The TransLatin@ Coalition

2022 ANNUAL SERVICES REPORT
A MESSAGE FROM OUR CEO

HELLO BEAUTIFUL PEOPLE

I hope this note finds you in great spirits and receiving much love and appreciation from all of us at The TransLatin@ Coalition. As you know, 2022 has been a year of challenges, understanding our collective fight for social justice and growth for all of us here at our organization. As we know, Trans, Gender Nonconforming, and Intersex (TGI) people continue to experience hate and violence at alarming rates, to the point that we are murdered. Globally, over 300 TGI people were murdered. In the USA, at least 32 brutal killings of our people were documented, and who knows how many more were not reported or unsolved. It is imperative to understand that in the United States, more than two of us are murdered every month. That is why we as an organization continue to fight to eradicate both the institutional and interpersonal violence that we face through service provision that empowers our community and our involvement in crafting policies that will uplift the livelihood of all TGI people in the United States and beyond. As an organization, we are a model for other TGI-led groups and organizations.

Bamby Salcedo,
President/CEO
The TransLatin@ Coalition
I am humbly honored to present The TransLatin@ Coalition’s third Annual Report. The 2022 Annual Services Report culminates a year of struggle, resistance, wins, and loss, but certainly a lot of hope for our people. In this report, you will find some of the milestones we have taken to push trans-led organizations to have a voice and advance the leadership of trans people locally, nationally, and internationally. From our inception in 2009, we have grown tremendously and simultaneously have supported other Trans-led organizations in California through funding from the California Department of Public Health and the California Department of Social Services.

Despite the challenges that we encountered in 2022, we as an organization have expanded our services, our team, and our work. We have become one of the biggest Trans led organizations in the country, employing more than 35 TGI-identified people. With the support of many of our partners, we have advocated and have our voices heard in different spaces that are not traditionally made for us. We have been able to assert ourselves on behalf of TGI people in these spaces and made sure that our voices were heard and policies were crafted and created to support the livelihood of all TGI people. It is because of the support of all of you that we have been able to do our work and assert ourselves as one of the most prominent Trans led organizations in the country.

I hope you know that we cannot do our work without your support. Our work is a collective effort; it is only through our joint efforts that we are making changes together. You are helping us to become the possibilities of our people. Thank you so much for believing in our work and the difference we are collectively making in the lives of TGI people in LA, the United States, and worldwide!

BAMBY SALCEDO
President/CEO
GARRAS Fashion Show is our annual fundraising event to support the life-saving supportive services that The TransLatin@ Coalition provides in Los Angeles through the Center for Violence Prevention & Transgender Wellness. In 2022, GARRAS returned as an in-person event after COVID-19 and raised over $160,000 for the Trans, Gender Nonconforming, and Intersex (TGI) community.

We would like to send a very special thank you to all of our incredible supporters, models, designers, makeup artists, performers, and donors for making this year another successful fundraising fashion show.

For more information on GARRAS and how to donate, please visit garras.org.
The TransLatin@ Coalition was proud to announce the first ever **GARRAS Vocational Scholarship** to help support TGI people in reaching their vocational goals as it relates to health care.

The winner was awarded $10,000.00 at our fashion show fundraiser.

The **GARRAS Vocational Scholarship** was created to support TGI individuals seeking to further their vocational studies in the medical field. The scholarship may support a medical assistant program, LVN program, medical technician program, nursing or medical school.

**WATCH ON YOUTUBE**

Our annual fundraiser was streamed live on our YouTube channel on November 19, 2022. We brought the beauty and pride of TGI people and celebrate with our supporters through the art of fashion.

**THANK YOU TO OUR SPONSORS**
The TransLatin@ Coalition is a national advocacy organization based in Los Angeles County providing direct support and life-saving services to TGI people by TGI people. TLC is the only national Trans-led organization focusing on building the TGI community at a micro and a macro level through life-saving supportive services while advocating for policy change.

“We focus on empowering our people with supportive services at The Center for Violence Prevention and Transgender Wellness in Los Angeles and, at the same time, working to change and dismantle the structures that continue to marginalize our community locally and nationally. We influence policy change, cultural and societal transformation for our people to have a better quality of life.”

Following is a report of the services we provided to TGI people in 2022.

7,520 SERVICES RENDERED
The TransLatin@ Coalition continues to provide comprehensive case management, peer support navigation, linkage to care, legal assistance, and housing services to members of the TGI community who need them.

Our Drop-In Center space is currently on a new limited access schedule due to COVID-19 and following all COVID-19 local health department recommendations. The TransLatin@ Coalition never closed its doors during the most critical time at the beginning of the COVID-19 global pandemic and continues to be the largest Trans lead organization providing direct services to Transgender Gender Non-Conforming and Intersex (TGI) people in Los Angeles County.

