STRATEGIC PLAN
2018-2020

ACCELERATING OUR MOVEMENT.
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ACCELERATING OUR MOVEMENT

STRATEGIC PLAN 2018-2020

OUR MISSION

The mission of TransLatin@ Coalition is to advocate for the specific needs of the Trans Latin@ community that resides in the U.S.A. and to plan strategies that improve our quality of life.
Dear TransLatin@ Coalition Family, Friends, Colleagues and Supporters-

In 2015, our representatives from our organization decided that in order for us to empower the trans and gender nonconforming community, we needed to move in to providing much needed services to our people. In the past two years, The TransLatin@ Coalition has made great strides in the strategies that we adapted in 2015. Some of our successes include:

- The grand opening of The Center for Violence Prevention & Transgender Wellness in Los Angeles
- Expand direct supportive service provision to trans and gender nonconforming people in Los Angeles
- Expand to have seven full-time employees
- Amplification of our Chicago, DMV (DC, Maryland & Virginia) Florida and New York chapters
- Coordinated local, state and national leadership, policy change and advocacy efforts
- Adaptation of our strategic plan

To date, we have seen great advances, accomplished great things and implemented several programs in Los Angeles that have supported to improve the quality of life of trans people and gender nonconforming people. However, our movement must be accelerated since the violence toward our community does not cease. We as an organization are committed to continue to combat the marginalization that trans and gender nonconforming people continue to experience in the United States, particularly, trans Latin@s who live in this county. We are hoping that this revised plan helps you understand the direction that we are going as an organization. We as an organization understand that we have an uphill battle, but we also recognize that it is not an impossible task. We ask that you consider to be a part of our Trans Latin@ Coalition family, and that you help us improve our quality of life. We ask that you help us accelerate our movement so that Trans people can enjoy equitable lives in our society.

BAMBY SALCEDO
President & CEO
TransLatin@ Coalition
OUR TEAM

EXECUTIVE TEAM

Bamby Salcedo  
CEO & President

Maria Roman  
Board Chair

Johanna Wallace  
West Coast Co-Director

Salma Andrews Marmolejo  
South Co-Director

Maritxa Vidal  
Central Co-Director

Paola Coots  
Administrative Director

Liaam Bowes-Lyon  
East Coast Co-Director

Karari Olvera  
Central Co-Director
OUR VISION

Amplify the education and resources to promote the empowerment of Trans leaders.

BOARD MEMBERS

Lorena Borjas
New York

Alexa Castañon
California

Elia Chino
Texas

Marcia Fuentes
New York

Jessica Rosas Saavedra
Washington

Ishalaa Serrano
New York

Estrella Sanchez
Georgia

Esmeralda Maya Lozano
Illinois

Gaby Garcia
DMV Chapter

Karolina Lopez
Arizona

Renata Garcia
Minnesota
LEADERSHIP AND EDUCATION FOR INTEGRATED SERVICES

We will provide leadership and education to obtain systems of integrated services, responsible and humble to Trans Latin@ and other ethnicities at the national level.

MEASURES AND OVERSIGHT OF INTEGRATED SERVICES

We will catalyze the adoption of measures to reduce disparities in integrated health, housing, employment and other social services with oversight to enhance the Trans community nationally.

ORGANIZATIONAL STRUCTURE AND DEVELOPMENT PROMOTION

We will establish internal systems to reinforce the organizational infrastructure and provide leadership development in all areas to the Trans populations nationally.

INSTITUTIONAL PROMOTION THAT LINK TO INTEGRATED SERVICES

We will establish institutional systems to enhance the image of our organization and integrate services that effectively link Trans people in to competent service delivery.

ECONOMIC DEVELOPMENT AND EMPLOYMENT

We will improve the employability of the Trans and gender nonconforming community and promote the recruitment of Trans persons in self-entrepreneurial and self-sustaining projects that will support for them to be entrepreneurs and manage their own business.

