

3rd Annual Transgender Leadership Summit

March 14 – 16, 2008

University of California, Berkeley

Nearly 300 transgender community members and allies gathered at UC Berkeley for an inspiring weekend of skills-building workshops, presentations, networking and fun. Attendees of the 3rd Annual Transgender Leadership Summit ranged from seasoned community leaders to emerging transgender young people, families and allies.

The Summit was planned by a dedicated core of more than 25 community volunteers, including 14 transgender women and 8 transgender men. Community members and Transgender Law Center staff worked together to secure a location, plan workshops and plenary sessions, and manage logistics.

The theme of the 2008 Summit, “Transgender Grows Up, Change from the Inside Out,” was woven through the four inspiring plenary sessions and twenty-six workshops. Participants reflected on the incredible progress the transgender civil rights movement has made in recent years, and discussed what it will take to continue to gain equality for our communities.

Participants came from all over California, with heavy representation of the Los Angeles area, Sacramento, San Diego, and the Bay Area. There were participants from rural communities in far northern reaches of the state, and people from suburban areas of the central valley.

The diversity of the participants truly reflected the diversity of California’s transgender communities. Of the participants who indicated their cultural and ethnic backgrounds, 53% self-identified as people of color. The ages of participants ranged from 14 to 65. A wide array of gender identities were represented, and the vast majority of participants identified as transgender.

Evaluations of the plenary sessions and workshops were overwhelmingly positive. Participants commented on the usefulness of the skills-building workshops and the resounding inspiration of the plenary sessions. Workshop and plenary presenters also provided incredibly positive feedback; many stating that the caliber of the discussions sparked added to their own expertise. Although simultaneous Spanish translation was provided for all plenary sessions, many participants asked that translation services be provided in all workshops in 2008. The Leadership Summit planning committee will do all it can to accommodate this request!

In all, the 2008 Summit was a huge success. Community members walked away inspired, empowered, and armed with information. Momentum for the 2009 summit is already brewing.

2008 Summit Plenary Sessions:

“Trans Grows Up: The Maturation of a Movement”

In this session, participants heard from youth and elder advocates about the growing communities of both young transgender and gender non-conforming people and aging community members. Shannon Garcia of Transgender Youth and Family Advocates talked about the need to support transgender young people with love, compassion, and advocacy. Miss Major of the Transgender, Gender Variant, and Intersex Justice Project discussed the increasing number of elders in our community and inspired us all.

“Reflections on Leadership”

This plenary brought together Kate Kendell of the National Center for Lesbian Rights, Alice Kessler of Equality California, and the TLC’s Danielle Castro to discuss the need for transgender voices at the local, state and federal levels of advocacy. The session was moderated by Yosenio Lewis. Attendees learned about the great progress our movement has made in the State of California and we inspired to get more involved.

“Deliver California: the Local & National Campaign for a Trans-Inclusive ENDA”

Mara Keisling of the National Center for Transgender Equality, Jon Newsome of And Castro for All, and Masen Davis of TLC discussed plans to mobilize California transgender communities to ensure that the transgender-inclusive Employment Non Discrimination Act is introduced in the federal legislature.

“What’s Next? Building the Movement for Transgender Equality”

During the closing session, renowned activists Jamison Green and Donna Rose reflected on the incredibly stride the transgender civil rights movement has made in recent years and discussed the work that remains to be done. The plenary was moderated by Susan Christian. It was an inspiring session that left us all with an even deeper sense of commitment to the movement.

2008 Summit Workshops:

With 26 workshop sessions, the 2008 Summit had something for everybody. The workshops sessions were divided into seven different tracks, designed to ensure that participants of all levels of experience and areas of interest left educated and inspired.

The tracks included:

- **Empowerment Institute** for new community members, emerging activists and allies;
- **Leadership Development** and anti-oppression training for general audiences;
- **Policy Roundtable** for experiences activists interested in public policy change;
- **Organizing Bootcamp** for grassroots community members and leaders;
- **Organizational Development** training for staff and volunteers of local groups;
- **Media Advocacy** for leaders interested in improving their media and communication skills; and,
- **Caucuses** to connect with specific affinity and interest groups.

