

HOUSING AND HOMELESSNESS

Housing is a necessity and a basic human right but one that is often denied to transgender and gender non-conforming people. Direct discrimination as well as the aggregate effects of mistreatment and denied opportunities across multiple aspects of life create a tenuous and often threatening housing landscape for participants in this study.

We asked a series of questions to evaluate the impact of anti-transgender bias in housing. Respondents reported substantial housing insecurity while employing a variety of strategies to secure shelter and make a home.

We also asked several questions specifically about shelters, including homeless and domestic violence shelters. These responses confirmed the study team's anecdotal experience that emergency shelter systems as a whole are utterly failing to provide safety or relief for transgender and gender non-conforming people facing a housing crisis.

KEY FINDINGS IN HOUSING AND HOMELESSNESS

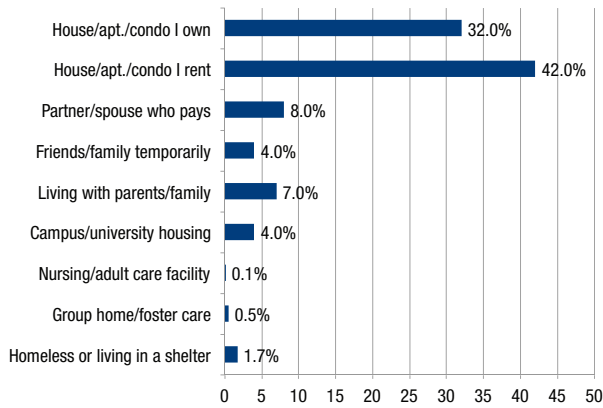
- The various forms of direct housing discrimination faced by respondents included **19% being denied a home or apartment and 11% being evicted because they were transgender or gender non-conforming.**
- **Nineteen percent (19%) of respondents became homeless** at some point because they were transgender or gender non-conforming, and **1.7% of respondents were currently homeless.**¹
- **Those who had experienced homelessness were 2.5 times more likely to have been incarcerated** (34%) than those who had not (13%), and were **more than four times more likely to have done sex work** for income (33%) than those who had not (8%). They were **more likely to be HIV-positive** (7.12%) than those who had not (1.97%), and were **much more likely to have attempted suicide** (69%) than those who had not (38%).²
- For those respondents who had attempted to **access homeless shelters, 29% were turned away altogether**, 42% were forced to stay in facilities designated for the wrong gender, and others encountered a hostile environment. Fifty-five percent (55%) reported being harassed, **25% were physically assaulted and 22% were sexually assaulted.**
- Respondents were forced to use various strategies to secure shelter including moving into a less expensive home/apartment (40%), moving in with family or friends (25%), and having sex with people to sleep in a bed (12%).
- Thirty-two percent (32%) of respondents reported owning their home, compared to 67% of the general population.
- **Respondents demonstrated resilience:** Of the 19% who reported facing housing discrimination in the form of a denial of a home/apartment, 94% reported being currently housed.

“I’m homeless, sleeping in makeshift housing under a bridge.”

Current Housing Situation

We asked respondents to indicate their current housing situation, in order to establish a national snapshot of their living situation at the time the survey was fielded.

Current Housing Situations of Respondents³

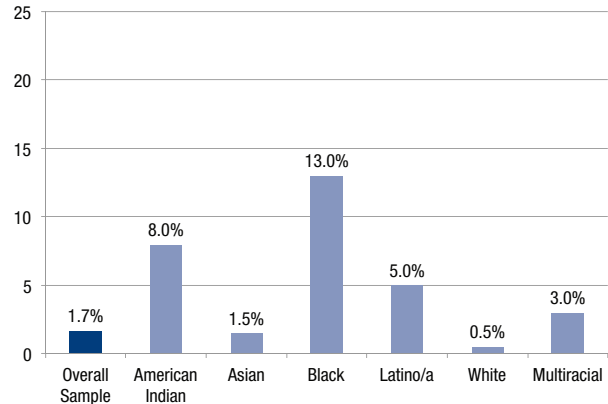


CURRENT HOMELESSNESS OR LIVING IN A SHELTER

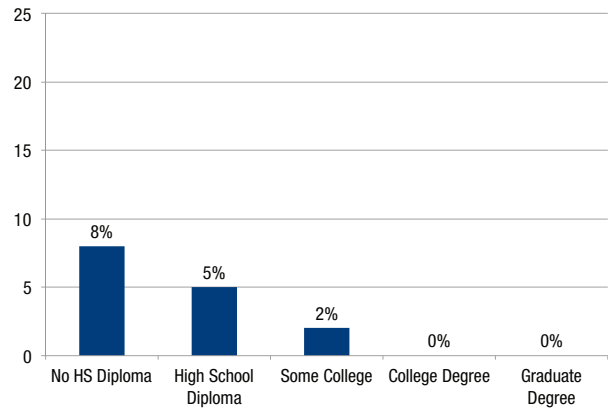
We first asked about homelessness; 1.7% of the sample responded that they were currently homeless or living in a shelter, which is nearly double the percentage that the National Coalition for the Homeless estimates for the U.S. population.⁴ Those particularly vulnerable to being currently homeless included African Americans (13%), American Indians (8%) and undocumented non-citizens (4%). The unemployed (7%), those working in the underground economy (7%) and those without a high school diploma (8%) also reported high rates of homelessness. Three percent (3%) of those who had lost a job due to bias were currently homeless.

As will be demonstrated later in this chapter, transgender people faced real barriers accessing shelter resources; therefore, it is possible that an even higher percentage of our sample needed shelter services but were unable or afraid to access them.

Currently Homeless by Race⁵



Currently Homelessness by Educational Attainment

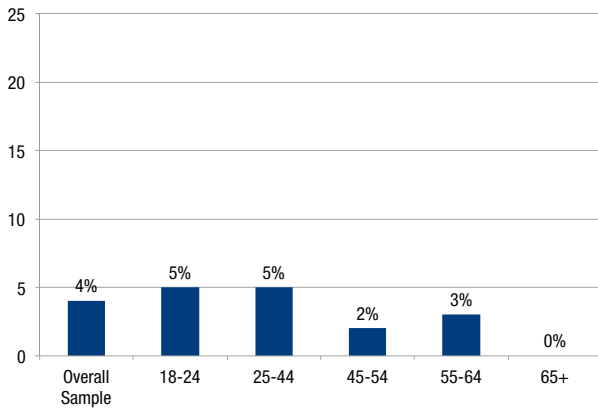


“I am now being evicted from the garage I have been living in the last several months, and in parting fashion, this afternoon I was informed that I have been denied access to renting a two-decade-old mobile home, the only place I could find with my limited income.”

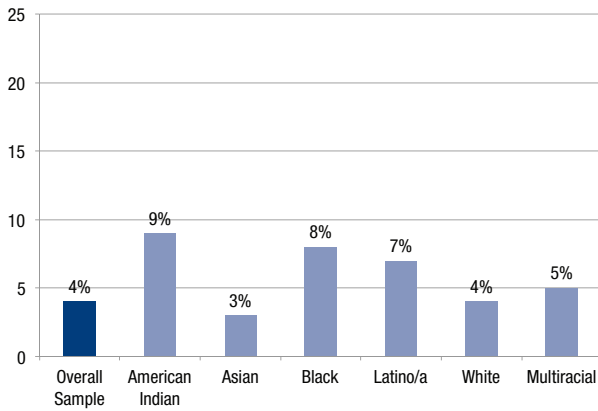
LIVING WITH FAMILY OR FRIENDS TEMPORARILY

Four percent (4%) of the sample reported living with family members or friends temporarily. Those who were younger were more likely to report this experience, as were Black (8%), and Latino/a (7%) respondents, as well as those who worked in the underground economy (8%). Although these respondents are not currently homeless, their “temporary” status suggests a substantial level of housing insecurity.

Living with Family or Friends Temporarily by Age



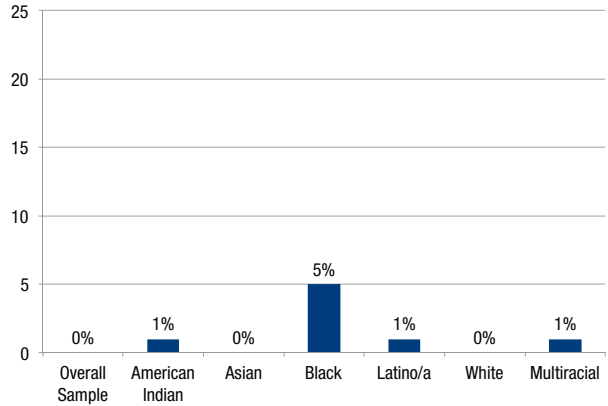
Living with Family or Friends Temporarily by Race



GROUP HOMES AND FOSTER CARE

Less than 1% of respondents were currently living in a group home or foster care. However, Black (5%), Latino/a (1%) and multiracial respondents (1%) were in group or foster care situations at slightly higher rates, as were those making less than \$10,000/year (2%) and those without a high school diploma (4%).

Living in Group Homes or Foster Care by Race



SKILLED NURSING AND ADULT CARE FACILITIES

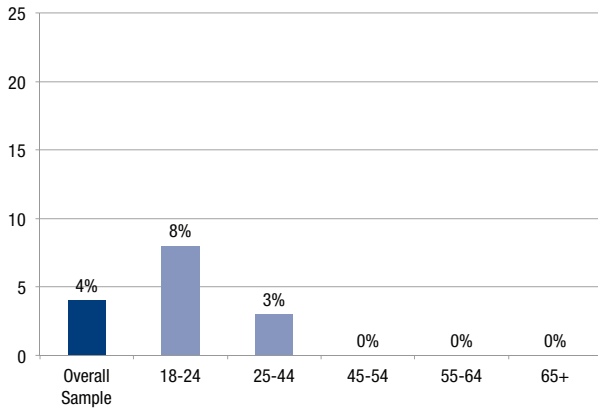
Only .1% of the overall sample reported living in a skilled nursing or adult care facility. Due to small sample size, we are unable to provide more details about this group.

“I fear growing old as I feel I would be treated poorly if I ever ended up in an elder care home.”

CAMPUS AND UNIVERSITY HOUSING

Four percent (4%) of respondents reported living in university or campus housing. As expected, the age category with the highest rate was 18-24 year olds (8%); the percentage for 25-44 year olds was 3%.

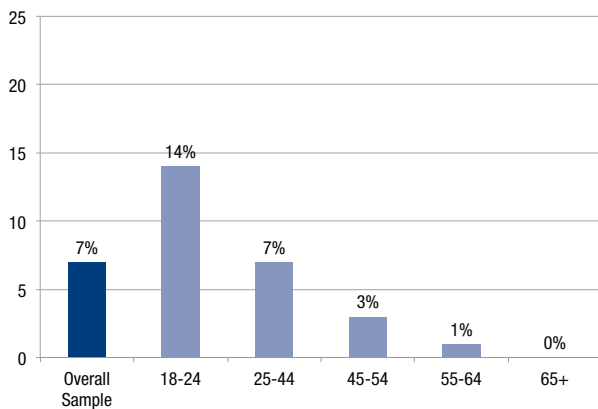
Campus and University Housing by Age



LIVING WITH PARENTS OR FAMILY MEMBERS

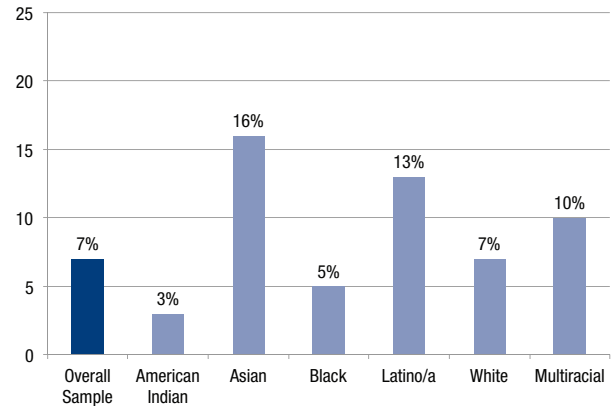
Seven percent (7%) of the sample reported currently living with their parents or family “they grew up with.” Though younger respondents were more likely to have marked this response, 3% of 45-54 year olds did as well. We did not ask whether respondents were living with family members because they needed to for financial reasons, wanted to, or had invited aging relatives into their homes to care for them.

Living with Family Members by Age



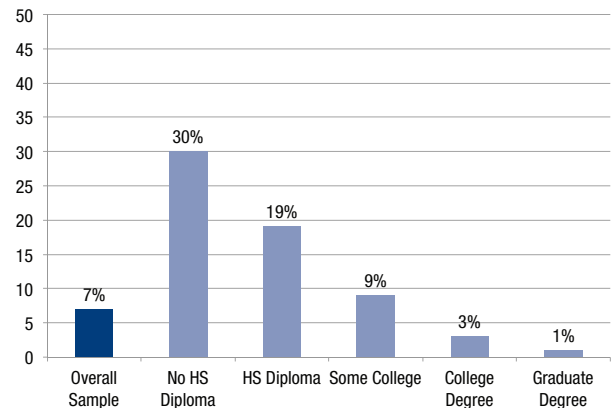
Asian respondents had the highest rate of living with parents or family members of any race.