**HYGIENE AND NUTRITION SERVICES**

The TransLatin@ Coalition’s Hygiene and Nutrition Services provide **daily food distribution, clothing, and hygiene kits.**

- **520** COSMETICS BAGS DISTRIBUTED
- **500** HYGIENE KITS DISTRIBUTED
- **1,300** CLOTHING SERVICES
- **5,200** MEALS SERVED
SOCIAL SUPPORTIVE SERVICES

VIOLENCE PREVENTION
T.R.U.E. PROGRAM WEHO
CENTER OF EXCELLENCE FOR ELDERLY TRANS
THE H.O.P.E. HOUSE
In 2022, a shocking wave of anti-transgender legislation swept the country aiming to restrict TGI people from being able to participate in public life freely and openly as their true selves. These bills are just one component of the systemic discrimination transgender, gender non-conforming, and intersex people face from an early age, magnifying their vulnerability to violence.

Since its inception in 2009, the TransLatin@ Coalition has evolved into being one of the leading organizations in addressing hate incidents and violence against TGI people both nationally and abroad. Our organization continues to mobilize and activate our community by developing campaigns that respond to incidents of hate and by educating policymakers and organizations in an effort to reduce hate and violence perpetuated in social and political settings. TLC has built multiple coalitions and has worked in tandem with outside coalitions with the goal of continuing to address the hate and violence that TGI people experience.

The TransLatin@ Coalition provides direct and comprehensive services for those impacted by violence, incidents of crime, or hate crimes. Our violence prevention programs support clients within southern California as well as other smaller TGI-led nonprofit organizations in providing services in their regions such as Orange and San Diego County. These programs help their communities have transformative outcomes by ensuring that TGI people in their regions are empowered to receive the services that they need. This is a testament to the ongoing dedication and commitment to our mission of improving the lives of TGI people until we eradicate the violence that TGI people continue to experience on a daily basis.
One of the success stories from the Violence Prevention Programs includes a trans Latina woman in her 20s that sought support from our organization after an assault she experienced in her home in early 2022. The incident led to her becoming homeless and posed more risk for her to face violence again. The client had specific needs for supportive services, and goals in mind such as mental health services, recovery, and housing stability. After coming to TLC, the client was referred to H.O.P.E. House’s Emergency and Transitional Housing, HIV Prevention Program PrEParad@x, Legal Services Department focusing on immigration services, and external treatment and recovery services for alcohol and drug abuse. Additionally, she had access to Hygiene and Nutrition Services including food, clothes, and hygiene kits with the support of staff and their case manager. The case manager supports the client through supportive services that included incentives, peer support navigation, and comprehensive services. The client was also able to undergo therapy sessions in-house for substance abuse successfully. She has now created a relationship that is safe for her mental health as well as obtained safe housing to prevent any further victimization and vulnerability. She is appreciative of the help she has received from the staff and case managers involved in her care. The TransLatin@ Coalition will continue to support the client to ensure her success.
The TransLatin@ Coalition’s T.R.U.E. (Transforming Resources Unveiling Excellence) program is funded by the City of West Hollywood and provides outreach, comprehensive case management services, linkage and referrals to supportive services, workforce development, and educational apprenticeship within the food and services industry to the TGI people who live, work, go to school or spend a significant amount of time within the City Of West Hollywood. A component of this work includes outreach to ensure reach and access to services for TGI people experiencing homelessness within the City of West Hollywood.

LIZA and SUANNE working in West Hollywood to inform community members of the services available to them.

109 Linkage and Referral Services
40 Comprehensive Case Management Enrollment Services
7 Transportation Assistance
117 Grocery Assistance
One success story from the T.R.U.E program includes a trans-Latina woman in her 40s who was experiencing homelessness in the City of West Hollywood. The client had experienced being removed from her home and was left with nowhere to go. Since then, she has been homeless in the City of West Hollywood and was staying on the street. The client was approached by our outreach team near a restroom at Plummer Park and expressed that she was seeking unemployment resources and housing opportunities. The client had previously struggled with substance use and had only been sober for two weeks when she came to TLC. As part of the comprehensive case management support, the client was able to get access to an emergency bed at TLC’s H.O.P.E House. Shortly after, the client was navigated into a shelter where she has been able to stay for a longer period of time while she continues to receive services at TLC. Once she obtained temporary housing, the case manager was able to support her with acquiring legal documents and identification that she had lost, which would open the door for more opportunities for employment, housing, and social services. After attending a job fair at Universal Studios Hollywood, the client was hired as a full-time employee. The client continues to stay temporarily housed at a shelter and with the support of the TransLatin@ Coalition, continues to work towards her goal of self-sufficiency.
The Center of Excellence for Elderly Trans is a program funded by Gilead Sciences, Inc through its initiative HIV Age Positively which focuses on those who are living with and at risk of HIV and are 50 years and older. CEET provides elderly trans members with case management, peer support navigation, linkage to services and care, leadership development, and advocacy training so that they can advocate for their specific needs through policy for better access to services and care.

