Strategic Plan
2022-2027
Pursuing Progress
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Our Mission
The mission of The TransLatin@ Coalition (TLC) 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.

Our Values
- Altruism, respect, and dignity for everyone
- Transparency, integrity, and honesty
- Multiculturalism and diversity
- Collaboration, inclusivity, and social justice
- Good resource administration

Our Vision
The vision of The TransLatin@ Coalition is to amplify education and resources to promote the empowerment of Trans leaders.
January 2022

Dear Friends, Colleagues, Supporters and Trans siblings:

In the past three years, The Trans Latin@ Coalition accelerated progress towards improving spaces to better serve our community despite the many challenges that we have encountered as a community. We made great advances in the strategies adapted in our previous strategic plan. Some of our successes include:

- supporting our community through the COVID-19 pandemic,
- local, state, and national advocacy and representation of Trans Latin@s and the TGI community as a whole,
- successful Trans leadership and empowerment at the local, state nationally, and
- the opening and infrastructure development and of TRANSgrediendo’s Center in New York, NY

We continue to analyze the importance of the adoption of inclusive language for our community and what it represents to us as an organization, as a community and as a culture. While we recognize the use of the term Latinx in the English language, we are cognizant that does not improve the perception of Trans individuals. We have been exploring the use of the term Latine, the projection and use it has in the Spanish language. Our board will continue to explore the impact it will have in adopting its use in our organization and potential changes our organization will adopt. Stay tuned for great opportunities as we continue the cultural transformation of our communities.

Although to date we have seen great advances that help improve the quality of life of the Trans Latin@ community, we must continue to pursue progress for our community. Crimes and atrocities against our community are not stopping, in fact 2021 was the deadliest for our community and we must elevate our efforts to eradicate the violence that we experience. To do this, we must start to institutionalize Trans-specific, Trans-inclusive, and Trans-led spaces that will lead us to our liberation. Doing this collectively, will allow us to change systems and will serve as model for what we envision for our community in the US and globally.

In parallel with our local, state, and national work, throughout the next five years, The TransLatin@ Coalition will be investing in developing specific strategic initiatives to enhance services and infrastructure development at our Arizona, DMV, and New York, chapters while at the same time we will establish and continue to nurture multiple partnerships that will support the enhancement of services that we provide in Los Angeles to continue to support our community.

We know that we have big challenges ahead of us, but we also know that all of the work that we are set to do, we are going to accomplish if we continue to work together. We know that all of you want to build a better future for the trans community and I believe in my heart that we are going to do it with you. Join me in improving our lives, our communities, and our future.

With Gratitude and Appreciation,

Bamby Salcedo
President and Chief Executive Officer
The 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 Team

Board Members

In Memoriam

Lorena Borjas
New York

Alexa Castañon
California

Elia Chino
Texas

Esmeralda Maya Lozano
Illinois

Jessica Rosas Saavedra
Washington

Ishalaa Serrano
New York

Estrella Sanchez
Georgia

Renata Garcia
Minnesota

Gaby Garcia
DMV Chapter

Karolina Lopez
Arizona
Strategic Priorities

These are our strategic plans for 2022-2027 for the transgender and gender nonconforming and intersex (TGI) communities.

Institutionalize Trans-specific, Trans-inclusive, Trans-led spaces
We will secure and institutionalize spaces that are specific, inclusive, and led by trans individuals.

Leadership development and education
We will provide leadership and education to enhance systems of integrated services that are responsible and humble to Trans Latin@s at the national level.

Measures and oversight of integrated services
We will catalyze the fostering of measures to reduce disparity in integrated health, housing, employment, and other services with oversight to the Trans Latin@ community.

Organizational strengthening and development
We will reinforce our internal infrastructure to promote organizational and leadership development in the Trans Latin@ community.

Institutional branding and marketing/promotion
We will establish institutional branding efforts to enhance the image of The TransLatin@ Coalition to serve as example for what we envision as integrated systems.

Economic development and employment
We will improve employability of the Trans Latin@ community and foster the improvement of hiring practices that promote economic development opportunities for Trans Latin@s.

Influence, policy and advocacy
We will serve as connection for the Trans Latin@ community in developing effective influence strategies to promote local, state, and federal policies and advocacy.
The TransLatin@ Coalition positions our community at the center of strategies and models of integrated services.

Operational Framework

- Institutionalize trans-specific, trans-sensitive, trans-led spaces
- Influence, policy and advocacy
- Leadership development and education
- Pipeline to economic development and employment
- Effective measures and oversight
- Institutional branding, marketing and promotion
- Organizational strengthening and development

Trans Latin@ Community
Community Opportunities

Through our Chapters in New York, DC Maryland and Virginia (DMV), Georgia, Chicago, Minneapolis, Texas, Florida, California, Washington and Arizona, The TransLatin@ Coalition conducted a needs assessment process. While the needs of our community are endless, the below listing provides insight to the array of immediate opportunities to fulfill through our work:

- Trans-specific, trans-inclusive, trans-led services
- Safe spaces for Trans folk
- Safe spaces for Trans Latin@ migrants
- Housing and shelters
- Outreach services
- Peer navigation
- Integrated health care services
- Leadership Development
- Employment opportunities
- Education opportunities
- Community safety
- Representation and advocacy
- Transportation
- Financial resources
- Resource development
- Income generation opportunities
- Access to health insurance
- Employment safety
- Food
- Immigration support/services
- Legal services
- Professional development opportunities
- Language appropriate services
- Cultural appropriate services
- Community empowerment
- Workforce development/trainings