Living with Family Members by Race



Those with less education were more likely to be living with their parents/family members. Thirty percent (30%) of respondents with no high school diploma and 19% of those with only a high school diploma were living with parents or family.

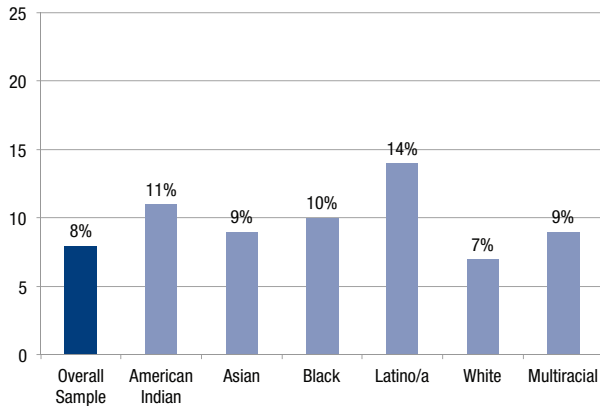
Living with Family Members by Educational Attainment



LIVING WITH PARTNER OR SPOUSE WHO PAYS

Eight percent (8%) of respondents said they lived with a partner or spouse who paid for their housing. Those who were unemployed (18%) and out of the workforce (10%) were particularly likely to be relying on a spouse or partner to cover housing expenses. In terms of race, Latino/as were the most likely to have marked this response at 14%.

Living with Partner or Spouse who Pays by Race

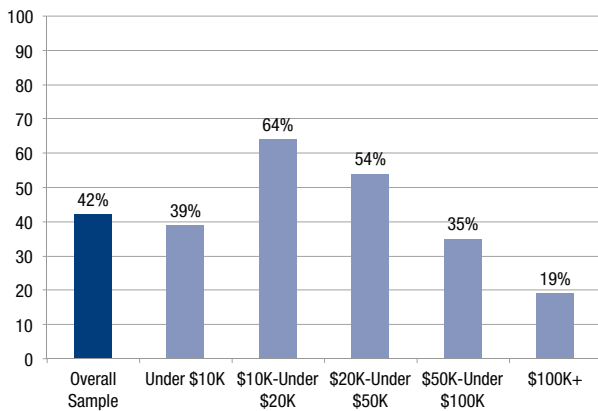


RENTING A HOUSE, APARTMENT, OR CONDO

Forty-two percent of respondents said they lived in a house, apartment, or condo that they rent. Renting did not vary widely across race. However, transgender men were much more likely to rent their homes (52%) than transgender women (40%).

Those making between \$10,000 and \$50,000/year were the most likely to be renting their homes.

Renting a House, Apartment, or Condo by Household Income



OWNING A HOUSE, APARTMENT, OR CONDO

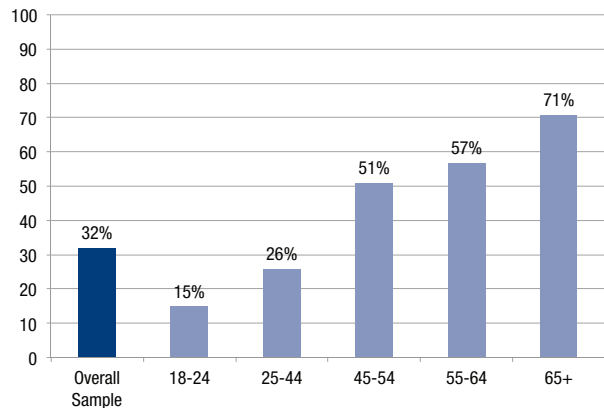
Thirty-two percent (32%) of respondents reported owning their place of residence. This is less than half of the national average of 67.4% reported by the U.S.

32% of respondents reported owning their home, compared to 67% of the general population.”

Department of Housing and Urban Development (HUD) in the second quarter of 2009,⁶ at approximately the same time as the survey was launched.

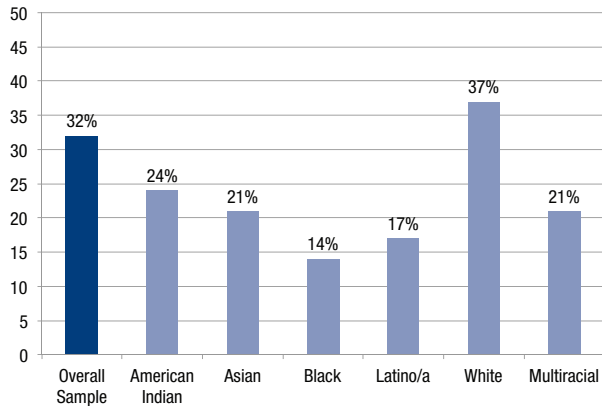
Transgender women were more likely to own their homes (36%) than transgender men (20%), and transgender respondents were more likely to own their homes (30%) than their gender non-conforming peers (24%). As might be expected, home ownership rose with age, from 15% of those aged between 18 and 24 to 71% of those over 65 years old.

Owning a House, Apartment, or Condo by Age



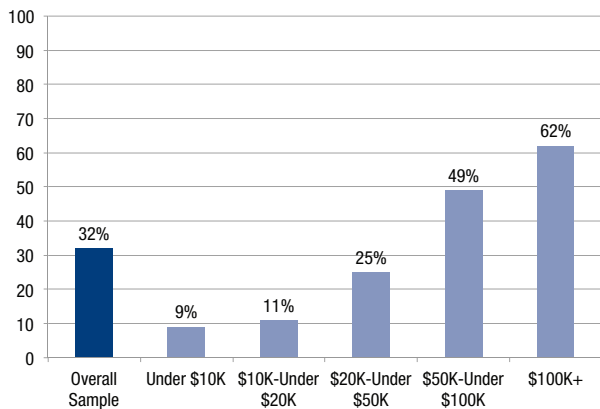
People of color were much less likely to own their homes than white respondents. African American respondents were the least likely to own their homes at 14%. By comparison, the U.S. Department of Housing and Urban Development reports that “minority home ownership” nationwide was 49.7% during the comparable period.⁷

Owning a House, Apartment, or Condo by Race



Home ownership also rose with income, but even in the highest income categories, our respondents have a lower rate of home ownership that the general population (67%).

Owning a House, Apartment, or Condo by Household Income



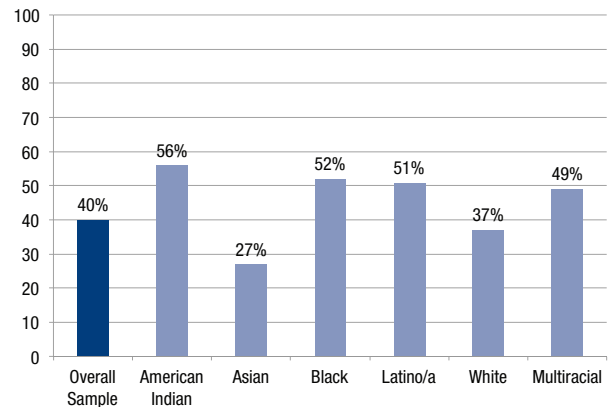
Negative Housing Outcomes

We asked respondents to report on experiences related to housing conditions and situations they've encountered due to anti-transgender bias over their lifetime. We found high levels of homelessness and eviction, as well as spending down of assets and moving into less desirable housing due to bias.

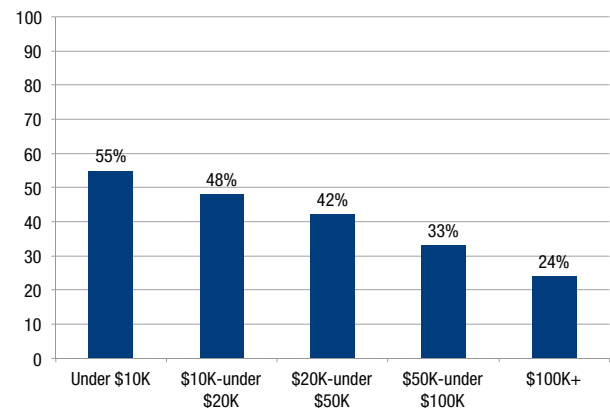
“I MOVED INTO A LESS EXPENSIVE HOME/APARTMENT”

Forty percent (40%) of respondents said they had moved into a less expensive home or apartment due to bias. Those hit hardest were Black (52%) and Latino/a (51%) respondents, as well as those making under \$10,000/year (55%), and those who: were unemployed (54%), had lost a job due to bias (65%), had worked in the underground economy for income (63%) and had no high school diploma (54%).

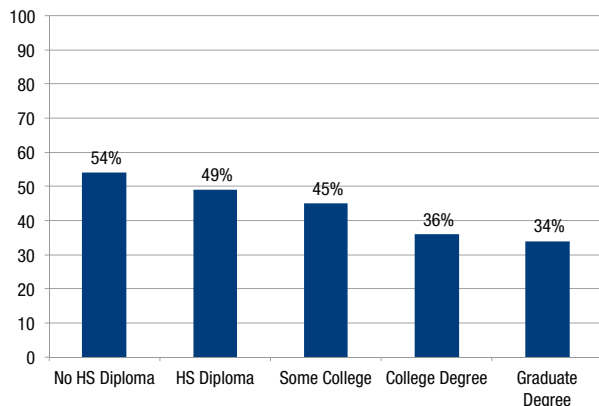
“I moved into a less expensive home/apartment” by Race



“I moved into a less expensive home/apartment” by Household Income



“I moved into a less expensive home/apartment”
by Educational Attainment



Transgender women were much more likely to have moved into a less expensive home or apartment due to bias (50%) than their transgender male counterparts (34%). Transgender respondents were more likely to have done so (44%) than gender non-conforming respondents (28%).

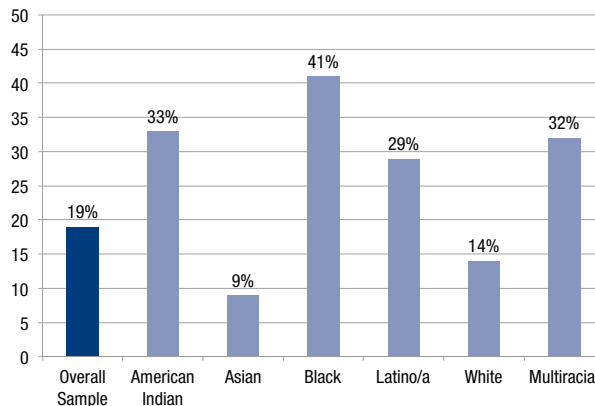
“I BECAME HOMELESS”

Nineteen percent (19%) of respondents said they became homeless as a result of discrimination or family rejection based on gender identity. This figure is more than 2.5 times higher than the general population lifetime rate of homelessness (7.4%).⁸

African Americans were over three times as likely to become homeless than the rest of the population.

Fewer older people reported having been homeless with 10% of 55-64 year olds reporting homelessness at some point in their lives and 8% of those 65 and above experiencing homelessness at some point. Transitioning later in life was inversely related to homelessness, with the percentage of those who had been homeless decreasing as the age of transition increased. A possible explanation is that prior to a late-life transition process, these respondents may have hidden their transgender identity or gender non-conformity and thus been better able to preserve jobs and secure housing over time.

“I became homeless” by Race



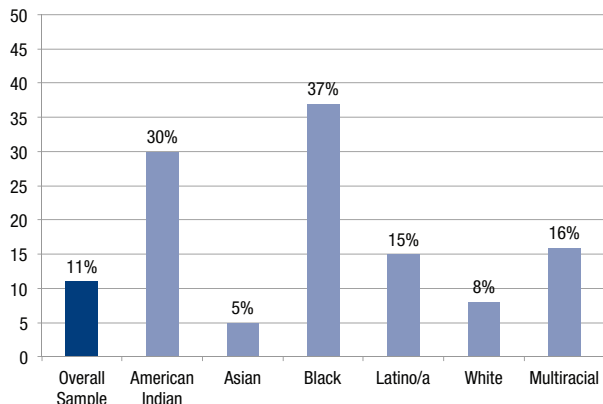
The U.S. Conference of Mayors cites a number of causal factors for homelessness. For families: a lack of affordable housing, poverty and unemployment, while for single people: substance abuse, lack of affordable housing and mental illness were the leading factors.⁹ As we’ve seen in this report, transgender and gender non-conforming people experience many of these situations and conditions at much higher rates than the general population due to discrimination.

As expected, respondents who faced economic challenges were at increased risk for homelessness: 39% of those who reported incomes of less than \$10,000 per year had experienced homelessness, while those with incomes between \$10,000 and \$20,000 were at 26%, compared with 19% of the sample as a whole. Losing a job due to bias also led to highly elevated levels of homelessness. Forty percent (40%) of those who had been fired because of their gender identity reported having been homeless.

