



# TRANSGENDER BILL OF RIGHTS

**TOOLKIT**

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## ABOUT THE MARSHA P. JOHNSON INSTITUTE

The Marsha P. Johnson Institute (MPJI) protects and defends the human rights of BLACK transgender people. We achieve this by organizing our community, advocating for our people, creating intentional healing spaces, developing transformative leadership, and promoting our collective power.

MPJI was founded in response to the murders of BLACK trans women and women of color and their exclusion from social justice issues, such as racial, gender, and reproductive justice, as well as gun violence. MPJI stands with BLACK trans people who are resisting, grappling with survival, and seeking community.

We aim to demystify, diversify, and expand opportunities for our community by raising awareness, sharing knowledge, providing resources, and engaging allies to support our mission.

We envision a society where BLACK transgender people live prosperous, abundant, safe, and self-actualized lives. We work to eradicate the systemic, community, and physical violence that silences our community from actualizing freedom, joy, and safety. We are a group of BLACK trans people and allies committed to collaborative solidarity and dismantling white supremacy in all its forms.

## ACKNOWLEDGEMENTS AND DEDICATIONS

This toolkit, conceptualized by our founder and informed by the intensive capacity-building support provided by MPJI, draws from the invaluable contributions of our Coalition to End Violence Against BLACK Trans Women members, including T.A.K.E Resource Center, My Sistah's House, ROAD and House of Tulip. May this toolkit serve as an extension of our mission to create a world where BLACK trans people have access to equitable resources, fostering improved livelihood, success, and overall well-being for our community.



**CECILIA GENTILI**

This toolkit was co-authored by Nala Toussaint and Tazer Washington. We thank them for their invaluable contributions to this important project.

We dedicate this toolkit to the memory of Cecilia Gentili, whose advocacy and dedication to the transgender community continue to inspire us. Her contributions to the Coalition to End Violence Against BLACK Trans Women helped build the groundwork for our collective vision. Many of the protections and supports we seek to build upon in this toolkit were ideals Cecilia dreamed of with us.

## LETTER FROM OUR EXECUTIVE DIRECTOR

Dear Reader,

This toolkit has been developed in response to the urgent need to uphold the inherent rights of transgender people, which are currently being threatened by legislative actions across the United States. As we address these direct attacks on our fundamental rights, it is crucial to strengthen our networks of support and uphold our values and commitments to justice.

This toolkit reflects that vision. It is designed to offer practical exercises and activities while fostering deeper connections within our community. By focusing on safety, visibility, faith communities, health care, and legislative protections, we aim to support and connect BLACK trans people and families. We are committed to empowering every BLACK transgender person to define their own safety and well-being.

Inside, you will find a series of exercises and activities that build upon one another and outline essential rights that every transgender person deserves. The tools offered here are not intended to be an exhaustive list but rather a resource to facilitate exploration, growth, and connection.

We hope this toolkit will be a valuable resource for BLACK trans people, families, and the broader community.

Thank you for your unwavering support and commitment. We look forward to continuing this journey together.

With solidarity and hope,

**ELLE MOXLEY**

Founder & Executive Director



**ELLE MOXLEY**

Founder & Executive Director

## EXECUTIVE SUMMARY

Amidst the rising tide of anti-trans legislation and violence, The Marsha P. Johnson Institute (MPJI) stands as a beacon of hope, filling the void left by failing systems and governments. With unwavering commitment, we champion the human rights of BLACK transgender people, advocating, building coalitions, and enhancing capacity to ensure their safety, dignity, and respect.

The urgency for action to protect BLACK trans people remains critical, as the surge in anti-trans legislation across the United States is a direct assault on their safety, rights, and well-being. These laws target fundamental rights in essential areas such as health care, housing, education, and employment, deepening systemic inequalities and exposing trans people—especially BLACK trans women—to increasing violence and discrimination. The post-election landscape underscores the need for unwavering community support and advocacy to combat these ongoing challenges.

In 2024, over 600 anti-trans bills were introduced in state legislatures across the country, with more than 20 states enacting laws that specifically target transgender people. These laws include:

- Twenty-five states, half of the US, have enacted bans on youth gender-affirming care. [+](#)
- Twenty-five states ban transgender athletes from participating in sports based on their gender identity. [+](#)
- Eighteen states are implementing measures that allow for the refusal of services to transgender people based on religious beliefs. [+](#)
- Twelve states require proof of gender reassignment surgery before changing a gender marker on an official document, while 6 states do not allow any amendment to official documents. [++](#)

The data reveals that a significant number of states—primarily in the South and Midwest, have enacted comprehensive legislation targeting trans people. These laws not only strip BLACK trans people of their basic human rights but also foster a hostile environment that breeds violence and discrimination. The toll of these laws is staggering.

They force BLACK trans people to live in fear, limit their access to necessary health care, and hinder their ability to participate in society. According to the Human Rights Campaign, 2023 witnessed the highest number of violent deaths of transgender and gender non-conforming people on record, with at least 57 murders, a significant surge from previous years. BLACK trans women are bearing the brunt, accounting for over 70% of these victims. The hostile legislative climate heightens the risks they face, leading to more instances of discrimination, mental health crises, and fatal violence.

## EXECUTIVE SUMMARY (CONTINUED)

In response to these disparities, MPJI launched The Coalition to End Violence Against BLACK Trans Women, uniting T.A.K.E Resource Center, My Sistah's House, and House of Tulip. The coalition was birthed from initiatives in 2019 where the Marsha P. Johnson Institute called on local governments to allocate more resources to address the alarming rates of violence against transgender people through the [Marsha P. Johnson \(MPJ\) Safety and Wellness Act](#). This act established a platform to create a national model that supports local communities by ensuring the safety and well-being of Black trans people.

By advocating for increased financial resources to uplift and protect trans communities, we sought to make a substantial impact. The coalition's mission is to support, embrace, commit to, and uplift BLACK trans women by focusing on health care, housing, reproductive justice, education, employment opportunities, and social support systems. Embracing abolitionist values, the project steadfastly rejects external definitions of safety and empowers affected communities to define their own safety.

To address the disparities in legal protections, we have developed a definition of safety for BLACK trans people that rejects imposed definitions and asserts the right of affected communities to define safety for themselves.

Our collective efforts strive to ensure that BLACK trans people can thrive with dignity, respect, and the support they deserve. This toolkit aims to be a helpful resource for BLACK trans people to connect with others outside of the trans community without fear of being excluded.

By developing this toolkit, MPJI reaffirms its commitment to creating inclusive communities that recognize and support the experiences of BLACK trans people and promote ongoing education for those seeking to understand what safety means for BLACK trans people.

The Safety toolkit promises to foster a shared space where healing and understanding can flourish in the BLACK trans community. This transformative tool has the power to go beyond the trans community and educate cisgender people about the unique challenges faced by BLACK trans people while also equipping them with the knowledge and empathy needed to be allies in the fight for equity. By promoting conversation and connection with a trusted group of supporters through the guided activities listed throughout, this toolkit aims to dismantle misconceptions and build a foundation of solidarity where BLACK trans people can feel a sense of collective empowerment in their pursuit of justice and safety.



# TRANSGENDER BILL OF RIGHTS

Transgender people have the right to be addressed using their correct pronouns and recognized with their correct gender identity — the right to be recognized with dignity and respect.

# TRANSGENDER

# BILL OF RIGHTS

01

## THE RIGHT TO SAFETY

Transgender people have the right to safety in all spaces, including public spaces, schools, homes, and during travel. This includes freedom from harassment, discrimination, and violence.

02

## THE RIGHT TO CONNECTION

Transgender people have the right to experience connection, love, and intimacy within relationships without fear of prejudice or harm, both within familial and romantic contexts.

03

## THE RIGHT TO RESPECT

Transgender people have the right to be addressed using their correct pronouns and recognized with their correct gender identity—the right to be recognized with dignity and respect.

04

## THE RIGHT TO SELF-CARE

Transgender people have the right to rest and self-care. This includes the freedom to engage in healing and restorative practices without judgment.

05

## THE RIGHT TO DETERMINE VISIBILITY

Transgender people have the right to decide where and when to disclose one's identity in various contexts, and to be treated with dignity and respect.

06

## THE RIGHT TO RADICALLY AFFIRMING FAITH COMMUNITIES

Transgender people have the right to access and participate in faith spaces if they so choose, without discrimination or exclusion, to experience spiritual fulfillment and community support within faith spaces.

07

## THE RIGHT TO COMPREHENSIVE HEALTH CARE

Transgender people have the right to competent, comprehensive, and affirming barrier-free medical care that addresses mental and physical health needs.

08

## THE RIGHT TO LEGISLATIVE PROTECTIONS

Transgender people have the right to legislative protections in areas such as employment, education, and housing, safeguarding against discrimination, and providing equality under the law for transgender people.

