



HUMAN  
RIGHTS  
CAMPAIGN®

1640 Rhode Island Ave., N.W.  
Washington, D.C. 20036  
website [www.hrc.org](http://www.hrc.org)  
phone 202/628-4160  
fax 202/347-5323

## HRC's Transgender Work

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The Human Rights Campaign and the Human Rights Campaign Foundation strive to achieve equality for all 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 in our workplaces, schools, hospitals and places of worship. Some of our most recent work:

- **Employment Protections & Opportunities**

- **Corporate Policy**

The *Corporate Equality Index*, which evaluates the policies and practices of U.S. employers, requires businesses to protect transgender employees against discrimination; to implement transition guidelines for managers and HR, diversity training and employee engagement surveys, among other transgender-inclusive programs; and, address inequities transgender people face in health insurance in order to receive high scores.

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. Today, those numbers are at historic highs of 84 and 57 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, and with the 2013 CEI, 287 major businesses now have this coverage. To accomplish this, HRC has held dozens of webinars, forums, corporate site and conference visits, and published a resource guide on transgender-inclusive benefits, one that has been adopted by other organizations in the movement.

In addition, 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 have these 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.

In support of this work, the HRC Foundation 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 Project 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.

- **The Employment Non-Discrimination Act**

At the direction of its Board of Directors and its senior leadership, HRC has worked exclusively on employment legislation that is fully transgender inclusive since 2008. HRC has been a key player in several important hearings, including the first-ever congressional hearing exclusively on the issue of workplace discrimination against transgender Americans in 2008, the first Senate hearing on an inclusive ENDA in 2009, and the first Senate hearing to feature a transgender witness in 2012. We continue to advocate for the passage of this critically-important legislation.

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 90 large corporations leading the charge for an inclusive ENDA.

Through the work of the HRC Foundation, 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 our Faith Communities* curriculum, which trains communities of faith to advocate for transgender inclusive federal, state and local laws.

➤ **Administrative Advocacy**

HRC also 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. HRC continues to lobby President Obama to issue an executive order prohibiting discrimination by federal contractors based on sexual orientation and gender identity, which would protect millions more American workers from discrimination.

➤ **State Legislation & Local Ordinances**

In the 2013 state legislative session, HRC has been at work in Delaware, New York, and Maryland to pass non-discrimination laws covering gender identity in those states. In addition, HRC has advocated for non-discrimination bills that would cover both sexual orientation and gender identity in Utah, West Virginia, and Wyoming. 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), Hawaii (2011), Maine(2005), 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 also provided 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. HRC is currently working in Jacksonville (FL) and San Antonio (TX). Through our successful launch of the first ever Municipal Equality Index -- which rates cities on 47 criteria related to their laws and policies affecting the LGBT community -- HRC is in early conversations with many other cities on ways to improve transgender inclusion.

• **Safety from Hate-Motivated Violence**

➤ **Matthew Shepard & James Byrd Jr. Hate Crimes Prevention Act.**

HRC worked with key members of Congress and the administration to pass this strong hate crimes 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.

➤ **State Legislation & Local Ordinances**

HRC worked with state groups to amend state hate crimes laws in Pennsylvania, Connecticut, and Oregon, respectively, in 2003, 2004 and 2008. In 2013, HRC is working with Nevada to add gender identity to the list of protected categories in the state hate crimes law.

➤ **Transgender Day of Remembrance**

Since 2005, HRC has supported TDOR, which honors the individuals who were or were perceived to be transgender and were murdered because of hate. In 2012, HRC volunteers supported related activities in 25 communities throughout the United States.

• **Bullying**

➤ **Federal Legislation**

HRC has worked on addressing bullying and harassment issues that LGBT students face in schools 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.

➤ **Schools**

Welcoming Schools, a project of the HRC Foundation, 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 Transgender Youth Family Advocates 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.

• **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: Transgender Patients: Organizational Best Practices.

➤ **Administrative Advocacy**

HRC pushed for federal regulatory and policy changes to address the needs of transgender people, including hospital visitation protections based on gender identity from the Department of Health and Human Services and 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, barriers to insurance coverage in Federal Employee Health Benefits and Medicare, and access to appropriate medical care in correctional and detention facilities.

• **Foster & 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 trains child welfare professionals across the U.S. on LGBT cultural competency – including an emphasis on the knowledge and skills required to ensure a safe environment for transgender foster/adoptive families and enhance the well-being of transgender youth in care.

- **Communities of Faith**

HRC has worked closely with Bishop Tonyia Rawls, who founded the Unity Fellowship Church in Charlotte in 2001, and her team to bring together a transgender economic development program that also assists with legal and other services. HRCF 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 and recommending community agency collaborations. A grant of \$10,000 has been provided to support this program.

- **Colleges and Universities**

HRC provides outreach and educational materials, including *Transgender Visibility: A Guide to Being You*, to LGBT campus groups and resource centers across the country, among other initiatives.

- **Local Communities**

HRC steering committees across the country are engaged in building relationships with diverse communities, including the transgender community. Our work with local transgender groups and leaders over the last several years reaches more than a dozen communities, including Chicago, Houston, Austin, Phoenix, Raleigh/Durham, Atlanta, Miami, West Palm Beach, and Orlando. Most recently, HRC steering committees have supported and participated in transgender community conferences such as 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 (FIT), 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. A legal clinic focusing initially on name change issues is also being developed in partnership with several community law firms and businesses. A grant of \$10,000 is also being provided to support this program.