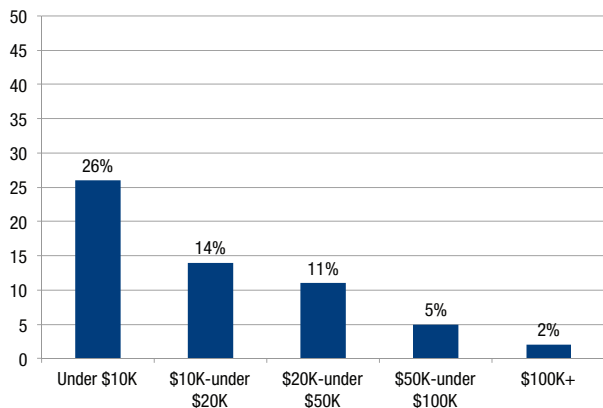
“I HAVE BEEN EVICTED”

Eleven percent (11%) of respondents said they had been evicted from housing at some point in their lives because they are transgender or gender non-conforming. African American respondents reported an exceptionally high eviction rate of 37%. Others reporting high rates included those with no high school diploma at 33%, those making under \$10,000/year at 26%, and undocumented immigrants at 21%.

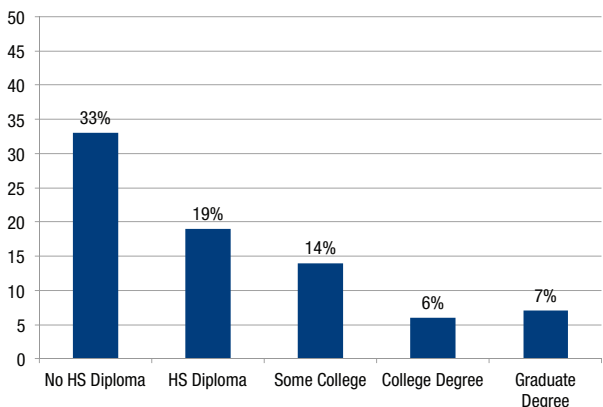
“I have been evicted” by Race



“I have been evicted” by Household Income



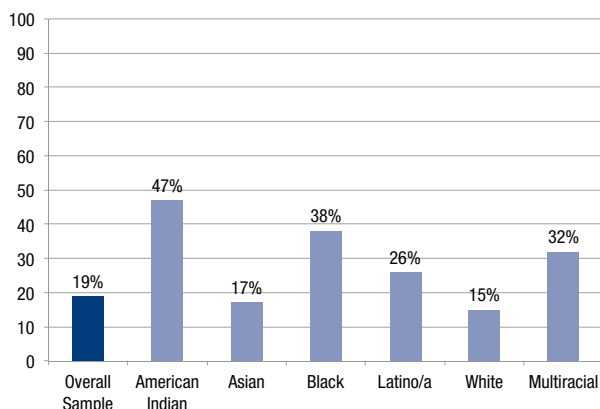
“I have been evicted” by Educational Attainment



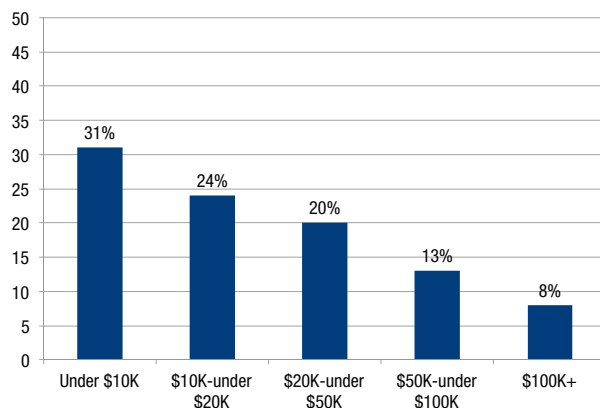
“I WAS DENIED A HOME/APARTMENT”

Nineteen percent (19%) of respondents said they had been denied a home or apartment because they were transgender or gender non-conforming. This number varied dramatically according to race; American Indians reported a 47% denial rate and African American respondents reported a 38% denial rate.. Other groups with high rates of denial included those working in the underground economy (42%), those who had lost a job due to bias (40%), those without a high school diploma (32%) and those making under \$10,000/year (31%).

“I was denied a home/apartment” by Race



“I was denied a home/apartment” by Household Income

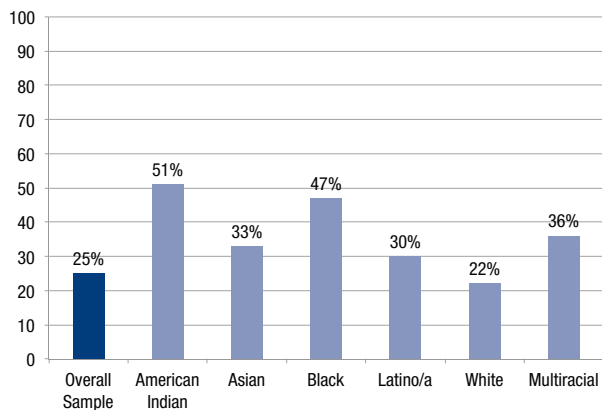


MTF respondents reported nearly twice the rate of eviction (16%) as their FTM counterparts (8%), and transgender respondents had twice the rate (13%) as gender non-conforming respondents (6%).

“I HAD TO MOVE BACK IN WITH FAMILY OR FRIENDS”

Twenty-five percent (25%) of respondents said they had to move in with family or friends because they were transgender or gender non-conforming. Black respondents reported the highest rate of this outcome at 47%, followed by multiracial respondents at 36%. Those without a high school diploma reported living with family or friends at 47%. Those working in the underground economy had a rate of 49%.

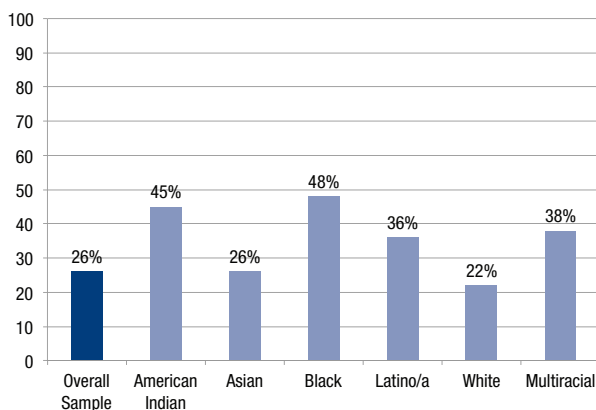
“I had to move back in with family or friends” by Race



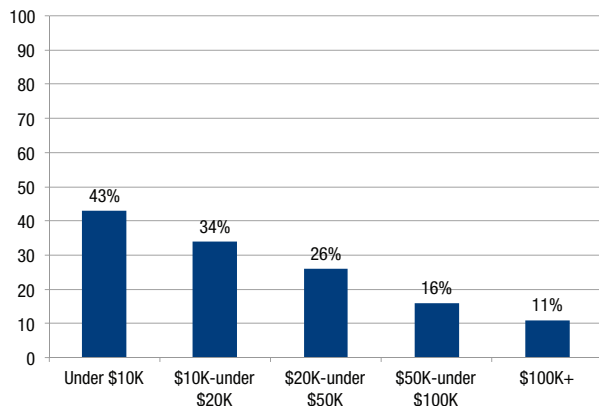
“I HAD TO FIND DIFFERENT PLACES TO SLEEP FOR SHORT PERIODS OF TIME, LIKE A FRIEND’S COUCH”

Twenty-six percent (26%) of respondents reported having to find different places to sleep for short periods. Those working in the underground economy reported a rate of 56%, and Black respondents reported a rate of 48%. Those who had lost a job reported having to find different places to sleep for short periods at a rate of 49%. Also reporting high rates were those with no high school diploma (53%) and those making under \$10,000/year (45%).

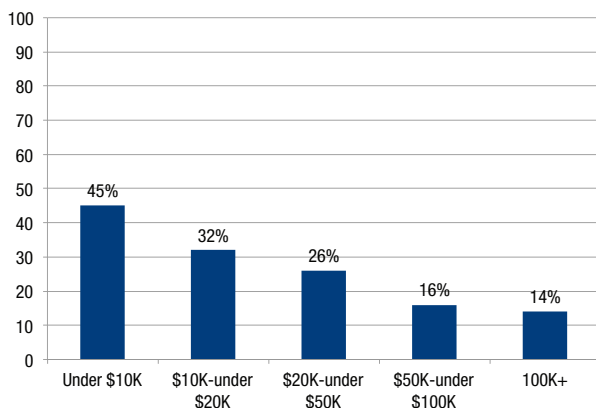
“I had to find different places to sleep for short periods of time, like a friend’s couch” by Race



“I had to move back in with family or friends” by Household Income



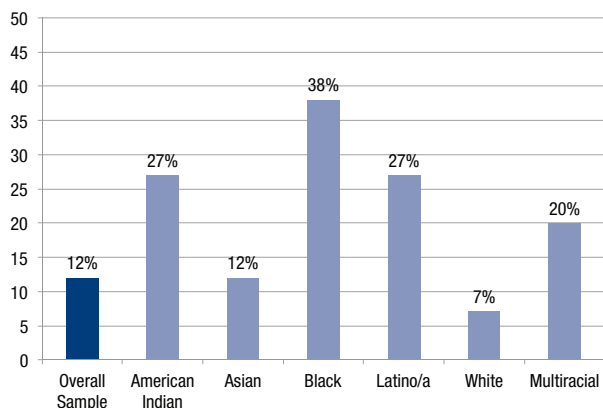
“I had to find different places to sleep for short periods of time, like a friend’s couch” by Household Income



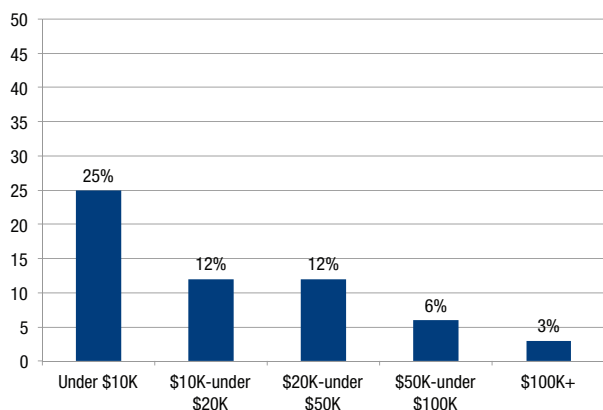
“I HAVE HAD SEX WITH PEOPLE TO SLEEP IN THEIR BED/AT THEIR HOMES OR TO PAY RENT”

Twelve percent (12%) of the sample reported having had sex with people to secure a place to stay. Those exchanging sex for housing in high numbers were those working in the underground economy (43%), those with no high school diploma (43%), Black respondents (38%), Latino/a respondents (27%), and those making under \$10,000/year (25%).

“I have had sex with people to sleep in their bed/ at their homes or to pay rent” by Race



“I have had sex with people to sleep in their bed/at their homes or to pay rent” by Household Income

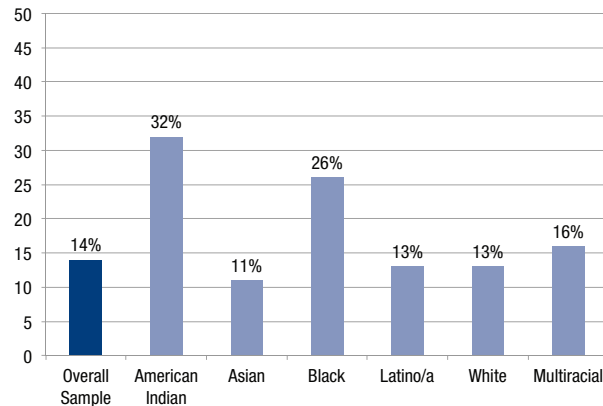


Male-to-female respondents were nearly twice as likely to have traded sex for housing (15%) as their female-to-male counterparts (8%), but transgender respondents, overall, were equally likely to have traded sex for housing as gender non-conforming respondents (12%).

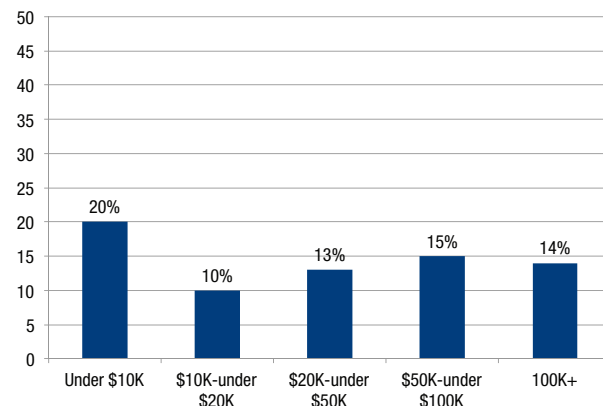
“I HAD TO USE EQUITY IN MY HOME TO PAY FOR LIVING EXPENSES”

Fourteen percent (14%) of respondents reported having to use equity in their home to pay for living expenses. Those reporting the highest rates included those with no high school diploma (34%), those who had lost jobs due to bias (28%), those 55-64 years old (27%), and African American respondents (26%).