  
**THE**  
**RIGHT**  
**TO**  
**SAFETY**

Transgender people have the right to safety in all spaces, including public spaces, schools, homes, and during travel. This includes freedom from harassment, discrimination, and violence.



## THE RICHT TO SAFETY

### **MPJI DEFINITION OF SAFETY**

Safety is the state of being where BLACK trans people can thrive free from harm, discrimination, and transphobia. In our current climate, both interpersonal and state-sanctioned violence creates an environment where BLACK trans people are not inherently safe.

We believe achieving this safety involves promoting community-based programs, advocating for inclusive housing and legislation, and ensuring access to health care and mental health resources.

It also includes challenging societal norms, promoting positive representations, and supporting comprehensive wellness programs.

# THE RIGHT TO SAFETY

- In 2024, violence against transgender people, particularly BLACK transgender women, continues to escalate at alarming rates.
- At least 33 transgender and gender non-conforming people were reported murdered in the first half of the year, with BLACK trans women comprising the majority of these victims. The Human Rights Campaign (HRC) reported that 69% of the victims identified as BLACK, underscoring the disproportionate targeting of BLACK trans women. Most victims are young, with over three-quarters under the age of 35, and a significant number being minors. This violence spans across the United States, with higher concentrations in states like Texas, Florida, and Louisiana, which have enacted restrictive anti-trans legislation.
- The ongoing introduction of over 4 anti-trans bills in 2024 has exacerbated the hostile environment, limiting access to gender-affirming care, banning participation in sports according to gender identity, and prohibiting the updating of gender markers on identification documents.
- Additionally, the NCTE's U.S. Transgender Survey, found that nearly half of all BLACK transgender respondents reported verbal harassment, and one in ten experienced physical attacks in the past year due to their gender identity. These statistics highlight the urgent need for continued advocacy and support for the transgender community, particularly BLACK trans women, who face heightened risks from intersecting forms of discrimination and violence ([Advocate.com](#)) ([HRC Digital Reports](#)) ([Human Rights Campaign](#)) ([A4TE](#).)}



## SELF DEFENSE TIPS



**01****TRUST YOUR INSTINCTS**

Your intuition is a powerful tool for self-defense. If something doesn't feel right, trust your gut and remove yourself from the situation as soon as possible.

**02****IDENTIFY SAFE PEOPLE AND PLACES**

Know who and where your trusted allies are. Identify homes of supportive friends, community centers, or public places like libraries and cafes where you can find refuge.

**03****CARRY SAFETY DEVICES**

Have easily accessible safety devices like a whistle, pepper spray, or a personal alarm. Learn how to use them effectively and keep them handy.

**04****SELF-DEFENSE TRAINING**

Consider taking self-defense classes that focuses on realistic and practical techniques. Learn skills like blocking, escaping holds, and basic strikes can empower you in dangerous situations.

**05****STAY CONNECTED**

Share your location or travel plans with a trusted friend or family member when meeting new people or traveling to unfamiliar places. Use location-sharing apps for real-time tracking.

**06****CODE WORD SYSTEM**

Develop a code word with your support network that can signal danger. A simple text message with this word can prompt them to call the police or help you out of a risky situation.

**07****ASSERTIVE COMMUNICATION**

Practice clear and assertive communication. Use phrases like "Stop!," "No!," or "I need help!" firmly and loudly. Make eye contact if possible, to convey full inner confidence.

**08****AWARENESS OF SURROUNDINGS**

Keep your head up and stay aware of your surroundings. Identify exits, stay in well-lit areas, and avoid distractions like wearing headphones in unfamiliar locations.

**09****KNOW YOUR RIGHTS**

Familiarize yourself with local laws protecting you against discrimination and violence based on gender identity. Be prepared to cite these laws if needed when seeking help.

**10****EMERGENCY CONTACTS**

Keep a list of emergency contacts, including friends, family, shelters, or hotlines. Have a plan for how to reach them quickly in different situations (e.g. locked phone, no signal).



## RIDEShare TIPS



**01****VERIFY THE DRIVER AND CAR**

Before entering the vehicle, check the driver's name, photo, and car details (make, model, and license plate) against the app's information. Ensure everything matches.

**02****SHARE YOUR TRIP DETAILS**

Use the ride-sharing app's feature to share your trip details with a trusted contact. This allows them to track your ride and know when you've safely arrived.

**03****WAIT SAFELY**

Stay inside a safe location while waiting for your ride, rather than on the street. Only approach the vehicle once it has arrived and you've confirmed it's the correct ride.

**04****SIT IN THE BACK SEAT**

Sitting in the backseat allows you more options to exit the vehicle from either side and puts more space between you and the driver.

**05****KEEP PERSONAL INFORMATION PRIVATE**

Avoid sharing personal information with the driver, such as your phone number or other contact details. Keep conversations general and related to the ride.

**06****USE IN-APP COMMUNICATION**

Communicate with your driver through the app when possible. This helps ensure that all communications are documented.

**07****FOLLOW ALONG WITH THE GPS**

Keep your phone's GPS on and follow the route during the ride. If the driver deviates from the suggested path, don't hesitate to ask why.

**08****TRUST YOUR INSTINCTS**

If you feel uncomfortable or something seems off, don't ignore your gut feeling. Ask the driver to stop in a safe, public area so you can exit the vehicle.

**09****USE EMERGENCY FEATURES**

Familiarize yourself with the emergency features available in the ride-sharing app, such as the ability to call 911 directly through the app or send an emergency alert to your contacts.

**10****LEAVE FEEDBACK**

After your ride, leave feedback about your experience. This can help improve safety standards and alert the service to any potential issues with drivers.

# SAFETY PLANNING EXERCISES



## EXERCISE 1

### IDENTIFY YOUR SAFE SPACES

- Objective: Map out locations where you feel safest. These can be public places, homes of friends or allies, community centers, or any other place where you feel secure and supported.
- Activity: Below, create a list of these places. Next to each location, note the contact information of a person you trust who can be reached in an emergency. Keep this list on you at all times, whether in a physical or digital format.



## EXERCISE 2

### BUILD YOUR SUPPORT NETWORK

- Objective: Establish a network of support, considering people who understand and affirm your identity and can assist in times of need.
- Activity: List the names and contact details of friends, family members, allies, and organizations that can offer your support. Discuss with them how they can best assist you in unsafe situations. Consider creating a group chat or an emergency contact protocol. Additionally, consider sharing your cell phone location with members of your support network, either permanently or before specific outings.



## KEY CONSIDERATIONS

Capacity versus desire. While many may wish to offer support, their actual capacity to do so might not match their intentions. A best practice is to consider the person's capacity and conduct a check-in to ensure they are truly able to assist.



# SAFETY PLANNING EXERCISES

## EXERCISE 3

### DEVELOP AWARENESS OF YOUR SURROUNDINGS

- Objective: Increase your awareness of your environment to anticipate better and avoid potentially unsafe situations.
- Activity: Practice noting exits and escape routes in places you frequently visit. Pay attention to locations of public places where staff are trained to assist in emergencies, such as hospitals, police stations, or designated safe places.

## EXERCISE 4

### PRACTICE ASSERTIVE COMMUNICATION

- Objective: Develop skills to communicate clearly and assertively in situations where your safety is threatened.
- Activity: Engage in role-playing scenarios with your support network to practice how to assert your boundaries and seek help. Focus on clear, direct, and calm communication.

## EXERCISE 5

### KNOW YOUR RICHTS AND RESOURCES

- Objective: Familiarize yourself with legal protections and resources available to you as a transgender person.
- Activity: Research resources provided by this toolkit, such as the National Legal Resources for BLACK Trans People and the [MPJI National Resource Map](#) on our website. Explore and engage with resources that protect against discrimination and violence based on gender identity. Keep a list of legal resources and contacts, such as LGBTQ+ friendly legal services and advocacy groups.



# THE RIGHT TO CONNECTION

Transgender people have the right to experience connection, love, and intimacy within relationships without fear of prejudice or harm, both within familial and romantic contexts.



## THE RIGHT TO CONNECTION

### MPJI DEFINITION OF CONNECTION

At the core of connection is the profound act of "seeing" another person. It is the emotional state where people feel safe to share their whole selves within relationships, families, and communities without fear of judgment.



## TIPS FOR SETTING BOUNDARIES

1. Identify Your Needs and Values: Take time to identify your needs and values, understanding what truly matters to you in relationships.
2. Communicate Your Boundaries Clearly and Assertively: Articulate your boundaries assertively, ensuring that others understand where you draw the line and the consequences for stepping over the line.
3. Respect Others' Boundaries While Asserting Your Own: Make space for others to share their boundaries, building mutual understanding and respect.
4. Practice Self-care to Reinforce Your Boundaries: Prioritizing self-care practices serves as a foundation for reinforcing your boundaries. Prioritizing your well-being not only supports your growth but helps maintain a healthy balance in your relationships.
5. Regularly Reassess and Adjust Boundaries as Needed: Regularly reassess and adjust boundaries as needed, recognize changes in circumstances, personal growth, and evolving dynamics within your relationships and environments.