Our DIAMONDS are our CEET clients to benefit from a comprehensive program specifically designed with care for the elders of our community.
SOCIAL SUPPORTIVE SERVICES
CENTER OF EXCELLENCE FOR ELDERLY TRANS PROGRAM

DEMOGRAPHICS

RACE AND ETHNICITY
- AFRICAN AMERICAN/BLACK: 12%
- LATINX/HISPANIC: 88%

GENDER
- TRANSGENDER WOMAN: 100%

AGE
- AGE 50+: 100%

THE BLOOMING SEEDS OF CEET

CEET PROGRAM CLIENT SUCCESS STORY

One success story from the CEET Program comes from a transgender Latina woman in her 80s who resides in Los Angeles County. The program participant has received comprehensive case management, comprehensive case management services, and linkage to care as she was navigating blindness from her disability caused by unaddressed cataracts. After seeking assistance from The TransLatin@ Coalition and being enrolled in the CEET program, she was able to get connected to a provider for surgery so that she could regain her vision. The client was provided with food as well as assistance for prescriptions and care that were not covered under her current insurance. This support has allowed her a new lease on life again as she continues to live fiercely and excitedly in her 80s.
The Helping Our People Evolve (H.O.P.E) House is a 7-day emergency housing program as well as a 6-month transitional housing program which includes case management, referrals, and linkage to supportive services and programming to fully engage in the client’s holistic approach to ending homelessness for TGI people in Los Angeles County.

Yoatzin graduated from The H.O.P.E. House and shared her experience of living in our transitional house among other members of the TGI community. Our H.O.P.E. House Coordinator, Grecia Trujillo shares who becomes family to many of our community members in need.
SOCIAL SUPPORTIVE SERVICES

THE H.O.P.E. HOUSE – TRANSITIONAL HOUSING PROGRAM

DEMOGRAPHICS

RACE AND ETHNICITY
- AFRICAN AMERICA/BLACK
- ASIAN/PACIFIC ISLANDER
- CAUCASIAN/WHITE
- LATINX/HISPANIC
- MULTIRACIAL
- NATIVE AMERICAN
- DID NOT STATE

GENDER
- FEMALE
- GENDERQUEER
- NONBINARY
- TRANSGENDER MAN
- TRANSGENDER WOMAN

AGE
- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65 AND OVER
The TransLatin@ Coalition’s Holistic Reentry Services provides comprehensive case management and supportive services to TGI people impacted by the carceral system, for those who have recently been released from immigration detention centers, county jail, and federal prison facilities.

Our supportive case management services focus on a harm reduction model, including referrals to inpatient and outpatient treatment facilities, legal services, community health centers, workforce development, emergency motel voucher, rental assistance, food cards, transportation TAP cards, and comprehensive case management.

**CALIFORNIA STATE PRISON OUTREACH**
Our Reentry programs are excited to share our collaboration with the Chino State Prison Facility in Chino, CA. The TransLatin@ Coalition will continue monthly outreach within Chino CIM State Prison to reach TGI incarcerated people and provide linkage to services with The TransLatin@ Coalition for reentry services from prison to healthy living. Seven TLC staff members conducted in-house outreach in October at the CHINO Facility and shared resources with approximately 42 TGI incarcerated people who were in the process of being released. Some have already accessed services at The TransLatin@ Coalition.

Our case managers Terri Jay, Dita Magnani, and Melissa Cota, tell us about their efforts working with clients like Januel, Alyssa, and John Jairo, who have benefited from the different reentry programs available at The TransLatin@ Coalition.
HOLISTIC REENTRY SERVICES

REENTRY SERVICES PROGRAM

DEMOGRAPHICS

RACE AND ETHNICITY
- AFRICAN AMERICAN/BLACK: 68%
- ASIAN/PACIFIC ISLANDER: 19%
- CAUCASIAN/WHITE: 21%
- LATINX/HISPANIC: 29%
- NATIVE AMERICAN: 3%
- OTHER: 1%

GENDER
- NON-BINARY: 1%
- TRANSGENDER MAN: 10%
- TRANSGENDER WOMAN: 89%

AGE
- AGE 18-30: 46%
- AGE 31-40: 29%
- AGE 41-50: 19%
- AGE 51-60: 9%
- AGE 61+: 1%

REENTRY SERVICES

BY THE NUMBERS

- COMPREHENSIVE CASE MANAGEMENT ENROLLMENT SERVICES: 91
- CLIENTS ASSESSED FOR HOUSING THROUGH LAHSA’S C.E.S PROGRAM: 90
- TRANSPORTATION ASSISTANCE: 40
- GROCERY ASSISTANCE: 126
- CLOTHING ASSISTANCE: 68
- RENTAL ASSISTANCE: 44
STRIVING FOR COMMUNITY HEALTH & WELLNESS

HIV PREVENTION: THE PrEParad@x PROGRAM
COVID-19 & MPOX PREVENTION & OUTREACH
MENTAL HEALTH PROGRAM
The focus of PrEParad@x Program is to address the needs of TGI people who seek access to biomedical HIV prevention methods as an HIV prevention strategy. This program includes an Outreach and Social Network Coordinator that engages the community and screens new participants for the program. Educating clients about the benefits of PrEP is fundamental in ensuring the objective of this program which is to reach more people and expand the knowledge and awareness of HIV prevention while continuing the fight to end the HIV Epidemic.