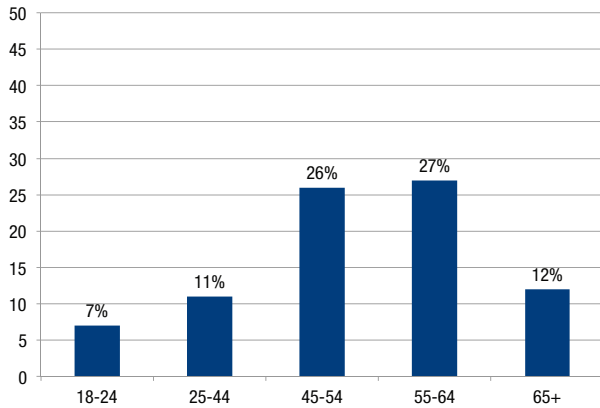
“I had to use equity in my home to pay for living expenses” by Race



“I had to use equity in my home to pay for living expenses” by Household Income



“I had to use equity in my home to pay for living expenses” by Age



Male-to-female respondents were more than twice as likely to have had to use equity in their home to pay for living expenses (21%) as their female-to-male counterparts (8%), and transgender respondents were more than three times as likely (16%) as gender non-conforming respondents (5%).

Access to Shelters

Of the 19% of respondents who had experienced homelessness, about a quarter (25%) reported trying to access a homeless shelter during that time. Their reports of attempting to access shelter describe a system in which abuses against transgender and gender non-conforming people are commonplace. These include denial of access, ejection when transgender status was disclosed, harassment by staff and residents, assault and forced presentation in the wrong gender. Nearly half of all respondents who accessed a shelter (47%) left due to poor treatment.

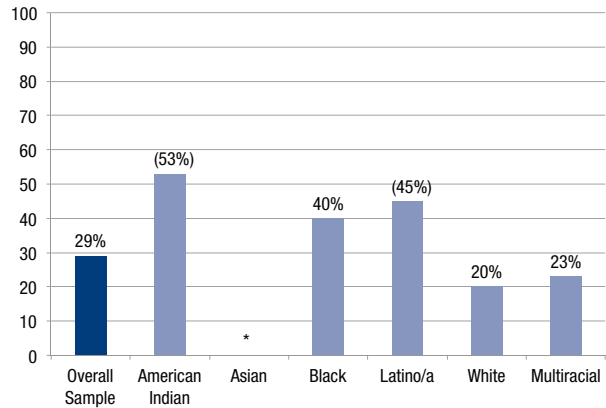
OUTRIGHT DENIAL

Housing insecurity for transgender and gender non-conforming people in the U.S. goes beyond eviction and homelessness; they are also frequently barred from access to safety nets meant to help people in crisis. Twenty-nine percent (29%) of respondents who attempted to access shelter reported being denied access to shelters altogether because they were transgender or gender non-conforming.

For those respondents who had attempted to access homeless shelters, 29% were turned away altogether.

Groups reporting particularly high rates of denial of access to shelters included documented non-citizens (45%), Latino/a respondents (45%), those with no high school diploma (44%), those who had lost a job due to bias (40%), and Black respondents (40%).

Outright Denial of Shelter Access by Race



* Sample size too low to report
() Sample size too low for reliable analysis

Transgender women were much more likely to have been denied access to shelters (34%) than their transgender male counterparts (20%), and transgender respondents, overall, were far more likely (30%) to have been refused shelter than gender non-conforming respondents (12%).

In addition to those who were denied access outright, 25% of respondents reported being evicted after their transgender identity or gender non-conformity became known and 47% reported leaving a shelter due to poor treatment. Sixteen percent (16%) reported experiencing all three of these outcomes.

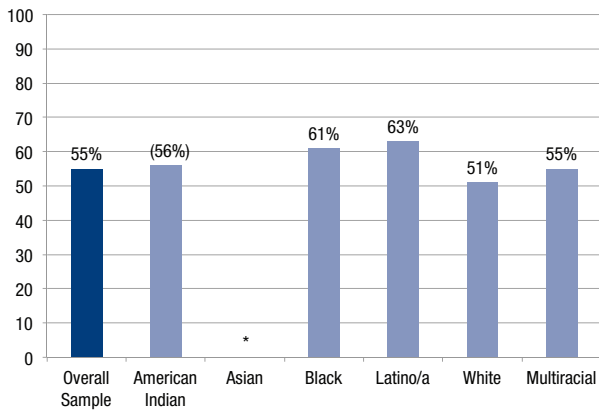
HARASSMENT AND ASSAULT

When provided access to shelter, respondents often reported living in hostile and dangerous environments. Many experience harassment, physical and sexual assault perpetrated by either shelter residents or staff.

Harassment

Over half of respondents (55%) reported being harassed by residents or staff members of shelters. Looking at race, Latino/as reported the highest rate of harassment at 63%, followed by Black respondents at 61%.

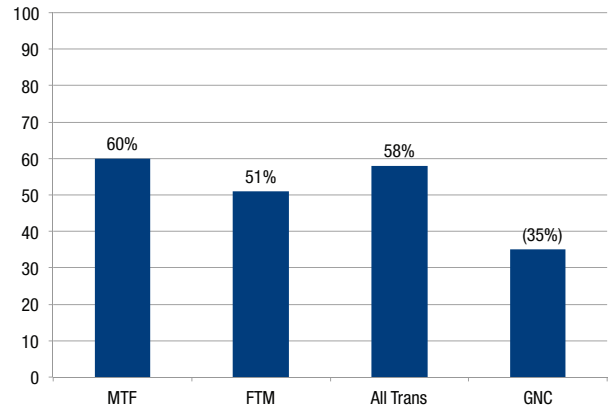
Harassment in a Shelter by Race



* Sample size too low to report
 () Sample size too low for reliable analysis

Others reporting high rates of harassment included documented non-citizens (62%), those who had lost a job due to bias (70%), and those working in the underground economy (65%).

Harassment in a Shelter by Gender Identity/Expression

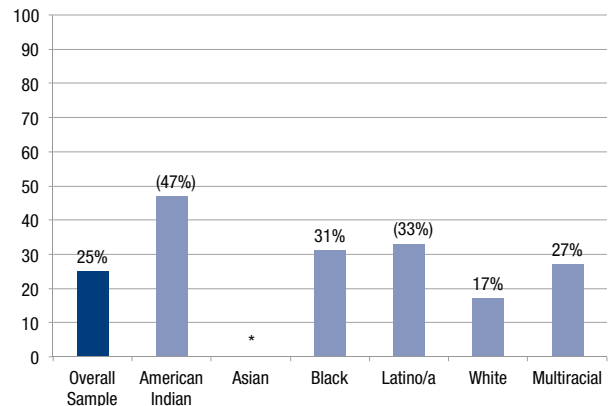


() Sample size too low for reliable analysis

Physical Assault

One quarter (25%) of respondents who accessed shelter reported having been physically assaulted by either another resident or a staff person. Looking at race, Black respondents reported the highest rate at 31%.

Physical Assault at a Shelter by Race



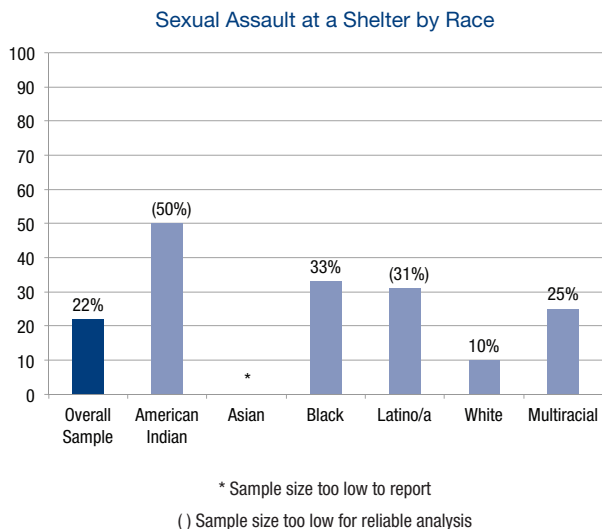
* Sample size too low to report
 () Sample size too low for reliable analysis

Others reporting high rates of physical assault included undocumented non-citizens at 50% and those who had lost a job due to bias at 35%.

Transgender women were almost twice as likely to have been physically assaulted in a shelter (29%) than transgender men (15%), and transgender respondents were more likely to have been assaulted (25%) than gender non-conforming respondents (20%).

Sexual Assault

Twenty-two percent (22%) of respondents who accessed shelter reported being sexually assaulted by either another resident or a staff person. Looking at race, Black respondents reported the highest rate of sexual assault at 33%, followed by Latino/as at 31%.

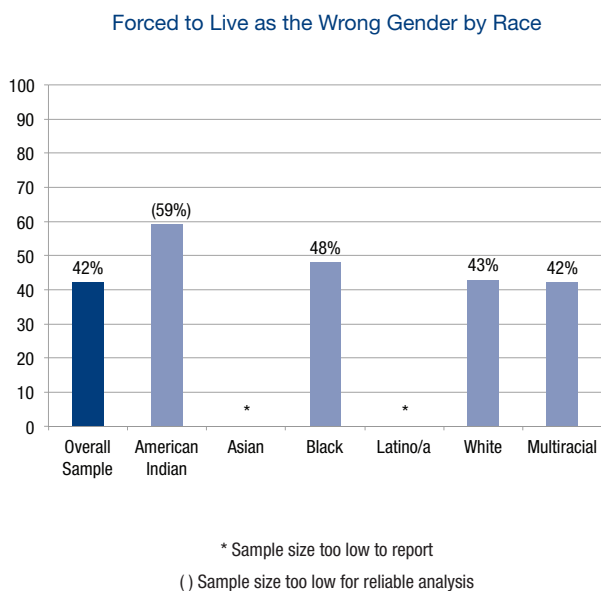


Others reporting high rates of sexual assault included undocumented non-citizens (40%) and those who had lost a job due to bias (32%).

MTF respondents were more likely (26%) than FTM respondents (15%) to report sexual assault. Transgender respondents were nearly six times more likely to report sexual assault (23%) than gender non-conforming respondents (4%).

Forced to Live as the Wrong Gender

Among respondents who accessed a shelter, 42% reported that they were forced to live as the wrong gender to be allowed to stay. Being forced to live as the wrong gender can range from being required to alter a hairstyle or make-up to radically altering gender presentation from head to toe. More than half of those who had lost a job due to bias (51%) said they had had to live as the wrong gender to access a shelter, along with 47% of the unemployed and 47% of those who worked in the underground economy. African-American respondents experienced high levels of coerced presentation, with 48% being forced to live in the wrong gender.



Also hard hit were those who reported that they were not visually conforming (51%).

Those who had had surgery were less likely to be subjected to coerced gender presentation; nonetheless, 35% of those who had surgically transitioned were still required to live as the wrong gender.

In addition to those who were forced to present in the wrong gender to stay in a shelter, 41% of respondents also reported presenting in the wrong gender in order to be or feel safe in a shelter.

Making the Connections

In this section, we examine the connections between homelessness and how it relates to incarceration, work in the underground economy and health outcomes. We offer analysis concerning both those who reported having experienced homelessness at some point in their lives because of bias due to gender identity and those who reported being currently homeless for any reason.

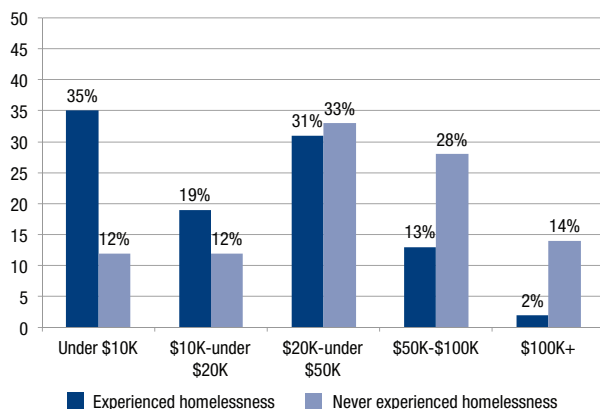
THOSE WHO EXPERIENCED HOMELESSNESS

We found that having experienced homelessness seemed to align with several other negative conditions and outcomes.

Household Income

Respondents who had experienced homelessness reported earning lower incomes at the time of survey. Fifty-four (54%) of those who experienced homelessness said they were currently making less than \$20,000/year, while only 24% of those who had not experienced homelessness were earning under \$20,000.

Household Incomes of those who Experienced Homelessness



Incarceration

Thirty-four percent (34%) of those who had experienced homelessness had been incarcerated for any reason. This is nearly 2.5 times the rate of those who had not experienced homelessness (13%).

Underground Economy

Forty-seven percent (47%) of respondents who had experienced homelessness said they had worked in the underground economy for income, more than 3.5 times the rate of those who had not experienced homelessness (13%).

Thirty-three percent (33%) of respondents who had experienced homelessness said they had done sex work for income. This is

more than four times the rate of those who had not experienced homelessness (8%).

Physical and Sexual Assault

Sixty-six percent (66%) of those who experienced homelessness also reported experiencing physical assault and 33% also reported sexual assault.