Workshop Descriptions by Track:

Empowerment Institute:

Trans Pride: Intro to Trans Communities: An upbeat session with transgender people telling our stories. Learn what have to be proud of as a community -- our heroes, our accomplishments, and our rich diversity. Learn how we all share some things while having our own complex stories. Goal: be able to define and empower ourselves while honoring our diversity and learning to work together. Presenter(s): Alexis Rivera, Mike/Michelle Dennis, Jake Finney & Friends

Current Issues in Trans Communities: Overview of critical issues facing our communities, including health care, prisoner rights and hate crimes. Presenters: Alex Lee, Jake Finney, JoAnne Keatley. Facilitator: Ms Bob.

Tools for Change: Put some tools in your tool belt as successful change agents provide a window into social change strategies and tactics in the movement for transgender equality. Includes an introduction to public policy advocacy, community organizing, and media advocacy. Presenters: riKu Matsuda; Autumn Sandeen

The Transgender Movement: Past, Present, and Future! Where have we come from? What is -- or was -- the movement we are building upon? Where are the old folks now and what's going to happen to them as our movement goes forward? Hear stories about Compton's Cafeteria and Stonewall, learn what happened to trans people in the 1960s, 70s, 80s, and 90s. Learn, too, about what efforts are underway to help older trans people manage their lives. We're all getting older, so let's not forget about that as we advance our community's issues. Presenters: Miss Major and Jamison Green

Leadership Development Track:

Intergenerational Leadership: Attend this interactive session if you want to: Learn how to sustain and support healthy, growth-oriented integration of new leaders; identify your personal goals for leadership; better understand your identification with your "transgeneration"; Find ways to connect past community work to your future goals and avoid re-creating the wheel. Presenters: Daniel Gould & Max Fuhrmann

Internalized Oppression & Anti-Racism: Recent research has linked internalized oppression to externalized racism among white transgender adults. This workshop seeks to explore and detail ways in which other forms of internalized oppression, in conjunction with privilege, serve to derail progressive social justice through community divisions and exclusion. The presenter will detail how internalized oppressions play out in several key issues affecting LGBT communities. Addressing these issues among LGBT people and allies is an attempt to change the way people think about oppression and move towards an understanding of the interconnectedness of people and social justice issues. Presenters: Anand Kalra

Conflict Management: Max Fuhrman, a clinical psychologist in private practice, and Ben Lunine, Staff Attorney at TLC, will discuss different ways to manage individual and group conflict. Blending together Max's expertise in psychology and Ben's legal experience, we will brainstorm effective strategies and useful tools for managing some of the conflicts that arise in our lives, especially conflicts that we may not be able to fully resolve. Presenters: Ben Lunine & Max Fuhrmann

Policy Advocacy Track:

Policy Advocacy & Lobbying Skills: This workshop will explain the California legislative process and how advocates can influence it. Participants will be trained on how to conduct advocacy meetings with lawmakers, practicing and role playing in small groups. Presenters: Alice Kessler & Cecilia Chung

Federal Policy Agenda: The National Center for Transgender Equality (NCTE) provides a consistent voice in Washington DC for transgender people by monitoring federal activity and communicating to community members around the country. Come learn about current federal policy issues and efforts to create a transgender-inclusive national policy agenda. Presenter: Mara Keisling

Economic Empowerment: More and more local and state governments are investing in the economic needs of transgender communities around the country. Come learn about strategies for getting your local community to invest and sign up to be part of an exciting new statewide effort. Presenters: Chris Daley & Friends

Community Organizing Track:

Community Organizing: Last year when HRC and Barney Frank pulled the rug out from beneath us, we organized and fought their efforts to pass a non-inclusive ENDA. What did we do? What are the next steps? How can we work with LGB and straight activists across the country to pass an inclusive ENDA. In this workshop, we will learn basic community organizing skills using ENDA as a case study. As time permits, we will brainstorm future tactics and actions to engage and empower transgender leaders and prepare for the campaign ahead. Presenters: Robert Halaand