Our program assessment assists with eligibility determination and the client's need to take action for their health. Through the comprehensive case management portion of the program, clients receive supportive services and linkage to different medical and healthcare providers in our vetted resource guide. During the process, the client will receive a myriad of supportive services, including food assistance, clothing assistance, rental assistance, and referrals to other programs and services that augment the retention of HIV prevention. A unique component of this program is the educational training aspect which creates community leaders within The PrEParad@x Program to cultivate relationships and engagement of new participants in the program within the social networks.

**THE PrEPARAD@X PROGRAM**

<table>
<thead>
<tr>
<th>Community Members met through Outreach</th>
<th>Clients Screened and Assessed</th>
<th>Comprehensive Case Managed</th>
</tr>
</thead>
<tbody>
<tr>
<td>2,872</td>
<td>687</td>
<td>69</td>
</tr>
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<table>
<thead>
<tr>
<th>Clients Linked to PrEP</th>
<th>Grocery Assistance</th>
<th>Clothing Assistance</th>
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</thead>
<tbody>
<tr>
<td>61</td>
<td>625</td>
<td>207</td>
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One of the success stories of the PrEP Program includes a Trans Latina Woman in her 30s who was interested in PrEP. When the client first visited our office, she was unaware she could access PrEP medication at no cost by going through an insurance partner. The client has consistently continued to take PrEP, and feels safer because of it. The client was also experiencing additional financial stress around being unable to pay her rent. Through the PrEP Program, she received monthly rental assistance services to ensure she stayed housed. Additionally, with a Program referral, she was connected to Legal Services to obtain legal status in the US. The client filed for political asylum and obtained a work permit and a California ID. The client can now work legally in the US towards a bright future. She reports feeling safer taking the medication and is currently attending school to study English as a Second Language (ESL). She now has the motivation to improve her circumstances.
As public health regulations have continued to fluctuate this year, efforts to keep our communities safe have remained present and active. In July, the TransLatin@ Coalition kicked off a public health outreach program to educate the community, correcting misinformation and providing personal protective equipment (PPE) such as masks, rapid tests, sanitizing materials, and access to vaccination appointments. From July to December, the Outreach team made meaningful contact with more than 6,000 people to share these resources. The efforts to provide Covid-19 resources and information have reached some of the communities most vulnerable community members and allow TLC to share more details on the various other resources available at the TransLatin@ Coalition.

This year, TGI communities were affected by the MPox outbreak and posed an exceptionally high risk of contracting the virus. As a response, the Policy Department drove advocacy efforts to ensure TGI communities received adequate access to the public health resources they needed to be safe. The TransLatin@ Coalition successfully hosted MPox Mobile Clinics after attending local town halls and national health department meetings - and highlighted a concerning healthcare inequity for Latin/x/e, Homeless, Transgender, Gender-Nonconforming, and Intersex people. MPox outreach and Covid-19 mobile clinics focused on the needs of those experiencing homelessness, lack of access to care, those with language barriers, and those who identify as TGI. Through our efforts, TLC vaccinated 118 community members who were high risk due to having experiences with being immunocompromised, engaging in survival sex work, homelessness, medically uninsured, and/or monolingual Spanish speaking.
One success story from our COVID-19 Prevention Program includes a trans Latina woman in her 50s who is originally from Latin America. The outreach team met the member at the West Hollywood Gateway, where she had been experiencing homelessness for seven months. We gave her a COVID-19 prevention kit and care package. She had an emergency intake to be supported with finding shelter and stability. The client was struck by a car as an act of transphobia and subsequently hospitalized for several weeks. In her belongings, she kept the TLC brochure and reached out to the organization for an emergency intake on the day of her release. She was referred to the Mental Health Services Program due to the recent trauma as she did not want to live on the streets for the holidays and it was negatively impacting her and was placed at the H.O.P.E. House. The client was then placed in TLC’s internship program where she is excelling in her position as she continues her path toward independence and self-sustainability. She has received COVID-19 vaccines along with updated vaccinations and is starting her transition process with the support of The TransLatin@ Coalition.
Through the Mental Health Program, our clients have the opportunity to work with the Mental Health Specialist and MSW intern one-on-one. Our clients come to us with a wide range of mental health concerns, from anxiety and depression to identity issues and drug addiction.

Our Mental Health team uses a strengths-based approach to empower our clients to take the lead and make positive changes in their life.