Smoking

Forty-seven percent (47%) of those who had experienced homelessness reported being smokers. Those who have not been homeless smoked at a rate of 28%.

Drinking and Drugs

Forty-nine percent (49%) of those who had experienced homelessness said they had used alcohol or drugs to deal with the discrimination they faced as transgender or gender non-conforming people. This is almost double the rate of those who had not experienced homelessness.

HIV

The HIV rate for those who had experienced homelessness (7.12%) was dramatically higher than those who had not (1.97%).¹⁰

Suicide

Sixty-nine percent (69%) of those who had experienced homelessness said they had attempted suicide. This compared to 38% of those who had not experienced homelessness.

CURRENTLY HOMELESS

Being currently homeless (including those living in a shelter) seemed to correlate with several other negative outcomes.

Incarceration

Fully 49% of currently homeless respondents said they had been incarcerated at some point in their lives. This is more than 3 times higher than the rate of incarceration for those who were not currently homeless (15%).

Underground Employment

Sixty-nine percent (69%) of respondents who were currently homeless had worked in the underground economy for income. This is nearly five times the rate of those who were not currently homeless (15%).

Fifty-five percent (55%) of those who were currently homeless reported having done sex work for income. This is compared to only 10% of those who were not currently homeless.

Smoking

Sixty-one percent (61%) of those who were currently homeless reported being smokers. This compares with 30% of those who were not currently homeless.

Drinking and Drugs

Fifty-four percent (54%) of currently homeless respondents said they had used drugs or alcohol to cope with the discrimination they face as transgender or gender non-conforming people. This was nearly twice as high as the rate for those who were not currently homeless (25%).

HIV

The HIV infection rate for currently homeless respondents was 22.11%, over eight times the rate of those who were not currently homeless (2.27%).¹¹

Suicide

Sixty-eight percent (68%) of those who said they were currently homeless also reported having attempted suicide, compared to 40% of those who said they were not currently homeless.

“I experienced a lot of discrimination during my time of being homeless, in group homes, shelters, and transitional living houses. Additionally, I was been kicked out of several colleges, but I never gave up. For the last 6 years, I have used my past experiences, as a transgender person of color, to improve best practices for youth in systems, get more services for them, and help youth become assertive. I am on the local government-run HIV prevention planning council. I continue to struggle to find a job that pays enough, but I always have a positive attitude and that has gotten me far.”

CONCLUSIONS FOR HOUSING AND HOMELESSNESS

Housing insecurity for transgender and gender non-conforming people is a crisis. Respondents reported direct discrimination by housing providers and negative housing impacts of discrimination in other critical areas of life such as employment, health care and criminal justice. Accordingly, respondents were forced to employ various strategies to secure places to live.

For transgender and gender non-conforming people who became homeless, safety nets meant to help people in a housing crisis often failed. Respondents experienced being refused shelter due to bias and when admitted, often faced a hostile environment. Study participants reported enduring harassment, physical attack, and sexual assault perpetrated by both shelter staff and other residents.

Finally, for respondents who experienced homelessness, we found a correlation to life-threatening, devastating outcomes including incarceration, work in the underground economy, smoking, drinking and drug use, HIV infection and suicide attempts.

RECOMMENDATIONS FOR HOUSING AND HOMELESSNESS

- Stronger laws are needed to address housing discrimination and insecurity.
 - Congress should amend the Fair Housing Act to include transgender and gender non-conforming people in its protections and pass employment protections so that they can better afford to provide shelter for themselves.
 - State legislatures and local governments should pass laws prohibiting both housing discrimination and employment discrimination based on gender identity/expression, so that transgender and gender non-conforming people are better able to provide shelter for themselves and have recourse when they experience discrimination.
- Government agencies should fully enforce housing discrimination laws, including already existing protections based on race and gender as well as gender identity/expression.
 - Free trainings on how to comply with the law should be developed and made widely available for housing providers and real estate professionals.
 - Pair testing and other ways to detect discrimination should be regularly used to ensure that housing non-discrimination laws are being followed and corrective actions should be taken when non-compliance is found.
 - Individual complaints should be investigated thoroughly and housing providers who discriminate should face harsh penalties.
- Shelters should be made accessible and safe for all transgender and gender non-conforming people.
 - Shelters should have clear policies on housing transgender residents, ensuring that they are housed according to their gender identity.
 - Gender non-conforming expression and presentation should not be prohibited in order to gain access to shelters.
 - Policies should be developed to minimize the risk of violence directed at transgender and gender non-conforming residents by other residents.
 - Shelter staff should be fully trained on these policies as well as how to respectfully serve transgender and gender non-conforming residents. Staff members who violate policy or serve residents disrespectfully should be disciplined or dismissed.
 - Shelter staff who physically or sexually assault residents should be terminated and reported to law enforcement authorities for investigation.
 - Group homes should have policies that ensure transgender and gender non-conforming residents are respected and safe from harm.
 - Assisted care facilities should have policies of respect for residents' gender identity/expression and house them accordingly.
 - Foster care systems should ensure that before placing a transgender or gender non-conforming child in a home that the foster family is accepting and supportive of the child's gender identity/expression.
 - Colleges and universities should develop policies to ensure that transgender and gender non-conforming students are housed according to their gender identity and that there are gender-neutral options available.
- State and local support programs should be developed that holistically approach and resolve the various challenges and barriers that transgender and gender non-conforming people need addressed in order to house and support themselves. This includes assistance in such things as: earning a G.E.D., work training, finding a job, transitional housing, health care, updating ID documents, legal services, counseling, and/or assistance with applying for benefits.

Endnotes

- 1 Some numbers have not been rounded due to their small size.
- 2 HIV rates are provided to two decimal points for easier comparison with national rates.
- 3 Some numbers have not been rounded due to their small size.
- 4 National Coalition for the Homeless, "How Many People Experience Homelessness?" (July 2009): http://www.nationalhomeless.org/factsheets/How_Many.html.
- 5 Some numbers have not been rounded due to their small size.
- 6 U.S. Department of Housing and Urban Development, "U.S. Housing Market Conditions, 2nd Quarter, 2009" (Washington, DC: GPO, 2009): http://www.huduser.org/portal/periodicals/ushmc/summer09/nat_data.pdf.
- 7 U.S. Department of Housing and Urban Development, "U.S. Housing Market Conditions, 2nd Quarter, 2009" (Washington, DC: GPO, 2009): http://www.huduser.org/portal/periodicals/ushmc/summer09/nat_data.pdf. HUD did not define "minority" in this report.
- 8 United States Conference of Mayors, "Hunger and Homelessness Survey" (2006): 48, <http://usmayors.org/hungersurvey/2006/report06.pdf>.
- 9 United States Conference of Mayors, "Hunger and Homelessness Survey" (2008): 19, http://usmayors.org/pressreleases/documents/hungerhomelessnessreport_121208.pdf.
- 10 HIV rates are provided out to two decimal points for easier comparison with national rates.
- 11 HIV rates are provided out to two decimal points for easier comparison with national rates.

PUBLIC ACCOMMODATIONS

We asked respondents to report on experiences they have had in various places of public accommodation, such as restaurants, hotels and emergency services. Participants were asked if they had experienced being denied equal treatment or service, verbal harassment or disrespect, and physical assault or attack “based on being transgender/gender non-conforming” in 15 kinds of public accommodation. Ninety-three percent (93%) of survey respondents had attempted to access one or more of these types of public accommodation as a transgender or gender non-conforming person.

KEY FINDINGS IN PUBLIC ACCOMMODATIONS

- **Over half (53%) of respondents** reported being **verbally harassed or disrespected** in a place of public accommodation.
- Forty-four percent (44%) of respondents reported being **denied equal treatment or service at least once at one or more of the 15 types of public accommodation** covered in the study.
- Eight percent (8%) of respondents reported being **physically attacked or assaulted in places of public accommodation**.
- **Respondents of color** generally experienced **higher rates of abuse in public accommodations** than their white peers. **African American respondents endured much higher rates of physical assault** than their non-Black peers, at 22% (relative to the 8% mentioned above).
- **Police services were the most highly problematic aspect of government services overall**, with respondents reporting the **highest rate of assault** when attempting to access police services (6%), along with very high rates of harassment/disrespect (29%) and denial of equal service (20%). More information about police treatment can be found in the Police and Incarceration chapter.
- **Gender non-conforming** respondents experienced **higher rates** than transgender respondents of refusal of service, harassment/disrespect and violence when accessing retail stores, hotels, and transportation; transgender respondents experienced higher rates of unequal treatment, harassment/disrespect and violence in accessing government services and interacting with judges.
- Those who had **lost jobs due to anti-transgender bias** experienced among **the highest rates of harassment/disrespect, denial of service and physical assault** in nearly every setting.

“I was intentionally discriminated against by a motel owner. He told me he would not give me a room because I was a cross dresser, and to leave the property or he was going to call the police and tell them that a hooker was in the parking lot selling drugs.”

Denied Equal Treatment in Public Accommodations

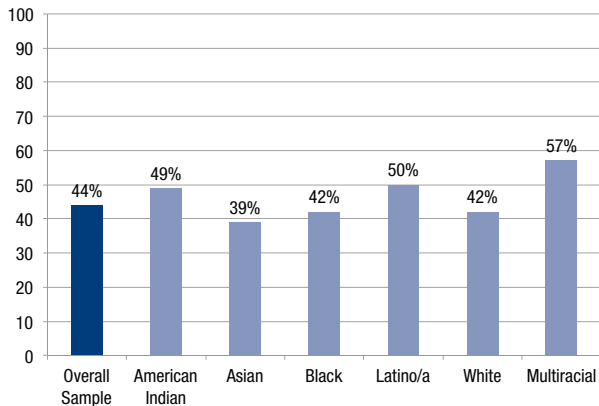
Forty-four percent (44%) of respondents reported being denied equal treatment or service at least once at one or more of the types of public accommodation covered in this survey. Experiences differ

44% of respondents reported being denied equal treatment at a place of public accommodation.

depending on race, income, employment status, gender, transition status, visual non-conformity and whether the respondent had ID documents consistent with his or her gender identity/expression. Those who had lost their jobs due to discrimination and those who have worked in the underground economy reported the highest rate of discrimination in public accommodations, at 67% and 63%, respectively.

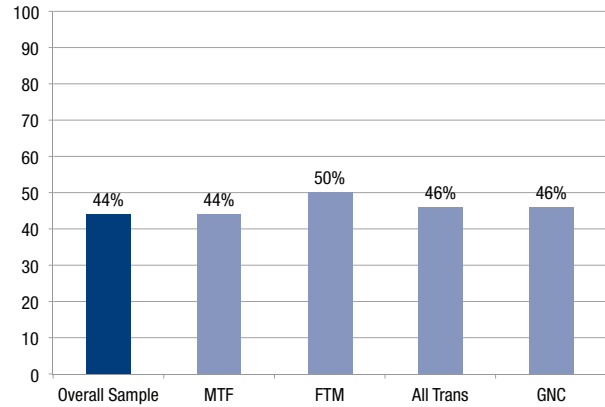
American Indian (49%), Latino/a (50%) and multiracial (57%) respondents reported higher rates of gender identity/expression discrimination in public accommodation than the full sample.

Denied Equal Treatment or Service at Any Location of Public Accommodation by Race

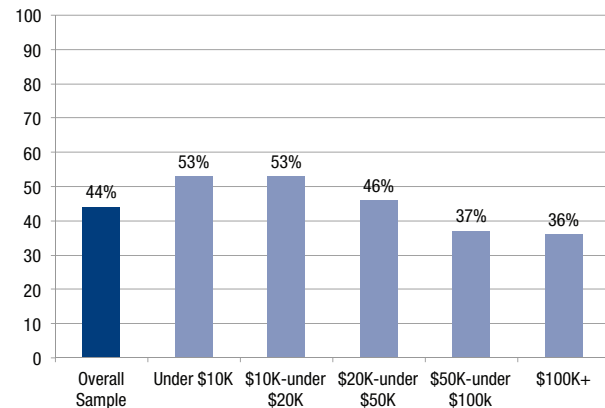


Respondents with household incomes of \$50,000 a year or less reported higher rates of discrimination in public accommodation than those in households with incomes over \$50,000 a year. Respondents who were currently unemployed reported discrimination in public accommodations at a rate 6 percentage points higher than the full sample. Transgender men reported a higher rate of discrimination in public accommodation (50%) than transgender women (44%).