Organizing a Safe Bathroom Access Campaign: This workshop will focus on understanding the political landscape surrounding safe bathrooms throughout the state of California, and will also provide the foundation from which a powerful bathroom access campaign can be built upon. Presenters: Danielle Castro

Health Insurance Advocacy: Want to eliminate transgender exclusions that limit transgender access to medical care? Participants will gain understanding of basic issues in changing health care benefits policies, learn which strategies have been successful in a variety of settings, and make vital connections between barriers to health insurance access and broader health care access issues. Presenters: Andre Wilson & Daniel Gould

Organizational Development:

Fundraising Fundamentals: Connect with your own spirit of generosity and overcome barriers that prevent you from becoming an effective fundraiser and advocate for our community. In this interactive workshop, you'll learn from professional fundraisers effective solicitation techniques that you can put into practice immediately. Presenters: Gayle Roberts & Rajat Dutta

Making Your Organization/Group Accessible to the Deaf Community: This workshop will give participants a glimpse into the issues facing the Deaf Trans community and give insight on how to be an inclusive leader/organization and ally. Presenters: Drago Renteria & Jennifer Mantle

Lobbying Rules for Nonprofits: This session explains the federal laws governing 501(c)(3) lobbying, including a discussion on how to calculate lobbying limits, definitions of direct and grass roots lobbying, and the application of these rules to ballot measure activities. This session also highlights the exceptions to lobbying and includes a discussion of record keeping techniques. Presenter: Nayantara Mehta, Alliance for Justice

Media Advocacy:

Media Essentials: Making Your Voice Heard: The Media Essentials workshop will help you to organize rapid response to media in local communities. This workshop will discuss organizing techniques for coordination rapid response to local media, how to develop op-eds and letters to the editor to generate conversation in local media outlets about the transgender community, and strategies for mobilizing media response to hate crimes and other urgent, unexpected incidents. Presenters: Andy Marra, GLAAD

Advanced Spokesperson Training: This workshop will offer media spokesperson skills, including learning how to tell your story effectively, techniques to stay on message, and the trainers will lead practice media interviews to help participants hone spokesperson interview techniques for print and broadcast media. Presenters: Andy Marra, GLAAD

Media Advocacy in Transgender Communities: As the transgender community continues to gain increasingly high exposure in the media via the entertainment industry and current issues, the mission is clear: The Image of Our Community in the Media Needs TRANSFORMING! We will discuss and strategize ways to harmonize OUR message to the world. Presenter: Ashley Love, MAGNET

Caucuses:

Being an Ally to Trans Communities: Come discuss what it means to be an LGB ally to the transgender community. In this workshop you will learn valuable tips on how to best advocate for and support your transgender friends, family and colleagues and explore ways in which we can best help the transgender civil rights movement. Presenters: Kristina Wertz & Susan Christian

Youth Caucus: This caucus is aimed at being a comfortable place for discussing trans youth issues. This space can touch upon: coming out, hormones, families, transphobia, being a trans-teenager or trans-young adult, and laws that help or restrict trans youth. Let's create a safe space for trans youth! Facilitator: D Sladen, GSA Network

FTM Caucus: Gather together with FTMs and guys on the masculine spectrum from all over California. Chill, talk, meet, greet and speak your mind! Facilitators: Martin Rawlings-Fein & Jake Finney

Transgender Women's Caucus: A casual meeting space for transgender-identified women and women of transgender experience to meet and talk about issues of interest. Facilitators: LOTUS and Transgender San Francisco.

AFOAT Caucus: A Caucus for the rest of us: Allies, Friends, Loved Ones And Tribes, because we are an integral part of the community! This caucus provides a supportive network of caring parents, partners and spouses, family members and friends, in order to support ourselves and each other. We bring understanding as we listen and share our experiences, network with resources and information and celebrate our families. Facilitator: Deborah Serval

Genderqueer Caucus: Beyond Labels. Beyond Gender. Beyond Arbitrary Distinctions and Divisions... Everyone is welcome to join us in supporting and empowering anyone open to their unique gender-giftedness and celebrating gender-giftedness in everyone. Facilitators: Mike/Michelle Dennis & Alexander Yoo