INFLUENCE AND POLITICAL INCIDENCE

We will serve as a tool for the Trans community to develop effective strategies of influence and intentional projects to promote policy changes and advocacy at the local, state and federal levels.
OPERATIONAL FRAMEWORK

TRANSLATIN@ COALITION POSITIONS
OUR COMMUNITY AT THE CENTER OF STRATEGIES AND MODELS OF INTEGRATED SERVICES
SUMMARY

SUCCESSES ACCOMPLISHED BETWEEN 2015 AND 2017

1. Provision of services to more than 1000 Trans from Los Angeles and surrounding counties

2. Opening of the Violence Prevention and Transgender Wellbeing Center in Los Angeles, CA

3. Hired Regional Director in Washington, DC

4. Supported the establishment of 501 © (3) designation in our Chicago, IL.

5. Support with commissary support to trans Latin@s detained in immigration detention centers

6. Support and link to services for trans people emerging from immigration detention centers, jail or prison

7. Provided training and capacity building support on trans issues to multiple organizations

8. Built relationships with local, state and national organizations
LOS ANGELES, CA

SUCCESES ACCOMPLISHED SINCE THE ADOPTION OF THE STRATEGIC PLAN IN DECEMBER 2015

2016

• The Elton John AIDS Foundation sponsors to implement the S.P.U.N.K. (Surviving People Unveiling New Knowledge) in Los Angeles, CA and hiring of our first Trans identified staff.

• Develop and implemented Be DOWN leadership development curriculum and trained ten emerging trans identified leaders.

• Implemented and developed the State of Trans Health: Trans Latin@’s and Their Health Care Needs in Southern California to evaluate their existing health care needs.

• California Trans Work Project (in collaboration with Pollo West, LLC) was funded by California Workforce Development Board.

• Obtained funding from the Arcus Foundation to do organizational and infrastructure development work for our organization and our CEO is hired part-time.

• Organized our 3rd annual GARRAS Fashion Show and raised $10,000 to implement a daily distribution of meal program to be implemented in 2017.

• Project S.P.U.N.K. is renewed by the Elton John AIDS Foundation and included additional funds for the opening of our Center for Violence Prevention & Transgender Wellness drop in space.

• CEO spoke at approximately fifteen local, state and national conferences.

Thank you to our dedicated staff members at our LA offices

Bamby Salcedo
CEO & President

Adi Lope
Administrative Assistant

Adison Rose
Program Manager

Erika De La Cruz
Reentry Services Case Manager

Daniela Hernandez
Workforce Development Peer Support Navigator

Liza Aseballos
Outreach Specialist

Alessandro Pino
Trans POWER Program Case Manager

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2017

- City of Los Angeles Workforce Investment Board sponsored our workforce needs assessment to understand workforce needs of trans people in Los Angeles.
- City of Los Angeles Workforce Investment Board sponsored our workforce development innovation program to link Trans people to workforce centers in Los Angeles. A Full-time Peer Support Navigator and a part-time outreach specialist and case manager are hired.
- Curriculum development and implementation of the very first state-wide Transgender Policy Institute in California sponsored by The California Endowment.
- **Grand opening of the Violence Prevention and Transgender Wellness Center in Los Angeles.**
- Addressed the Funders for LGBTQ Issues Conference during a keynote panel.
- Participated and presented at the National Conference on Sexual Assault.
- Created the largest Trans flag (200 feet) for the Resistance March in Los Angeles.
- AIDS United sponsored the implementation of Be DOWN - leadership development program in DC.
- California Workforce Development Board sponsors the 5.0 Accelerator T.R.A.N.S. (Training and Resources to Advance Needed Services in Los Angeles) Program, and we hired a staff person to implement this program.
- Participated in the Presidential Advisory Council on HIV/AIDS meeting in Washington DC.
- Organized community forums on housing accessibility and participated in the development of the 2018-2022 city of Los Angeles Housing Plan.
- Collaborated with the National Center for Transgender Equality for the publication of the survey results on Latin@s of the U.S.A. Transgender 2015 Survey.
- Hosted our organization’s national meeting and adapted strategic plan for 2018-2020.
- **Our annual GARRAS Fashion Show raised $60,000** to hire a director of programs and services and to continue the implementation of our daily meal distribution program.
- Groundswell Foundation sponsors the CA TRANS leadership development program.
- State of California Office of Emergency Services sponsors the Trans POWER (Trans People Overcoming Wounds Embodying Resilience)

\[\uparrow 500\% \text{ Donations were up 500\% from 2016 at our annual GARRAS Fashion Show.}\]
WASHINGTON, D.C.