Denied Equal Treatment or Service at Any Location of Public Accommodation by Gender Identity/Expression



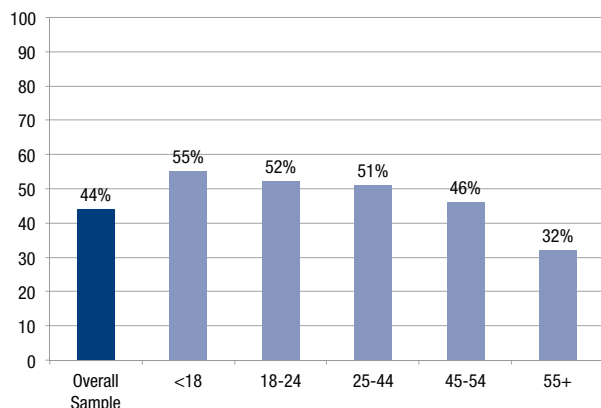
Denied Equal Treatment or Service at Any Location of Public Accommodation by Household Income



Noticeable differences in experiences of discrimination in public accommodations appear based on the age a respondent began living full-time in a gender other than that assigned at birth, current transition status, and whether a person has undergone any medical or surgical transition procedures. Those who began living full-time at a younger age seem to have experienced more discrimination in public accommodations than those who began living full-time at an older age, possibly because they are able to report about discrimination over a longer period of time.

“A lot of people tell me I’m lucky because I ‘pass’ and am considered beautiful as a transgender woman, but... I sure don’t feel lucky. I’m always fearful every time I step out the door into the real world, that someone will harass or physically harm me.”

Denied Equal Treatment or Service at Any Location of Public Accommodation by Age Respondents Began Living Full-time



Those who are currently living full-time in a gender other than that assigned at birth reported discrimination in public accommodations at a rate 6 percentage points higher than respondents as a whole. Those who had any medical or surgical transition treatments or procedures also reported higher rates than all respondents, at 48% and 51%, respectively. Visual non-conformers (53%) and those open about their transgender or gender non-conforming identity in general (48%) or at work (51%) also reported higher rates of discrimination in public accommodations.

Finally, people who have transitioned and tried to update the gender marker on their driver's license, but were denied the change, reported discriminatory treatment in public accommodations at a high rate (57%).

Verbal Harassment in Places of Public Accommodation

Fifty-three percent (53%) of respondents reported being verbally harassed or disrespected in a place of public accommodation. Subgroups that reported higher rates of being denied equal treatment or service also reported higher rates of verbal harassment or disrespect in places of public accommodation.

Over half of respondents reported being verbally harassed or disrespected in a place of public accommodation.

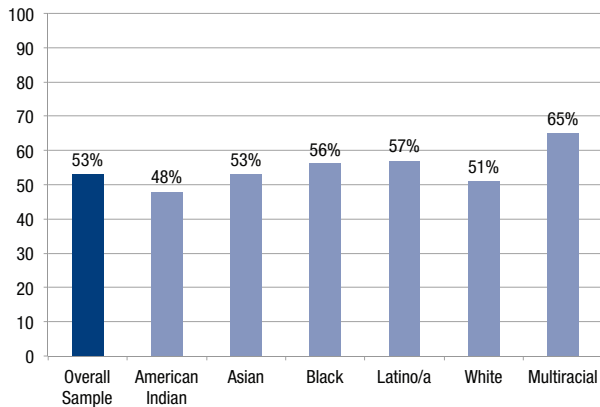
Those groups reporting higher rates of verbal harassment included those with lower household incomes (ranging from 56% to 63%), those who lost their jobs (72%), or were currently unemployed (63%), those who began living full-time at younger ages (ranging from 59% to 68%), those who were currently living full-time (59%), those who were visual non-conformers (64%), and those who were generally out (59%). In addition, 67% those who have transitioned and tried to update the gender on their driver's license and were denied were harassed/disrespected.

Respondents who have worked in the underground economy reported the highest rate of verbal harassment/disrespect, at 77%.

Respondents' reports of verbal harassment/disrespect differed more sharply by race than was the case with other types of mistreatment. Those who identify as Black, Latino/a, or multiracial (at 56%, 57%, and 65%, respectively) all reported higher rates of verbal harassment/disrespect than the full sample.

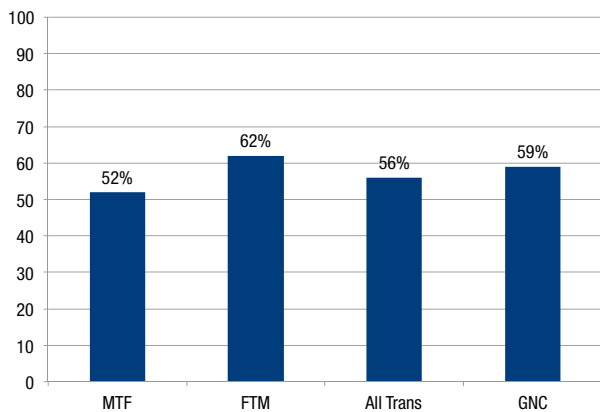
“The fear of being the victim of a hate crime has also meant that I haven't lived completely freely; I know that if people on the street knew that I was born female, I'd be at risk of violence or harassment.”

Verbal Harassment/Disrespect in Places of Public Accommodation by Race



FTM respondents and gender non-conforming respondents reported higher rates of verbal harassment/disrespect (at 62% and 59%, respectively) than MTF and transgender respondents (52% and 56%, respectively).

Verbal Harassment/Disrespect in Places of Public Accommodation by Gender Identity/Expression

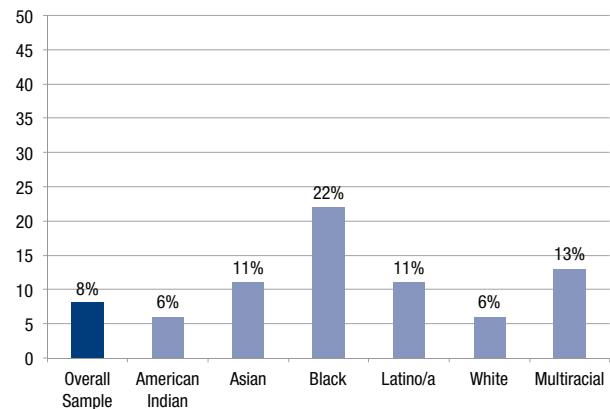


Physical Attack or Assault in Places of Public Accommodation

Eight percent (8%) of respondents reported being physically attacked or assaulted in places of public accommodation.

Some groups reported much higher rates of physical attack or assault than the full sample. African American respondents endured the highest rate of assault (22%) of any demographic group — much higher than any other. Multiracial (13%), Asian (11%), and Latino/a (11%) respondents also reported high rates of physical assault.

Physical Assault in Places of Public Accommodation

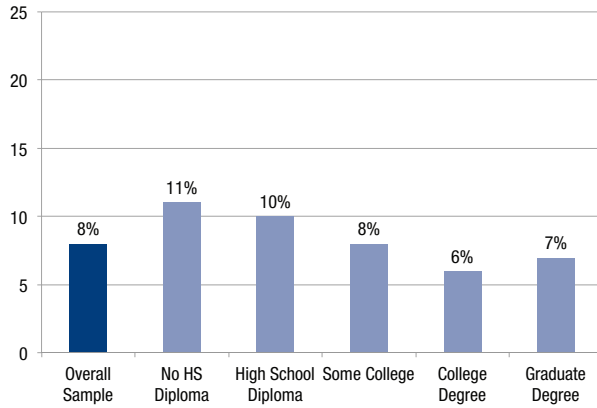


Those who have lost their jobs due to bias (17%) or are currently unemployed (12%) reported higher rates of physical attack or assault. Twenty-two percent (22%) of those who had worked in the underground economy reported physical assault.

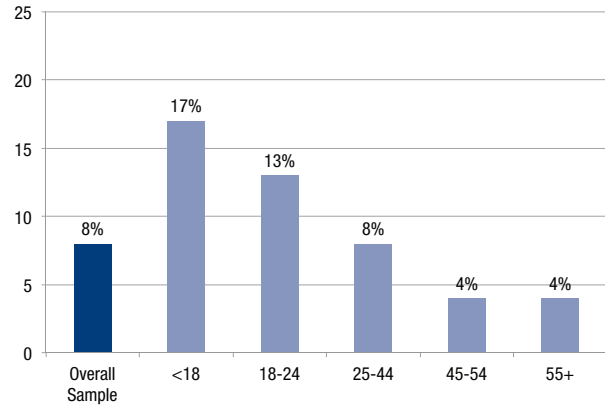
Respondents who are younger (9-10%) also reported higher rates of physical assault than older respondents.¹

Non-citizens (documented at 13% and undocumented at 12%) reported higher rates of physical attack or assault than those who identified as U.S. citizens (7%). Although there are some differences in reported rates of physical assault based on the educational attainment and household income of the respondents, the difference is not as great as some might expect.

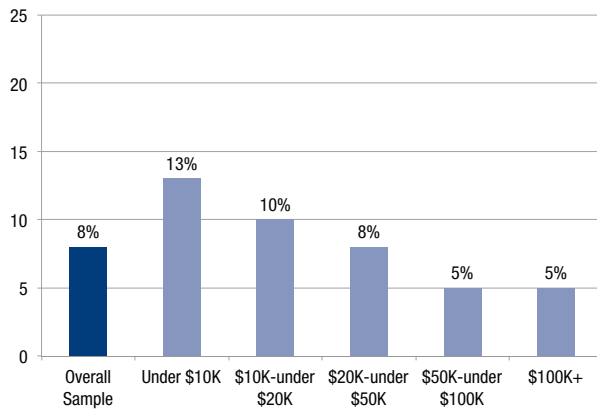
Physical Assault in Places of Public Accommodation by Educational Attainment



Physical Assault in Places of Public Accommodation by Age Respondents Began Living Full-time



Physical Assault in Places of Public Accommodation by Household Income



Respondents who are visual non-conformers reported higher rates of physical attack or assault (10%) than those who are visual conformers (6%).

Those who transitioned at younger ages reported higher rates of physical attack or assault than those who began living full-time at an older age.

Places of Public Accommodation

Discrimination, verbal harassment/disrespect, and physical attack or assault were reported more often in some types of public accommodation or when accessing certain services. This study offered 15 types of public accommodation for which respondents could report their experiences. The following table lists those types and the corresponding rates of denial of equal treatment, verbal harassment/disrespect, and physical attack or assault that respondents reported in those areas.

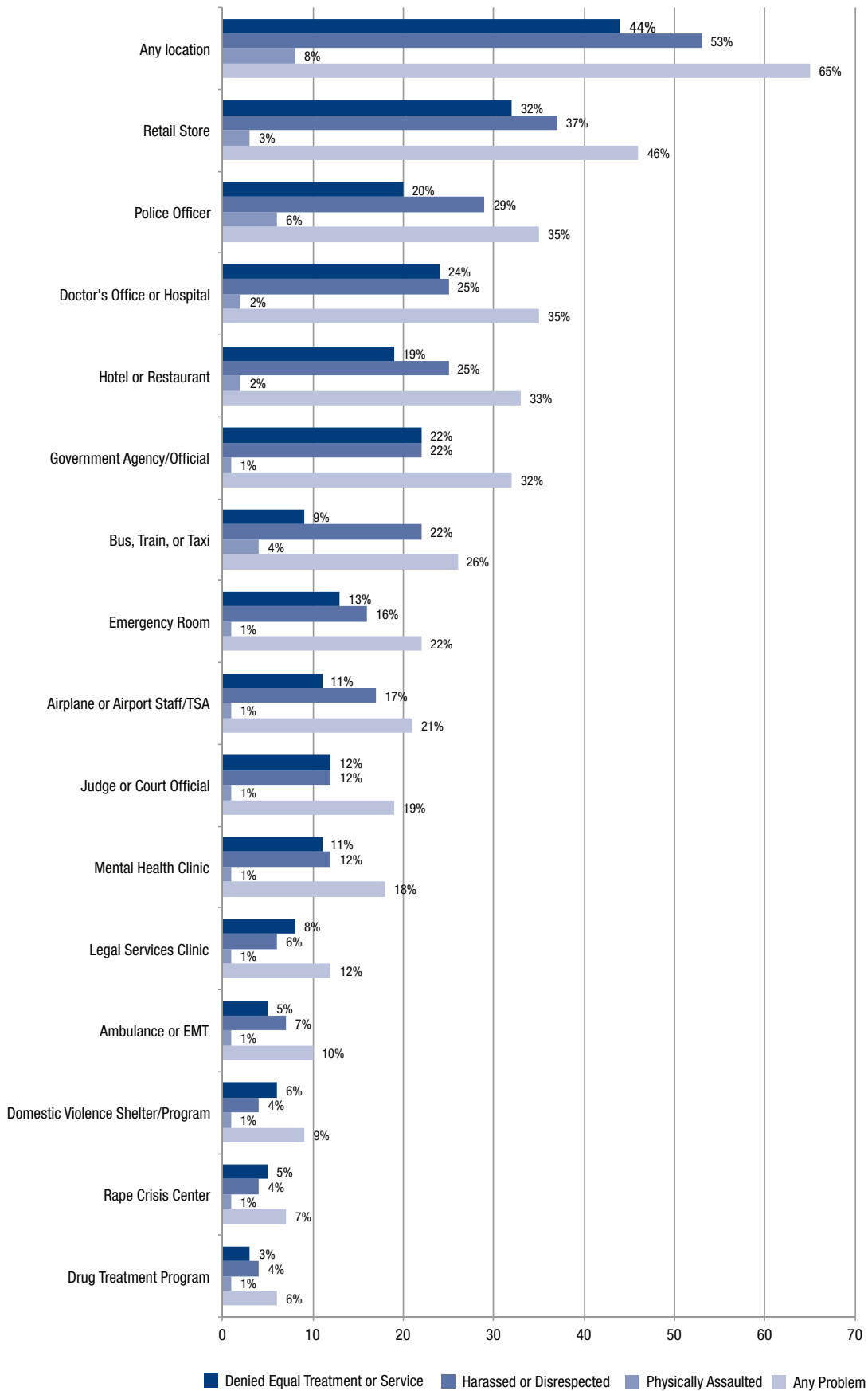
Respondents reported denial of equal treatment or service at all 15 listed types of accommodation, ranging from 3% to 32%. The highest rate of such mistreatment occurred at retail stores (32%), followed by doctor's offices or hospitals (24%) and when interacting with a government agency or official (22%). Police officers were reported to have denied equal service or treatment to 20% of respondents. Other accommodations where respondents reported relatively high rates of discrimination included emergency rooms (13%), by a judge or official of the court (12%), on an airplane or airport (11%), and at a mental health clinic (11%).