People of Color Caucus: Facilitated discussion by POC for POC regarding leadership and its role in our lives. Facilitators: Lyle Blake & Jenna Rapues

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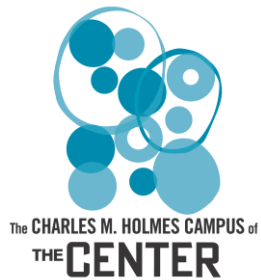
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Presenter Bios

Danielle Anderson-Castro is Santa Clara County Human Relations Commissioner and is the Policy Advocate for The Transgender Law Center. She is cofounder of the transgendered youth support group at the local LGBTQQI Community Center, and is one of many advocates in her region. Danielle is Vice Co-Chair for the Transgender Center of Excellence Community Advisory Board and has many other groundbreaking involvements with various trans programs. Her vision is to create long lasting positive changes for the gender variant community to ensure equal access to healthcare, education and any other services needed.

Susan Christian is a member of the Board of Directors of the Transgender Law Center. Susan works as an Assistant district Attorney for the City and County of San Francisco and serves and the Co-Chair of the Alice B. Toklas Lesbian, Gay, Bisexual, and Transgender Democratic Club.

Cecilia Chung, Deputy Director of the Transgender Law Center, has been an advocate and a voice of the Asian & Pacific Islander communities as well as people living with HIV/AIDS. In 2004, Cecilia founded the Trans March in San Francisco that boasted as the largest transgender event on Pride weekend. In September of the same year, Mayor Gavin Newsom appointed Cecilia as Human Rights Commissioner where she currently serves as the Vice-Chair of the Commission.

Chris Daley helped to found the Transgender Law Center in 2002 and served for several years as its first Director. Working alongside community members, economic development experts, and public officials, he helped secure the nation's most significant public investment in transgender economic development work in 2005. Chris is now in private practice in San Francisco.

Masen Davis serves as Executive Director of the Transgender Law Center, and civil rights organization advocating for transgender communities. Masen has served in leadership roles for organizations such as FTM Alliance, National Center for Transgender Equality and Funders for Lesbian and Gay Issues. He received his Masters of Social Welfare from UCLA and BA from Northwestern University.

Mike/Michelle Dennis MS is out as both Mike and Michelle in all areas of her life. Mike/Michelle was on the national advisory board for GenderPac, active in LOTUS (League of Trans Unified Sisters), the Alpha Chapter of Tri-Ess, facilitator of GenderQueer Revolution's Coffeetalk and is Co-Chair of the West Hollywood Transgender Task Force.

Nari Durst is a trans-loving femme and Health Educator at CSU Dominguez Hills. Zie helped to build a transgender community in Claremont, CA through the organization on TRANScend. Through TRANScend, Nari organized for safe and accessible gender-neutral restrooms, and is currently organizing for affordable, culturally-competent transgender healthcare throughout Los Angeles County with the Community Clinics Campaign.

Rajat Dutta is Deputy Director of Development at the Horizons Foundation. Based in the San Francisco Bay Area, Horizons Foundation serves the lesbian, gay, bisexual, and transgender

community by making grants, strengthening LGBT organizations and leadership, and increasing philanthropic giving. As a Buddhist/Hindu meditator, Rajat believes that giving is the way to take care of ourselves and our community and that every generous act changes isolation into caring connection.

Jake Finney is a transgender man from Los Angeles. He is currently the Lead Advocate for the L.A. Gay & Lesbian Center's Anti-Violence Project, serves on FTM Alliance's Board of Directors, and Co-Chairs the City of West Hollywood Transgender Task Force.

Maximilian Fuentes Fuhrmann, Ph.D., clinical psychologist, conceptualized 3 Malibu men's retreats, FTM couples' retreat, and chaired the Burbank 1999 Forward Motion conference organizing committee. He transitioned at age 20 in 1979. He's excited to be able to share community with the empowered and confident "young" trans advocates of the 21st century.

Daniel Gould lives in LA where he does triathlons and spends as much time outdoors as possible. He is a clinical social worker who feels dedicated to the issue of healthcare access for all people. Daniel was a co-founder of FTM Alliance and has been involved in trans/gender advocacy work since 1998.

