



TRANSSEXUAL ROAD MAP NOTES

## Opening the Door to the Inclusion of Transgender People

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New publication provides invaluable 'how-to' advice to lesbian, gay, bisexual and transgender organizations seeking to become fully transgender-inclusive

**The National Center for Transgender Equality and National Gay and Lesbian Task Force today released a joint publication titled *Opening the Door to the Inclusion of Transgender People: The Nine Keys to Making Lesbian, Gay, Bisexual and Transgender Organizations Fully Transgender-Inclusive*, geared toward lesbian, gay, bisexual and transgender (LGBT) organizations.**

"Transgender inclusion has been an important issue in the LGBT community, particularly in the past year. Yet, many organizations struggle with how exactly to become fully transgender inclusive.

We are excited to offer this free new resource," said Mara Keisling, executive director of the National Center for Transgender Equality (NCTE).

Opening the Door, which is based on years of personal and professional experience within LGBT organizations, makes the case for full inclusion at every level of an organization. It examines the need for genuine, consistent advocacy for inclusion of gender identity and expression in policies, programs, legislative stances and public positions, and explores critical issues such as understanding the transgender experience and the role of an ally, how to address staffing issues, dealing with prejudice and ways to further outreach. The voices of LGBT leaders discussing real life experiences with transgender inclusion are found throughout the guide.

**"Our movement needs this publication right now. We are proud of the growth of the Task Force has made over the years in regards to inclusion, although our work is still not done. We hope that this guide will illuminate the process of becoming fully trans-inclusive," said Rea Carey, acting executive director of the National Gay and Lesbian Task Force.**

"The Equality Federation was thrilled to contribute to this guide, and I believe it should be required reading for all board members, staff members and any type of leader in an LGBT organization. I am asking everyone I know to read it because I believe it will better prepare our movement's organizations to do what we set out to do," said Equality Federation Executive Director Toni Broaddus.

The guide is co-authored by Justin Tanis, program manager of the National Center for Transgender Equality, and Lisa Mottet, an attorney with the National Gay and Lesbian Task Force's Transgender Civil Rights Project. Mottet works on transgender-related legislation and policy and is the co-author of *Transitioning Our Shelters: A Guide to Making Homeless Shelters Safe for Transgender People*. Tanis, Ph.D., has a 20-plus-year career in LGBT nonprofits and is the author of *Transgendered Theology, Ministry and Communities of Faith*.