SUCCESSES BETWEEN 2015-2017

• Provided peer support to sex workers who are trans Latin@s
• Facilitated legal clinics for name and gender change in legal documents.
• BE DOWN Project is sponsored by AIDS United
• Continued peer navigation to medical and legal appointments.
• Implemented Trans Lives Matter Day of Action.
• Facilitated PrEP and HIV education sessions
• Facilitated support groups for Trans Latin@s.
• TransLatin@ Coalition obtains space at the DC LGBT Center and part time hiring of Alexa Rodriguez as the DMV* Chapter Regional Director

*DC, Maryland & Virginia

OUR VALUES

• Altruism, respect, dignity for everyone
• Transparency, integrity and honesty
• Pluralism and diversity
• Collaboration, inclusivity and social justice
• Good resource administration
CHICAGO, IL

SUCCESSES BETWEEN 2015-2017

• Established the 501(c)(3) charitable organization designation.

• Collaborated with Trans Chicago’s Puerto Rican Cultural Center’s Trans Chicago that provides support services and HIV/AIDS to individuals that are identified under the Trans umbrella that are Latin@s or African American between the ages of 13 and 29.

• Consolidated and strengthened the Trans community in the empowerment of their rights.

• Contributed in Americans in Transition: Where is My Refuge? – the episode of a Trans Latin@ of Puebla, Mexico. Karari Olvera-Orozco, TransLatin@ Coalition Chicago Central Co-Director, will travel throughout the USA screening the episode and facilitate workshops on various topics including the formation of white allies and immigration.

• Implemented Trans Lives Matter Day of Action.

• Facilitated PrEP and HIV education sessions

 America in Transition (AIT) is a documentary series and community engagement campaign that explores community, family, and social issues for trans people of color across the United States. Visit americaintransition.org for more info.
NEW YORK, NY

SUCCESES BETWEEN 2015-2017

• Promoted and implemented social justice framework to improve the quality of life of trans and gender nonconforming individuals in New York

• Facilitate support groups on ongoing basis

• Create visibility and empowerment of Trans Latin@s in the area of Queens, NY

• Provided educational sessions on PrEP and HIV prevention including elimination of stigma related to the marginalization of people who are HIV positive

• Supported, empowered and linked undocumented trans people to legal services to be able to obtain legalization

• Work in collaboration with other local agencies that provide social supportive services and link them in to services (medical, housing etc.)
ATLANTA, GA

SUCCESSES BETWEEN 2015-2017

• Provided support and advice to Trans Latin@s engaged in sex work.

• Collaborated with the Mexican Consulate to promote the creation of an identification card for undocumented trans Latin@s in Georgia.

• Facilitated name and gender change legal clinics in collaboration with other local organizations.

• Promoted and supported the implementation of “I’m not crazy, I’m a Diva” campaign to remove the idea that transgender people have mental disorders.

• Facilitated support groups to Trans Latin@s.

• Continue collaborations with various local organizations including Gen 20, Latin Link and others etc.
HOUSTON, TX

SUCCESES BETWEEN 2015-2017

• Created the **first support group for Trans Latin@s** in the city of Houston, TX.

• Integrated into the group of leaders that serve as members of committees around Houston, TX.

• **Built collaborations with agencies that provide services to the local LGBTQ community and create visibility to local chapter of TransLatin@ Coalition.** Some of the partner agencies are FLAS, Avenue360, RWPC, CPG and Legacy.

• Supported and organized several events in which there was never any kind of Trans Latin@ presence around Houston, TX.
SUCCESES BETWEEN 2015-2017

• Continue to collaborate with local organizations to house trans people who are getting released from immigration detention centers from the Eloi immigration detention center.

• Continue collaboration with Mariposas sin Fronteras with visitation in immigration detention to trans people who are detained and waiting.

• Continue to support Trans Latin@s who are in immigration detention by advising them on their rights as detainees and how to file complains.

• Continue to seek sponsors that would house trans people who are getting release from immigration detention.

• Continue to build the pen pal program to be able to write people in immigration detention centers.

• Linked Trans Latin@s who are being released from immigration to social supportive services locally.

• Continue to build relationships with local organizations who are willing to support trans people who are getting release from immigration detention to be able to provide supportive services.