## TIPS FOR CONSENT

Consent is the key part of boundary setting and ethical relationships.

1. Transparent Communication: Openly discussing intentions and expectations to ensure mutual understanding and avoid misunderstandings.
2. Honoring Individual Autonomy: Honor peoples' right to make their own decisions and control their own actions.
3. Prioritize Understanding: Ensure that people have access to all information needed to fully understand the implications of their decisions.
4. Affirming Boundaries: Obtaining explicit consent for actions or decisions ensures that consent is clear, enthusiastic, and freely given.
5. Ongoing Consent: Continuously check for ongoing consent throughout interactions to ensure that consent remains present throughout the interaction or relationship.



# CONNECTION EXERCISES

## EXERCISE 1

### FOSTERING INTIMACY THROUGH TRANSPARENT COMMUNICATION

- Objective: Explore how transparent communication can nurture intimacy in relationships.
- Activity: Examine any barriers you may have to transparent communication. What stops you from naming your needs and desires in intimate relationships?

## EXERCISE 2

### NURTURING BOUNDARIES & SELF-CARE

- Objective: Examine the intersection between self-care and establishing healthy boundaries.
- Activity: What acts of self-care can or do you engage in that affirm you?

## EXERCISE 3

### EVOLVING BOUNDARIES AND CONSENT

- Objective: Regularly reassessing and adjusting boundaries within intimate relationships.
- Activity: Where in my current relationships might reassessing and adjusting boundaries be needed? What practices can I implement to ensure my boundaries are reassessed and updated as needed?

## KEY CONSIDERATIONS

Working with this toolkit may be one way to help navigate & build healthy connections!\*

# CONNECTION EXERCISES

## EXERCISE 4

### EMPOWERING AUTONOMY AND INFORMED CONSENT

- Objective: Investigate how affirming autonomy supports informed consent within intimate interactions.
- Activity: Think about a time when you felt your autonomy was affirmed and respected. How did this support you in making informed decisions? How can you utilize those skills to strengthen informed consent within your intimate interactions?

## EXERCISE 5

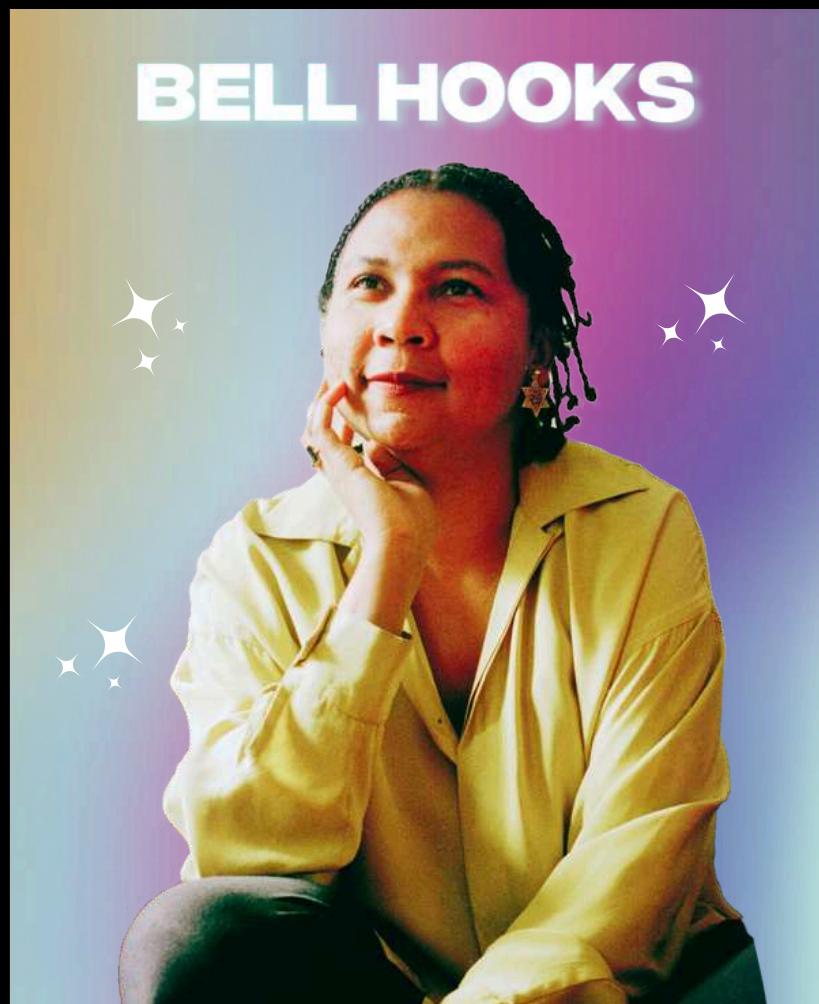
### THE ROLE OF ONGOING CONSENT IN CREATING INTIMACY

- Objective: Analyze the significance of ongoing consent in cultivating a safe and nurturing environment for intimacy.
- Activity: Brainstorm ways to cultivate ongoing consent within your relationships to develop a safe and nurturing environment.

**TO TRULY LOVE WE MUST LEARN  
TO MIX VARIOUS INGREDIENTS - CARE,  
AFFECTION, RECOGNITION, RESPECT,  
COMMITMENT, AND TRUST, AS WELL  
AS HONEST AND OPEN COMMUNICATION.**

---

Bell Hooks





THE



RIGHT

TO

RESPECT

Transgender people have the right to experience connection, love, and intimacy within relationships without fear of prejudice or harm, both within familial and romantic contexts.



## THE RICHT TO RESPECT

### MPJI DEFINITION OF RESPECT

Respect for BLACK trans people means acknowledging and honoring our entire humanity, upholding our right to be treated with dignity by acknowledging our experiences, and honoring our identities. We recognize that respect is a complex experience, and respect for everyone does not look the same.

Additionally, we recognize that a shared identity does not mean an inherent shared understanding of respect. This is why we present these tools not just as an offering to a single community but as tools for each of us to expand our understanding of support and respect for BLACK trans people.

# THE RIGHT TO RESPECT FOR BLACK TRANS PEOPLE

Respect for BLACK trans people includes, but is not limited to:

**01**

Using correct pronouns consistently and without hesitation.

**02**

Respecting autonomy and agency by supporting people's right to define their own identities and expressions.

**03**

Avoiding making assumptions about anyone's identity or experience, instead, making space for individuals to be the authors of their own narratives.

**04**

Honoring the right to privacy, and respecting people's boundaries by refraining from invasive questions or intrusive behavior.

**05**

Educating oneself on specific barriers faced by BLACK trans communities.

**06**

Speaking out against injustice, discrimination, and violence.

## THE RIGHT TO RESPECT FOR BLACK TRANS PEOPLE (CONTINUED)

Respect for BLACK trans people includes, but is not limited to:

07

Actively working to create safer and inclusive spaces for BLACK trans people.

08

Amplifying the voices of BLACK trans people in conversations, platforms, and spaces where our voices are often overlooked.

09

Supporting BLACK trans organizations and initiatives, either financially or through volunteering.

10

Celebrating BLACK trans achievements, contributions, and victories. Give BLACK trans people their flowers!

# RESPECT EXERCISES

## EXERCISE 1

### DEFINING RESPECT FOR YOURSELF



- Objective: Identify your personal definition of respect and what behaviors support you in feeling respected.
- Activity: How do you define respect in your everyday life? What does respect mean to you?

## EXERCISE 2

### REFLECTIONS ON RESPECT

- Objective: To gain insight into what creates an environment of respect for yourself.
- Activity: Reflect on a time when you felt respected and affirmed either in your identities as a BLACK trans person or in general. What attributes, habits, or ways of being made you feel respected or affirmed?

## EXERCISE 3

### SELF-ADVOCACY REFLECTION

- Objective: Identify strategies for self-advocacy.
- Activity: Reflect on your self-advocacy efforts. Identify one recent instance where you either advocated for yourself or were unable to do so. What tactics served you? What barriers stopped you? How can you take these lessons and apply them to the future?

# RESPECT EXERCISES

## EXERCISE 4

### NAVICATING NEGATIVE INTERACTIONS \*

- Objective: Identify tools for navigating situations where respect is not given.
- Activity: How do you handle situations where you feel you are not being respected? What has served you? What hasn't served you? What specific actions will you take to assert your needs or address disrespect?

\* It maybe helpful to create a safety plan for how to navigate these situations.

## EXERCISE 5

### MANAGING EMOTIONAL RESPONSES

- Objective: Identify your emotional responses to disrespect and manage those feelings.
- Activity: What comes up emotionally when you feel disrespected? How does your emotional response impact your ability to respond to disrespect? What tools or resources are available to bring you closer to your desired response or outcome? What actions or self-care strategies help support your needs in these moments?