Jamison Green is an internationally respected author, educator, and advocate for transgender civil rights, health, and social safety. He serves on the Boards of Directors of the Transgender Law & Policy Institute, TransYouth Family Allies, HBIQDA/WPATH, and other advisory boards. He's one of the world's most visible and influential transmen.

Robert Haaland named a "local hero" by the San Francisco Bay Guardian, Robert is a former President of the Harvey Milk LGBT Democratic Club, Co-Chair of Pride at Work, a Commissioner on the San Francisco Board of Appeals, A graduate of UC Berkeley and Hastings College of the Law, Robert currently works as an organizer for SEIU Local 1021. Robert has led campaigns to protect renters, fought for police accountability, and was the first transgender candidate to win public election as an elected member of the San Francisco Democratic Party.

Anand Jay Kalra is a vegetarian, queer, trans, South Asian activist. He has held fellowships at the National Gay and Lesbian Task Force and the National Center for Transgender Equality. Anand is currently on a mission to expose internalized oppression as a hidden root of externalized oppression. This is turning out to be harder than he had anticipated. He welcomes questions, comments, and challenges at anand@anandkalra.com.

JoAnne Keatley received her Master of Social Welfare degree from the University of California, Berkeley. JoAnne is the Minority Programs Manager at the Pacific AIDS Education and Training Center/UCSF and Director of the Center of Excellence for Transgender HIV Prevention. She currently sits on the California SOA Latino Advisory Board, Board of SalvaSIDA, and on SFTEAM

Mara Keisling is the founding Executive Director of NCTE. A Pennsylvania native, Mara moved to Washington D.C. after co-chairing the Pennsylvania Gender Rights Coalition. Mara is a transgender-identified woman who also identifies as a parent and a Pennsylvanian. She is a

graduate of Penn State University and did her graduate work at Harvard University in American Government. Mara has almost 25 years of experience in social marketing and opinion research.

Alice Kessler is the Director of Government Affairs for Equality California, the state's leading lesbian, gay, bisexual and transgender civil rights advocacy group. At EQCA, Alice oversees legislative, budget and administrative advocacy, as well as the organization's political action committee. Alice is a regular presenter to the Transgender Equality Alliance.

Yoseñio Lewis is a dark skinned Latino female to male transsexual who has been an activist since 1973. A health educator, speaker, writer, performer, trainer, facilitator and spiritual hugger, Yoseñio is a member of the Board of Directors of the Woodhull Sexual Freedom Foundation and of Tenderloin Health (in San Francisco). He was previously on the Board of Directors of the National Gay and Lesbian Task Force (NGLTF).

Alexander Li-Hua Lee is the Director of the Transgender, Gender Variant & Intersex Justice Project (TGIJP), a nonprofit legal organization working in California and nationally. TGIJP's mission is to end human rights abuses against TGI people, primarily of color. Using legal, policy, and community organizing strategies, TGIJP works at the intersections of race, class, gender, intersex condition, and dis/ability, among other facets of identity and background.

Ashley Love is the founder of MAGNET- Media Advocates Giving National Equality to Trans, which is committed to educating the media on trans issues, and pushing for more positive portrayals. Ashley's a publicist, activist, writer, artist and butterfly. Ashley seeks to help build the bridge for our cause into mainstream society.

As Staff Attorney for the Transgender Law Center, **Ben Lunine** provides direct legal services to transgender individuals and their families throughout California, as well as technical assistance to attorneys working with transgender clients. Ben also provides training to government agencies, private sector employers, and health care providers in order to transition California into a state in which we can all fully and freely express our gender identities.

Jennifer A Mantle works as a sign language interpreter and has presented nation-wide with her partner, Drago, on her experiences as the partner of a Deaf transman of color. She has published a piece on the same topic in *Eyes of Desire II: A Deaf Gay and Lesbian Reader*.