Respondents also reported verbal harassment or disrespect at all listed types of accommodations, at rates ranging from 4% to 37%. Retail stores were the location where respondents reported the highest rate of verbal harassment or disrespect (37%). The second highest rate was related to police services; 29% of respondents reported that police officers verbally harassed or disrespected them.² Other settings that proved to be highly problematic for respondents in terms of verbal harassment or disrespect include hotels and restaurants (25%), doctor's offices or hospitals (25%), buses, trains or taxis (22%), by a government agency or official (22%), airplanes or airports (17%), emergency rooms (16%), by a judge or court official (12%) and mental health clinics (12%).

Physical attack or assault was also reported in all 15 listed settings. Rates of reported assaults range from 1% to 6%. The highest reported rate of physical attack or assault related to police services, with 6% of respondents reporting physical attack/assault.³ The second-highest rate of reported assaults occurred on buses, trains or taxis (4%). Three percent (3%) of respondents reported physical attack or assault at retail stores. Two percent (2%) of respondents reported physical assault at doctor's offices or hospitals, and the same rate was reported at hotels or restaurants.

Retail stores, hotels, transportation services, government and legal services, including police, and social services are all areas where respondents reported experiencing unequal treatment, verbal harassment/disrespect and physical assault. In the following sections, we will look at those groups that experienced disproportionately high rates of mistreatment in these settings. More detailed reporting of respondents' experiences with medical services and law enforcement is provided in the chapters on Health and Police and Incarceration.

Experiences of Discrimination and Violence in Public Accommodations by Location

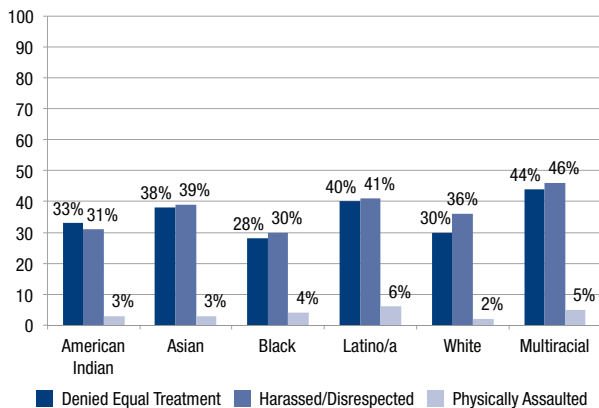


RETAIL STORES

Retail stores were the setting for which respondents reported the highest rates of unequal treatment and verbal harassment/disrespect. Those groups most affected by discrimination, verbal harassment/disrespect and physical assault in retail stores were largely those who experienced the highest overall rates of these problems in all public accommodations. These include those of younger current age, people of color, non-citizens, people living on lower household incomes, those who are unemployed or have lost jobs, those who have worked in the underground economy and those who identify as FTM or gender non-conforming.

Asian, Latino/a, and multiracial respondents reported higher rates of unequal treatment and verbal harassment/disrespect (38-44% unequal treatment and 39-46% verbal harassment/disrespect). Black, Latino/a, and multiracial respondents reported higher rates of physical assault than the full sample and those of other races (4-6% physical assault).⁴

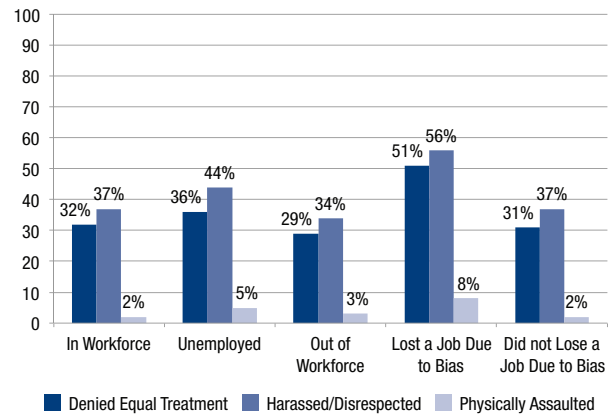
Mistreatment in Retail Stores by Race



People living on lower household incomes (less than \$50,000 per year) reported higher rates of all reported problems in retail stores than those with higher household incomes.⁵ Those respondents with the highest educational attainment (graduate degree) reported higher rates of unequal treatment (35%) and verbal harassment/disrespect (40%) than those with lower educational attainment.⁶ However, those with lower educational attainment (high school diploma or less) reported higher rates of physical assault, at 4%.⁷ The higher rates of reported unequal treatment and harassment/disrespect by those with high household income and educational attainment may be accurate or may be due to a different sense of what is equal treatment/harassment/disrespect, whereas the question of physical violence is less subjective.

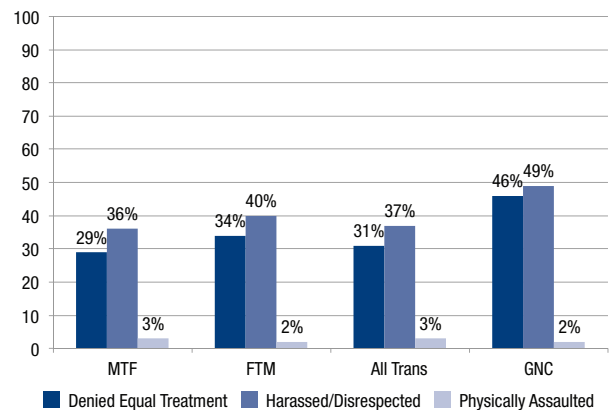
Those who worked in the underground economy reported among the highest rates of unequal treatment in retail stores (51%), verbal harassment/disrespect (56%), and had the highest rate of physical assault of all groups in the survey (10%).

Mistreatment in Retail Stores by Employment Status



Those who identify as FTM reported higher rates of unequal treatment in retail stores (34%) and verbal harassment/disrespect (40%) than those who identify as MTF transgender (29% and 36%). Respondents who identified as gender non-conforming also reported higher rates of unequal treatment (46%) and verbal harassment/disrespect (49%) than transgender respondents (31% and 37%).

Mistreatment at Retail Stores by Gender Identity/Expression



Those who began living full-time in a gender other than that assigned at birth at younger ages (age 24 or younger) reported higher rates of unequal treatment in retail stores (37% for under 18, 36% for 18-24), verbal harassment/disrespect (38% for under 18, 44% for 18-24), and physical assault (6% for under 18, 4% for 18-24).⁸ Visual non-conformers reported among the highest rates of unequal treatment (50%), verbal harassment/disrespect (54%) and physical assault (5%).

In addition, of those whose driver’s licenses did not reflect the gender they have transitioned to, 41% reported denial of equal treatment or service and 48% reported harassment/disrespect in retail stores.

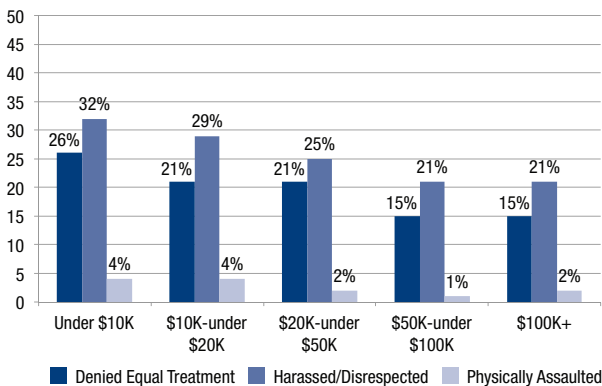
HOTELS OR RESTAURANTS

Respondents reported relatively high rates of unequal treatment (19%) and verbal harassment/disrespect (25%) at hotels or restaurants. The demographic patterns detailed in the Retail Stores section above also apply to hotels or restaurants. Those reporting the highest rates of unequal treatment at hotels or restaurants included those who: are visual non-conformers (32%), identify as gender non-conforming (31%), are Latino/a or multiracial (28%) or earn under \$10,000 annually (26%).

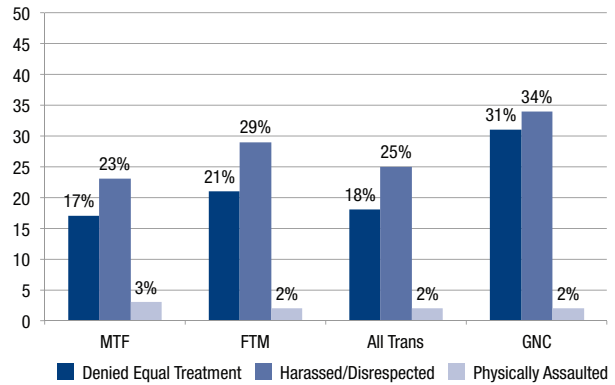
The highest rates of verbal harassment/disrespect in hotels or restaurants were reported by those who are visual non-conformers (38%), identify as gender non-conforming (34%), or are American Indian, Latino/a, or multiracial (30-32%).

Two percent (2%) of respondents reported being physically attacked or assaulted at a hotel or restaurant. Those reporting the highest rates of physical assault included those who are African American (6%) or Asian (5%).

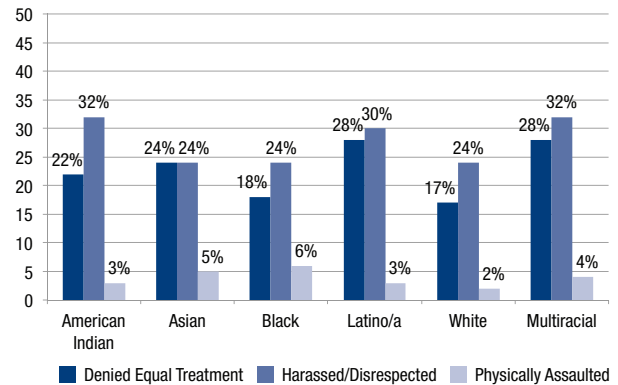
Mistreatment at Hotels or Restaurants by Household Income



Mistreatment at Hotels or Restaurants by Gender Identity/Expression



Mistreatment at Hotel or Restaurant by Race



TRANSPORTATION

The survey asked respondents to report experiences in two areas of transportation: ground transportation (buses, trains or taxis) and air travel (airplanes, airports, during TSA screening). When using buses, trains or taxis, respondents reported experiencing unequal treatment (9%), verbal harassment or disrespect (22%), and physical attack or assault (4%). During air travel, whether on a plane or at the airport, respondents reported experiencing unequal treatment (11%), verbal harassment or disrespect (17%) and physical attack or assault (1%).

Experiences based on demographic patterns, again, largely reflect the patterns described in the section on retail stores above.

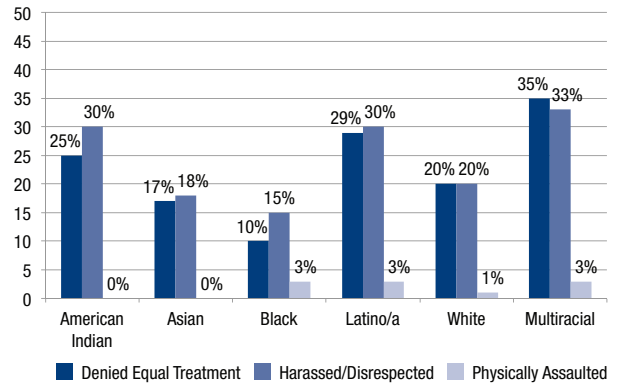
“Travel is a nightmare. Searches, IDs, pat-downs, the new low-power X-ray, power-drunk guards, etc....and if your ID doesn’t match, you are immediately guilty until proven innocent.”

GOVERNMENT AND LEGAL SERVICES

The survey asked respondents to report their experiences when interacting with government agencies or officials, judges or courts, and legal services clinics. Rates of mistreatment at government agencies or by government officials were among the highest rates for unequal treatment (22%) or verbal harassment/disrespect (22%). When dealing with judges and courts, respondents reported lower overall rates of mistreatment, including unequal treatment (12%) and verbal harassment/disrespect (12%). When utilizing legal services clinics, respondents reported unequal treatment (8%) and verbal harassment/respect (6%). One percent (1%) of respondents reported being physically attacked or assaulted at a government agency or by a government official, by a judge or court official, or when utilizing a legal services clinic.