## KEY CONSIDERATIONS

Check out some of the self-care tips under “The Right to Self-Care”

## AFFIRMATIONS FOR RESPECT

QQ I am worthy of dignity and respect.

QQ I am valued and respected for who I am.

QQ I deserve to be seen and affirmed as my whole self.

QQ I have the right to exist authentically and unapologetically.

QQ Write your own affirmations below:

---

---

---

## I SHOULDN'T HAVE TO JUSTIFY HOW I EXIST.

---

Mauree Turner





THE

RIGHT

TO

SELF-CARE



Transgender people have the right to rest and self-care. This includes the freedom to engage in healing and restorative practices without judgment.



## THE RICHT TO SELF-CARE

### MPJI DEFINITION OF SELF-CARE

Self-care is a practice rooted in holistic well-being that acknowledges the diversity of people's needs and experiences. It is an inclusive concept that encompasses nurturing one's physical, emotional, mental, and spiritual health in ways that honors cultures and identities, making all feel valued and considered. Some definitions of self-care ask us to remove ourselves from the community. While this can sometimes be a necessary tool for self-care, it's not the only one. In fact, this form of self-care can often feel impossible to those who constantly work to support their community and have little time for personal rest.

Radical self-care extends beyond individual actions to include community care and support. It involves prioritizing both personal well-being and collective welfare. Community care provides a network of support and resources that nurture each other's well-being. By recognizing the interconnectedness of personal and collective wellness, through investing in community care you help create spaces where rest becomes a shared and cherished priority, essential for sustaining individuals and communities.



## COMMUNITY CARE TIPS



# COMMUNITY CARE TIPS

**01**

## CHECK-IN REGULARLY

Make it a habit to check in with friends, family, and trusted community members regularly, especially those who may be going through challenging times. A simple text or phone call can make a big difference.

**02**

## SHARE YOUR TRIP DETAILS

Foster supportive networks within your community where individuals can share resources, offer assistance, and provide emotional support to one another.

**03**

## WAIT SAFELY

Organize mutual aid efforts to address immediate needs within your local community, family, or support network, such as food distribution, child care assistance, or transportation support.

**04**

## SIT IN THE BACK SEAT

Promote mental health awareness and destigmatize conversations around mental health within the community by creating open dialogues, support groups, and holding informational sessions.

**05**

## KEEP PERSONAL INFORMATION PRIVATE

Celebrate achievements and milestones, whether it's graduating from school, starting a new job, or reaching a personal goal.

**5 MINUTES**

### DEEP BREATHING EXERCISES

Inhale deeply through your nose and exhale slowly through your mouth. Focus on calming your mind and releasing tension with each breath.



### TAKE A STRETCHING BREAK

Reach your arms over your head and gently rotate your neck and shoulders to relieve tension and improve circulation.

### MINDFUL OBSERVATIONS

Ground yourself by observing your surroundings, noticing the colors, shapes, and textures around you. This practice allows you stay in present moment and promotes relaxation.



### MICRO-MEDITATION

Curb any racing thoughts by closing your eyes and focus on your breathing for 60 seconds.

### POSITIVE AFFIRMATIONS

Repeat positive affirmations to yourself, review the ones presented in this Toolkit, or develop your own.

**15 MINUTES**

### GUIDED MEDITATIONS

Use a free guided meditation app or YouTube to engage in a short meditation session, focusing on relaxation and mindfulness.

### JOURNALING

Spend time journaling about your thoughts, feelings, and experiences, and allow yourself to express your emotions.

### HERBAL & WARM BEVERAGES

Make a cup of herbal tea and take a few moments to savor it mindfully, allowing yourself to relax and enjoy the soothing benefits of the warm beverage.

### SPEND TIME OUTSIDE OR IN NATURE

Take in the fresh air and sun. If you're able, take a short walk, whether it's around your neighborhood, a nearby park, or a local trail.



### ENGAGE IN YOUR CARE ROUTINE

Create DIY face masks using ingredients from your kitchen, such as honey, yogurt, and oats, or enjoy a quick pampering session with your favorite skin and body care items

**1 HOUR**

### SELF-REFLECTION RETREAT

Dedicate time for self-reflection and introspection. Make notes about your goals, values, and aspirations, and setting intentions for the future.



### FIND A CREATIVE OUTLET

Engage in a creative activity you enjoy, such as drawing, painting, crafting, or playing a musical instrument, allowing yourself to express creativity and unwind.



### GARDENING OR PET CARE

Tend to a small indoor or outdoor garden, planting new seeds, repotting plants. Extending routine care to your pets also promotes relaxation and peace.

### EXPERIMENT IN THE KITCHEN

Cook yourself a nourishing meal using fresh, wholesome ingredients, trying out a new recipe, or simply preparing your favorite comfort food.

### MOVE YOUR BODY

Follow along with a free yoga or workout class online or create your own flow at home, focusing on gentle stretches and mindful movements to release tension and promote relaxation.

**1 DAY**

### DIGITAL DETOX

Disconnect from the online world, and technology. Make an effort to spend time engaging in offline activities like reading, cooking, or out in the world.

### AT-HOME SPA DAY

Enjoy a warm bath, homemade body scrub, or soothing face mask using natural ingredients like Epsom salts, olive oil, and honey.

### EXPLORE NATURE

Plan a day trip to explore a nearby nature reserve, beach, or hiking trail, immersing yourself in the beauty of the natural world and enjoying outdoor activities like hiking, picnicking, or birdwatching.

### VOLUNTEER IN YOUR COMMUNITY

Spend the day volunteering with a local organization or charity that aligns with your interests and values, giving back to your community and making a positive impact.



### QUALITY TIME WITH LOVED ONES

Plan a day of quality time with friends or family, whether it's hosting a potluck dinner, going for a scenic drive, or simply enjoying each other's company with meaningful conversations and shared activities.

# SELF-CARE EXERCISES

## EXERCISE 1

### CULTIVATING GRATITUDE



- Objective: Cultivate resilience through gratitude and mindfulness.
- Activity: Keep a gratitude journal for one week, recording three things you're grateful for each day. Reflect on how acknowledging gratitude impacts your mindset and well-being.

## EXERCISE 2

### RESILIENCE THROUGH MINDFULNESS

- Objective: Practice mindfulness as a tool for resilience.
- Activity: Practice mindfulness by taking five minutes daily to engage in a mindful activity, such as breath work or body scan meditation. Reflect on how these practices enhance your overall well-being.

## EXERCISE 3

### COMMUNITY CARE & SELF-CARE

- Objective: Identify ways to incorporate community care into your self-care routine.
- Activity: Select one community care tip from the list and brainstorm ways to integrate it into your self-care practices.

## SELF-CARE EXERCISES

### EXERCISE 4

#### THE POWER OF SAYING "NO"

- Objective: Cultivate self-awareness and boundary-setting skills.
- Activity: Take inventory of your current commitments and obligations, both personal and professional. Identify areas where you may be overextending yourself or neglecting your own needs—practice setting healthy boundaries by saying "no" to one non-essential request or obligation this week. Reflect on how asserting boundaries contributes to your overall well-being and empowers you to prioritize self-care.

### EXERCISE 5

#### PERSONALIZED SELF-CARE PLAN

- Objective: Develop a personalized self-care plan tailored to your individual needs and preferences.
- Activity: Create a self-care plan outlining specific practices and activities you will engage in to prioritize your well-being. Consider incorporating a variety of self-care practices to address different aspects of your health.

### KEY CONSIDERATIONS

Saying "no" is a natural part of life. It becomes easier when you are attuned with your boundaries, feelings, thoughts, and priorities. Before agreeing, take note on your capacity to say "yes", and how someone's request will impact both of you.

