purview of the Direct Action Committee.

## **Movement Building Team**

The Movement Building Team consists of two committees: the Movement Coordination Committee, and the Recruitment Committee. Neither of these had any volunteer involvement during the year. Staff undertook some work in these areas as there were opportunities.

There are a few volunteers who are active in other progressive organizations in the Dallas area, so this sort of cross-fertilization of work aligns with what we envision for this team in the future. Specific movement building activities included hosting two May Day organizing meetings with the Dallas chapter of the Party for Socialism and Liberation (TPI co-hosted the May Day event), and providing space for an online National Anti-War Education Forum with the same group.

## **Justice Education Team**

The Justice Education Team consists of two committees: the External Education Committee and the Internal Empowerment Committee. Neither of these had any volunteer involvement during the year. As in years past, TPI had insufficient capacity to actively address education issues, but we did continue to support persons who reached out to us with education questions and complaints.

## **Fundraising Team**

Fundraising efforts in 2019 were focused on maintaining existing funding streams. We successfully applied for continuing grants from the Borealis Philanthropy Fund for Trans Generations and the Trans Justice Funding Project. We also were awarded unsolicited grants from the Dignity and Justice Fund at Tides Foundation, the The Jacques Louis Vidal Charitable Fund through Vanguard Charitable, and the Sephora Stands Charitable Fund through Tides Foundation. All of these appear to be donor advised funds.

As shown in Table 4, 2019 saw a slight decrease in individual donations, whether viewed separately or combined with corporate matches. Foundation grants have steadily increased, but there is some concern that we may see an end to these funds in the near future and we will need to replace them with other funding sources. Interestingly, unsolicited donor advised funds have



exceeded foundation grants since 2017. We are not sure if this is an anomaly or if it indicates a trend in support for progressive work like TPI does. In the coming year, we will try to learn more about how we are getting noticed by donor advised funds and how we may be able to maintain and expand that funding source.

**Table 4: Funding by Source Type, 2012 – 2019**

|              | Individual Donations |                   | Grants and Other Funds |                     | Total               |
|--------------|----------------------|-------------------|------------------------|---------------------|---------------------|
|              | Individual           | Corporate Match   | Foundations            | Donor Advised Funds |                     |
| 2012         | \$1,336.98           | --                | --                     | --                  | <b>\$1,336.98</b>   |
| 2013         | \$365.85             | --                | --                     | --                  | <b>\$365.85</b>     |
| 2014         | \$1,224.48           | --                | \$2,200.00             | --                  | <b>\$3,424.48</b>   |
| 2015         | \$4,079.23           | --                | \$5,000.00             | --                  | <b>\$9,079.23</b>   |
| 2016         | \$4,762.86           | --                | \$1,000.00             | --                  | <b>\$5,762.86</b>   |
| 2017         | \$6,865.15           | \$2,400.00        | \$20,000.00            | \$25,000.00         | <b>\$54,265.15</b>  |
| 2018         | \$10,939.06          | \$25.00           | \$20,000.00            | \$25,000.00         | <b>\$55,964.06</b>  |
| 2019         | \$9,271.82           | \$1,329.20        | \$27,000.00            | \$30,500.00         | <b>\$68,101.02</b>  |
| <b>Total</b> | <b>\$38,845.43</b>   | <b>\$3,754.20</b> | <b>\$75,200.00</b>     | <b>\$80,500.00</b>  | <b>\$198,299.63</b> |

Our non-individual funds have come from five sources, three having the same parent organization in common:

- Tides Foundation
  - Trans Justice Funding Project (grant \$10k in 2019)
  - Dignity and Justice Fund (donor advised \$25k in 2019)
  - Sephora Stands Charitable Fund (donor advised \$4.5k in 2019)
- Borealis Philanthropy
  - Fund for Trans Generations (grant \$17k in 2019)
- Vanguard Charitable
  - Jacques Louis Vidal Charitable Fund (donor advised \$1k in 2019)

We believe this may indicate an opportunity to access additional donor advised funds available through the Tides Foundation if we can determine how to become more visible to those funds. Additionally, noting that our total donor advised funds exceeds our foundation grants (see Table 4), increasing our visibility among donor advised funds at other funding organizations may represent an opportunity to expand our number of funding sources.