40
Clients Accessed
Mental Health Services

216
Hour-Long Multilingual Sessions
One success story from the Mental Health Services Program includes a Latina undocumented transgender woman in her 20s who was experiencing homelessness in Los Angeles. She sought The TransLatin@ Coalition looking for support with housing, immigration, her transition, and mental health. After being enrolled in the H.O.P.E. House, she began working with the Mental Health Specialist in the Mental Health Services Program. The client was suffering from long-term depressive symptoms, including hopelessness, fatigue, feelings of worthlessness, guilt, and recurrent thoughts of death, including a suicide attempt before seeking services at The TransLatin@ Coalition. The client wanted to use her time in the Mental Health Services Program to reduce her depressive symptoms and reframe negative narratives of herself that she had built up over her life. The client was struggling with her transgender identity, as well as her immigration status, and what her identity meant for her dignity and self-worth. The treatment plan for this client involved narrative theory, where the client told her story and was supported in building meaning for herself through a positive lens. After 30 weeks of meeting with the Mental Health Specialist, the client moved on from the program. Today, the client is living independently outside of the H.O.P.E. House and identified the Mental Health Services Program as a part of her journey to self-actualization and more joyous life.
The Policy Department of The Translatin@ Coalition grew from two staff and an intern to three full-time staff for the year. The departmental work plan had 4 main focuses, all critical components localized to encapsulate the main components of policy work we do for our community.

**OUR 4 FOCUSES WERE**

1. **STATE ADVOCACY**
   - STATE BUDGET REQUEST
   - STATE LEGISLATION

2. **LOCAL ADVOCACY IN LA COUNTY**

3. **COMMUNITY ENGAGEMENT AND EDUCATION**

4. **RESEARCH**
Our accomplishments and victories were not just limited to these categories, however, as 2022 was another year of resilience and survival for Transgender, Gender-nonconforming, and Intersex (TGI) communities. This year, our community faced another year of COVID, the MPox Virus, racism being uncovered in politics, increased Transgender / Nonbinary deaths, and a heartbreaking rise in anti-trans legislation and LGBTQ hate crimes, such as the shooting in Colorado on November 19 which left five people dead and 17 injured.

We remain dedicated through it all and are fueled by the community’s lived experiences to improve the lives of Transgender, Gender-nonconforming, and Intersex people. This year, we continued crafting legislation, holding government entities accountable to their word, building relationships and opportunities with representatives at our local, state, and federal levels, and building the leadership of TGI people in the policy-making process. The following summary of our campaigns and TGI base building cannot describe the honor, and joy we feel doing this work. Thank you to everyone who came to rally, signed our petition and wrote letters of support, or called into public comments. We will take care of each other in an inherently political way, just by showing up for each other and existing in our unique and powerful Trans, GNC, and Intersex truth.
CAMPAIGNS

We have been a leading organization of various campaigns in 2022. Through our partnerships with other organizations and community members, we have been able to create community-based campaigns that create cultural change in our society.

**AB 2521**

*Transgender, Gender Non-conforming, Intersex Wellness & Equity Fund (TGIWEF) Bill Passes* – the California Department of Public Health start hiring staff to begin the funding process of 13 million to the Health and Wellness of TGI people across the state of California. Thanks to this work we have been a key part of transformative milestones in the Gender Health Equity Department of the California Department of Public Health.

**TGI WEEK OF POWER / ‘GIVE US OUR ROSES’**

During the largest state campaign we had this year, we advocated for our budget requests to be passed by Governor Newsom and it led to the following interactions and impressions on our social media. Impressions across social media the week after were 1570 on TikTok, 11K on Twitter, 40K on Instagram, 8K on Facebook, 100+ Individual Sign-ups during the “Give us our Roses” Rally, and 872 Signatures on Change.com Petition.
POLICY AND COMMUNITY ENGAGEMENT

CAMPAIGNS CONTINUED

IMMIGRANTS ARE LOS ANGELES

Led a diverse coalition of immigrant-serving organizations to advocate for, and engage immigrant communities throughout the County in the Board of Supervisors Budget Allocation Process, specifically more than $200 million for programs that are either inclusive of or directly targeted toward immigrant LA County residents as part of the American Rescue Plan Act (ARPA) funds. As Co-Chair of this coalition, we provided funding, technical assistance, and capacity building, to 14 community-based organizations as part of our power-building and advocacy work.

RE-IMAGINE LA (RELA)

As part of the Coordinating Committee and Policy Work Group for this coalition, TLC led community engagement and mobilization efforts to inform Year 2 of the CFCI $100 million spending plan. Through online advocacy, social media, and political education efforts we uplifted the needs and voices of hundreds of TGI community members and engaged thousands of LA County residents in advocating towards a Care First, Jail Last vision. We look forward to continuing working with the Board of Supervisors to expand our role in the CFCI Advisory Committee, and funding implementation, and to continue making the County’s budget process more inclusive and participatory.

Thanks to this campaign, the BOS voted unanimously to pass the motion Addressing Inequities of TGI People in LA County on November 22nd, 2022 and will report back in 180 days from the date to then continue the next steps in addressing inequalities to services for TGI people.