## AFFIRMATIONS FOR SELF-CARE

- QQ I embrace my journey toward healing, knowing that caring for myself and my community is a radical act of love.
- QQ I honor the wisdom of my ancestors and draw upon their knowledge to care for myself and my community.
- QQ I deserve rest and rejuvenation, and I grant myself permission to prioritize self-care without guilt.
- QQ My existence is resistance, and nurturing myself is a revolutionary act.
- QQ Write your own affirmations below:

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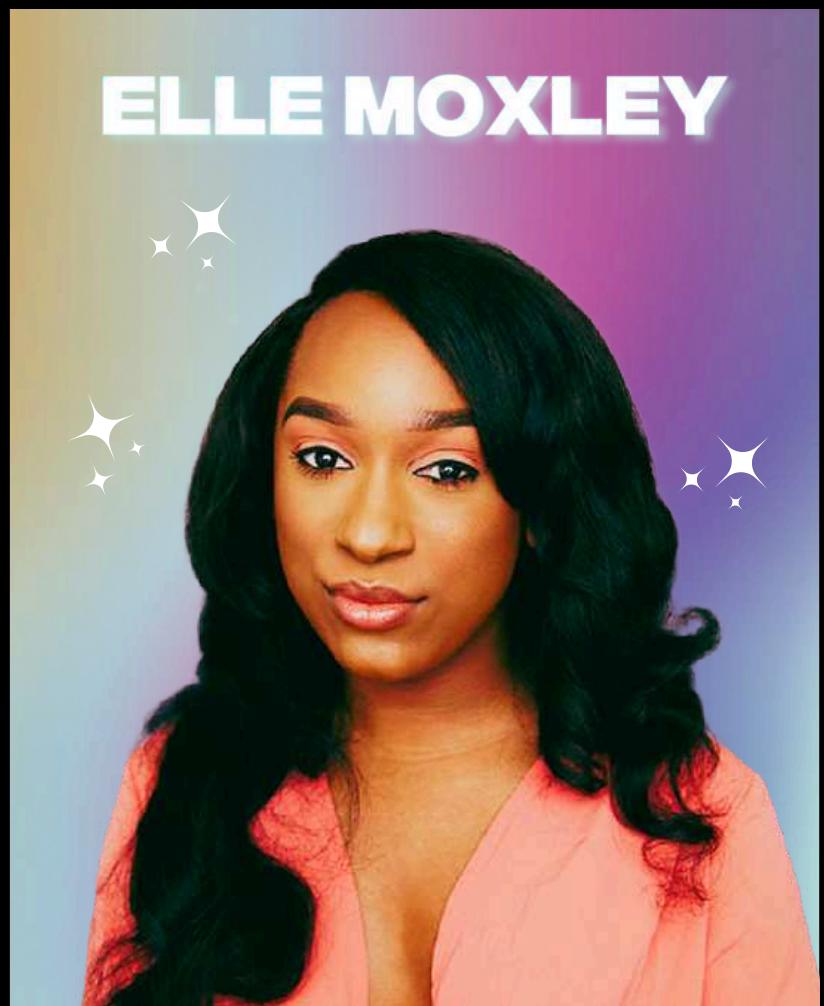
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## **RADICAL FREEDOM IS RECLAIMING REST.**

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Elle Moxley



**THE****RIGHT****TO****DETERMINE****VISIBILITY**

Transgender people have the right to decide where and when to disclose one's identity in various contexts, and to be treated with dignity and respect.



## THE RICHT TO DETERMINE VISIBILITY

### **MPJI DEFINITION OF DETERMINE VISIBILITY**

Visibility for BLACK trans people encompasses authentic representation, acknowledgment, and recognition of our existence, experiences, and societal contributions. As we all know too well, under the shadow of a transphobic cultural landscape, visibility can be a complicated experience. With heightened visibility can often come heightened exposure to a transphobic society and the various forms of violence it encompasses. This is why each person must have authority over their visibility and autonomy to determine how, when, where, and with whom they choose to be visible.

Ultimately, your right to privacy is fundamental. You maintain the right to preserve your autonomy and confidentiality and to choose when, how, and if you disclose personal information. In a society that constantly seeks to remove the autonomy of transgender people, honoring your agency can be a radical act.

# FORMS OF VISIBILITY

01

## MEDIA REPRESENTATION

This includes representation in various forms of media, such as film, television, literature, and social media. It also includes portraying BLACK trans people as complex, multidimensional characters with diverse experiences and identities.

02

## PUBLIC ADVOCACY AND ACTIVISM

Recognition and awareness about issues affecting BLACK trans communities, such as violence, discrimination, health care disparities, and economic inequality. This can involve participating in protests, organizing campaigns, and speaking at public events.

03

## ARTISTIC EXPRESSION

This includes artistic expression, including visual art, music, literature, and performance. BLACK trans artists are already helping to shape cultural narratives and inspire social change.

04

## REPRESENTATION IN LEADERSHIP

There is an increased representation of BLACK trans people in leadership positions within organizations, institutions, and government.

05

## COMMUNITY SUPPORT AND SOLIDARITY

The importance of building supportive communities and spaces for BLACK trans people to connect, share experiences, and access resources cannot be overstated. This includes community centers, support groups, and online forums where people can find belonging and support, fostering a sense of connection and empathy.

# VISIBILITY EXERCISES

## EXERCISE 1

### REFLECTING ON YOUR VISIBILITY

- Objective: Reflect on personal experiences and feelings regarding visibility.
- Activity: Reflect on times you've been visible. How did it feel? How did it change depending on the context?

## EXERCISE 2

### REENVISIONING VISIBILITY



- Objective: To explore ways to reclaim agency over visibility.
- Activity: Create a vision board or collage depicting how you want to be seen and represented, both personally and within society.

## EXERCISE 3

### VISIBILITY AND BOUNDARY SETTING

- Objective: To develop strategies for navigating visibility in practice.
- Activity: Role-play scenarios where you assert your boundaries and advocate for yourself when visibility is lacking or may be met with resistance.

## KEY CONSIDERATIONS

Remember, you choose where and how you assert your visibility. You do not need to stay in any scenario where respect is not given. Not all scenarios that are met with resistance need to be addressed.

## VISIBILITY EXERCISES

### EXERCISE 4

#### ENVISIONING THE LIBERATION FUTURE

- Objective: To envision a future where visibility leads to liberation and equity.
- Activity: Write a letter to your past self, imagining you live in a world where BLACK trans people have been fully embraced and celebrated. How does it feel? What lessons or words of encouragement do you have for yourself?

### EXERCISE 5

#### BUILDING COMMUNITY

- Objective: Strengthen connections and support networks.
- Activity: Host or participate in a community gathering, whether in-person or virtually, where BLACK trans people can share experiences, offer support, and celebrate each other's accomplishments.

## AFFIRMATIONS FOR DETERMINING VISIBILITY

- QQ BLACK trans people have always been here, and will always be here
- QQ By owning my visibility, I reclaim my power to shape my narrative
- QQ My existence is enough, I don't owe the world an explanation
- QQ I hold my own truths, not those which others seek to write for me

QQ Write your own affirmations below:

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## **I DON'T NEED THEIR PERMISSION TO EXIST; I EXIST IN SPITE OF THEM**

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Miss Major





# THE RIGHT TO RADICALLY AFFIRMING FAITH COMMUNITIES

Transgender people have the right to access and participate in faith spaces if one so chooses, without discrimination or exclusion, and to experience spiritual fulfillment and community support within faith spaces.



## THE RICHT TO RADICALLY AFFIRMING FAITH COMMUNITIES

### **MPJI DEFINITION OF RADICALLY AFFIRMING FAITH COMMUNITIES**

Radically affirming faith communities are those where people can engage in spiritual practice or worship within a community that supports, uplifts, and affirms one's identities. Faith communities should serve as essential platforms where people can authentically engage with their beliefs, values, and identities within a supportive and inclusive environment. These communities foster spiritual practices and worship that celebrate the unique experiences and contributions of all members.

Regardless of the spiritual path one follows, communities should provide spaces where people can explore and express their faith without fear of judgment or exclusion based on their identities or lived experiences. In a radically affirming faith community people can connect deeply with their spirituality without fear of judgment or exclusion, knowing their identities are not just recognized but cherished.

## RADICALLY AFFIRMING SPACES:



A key component to developing safe and affirming faith communities is developing affirming faith spaces. These may be places of worship, but they may also be other spaces. Below are some examples of practices within radically affirming faith spaces:

**01**

### AFFIRMING LANGUAGE

Use inclusive and affirming language that reflects diverse gender identities. Avoiding assumptions based on binary gender norms and honoring names and pronouns.

**02**

### INCLUSIVE POLICIES:

Implement policies that explicitly prohibit discrimination based on gender identity or expression. Ensure that these policies are communicated clearly and enforced consistently.

**03**

### EDUCATION AND TRAINING

Provide ongoing education and training for leaders and members about transgender identities and issues, including recognizing the impact of systemic discrimination.

**04**

### SUPPORT NETWORKS

Establish support networks and resources, such as counseling services, support groups, or connections to external LGBTQ+ organizations, to assist others in navigating spiritual and personal journeys.

**05**

### REPRESENTATION IN LEADERSHIP

Ensure transgender people are represented in leadership roles and decision-making processes.

## RADICALLY AFFIRMING SPACES: (CONTINUED)

**06**

### AFFIRMING RITUALS AND PRACTICES

Incorporate rituals, prayers, and practices affirming and celebrating transgender identities. This might include specific blessings, dedications, or acknowledgments during worship services.

**07**

### LISTENING AND ADAPTABILITY

Foster a culture of listening and adaptability, where feedback from transgender people is valued and used to improve the inclusivity of the faith space continually.

**08**

### COMMUNITY ENGAGEMENT:

Engage with the broader LGBTQ+ community to build relationships, understand needs, and collaborate on initiatives.