Miss Major is an elder, black, formerly incarcerated transgendered Male-to-Female person. She has been involved in the trans community as an activist and advocate for over thirty-five (35) years. Currently, she's working as Community Organizing Director of TIP (Trans and gender variant in Prison Committee) and TGIJP (Transgender, Gender-variant, and Intersex Justice Project), where she instills hope and belief in the future and a sense of some kind of justice for the girls that are currently incarcerated and those coming home.

riKu Matsuda is currently working at the Los Angeles County Commission on Human Relations on community/school-based human relations programs. He serves on the board of FTM Alliance of Los Angeles and qteam's community advisory board. You can hear riKu on air every other Thursday morning from 7-8am on KPFK's "The Morning Review."

Nayantara Mehta is an Attorney Trainer at Alliance for Justice's Oakland, CA office. She conducts trainings on the advocacy rules for nonprofits. Nayantara holds a JD from the University of California, Berkeley School of Law, an MA from the University of Chicago, and a BA from the College of William and Mary.

Martin Rawlings-Fein is President of the Lou Sullivan Society Steering Committee, a past FTMI board member, former co-chair of SF TEAM, advisor to the SF Human Rights Commission and former publications director for FTMI.

Dragonsani Renteria is a Deaf, Chicano transman who has presented to diverse audiences nationwide on LGBTIQ issues. He has served on numerous local and national boards and is founder of the national Deaf Queer Resource Center and is a former director of the Deaf Gay and Lesbian Center.

Jenna Rapues is a transgender Health Educator with the HIV Prevention Section of the San Francisco Department of Public Health. She is involved in many transgender health and wellness activities at SFDPH which includes facilitating the Transgender Advisory Group. She is currently a candidate for a Masters in Public Health at San Francisco State University, Health Education Department.

Alexis M. Rivera is the former Policy Advocate at the Transgender Law Center. Prior her to her work at the TLC, she was the Project Coordinator for the Tranny Rockstar Project at Childrens Hospital Los Angeles. Alexis has received several awards for her contributions to the transgender community, was a commissioner for the Los Angeles County Commission on HIV/AIDS, and founding board member of the FTM Alliance of Los Angeles.

Gayle Roberts is Fundraising Counsel for Fundraising for Nonprofits. Working primarily with small to mid-size social change nonprofits, Gayle provides support around all major aspects of fundraising. Past clients have included Brava! Women in the Arts, New Leaf Services for our Community, openhouse, San Francisco LGBT Community Center and Transgender Law Center. She is the current President of the Development Executive's Roundtable, a trade association of Bay Area fundraisers.

Donna Rose is a nationally recognized author, speaker, and advocate for transgender and transsexual issues. She was the first and only openly transgender member of the Human Rights Campaign Board of Directors, where she also served as National Co-Chair for Diversity until resigning in Oct. 2007 over ENDA. She is on the Board of the National Gay and Lesbian Chamber of Commerce (NGLCC) and of the Gay and Lesbian Alliance Against Defamation (GLAAD).

Autumn Sandeen is a transgender, Persian Gulf War veteran; a 20-year retiree from the US Navy. She has been a frequent contributor to the blog Pam's House Blend, and she's an archivist for transgendernews. She's also a board member of the Transgender Advocacy & Services Center (TASC) of San Diego.

Deborah Serval is the online moderator for FTMI_AFLOAT (FTM International Allies, Friends, Loved Ones And Tribe) internet community for families of FTMs. She is also the SOFFA (Significant Other, Family, Friend and Ally) voice on the board of directors of FTMI. She has been an ardent volunteer for many years, for many causes.

My name is **Damond Sladen**. I'm 18 years old and attend Ohlone Community College. I've worked with the GSA Network for 3 years as a Youth Council member, workshop presenter, camp counselor, and was president of my GSA all four years of high school. I currently work with Y.O.U.T.H. (Youth Offering Unique Tangible Help) which works with Social Workers to make them aware of the Youth's point of view throughout their time spent in foster care.

Rev. Alexander Yoo MFTI is the President of GenderQueer Revolution and facilitates the FTM+ Coming Out Group sponsored by FTMI at the LAGLC. He is a leader in many gender causes, 2003's Recipient of the Pride Award ("FTM of the Year"), 2005's Recipient of the Excellence Award and 2004's Recipient of the IFGE TSELF scholarship. As an Asian person of color immigrant he is proud to represent people of color and people of gender, faith and cultural diversity.