TGI WEEK OF ACTION

TGI WEEK OF ACTION: ADDRESSING INEQUITIES OF TGI PEOPLE IN LA

During the week of action TLC shared its TGI Week of Action Toolkit and held a Press Conference at the Board of Supervisors while honoring Transgender Day of Remembrance during Trans Awareness Month. The motion included a needs assessment of services offered by LA County Departments to TGI people to address critical gaps in services.
CAMPAIGNS AND BILLS WE SUPPORTED THAT PASSED

**SB 1194**  
*Public Restrooms: Building Standards for Multi-Stall Gender Neutral Bathrooms*

**SB 107**  
*Gender Affirming Healthcare, Refuge For Trans Kids And Their Families*

**SB 357**  
*Safer Streets For All Act*

**SB 523**  
*Contraceptive Equity Act*
COMMUNITY ADVISORY BOARD
The TLC Policy Community Advisory Board (CAB) is a group of 7-12 community members with lived experience related to issues we are seeking to address through our policy work that meets monthly. This year the CAB provided input on policy priorities, community engagement, and political efforts, while also gaining expertise in public policy and legislative organizing. This body is consulted during the policy process; policy issues include data collection, community development, housing, workforce development, education, migration, and issues that uplift TGI people within policy.
THE DIAM@NDS
The Diam@nds are a group of 10 members made of TLC clients that make TLC’s Center of Excellence for Elderly Trans (CEET). CEET directly benefits trans and non-binary folks aged 50 and older living with and affected by HIV in LA County. The Diamonds meet once a month to address barriers to accessing coordinated care, increasing advocacy skills, and improving the quality of life for elderly trans people.

THE CALIFORNIA TRANSGENDER GENDER-NONCONFORMING, INTERSEX POLICY ALLIANCE (CTPA)
The CTPA is a statewide coalition of 25 TGI-led organizations working toward policy change in California, which worked to pass AB 2218 – The Transgender Wellness and Equity Fund. Through this campaign, TLC led the development of this coalition through a statewide retreat and weekly conference calls. The mission of The California TGI Policy Alliance is to build the capacity and leadership of Transgender, Gender Non-Conforming, and Intersex (TGI) people in California to create and implement policy change, increase public education, and gain resources that will improve the livelihood of TGI people, particularly TGI-BIPOC. TLC continues to be a key leading organization in this coalition as it grows and expands. Currently, there are 25 individuals and organizations who are members of the CTPA. It is TLS’s goal to soon onboard a full-time coordinator for this coalition that will support meeting coordination, member expansion, and legislative strategy.

TRANS Latin@ POWER – SOCAL POLICY AND ARPA ADVOCACY INSTITUTE
TransLatin@ Power is a policy and capacity-building training for Trans Latina women in leadership roles from Los Angeles, Orange, and San Diego Counties. The cohort participated in a political advocacy institute led by TLC’s Policy Department to develop skill sets, build capacity, strengthen leadership, and learn about ARPA/County budget advocacy. Each county cohort hosted its own town hall, held a policy briefing with local and state elected officials, and informed on the CTPA’s legislative priorities. Through a grant from the Latino Community Foundation’s Latino Power Fund, TLC partnered with Alianza TransLatinx in Orange County, TransFronteras, and Proyecto TransLatina in San Diego to host over 250 community members in town halls throughout the three counties, over 30 TGI constituents in legislative visits, and reach an audience of over 30,000 through digital public service announcements on policy, advocacy, and Poder TransLatin@.

TGI POLICY ADVOCACY AND COMMUNITY ENGAGEMENTS
This year the department conducted a total of 17 community engagements which consisted of training, listening sessions, mobile clinics, and town halls. Not counting the regularly scheduled meetings like the CAB, Diam@nds, and the CTPA, 625 individuals were an active part of TGI-led and centered policy and advocacy engagement in 2022.
In 2022 TLC fulfilled manifestations and worked diligently towards a brighter future. The foundational work of the Policy Department will always be special because it was led through a TGI justice, abolitionist, and transformative lens, informed by the lived experiences of our clients and community.

Next, in 2023, The Policy Department will continue coalition building at the state and local level, and the development of more research initiatives to keep the needs of the community up to speed with the current climate. The three main policy priorities for 2023 are TGI data collection, TGI Reentry Services, and the continuation of funding for the TGIWEF. The team aims to update the Policy Agenda, which is a six-point policy agenda including TLC’s stance and vision on trans-inclusive futures in areas such as healthcare, employment, criminal justice, sex work decriminalization, and more.

The Department will continue the capacity building of the community engagement advocacy groups, the Diam@nds, and the Community Advisory Board. On a federal level, TLC intends to develop a report on Transgender Aging, and the long-term health access needs that TGI elders living with HIV/AIDS face. As the department adds a new role to the policy team- a Training Coordinator will train trainers and consultants to end transgender discrimination in Los Angeles Homeless Services Agencies, and shelters to ensure equal access to housing for all.

As TGI people become more aware, capable, visible, and powerful in demanding equitable access our community continues to face backlash, and in its face we build strength. For this, we look forward to your support and are fighting alongside you.
The TransLatin@ Coalition’s Legal Services Department provides legal consultation and representation at no cost to TGI people in LA County and throughout Southern California. Most of the clients that come to TLC are seeking assistance with immigration issues. With this trend, we are also seeing an influx of trans women who migrate to the US from the Tijuana border and come to The TransLatin@ Coalition looking for help with their asylum claims. We work with as many clients as we have the capacity for, and are happy to welcome them into the U.S. as their new home! We also assist clients with name and gender change, work permits, acquiring permanent residency and citizenship, U visas, housing issues, workplace discrimination, and criminal law matters.