**09**

### CULTURE OF AFFIRMATION

The presence of allies who actively support transgender people and uplift them. This occurs when the broader faith community is in alignment with institutional efforts.

**10**

### ACCESSIBILITY

Ensure that all aspects of the faith space, including physical spaces, communication methods, and events, are accessible to people of all gender identities and experiences.

## FAITH EXERCISES

### EXERCISE 1

#### DEFINING AFFIRMING FAITH SPACES

- Objective: Identify your personal needs within faith communities.
- Activity: What does an affirming faith community mean to me? What attributes, habits, or ways of being make you feel affirmed within faith spaces?

### EXERCISE 2

#### IDENTIFYING VALUES WITHIN FAITH SPACES

- Objective: Identify your values and expectations of faith communities.
- Activity: What core values do you hold around your faith? What values do you require a faith community to uphold?

### EXERCISE 3

#### EXPLORE RESOURCES

- Objective: Familiarize yourself with available resources that support affirming faith communities.
- Activity: Research resources provided by this toolkit, such as the National Faith-Based Resources for BLACK Trans People and “The Black Trans Prayer Book” by J Mase III & Dane Figueroa Edidi. Explore and engage with resources that support your spiritual path and reflect on how these resources contributed to your path.

## FAITH EXERCISES

### EXERCISE 4

#### HOW AND WHEN TO REMOVE YOURSELF FROM UNSAFE FAITH SPACES

- Objective: Develop awareness of signs indicating an unsafe faith space and empower yourself to take necessary steps.
- Activity: Reflect on past experiences with faith communities. Reflect on your definition of faith communities and personal values within faith communities that you developed in Exercises 1 and 2. Reflect on whether the faith space you're in reflects these values. Consider strategies for removing yourself from such spaces if needed, and consider developing a safety plan and network of support during the transition.

### EXERCISE 5

#### PRACTICE GUIDED MEDITATION

- Objective: Grow your spiritual capacity and ground in your values.
- Activity: Practice a guided meditation or mindfulness exercise that resonates with your spiritual beliefs and values. Focus on cultivating your inner voice, aligning your values, and honing your sense of justice.

## AFFIRMATIONS FOR FINDING FAITH

- QQ BLACK trans people are sacred
- QQ BLACK trans people are divine
- QQ BLACK trans people are worthy of divine love and acceptance
- QQ My existence as a BLACK trans person is cherished and valued by the universe
  
- QQ Write your own affirmations below:

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---

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**REMEMBER, TO BE TRANS IS ONE OF THE  
MOST SPIRITUAL THINGS ONE CAN EVER  
BE IN AND OF ITSELF – EVEN SHOULD YOU  
NEVER PRAY.**

---

Rev. Valerie Spencer





**THE**

**RIGHT**

**TO COMPREHENSIVE**

**HEALTH**

**CARE**

Transgender people have the right to competent, comprehensive, and affirming barrier-free medical care that addresses our mental and physical health needs.



## THE RICHT TO COMPREHENSIVE HEALTH CARE

### **MPJI DEFINITION OF COMPREHENSIVE HEALTH CARE**

Comprehensive health care encompasses a holistic approach to the health and well-being of patients. This includes the mental and physical well-being of patients, as well as their health concerns and goals alike.

As BLACK trans people with diverse needs within health care systems, we also face unique barriers within the system as both BLACK and trans people. Many health care systems still lack a comprehensive understanding of transgender medical needs and reinforce antiquated myths about BLACK health.

At the same time, transgender access to medical care is being attacked within our legislative system. To address these barriers to comprehensive care, we must do so systematically, legislatively, and inter-personally at every level of the problem. This section will address ways in your personal life to advocate for your health and medical needs.

# KNOW YOUR RIGHTS IN HEALTH CARE SETTINGS

## Affordable Care Act (ACA):

Non-Discrimination Provision: Section 1557 of the ACA prohibits discrimination based on sex, which has been interpreted to include gender identity. This means that health insurance plans and health care providers that receive federal funding cannot discriminate against transgender people. However, the application and enforcement of this provision have been subject to changes and challenges in recent years.

## Health Insurance Portability and Accountability Act (HIPAA):

Establishes standards for protecting the privacy and security of patient health information. It mandates that health care providers, insurance companies, and other entities handling personal health data implement safeguards to protect against unauthorized access, and gives patients the right to access and correct their health information.

## Americans with Disabilities Act (ADA):

The ADA prohibits discrimination against individuals with disabilities in various areas, including health care. It requires that health care facilities be accessible to people with disabilities and that reasonable accommodations be provided to ensure effective communication and access to services. This includes accommodating patients with physical, sensory, and mental disabilities.

## The Emergency Medical Treatment and Labor Act (EMTALA):

Mandates that hospitals provide emergency medical treatment to all individuals regardless of their ability to pay or their insurance status. It requires hospitals to perform a medical screening examination and stabilize patients with emergency medical conditions before transferring or discharging them.

## Mental Health Parity and Addiction Equity Act (MHPAEA):

Requires that insurance coverage for mental health and substance use disorder treatments be on par with coverage for physical health conditions. This ensures that patients have equal access to mental health services.

## SELF-ADVOCACY IN MEDICAL SETTINGS

1. Empower Yourself: Understanding your rights as a patient, including those specific to trans patients, is crucial. This knowledge gives you the power to make informed decisions about your care, from consenting to treatments to seeking second opinions.
2. Be Informed: Educate yourself about your medical condition, treatment options, and potential treatment side effects. Ask your health care provider questions and seek clarification on any unclear information.
3. Communicate Openly: To the best of your ability, communicate your symptoms, concerns, and preferences to your health care provider. Use specific examples and provide as much detail as possible to ensure they understand your needs.
4. Bring a Support Person: Having a trusted person with you at appointments can provide emotional support and help ensure all your questions are asked and answered. They can also help you remember important information discussed during the appointment.
5. Prepare Questions in Advance: Write down any questions or concerns before your appointment and bring them. This will help ensure you address all of your concerns during the visit.

### KEY CONSIDERATIONS

It helps to take notes when you notice symptoms & mention them at appointments later.

## **SELF-ADVOCACY IN MEDICAL SETTINGS**

**(CONTINUED)**

6. Request Accommodations: If you have specific needs or require accommodations, such as interpretation services or accessibility accommodations, don't hesitate to request them in advance.
7. Speak Up: Don't be afraid to speak up if you feel uncomfortable or something doesn't seem right. Advocate for yourself by expressing your concerns and asking for clarification or further explanation.
8. Seek a Second Opinion: If you need clarification on a diagnosis or treatment plan, consider seeking a second opinion from another health care provider. It's your right as a patient to seek alternative perspectives on your care.
9. Stay on Top of Your Care: It's essential to be proactive about following up on test results, referrals, or treatment plans. If you have yet to hear back within a reasonable timeframe, contact your health care provider. This ensures continuity of care and timely interventions.
10. Document Everything: Keep a record of your medical history, including symptoms, treatments, medications, and appointments. This will help you track your progress and provide valuable information for future appointments or consultations.



## **WHO TO CONTACT IF YOUR RIGHTS ARE VIOLATED**

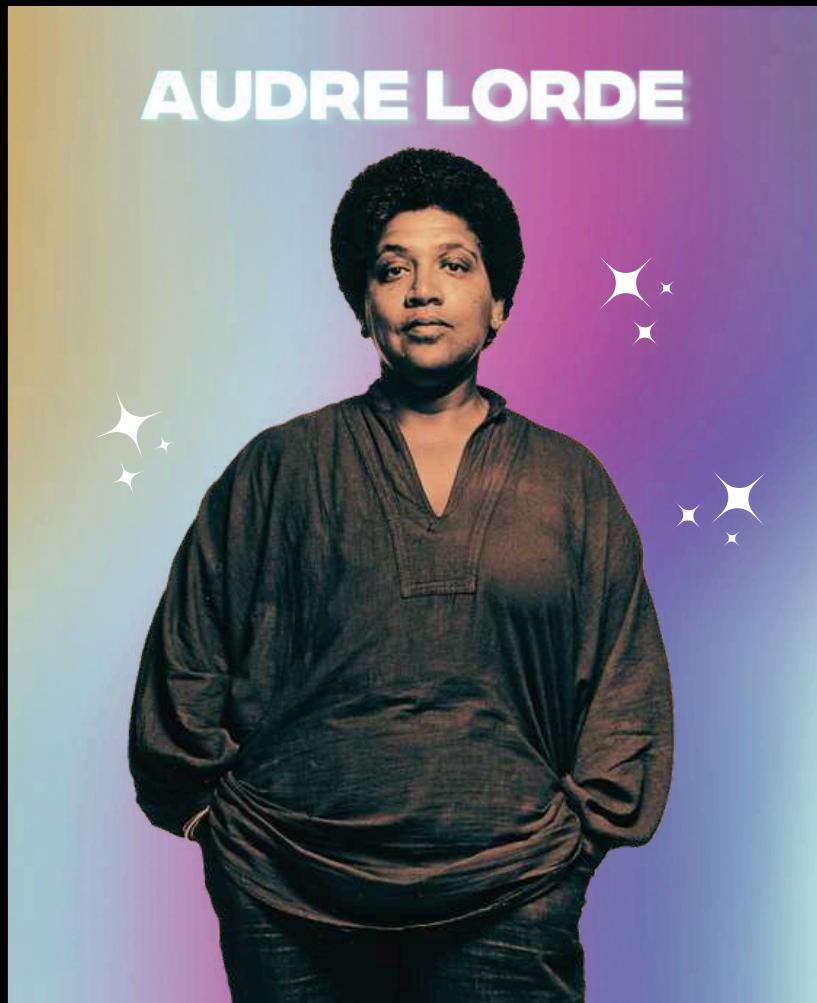
To find your State Health Department visit:  
<https://www.usa.gov/state-health>