# OUR ACCOMPLISHMENTS

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For any grassroots organization, just surviving another year is an accomplishment. We feel we are not just surviving, but that we are making significant impacts in areas of our advocacy: primarily prison support and support for persons experiencing negative interactions with bureaucratic agencies and procedures.

We continue to build trust with incarcerated persons. Over 100 new individuals wrote to us in 2019—in 2018 we wrote to 331 individuals, and in 2019 the total was 448, a 35 percent increase. The number of letters sent and received went from 3,054 in 2018 to 3,776 in 2019, an increase of about 24 percent. We were also able to start our *TPI Dispatch*, a news and information resource for prisoners that we have wanted to start for some time, publishing four issues in 2019. Responses to the publication were all positive.

Our advocacy for a young trans woman who was harassed by a DART employee, then charged by the same employee with assault, resulted in the charges being fully dismissed in November 2019. That a public employee for DART harassed a trans person in violation of Federal Transit Administration nondiscrimination policy, then tried to cover up his abuse by charging her with an act that could have gotten her five to 99 years in prison, then DART further abused her by failing to disclose the video and audio that proved their employee was the aggressor is despicable. We are extremely proud to have been available to help in this effort, and to have gained additional understanding for work on our Dallas Trans Justice Campaign.

And Project 103, which is a significant action for trans persons with felony convictions, was filed in December. This is a major effort, and it will spawn additional affiliated work during 2020.

# OUR FINANCIAL STATUS

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TPI's financial status is quite healthy, and our reserves continue to increase, placing us in a position that we may be able to acquire a larger space for a community center in 2020. During 2019, we received our third \$15,000 grant from Borealis Fund for Trans Generations, and we received our sixth award from the Trans Justice Funding Project. New unsolicited grants came from the Sephora Stands Charitable Trust and the Jacques Louis Vidal Charitable Fund (Table 5).

**Table 5: Donations, Grants, and Expenditures**

| <b>Donations and Grants</b>            |                     |
|--|---------------------|
| Individual Contributions               | \$10,601.02         |
| NCAVP Reports Stipend                  | \$888.88            |
| Grants, Restricted                     | \$0.00              |
| Grants, Temporarily Restricted         | \$0.00              |
| Grants, Unrestricted                   | \$32,500.00         |
| <b>Total Donations and Grants</b>      | <b>\$43,989.90</b>  |
| <b>General Expenses</b>                |                     |
| Accounting Fees                        | \$219.55            |
| Legal Fees                             | \$0.00              |
| Rent, Parking, Utilities               | \$14,197.86         |
| Books, Subscriptions                   | \$0.00              |
| Postage                                | \$1,437.32          |
| Printing and Copying                   | \$0.00              |
| Supplies                               | \$1,529.99          |
| Telephone, Telecommunications          | \$546.93            |
| Web Hosting                            | \$218.40            |
| Volunteer Support                      | \$200.22            |
| Insurance: Liability                   | \$962.60            |
| Insurance: Property                    | \$0.00              |
| Transaction Fees (donation processing) | \$148.94            |
| Payroll Expenses                       | \$11,450.45         |
| Travel                                 | \$0.00              |
| Volunteer Stipends                     | \$2,157.50          |
| <b>Project Expenses</b>                |                     |
| Document Update Assistance             | \$250.00            |
| Project 103                            | \$0.00              |
| <b>Total Expenses</b>                  | <b>\$33,319.76</b>  |
| <b>Net at Year End</b>                 | <b>\$10,670.14</b>  |
| <b>Carryover Funds from Prior Year</b> | <b>\$106,036.33</b> |
| <b>Total Funds on Hand at Year End</b> | <b>\$116,706.47</b> |