152 Clients Enrolled in Comprehensive Case Management Services
44 Asylum cases
34 Work permits
13 Permanent residency
6 Citizenship
2 Deportation Defense
4 Travel Documents
9 U Visas
36 Name and Gender Changes
7 Housing / Landlord-Tenant
8 Employment / Workplace
13 Other legal Issues
FLEEING VIOLENCE, SEEKING ASYLUM

LEGAL SERVICES CLIENT SUCCESS STORY

One success story from the Legal Service Department includes a trans man from El Salvador in his 30s who came to the United States with his daughter. The client suffered continual abuse in his country from MS-13 gang members, including from his brother. The client and his daughter had a difficult journey to the U.S. that lasted almost two years. After they came to the Legal Services Department, we filed asylum applications for both of them. We arranged for the client to receive psychological counseling at no charge. In advance of his hearing, we spent many hours with the client drafting a personal declaration and preparing him to testify. We also engaged an expert on gang violence in El Salvador and obtained a statement from the client’s psychologist. We represented the client and his daughter in Van Nuys Immigration Court, where the judge granted them asylum. The client works in the San Fernando Valley, and his daughter has finished high school. The Legal Services Department will file applications for permanent residency for them in 2023.
In 2022 the Communication Department was formed, reaching out to a wider range of audiences who engaged, liked, and shared our content.

As an organization, we aimed to uplift, and disseminate stories that highlight the resilient spirit of our community. The communications department is dedicated to seeking out stories that impact social change and support with securing resources for the TGI community.

Through storytelling, we see the triumphs and challenges of TGI people come to life and show us why our work is critical in the communities we serve.
A PREMIERE YEAR FOR TGI VISIBILITY

TRANSLATIN@ MIGRANTS: LIFE, LOVE & TRIUMPHS
A project of 25 short documentaries of inspiring stories showcasing trans migrants. We held a fabulous premiere in Hollywood to view these beautiful stories on the big screen and celebrate the lives of all trans migrants.

View all 25 stories and event galleries at tlmshorts.com.

VISIT TLMSHORTS.COM
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PRIDE EVENTS

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IN-TRANSITION WITH THE TRANSLATIN@ COALITION

The Hammer Museum hosted an event for The TransLatin@ Coalition as a celebration of TGI community highlighting their exhibit of Andrea Bowers, an artist who combines artistic practice with activism and advocacy.

GIVE US OUR ROSES
SOCIAL MEDIA INTERACTIONS

Over 25.1K followers on Instagram.
Over 375K of reach, up from 9.7K last year.
Over 649K impressions, up from 17K last year.
Over 4.2K followers on Twitter.
Over 599 Mentions on Twitter.
COLLABORATIONS AND PARTNERSHIPS

We All Grow Latina
The Hammer Museum
The Elton John’s Foundation
gc2b
Gender Outlaw
Keck Medicine of USC
Las Poderosas
LA Grit Media
Homies Unidos Food Drive
Revolve Impact
Walk the Walk
Immigrants Are LA (IRLA)
Re-Imagine LA Coalition (RELA)
LA LGBT Center
APIAT
California TGI Policy Alliance (CTPA)
This year marks a complete year that The TransLatin@ Coalition hired a part-time Human Resources Director to develop and manage the organization’s overall human resources strategy.

Focusing on Human Resources operations, compliance, performance management, creating and updating policies, acting as an employee advocate and mediator with employee relations concerns, and handling human resources legal issues as required. It has been important to cultivate and demonstrate a commitment to diversity, equity, and inclusion through continuous development, modeling inclusive behaviors, and proactively managing bias.

Showing our employees how their ambition can align with the organization’s future helps to engage and retain them. For the organization, there are benefits of better succession planning, higher productivity, and a stronger employer brand.

Throughout the first year of the Human Resources factor, the following areas have been made possible so far:

- **Employee Files**: Launched a brand-new organizational file system for all current employees.
- **Electronic Files**: Generated an electronic organizational file system of all digital files for each current employee.
- **Employee Handbook**: Revised new policies and procedures handbook merging pre-existing policies and modifying new content with a final review by the legal team from the VetterPrice Legal Firm. This handbook was distributed and fully executed in July 2022.
- **Legal Compliance**: Ensured by monitoring and implementing applicable human resource federal and state requirements, conducting investigations, and maintaining records. Employment Law updates, and annual labor law postings.
- **Employment Compliance**: Live scan and TB compliance requirements.
- **Employee Benefits**: Administered all employee benefits and coordinated HR/Payroll programs with the organization’s Controller to create new procedures as necessary.
- **Personnel File Forms**: Created new forms, file templates, evaluation forms, and employment onboarding application packets.
- **Support**: Provided coaching, leadership, and encouragement to managers and employees regarding Human Resources policies, procedures, programs, questions, and concerns.
- **Commitment**: Participated actively in demonstrating a commitment to diversity, equity, and inclusion through continuous development, modeling inclusive behaviors, and proactively managing bias. Managing performance review process and ensuring employee training includes any competency development plans.
- **Report Tracking**: Participation in employee disciplinary and/or counseling issues with supervision as necessary; reviews any disciplinary documentation as it may apply.
- **Administer**: Policies for the organization, including the administration of attendance and disciplinary policies, ensuring consistency within the organizational goals.
- **Recommended, evaluated, and implemented**
appropriate innovative approaches and technology in delivering human resources activities and programs to support the organization’s mission and goals.