Affordable Care Act Section 1557: The US Department of  
Health & Human Services Office of Civil Rights (OCR)  
<https://www.hhs.gov/civil-rights/filing-a-complaint/complaint-process/index.html>

**CARING FOR MYSELF IS NOT SELF-INDULGENCE, IT IS SELF-PRESERVATION, AND THAT IS AN ACT OF POLITICAL WARFARE.**

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Audre Lorde



**THE****RIGHT****TO****LEGISLATIVE****PROTECTIONS**

Transgender people have the right to legislative protections in areas such as employment, education, and housing, safeguarding against discrimination, and providing equity under the law.



## THE RICHT TO LEGAL PROTECTIONS

### **MPJI DEFINITION OF LEGAL PROTECTIONS**

Legal protections encompass a wide range of measures, including bills, codes, and policies, established by law to safeguard individuals' rights and ensure their fair treatment under the law. These comprehensive protections are designed to prevent discrimination and promote equality in various aspects of life, including employment, education, and housing.

## FEDERAL PROTECTIONS OVERVIEW

### Title VII of the Civil Rights Act of 1964:

Prohibits employers with 15 or more employees from discriminating against individuals based on their sex and other specified traits. While the legislation doesn't explicitly mention sexual orientation or transgender identity, a landmark decision by the U.S. Supreme Court in 2020 established that discrimination based on sexual orientation or transgender identity is encompassed within Title VII's prohibition against sex discrimination.

### Affordable Care Act Section 1557:

Prohibits discrimination based on race, color, national origin, age, disability, or sex (including pregnancy, sexual orientation, gender identity, and sex characteristics), in covered health programs or activities.

### The Fair Housing Act:

Prohibits housing and housing-related discrimination because of race, color, national origin, religion, sex (including gender identity and sexual orientation), familial status, and disability.

## FEDERAL ANTI-TRANS LEGISLATION

### EEOC Title VII Federal Lawsuit:

A coalition of Republican-led states has filed a lawsuit against the U.S. Equal Employment Opportunity Commission (EEOC) to prevent the enforcement of broad protections for transgender workers. The lawsuit challenges the EEOC's authority to mandate the use of preferred pronouns and restroom accommodations based on gender identity.

This comes after the EEOC updated its workplace harassment guidance to align with the 2020 Supreme Court ruling that discrimination against transgender people constitutes sex bias. The states argue that while federal law protects transgender employees from termination, it does not require employers to provide specific accommodations. The states further claim that the guidance is void due to the independent agency status of the commission violating the constitution.



## **WHO TO CONTACT IF YOUR RIGHTS ARE VIOLATED**

Civil Rights Act Title VII:  
US Equal Employment Opportunity Commission (EEOC)  
<https://www.eeoc.gov/youth/how-file-complaint>

Affordable Care Act Section 1557: The US Department of  
Health & Human Services Office of Civil Rights (OCR)  
<https://www.hhs.gov/civil-rights/filing-a-complaint/complaint-process/index.html>

Fair Housing Act: U.S. Department of  
Housing and Urban Development (HUD)  
[https://www.hud.gov/program\\_offices/fair\\_housing\\_equal\\_opp/online-complaint](https://www.hud.gov/program_offices/fair_housing_equal_opp/online-complaint)

## PROMPTS AND SAMPLE LETTER TO YOUR ELECTED OFFICIALS

Subject: Urgent Action Needed to Safeguard Transgender Rights

Dear [Elected Official's Name],

I am writing to urge your immediate attention and action regarding the alarming rise of anti-trans legislation across our nation. As a constituent deeply concerned about human rights, I find this incredibly concerning.

I urge you to take a stand against discriminatory practices that threaten the fundamental rights of transgender Americans, particularly in areas crucial to livelihood and well-being.

1. Rise in Anti-Transgender Legislation: In 2024, over 600 anti-trans were introduced, more than any year prior. This includes, 79 bills at the federal level targeting transgender Americans in various areas of life including civil rights, health care, education, sports, military service, incarceration, marriage and other keys rights and protections.
2. Legislative Protections at Risk: Legal protections, such as those provided under Title VII of the Civil Rights Act of 1964 and the Affordable Care Act Section 1557, are pivotal in ensuring equal treatment in employment, education, housing, and health care for transgender people. These protections are essential for safeguarding against discrimination and upholding the principles of fairness and justice.
3. Federal Backlash: Recently, a coalition of states has actively contested federal protections for transgender people, particularly challenging guidelines issued by the U.S. Equal Employment Opportunity Commission (EEOC). This lawsuit undermines the landmark 2020 U.S. Supreme Court decision that affirmed protections against discrimination based on sexual orientation and gender identity under Title VII.

We must move urgently to protect the rights of all people, regardless of gender identity or expression. As your constituent, I urge you to:

- Oppose Anti-LGBTQ+ Legislation: Actively denounce and work against any efforts to diminish protections for transgender people, including restricting access to gender-affirming health care and supporting measures like banning conversion therapy.
- Support Inclusive Policies: Advocate for comprehensive policies that protect trans rights across all areas, including employment, education, housing, and health care. Push for legislation such as the Equality Act that includes anti-discrimination protections and supports mental health services.
- Champion Equality: Use your influence to promote and advance federal and state legislation that strengthens protections for transgender communities. Focus on expanding access to gender-affirming health care, enacting anti-discrimination laws, and safeguarding transgender people from violence.

The rights and protections of transgender people must not be compromised by discriminatory laws. As an elected official representing our community, your leadership is crucial in ensuring that our laws reflect our values of equality and justice for all. I urge you to take a strong stand against anti-transgender legislation and work toward a future where every person can live and thrive without fear of discrimination.

Thank you for your attention to this critical issue. I look forward to your proactive response and leadership on this matter.

Sincerely, [Your Name]  
[Your Contact Information]

[Find your State Representative here.](#)

[Find your Congress person here.](#)

**YOU NEVER COMPLETELY HAVE  
YOUR RIGHTS, ONE PERSON,  
UNTIL YOU ALL HAVE YOUR RIGHTS.**

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Marsha P. Johnson





## RESOURCES



## NATIONAL SELF-DEFENSE RESOURCES FOR BLACK TRANS PEOPLE

- Transgender Self-Defense Initiative (TSOI)

Provides self-defense training specifically tailored to transgender people, focusing on physical defense techniques, safety planning, and empowerment.

Website: [TSOI](#)

- FORCE: Upsetting Rape Culture

Provides resources and workshops on consent, self-defense, and bodily autonomy, with a focus on marginalized communities including BLACK trans people.

Website: [FORCE](#)

- The Anti-Violence Project (AVP)

Offers self-defense classes, safety planning, and support services for LGBTQ+ people, including BLACK trans people, to prevent and respond to violence.

Website: [AVP](#)

- OutRight Action International

Offers global resources and programs on self-defense and safety for LGBTQ+ people, including BLACK trans people, with a focus on advocacy and empowerment.

Website: [OutRight Action International](#)

- LGBTQ+ Community Centers with Self-Defense Programs

A directory of LGBTQ+ community centers across the United States, many of which offer self-defense classes and safety workshops tailored to the needs of BLACK trans people.

Directory: [CenterLink](#)

- The Center for Anti-Violence Education (CAE)

Offers self-defense classes, workshops, and community programs designed to empower LGBTQ+ people, including BLACK trans people, with self-defense and confidence.

Website: [CAE](#)

- Trans Women of Color Collective (TWOCC)

Offers empowerment programs and self-defense workshops specifically for trans women of color, providing tools and skills to ensure personal safety.

Website: [TWOCC](#)

- RAINN (Rape, Abuse & Incest National Network)

Provides resources and support for survivors of sexual violence, including self-defense information and access to local self-defense classes tailored to LGBTQ+ people.

Website: [RAINN](#)

- The Audre Lorde Project

A community organizing center focusing on the LGBTQ+ community of color, offering workshops and training on self-defense, safety, and empowerment.

Website: [Audre Lorde Project](#)

- National Coalition of Anti-Violence Programs (NCAVP)

Provides a network of organizations that offer self-defense training, safety planning, and support services for LGBTQ+ communities, including BLACK trans people.

Website: [NCAVP](#)

## NATIONAL RETREAT & WELLNESS RESOURCES FOR BLACK TRANS PEOPLE

- [The Okra Project](#)

Provides culturally relevant, healthy meals to BLACK trans people and organizes wellness retreats focusing on mental and physical health, community building, and self-care.

Website: [The Okra Project](#)

- [Zuna Institute](#)

A national advocacy organization for BLACK lesbians that offers wellness retreats, health workshops, and support services, including programs specifically tailored for BLACK trans women.

Website: [Zuna Institute](#)

- [BLACK Emotional and Mental Health Collective \(BEAM\)](#)

Offers wellness workshops, retreats, and mental health resources specifically for BLACK LGBTQ+ people, including BLACK trans people, promoting emotional and mental well-being.

Website: [BEAM](#)

- [The Audre Lorde Project](#)

A community organizing center for LGBTQ+ people of color that offers wellness programs, retreats, and healing spaces focused on mental health, self-care, and community support.

Website: [Audre Lorde Project](#)

- [The BLACK Trans Travel Fund](#)

Provides financial and logistical support for BLACK trans women to access self-care and wellness retreats, ensuring safe and affirming travel experiences.

Website: [Black Trans Travel Fund](#)

- [Healing Justice](#)

Provides resources, retreats, and wellness programs focused on collective healing, mental health, and self-care for BLACK trans people and other marginalized communities.

Website: [Healing Justice](#)

- [SNaPCo \(Solutions Not Punishment Collaborative\)](#)

Provides wellness retreats and healing spaces for BLACK trans and queer people, promoting mental health, self-care, and community empowerment.

Website: [SNaPCo](#)

- [Brown Boi Project](#)

A community of people working across race and gender to eradicate sexism, homophobia, and transphobia and create spaces for wellness and healing. They offer retreats and programs focused on leadership and wellness for LGBTQ+ people of color.

Website: [Transfaith](#)

## NATIONAL FAITH-BASED RESOURCES FOR BLACK TRANS PEOPLE

- Soulforce

Soulforce works to end the political and religious oppression of LGBTQ+ people. They offer various resources and initiatives to support BLACK trans people within faith communities, promoting healing and empowerment.

Website: [Soulforce](#)

- The Fellowship of Affirming Ministries (TFAM)

A coalition of primarily African American Christian leaders and laity committed to a theology of radical inclusivity and social justice, providing support and advocacy for BLACK trans people. TFAM represents churches and faith-based organizations around the world.

Website: [TFAM](#)

- Muslim Alliance for Sexual and Gender Diversity (MASGD)

Works to support, empower, and connect LGBTQ+ Muslims. They aim to challenge root causes of oppression and provide spiritual resources and support for BLACK trans Muslims.

Website: [MASGD](#)

- BLACK Trans Advocacy Coalition (BTAC) Faith-Based Support

Provides support, advocacy, and resources for BLACK trans people, including faith-based support through partnerships with affirming religious organizations and leaders.

Website: [BTAC](#)

- Transfaith

A national organization that engages faith leaders, advocates, and communities to support transgender people. They offer resources, education, and advocacy, including specific support for BLACK trans people.

Website: [Transfaith](#)

- The Reformation Project

A Bible-based Christian organization that seeks to promote inclusion of LGBTQ+ people by reforming church teaching on sexual orientation and gender identity. They provide resources and support for BLACK trans Christians seeking affirming faith communities.

Website: [The Reformation Project](#)

- Many Voices

A BLACK church movement for gay and transgender justice. They provide resources, storytelling, and advocacy to promote acceptance and support for BLACK LGBTQ+ people within faith communities.

Website: [Many Voices](#)

- TransSaints

An online network connecting transgender faith community leaders, clergy, seminarians, and other leaders (deacons, ministers, etc.) for training, empowerment, mentoring, and peer support. Plus, develop a significant network that can speak to and for the transgender community resulting in a change in attitude, policy, welcome, and equal rights for transgender persons.

Website: [TransSaints](#)

## NATIONAL HEALTH CENTER RESOURCES FOR BLACK TRANS PEOPLE

- [Callen-Lorde Community Health Center](#)

Provides comprehensive health care services, including mental health, reproductive health, family care and morem for the LGBTQ+ community, including BLACK trans people.

Website: [Callen-Lorde](#)

- [Howard Brown Health](#)

Provides medical, behavioral, and social services of primary care, mental health support, & reproductive health, to the LGBTQ+ community, including BLACK trans people.

Website: [Howard Brown Health](#)

- [The Mazzoni Center](#)

Offers health services such as primary care, mental health services, reproductive health, and support groups for the LGBTQ+ community, including BLACK trans people.

Website: [Mazzoni Center](#)

- [GLMA: Health Professionals Advancing LGBTQ Equality](#)

A directory of LGBTQ+-friendly health care providers specializing in mental health, reproductive health, and family care. They offer those services for BLACK trans people.

Website: [GLMA](#)

- [LGBTQ+ Centers with Transgender Health Programs](#)

Offers training and resources for health centers nationwide to improve the quality of care for LGBTQ+ people, including BLACK trans people. Many affiliated centers provide comprehensive health care, mental health services, and reproductive health.

Website: [National LGBT Health Education Center](#)

- [Fenway Health](#)

Offers a range of services including primary care, behavioral health, reproductive health, and family planning to the LGBTQ+ community, with specific programs for transgender people.

Website: [Fenway Health](#)

- [Planned Parenthood](#)

Offers nationwide, inclusive comprehensive care, reproductive health services, hormone therapy for transgender patients, mental health services, and family care services to all.

Website: [Planned Parenthood](#)

- [Whitman-Walker Health](#)

Provides comprehensive health care services like primary care, mental health services, legal services, and support for LGBTQ+ people, with a focus on inclusivity and support for BLACK trans people.

Website: [Whitman-Walker Health](#)

- [BLACK Trans Advocacy Coalition \(BTAC\) Health Programs](#)

Offers health programs and services specifically tailored to BLACK trans people, including mental health support, reproductive justice, and family care services.

Website: [BTAC](#)

## NATIONAL LEGAL RESOURCES FOR BLACK TRANS PEOPLE

- Lambda Legal

Provides legal representation, resources, and advocacy for LGBTQ+ people, including BLACK trans people, on issues related to discrimination, health care, employment, and more.

Phone: [\(866\) 542-8336](#) | Website: [Lambda Legal](#)

- GLBTQ Legal Advocates & Defenders (GLAD)

Offers legal support and advocacy on issues like discrimination, health care, family law, and more, for LGBTQ+ people, and BLACK trans people.

Website: [GLAD](#)

- American Civil Liberties Union (ACLU) – LGBTQ Rights Project

Provides legal assistance and advocacy for LGBTQ+ rights, including fighting discrimination against BLACK trans people. They offer legal resources and can help with civil rights issues.

Website: [ACLU LGBTQ Rights Project](#)

- National LGBTQ+ Bar Association

Offers a directory of LGBTQ+ friendly lawyers and provides resources and advocacy for LGBTQ+ legal issues, including those affecting BLACK trans people.

Phone: [202-637-7661](#) | Email: [info@lgbtqbar.org](mailto:info@lgbtqbar.org)  
Website: [LGBTQ+ Bar Association](#)

- Sylvia Rivera Law Project (SRLP)

Provides legal services, advocacy, and support for transgender, intersex, and gender non-conforming people, focusing on low-income people and people of color, including BLACK trans people.

Website: [SRLP](#)

- Transgender Law Center (TLC)

Provides legal support and resources to help BLACK trans people navigate legal challenges and advocate for their rights. Largest national trans-led organization advocating self-determination for all people.

Website: [Transgender Law Center](#)

- National Center for Transgender Equality (NCTE)

Offers resources, guides, and advocacy to advance the rights and understanding of transgender people, including legal information and support for BLACK trans people.

Website: [NCTE](#)

- Transgender Legal Defense & Education Fund (TLDEF)

Provides pro bono legal services for transgender people facing discrimination. TLDEF also engages in public education and advocacy to advance

Website: [TLDEF](#)

- National BLACK Justice Coalition (NBJC)

A civil rights organization dedicated to empowering BLACK LGBTQ+ people, including legal advocacy and resources for BLACK trans people facing discrimination and other legal challenges.

Website: [NBJC](#)

- Equality Federation

Works at the national, state, and local levels, offering resources and support for legal challenges and advocacy, including issues affecting BLACK trans people. Their mission is to advance equality for LGBTQ+ people.

Website: [Equality Federation](#)

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*Nansha P.*  
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