- **Performance Management**: Ensured employees stay productive and engaged. Good performance management involves good leadership, clear goal-setting, and open feedback. Performance management tools we’ve included are performance reviews, in which the employee is reviewed by their manager. It also includes 360-degree feedback tools in which peers, managers, subordinates, and sometimes even clients review the employee’s performance.

- **Staff Retreat**: As an attempt to build our team efforts, our 2022 retreat took place at The Maxwell House in Pasadena on Monday, January 31, 2022. A retreat facilitator was hired for the day, and a total of 25 staff and volunteer members spent the day at this beautiful venue. Our focus for the retreat this year was to build trust among team members while keeping the day fun and interactive. It was important that the team understood that things need to be set in place as an organization that will ultimately help us be a sustainable and long-lasting organization. Breakfast and lunch were provided, and various team-building exercises, games, and reflections took place. The day ended with a nice group walk, and a fabulous group photo now showcased on our website.

- **Staff Field Trips**: We planned a staff field trip to Universal Studios in September for all staff, interns, and volunteers to gather for a day outside work for a fun interaction at Universal Studios. The goal was to bring everyone together, do some team building, get to know one another as our team rapidly grows, and enjoy the day, as it was a busy year, and we have accomplished so much. Approximately 30 staff members, volunteers, and interns attended and got to ride on the Metro. It was quite the experience, and the overall turnout and feedback were very positive.

- **Staff Growth** – One of the key roles of Human Resources is to be a credible support for our employees. Employees need to be informed and heard on different topics that are relevant to them. Communication relates to spreading information relevant to employees. It is also important that we encourage our team and invest in their Employee Development to help our employees hone strengths and grow skills, which better equips them for their current roles. We believe this adds more value to the workforce and directly benefits our organization by building a better and satisfied workforce.
OUR FUNDERS

All entities listed have supported our organization this year with funding to do our work with a minimum of $50,000.00.

We appreciate your support and we wish to continue to build and create more partnerships to this minimum amount and more. Thank you so much for trusting our work.

California Community Foundation (CCF)
California Department of Social Services (CADSS)
California Governor’s Office of Business and Economic Development (GoViz)
California Governor’s Office of Emergency Services (CALOES)
California Office of AIDS (CAOA)
CA Access to Justice Commission
City of Los Angeles
City of West Hollywood
Community Partners
Gilead Sciences
Grantmakers Concern with Immigrants and Refugees (GCIR)
Groundswell Fund
Heising-Simmons Foundation
Kaiser Permanente
LA County-Represent LA
LA Care
MacKenzie Scott
The California Endowment (TCE)
Sierra Health Foundation
Weingart Foundation
United Way Of Greater Los Angeles
The year 2022 has been a year of different things to our organization and our community. We have seen that more attacks on our community continue to happen. Many of us thought that once the previous president was out of office things were going to get better but the reality is that things have gotten worse. Over thirty-six states are deliberately attacking Trans, Gender Nonconforming and Intersex (TGI) people, trying to diminish and devalue our existence. That is why our work is critical. Our organization is contributing to the broader infrastructure building that needs to happen in the TGI community through our advocacy efforts and our service delivery.

We have become one of the most prominent trans-led organizations in the country because of our work and visibility. Next year, we are planning to obtain land and build a state of the art center and expand our services and be a visual representation of the possibilities of our community. We have identified a site and currently are in discussions with the Local Initiatives Support Corporation (LISC) to obtain a five million dollar loan to be able to purchase the ideal property. Once we obtain the property, we are going to actively seek funding to build what it will be our new home where we are going to have enough space for us to deliver the services to our community in Los Angeles but it will also be where we will be planning all of our strategies for us to continue to fight the inequalities that we experience in our society.
We know that this task is one of our greatest challenges, but we are also confident that we are going to accomplish the dream of our local community as it is our calling and our duty. **WE OWE IT TO TGI PEOPLE IN LA.** We are also confident that our local government is going to step up to the plate and support our efforts with the needed resources to construct our building and expand our services including Behavioral Health, the Arts and Substance Abuse. We know that TGI people will continue to be discriminated against and attacks will continue to happen against our community in 2023 and beyond. However, The TransLatin@ Coalition will continue to organize, strategize and be visible to all of our communities so that they can see that TGI people can realize and actualize our hopes and dreams through the empowerment of all TGI people. Our commitment and work to and for our communities will overcome any obstacles that are put in our path.

Thank you for believing in us.

In Solidarity,
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