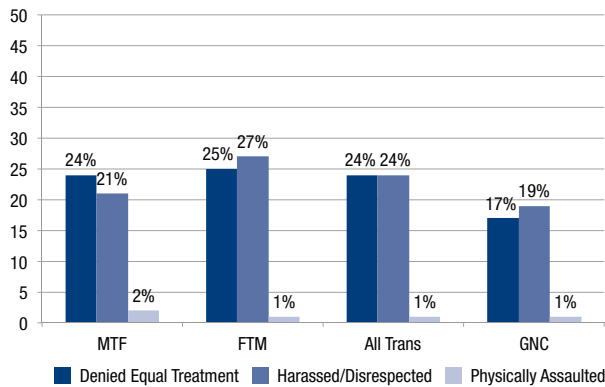
In the areas previously discussed, retail stores, hotels or restaurants, and transportation, gender non-conforming respondents have consistently reported higher rates of mistreatment than transgender respondents and all respondents. The reverse is true in the area of government agencies and officials. In these responses, transgender respondents consistently reported higher rates of unequal treatment (24%) and verbal harassment/disrespect (24%) than gender non-conforming respondents. Gender non-conforming respondents reported rates lower than all respondents (17% for unequal treatment and 19% for verbal harassment/respect).

Mistreatment by Government Agency by Race

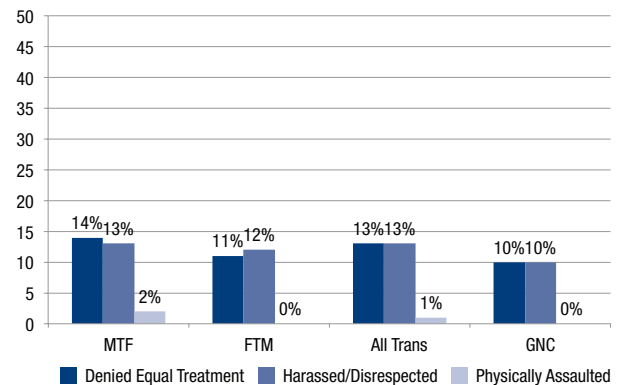


In dealing with judges, courts and legal services clinics specifically, transgender respondents reported higher rates of mistreatment than gender non-conforming respondents. Yet, an additional exception to the overall demographic trends appears in the area of judges, courts, and legal services clinics. In all prior areas discussed thus far, respondents who identify as FTM have consistently reported higher rates of mistreatment than MTF respondents. In the area of judges, courts, and legal services clinics, however, the reverse is true; MTF respondents reported consistently higher rates of mistreatment than FTM respondents.

Mistreatment by Government Agency/Official by Gender Identity/Expression



Mistreatment by Judges/Courts by Gender Identity/Expression



Latino/a and multi-racial respondents reported the most denial of equal treatment/service by government agencies or officials. Black and Asian respondents reported the lowest rates of denial of equal service and verbal harassment/disrespect. Physical assault was most often reported by Black, Latino/a and multiracial respondents.

SOCIAL SERVICES

The survey asked respondents to report on their experiences with a variety of social services: rape crisis centers, domestic violence shelters or programs, mental health clinics and drug treatment programs. Respondents reported mistreatment with all of these services, including unequal treatment, verbal harassment/disrespect and physical assault. For purposes of demographic breakdowns and analysis, the lower number of those who utilized these services creates the problem of sample sizes too small within various demographic groups to conduct a complete analysis.

Respondents reported unequal treatment (5%), verbal harassment/disrespect (4%), and physical assault (1%) when utilizing rape crisis centers. When being housed in or utilizing domestic violence shelters or programs, respondents reported unequal treatment (6%), verbal harassment/disrespect (4%), and physical assault (1%).⁹ In drug treatment programs, respondents reported unequal treatment (3%), verbal harassment/disrespect (4%), and physical assault (1%).

Higher rates of unequal treatment and verbal harassment/disrespect were reported with mental health clinics. Eleven percent (11%) of respondents reported unequal treatment and 12% reported verbal harassment/disrespect. One percent (1%) reported physical attack or assault.

“It is a lonely place filled with seemingly endless scorn, ridicule and humiliation and the constant threat of violence.”

CONCLUSIONS FOR PUBLIC ACCOMMODATIONS

Transgender and gender non-conforming people experience grave abuses when accessing everyday goods and essential services, from retail stores and buses to police and court systems. From disrespect and refusal of service to harassment and violence, this mistreatment in so many settings contributes to severe social marginalization and safety risk. Study participants' experiences demonstrate the overwhelming need for legal and policy protections to ensure access to essential services and prospects for living fully and moving freely in public and social settings. Throughout this chapter, we discussed physical assault in numerous places of public accommodation. In the Health chapter we examine the impact of surviving assault on other social, economic and health outcomes.

The data on public accommodation show that gender non-conforming respondents and transgender men generally reported higher rates of unequal service and verbal harassment/disrespect than transgender women (though not true in regard to interactions with judges/court officials and legal services). More research is needed into why there is a different reported experience based on gender: we speculate that the difference may be that transgender women were under-reporting discrimination and verbal harassment/disrespect that occurred.

Respondents of color generally experienced higher rates of abuse in public accommodations than their white peers.

“I was at first verbally assaulted and then physically assaulted in broad daylight on a crowded street. As a result of the assault I didn’t leave my house for several weeks unless it was absolutely necessary (due to mental anguish). I didn’t report the incident but I have since helped start a self-defense class for trans-men and masculine-identified genderqueers.”

“Being androgynous has given me such a different perspective on how rigid people’s ideas of gender are. When I was younger I was picked on for being a tomboy, and now I get picked on for the fact that, at first glance, they can’t tell if I’m a boy or girl.”

RECOMMENDATIONS FOR PUBLIC ACCOMMODATIONS

- Enact strong federal, state and local laws prohibiting discrimination on the basis of gender identity/expression in places of public accommodation.
- Government enforcement agencies should develop compliance regulations and guidelines, provide trainings for entities covered by the laws, and should effectively and thoroughly investigate complaints of discrimination, and when discrimination is found, use strong penalties to deter other entities from violating the law.
- Places of public accommodation should develop their own non-discrimination policies related to gender identity/expression and train staff on how to follow these policies. Service organizations should develop cultural competency. Institutions include:
 - Retail stores
 - Hotels
 - Restaurants
 - Transportation agencies, including mass transit and taxi systems
 - Airline and airport staff, including Transportation Security Officers
 - Rape crisis centers and domestic violence shelters
 - Government agencies
 - Judges and court systems
 - Legal services agencies
 - Police departments (see the Police and Incarceration chapter for more specific recommendations)
 - Doctor's offices, hospitals, and other health related services (see the Health chapter for more specific recommendations).

Endnotes

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- 1 Respondents aged 18-24 reported physical assault in any place of public accommodation at 9%, those aged 25-44 at 10%, those aged 45-54 at 4%, those aged 55-64 at 3%, and those 65 and older at 6%.
 - 2 We asked questions about mistreatment by police both in our public accommodations question, Question 30, as well as in a police-specific question, Question 32, and we did so in slightly different ways. Respondents answered the questions consistently. When asked about harassment and/or disrespect in Question 30, 29% selected yes. When asked about disrespect in Question 32, 30% selected yes (and 22% selected harassment). The minor numeric difference between 29% and 30% are not meaningful and likely reflect the slightly different wording of the question. For more information, see the Police and Incarceration chapter.
 - 3 We asked about assault by police in two different ways. In Question 30, which asked about public accommodations, “physical attack or assault” was an option that 6% of respondents chose. In Question 32, “officers physically assaulted me” and “officers sexually assaulted me” were options in a list with a “mark all that apply” instruction. Six percent (6%) of respondents chose physical assault and 2% of respondents chose sexual assault; these respondents generally overlapped. Thus, the data correspond as one would expect. For more information, see the Police and Incarceration chapter.
 - 4 The breakdown of mistreatment in retail stores by race is as follows. Unequal treatment was reported by American Indians at 33%, Asians at 38%, Black respondents at 28%, Latino/as at 40%, white respondents at 30%, and multiracial respondents at 44%. Verbal harassment was reported by American Indians at 31%, Asians at 39%, Black respondents at 30%, Latino/as at 41%, white respondents at 36%, and multiracial respondents at 46%. Physical assault was reported by American Indians at 3%, Asians at 3%, Black respondents at 6%, Latino/as at 4%, white respondents at 3%, and multiracial respondents at 5%.
 - 5 For physical assault, those making between \$20,000 and \$50,000 annually broke from the trend of higher reported incidence and reported a lower rate than the overall sample, at 2%. Those whose household incomes were less than \$10,000/year reported being denied equal treatment at a retail store at 38%, those whose household incomes were between \$10,000/year and \$20,000/year at 38%, those whose household incomes were between \$20,000/year and \$50,000/year at 34%, those whose household incomes were between \$50,000/year and \$100,000/year at 27%, and those whose household incomes were \$100,000/year or more at 27%. Those whose household incomes were less than \$10,000/year reported being verbally assaulted in a retail store at 43%, those whose household incomes were between \$10,000/year and \$20,000/year at 43%, those whose household incomes were between \$20,000/year and \$50,000/year at 39%, those whose household incomes were between \$50,000/year and \$100,000/year at 34%, and those whose household incomes were \$100,000/year or more at 29%. Those whose household incomes were less than \$10,000/year reported being physically assaulted at a retail store at 5%, those whose household incomes were between \$10,000/year and \$20,000/year at 4%, those whose household incomes were between \$20,000/year and \$50,000/year at 2%, those whose household incomes were between \$50,000/year and \$100,000/year at 2%, and those whose household incomes were \$100,000/year or more at 1%.
 - 6 Respondents who did not have a high school diploma reported being denied treatment at retail stores at 31%, those who had only a high school diploma at 29%, those who had some college at 31%, those who had a college degree 34%, and those who had a graduate degree at 35%.
 - 7 Respondents who did not have a high school diploma reported verbal harassment at retail stores at 37%, those who had only a high school diploma at 36%, those who had some college at 36%, those who had a college degree 37%, and those who had a graduate degree at 40%. Respondents who did not have a high school diploma reported being assaulted at retail stores at 4%, those who had only a high school diploma at 4%, those who had some college at 3%, those who had a college degree 2%, and those who had a graduate degree at 2%.
 - 8 The only exception is people who began living full-time in a gender other than assigned at birth between the ages of 25 and 44, who reported verbal harassment at a rate of 38%, the same as the youngest age group.
 - 9 See the Housing chapter for more detailed reporting and analysis.

IDENTITY DOCUMENTS

Possessing accurate and consistent identification documents is essential to basic social and economic functioning in our country. Access to employment, housing, health care and travel all can hinge on having appropriate documentation. Yet, for many of the respondents, obtaining identity documents that match their gender is a major hurdle.

We provided survey respondents with a list of nine commonly used identity documents and asked them to tell us whether they had a) succeeded in changing the gender on each document, b) tried and failed, c) did not try at all, or d) if the question didn't apply (i.e. If they didn't have that particular form of ID or they didn't want that document updated).

Throughout this chapter, except as noted otherwise, we are reporting only on those who have transitioned gender from male to female or from female to male—since these are primarily the people who need updated identity documents in order to function in society.

Some of the laws and policies relating to changing gender on identification documents require that evidence of surgical sex reassignment must be produced. Because laws and written policies often emphasize transgender people's surgical status, we examined how having or not having the most common gender-related surgical procedures affected people's ability to get accurate and updated identity documents.

The costs of transition-related surgeries, which are rarely covered by health insurance, are beyond the reach of most transgender people, particularly because the community experiences such high rates of employment discrimination and poverty. In addition, some people who want such surgery cannot have it for medical reasons. Furthermore, some do not want surgery because they do not feel it is necessary for them personally.

Study participants confirmed anecdotal evidence that gender incongruent identification exposes people to a range of hostile outcomes, from denial of benefits and employment to violence. Legal and bureaucratic barriers to amending transgender people's identity documents marginalize and stigmatize transgender people.

It is unjust to require people to obtain financially-unobtainable or undesired medical care in order to change identification. The extent of this injustice and related abuses is detailed in this chapter.

KEY FINDINGS IN IDENTITY DOCUMENTS

- Of people who had *already transitioned* from male to female or female to male:
 - **Only one-fifth (21%)** have been able to **update all of their IDs and records** with their new gender and **one-third (33%)** had **updated none of their IDs/records**.
 - **Fifty-nine percent (59%)** reported updating the gender on their **driver's license/state ID**.
 - **About half (49%)** reported updating the gender in their **Social Security record**.
 - **About one quarter (26%)** reported updating the gender on their **passport**.
 - **About one quarter (24%)** reported updating the gender on their **birth certificate**.
 - **More than half (59%)** of those who have **work ID** reported updating it.
 - **Less than half (46%) of current students** have updated their **student records**, although 81% of those who have tried to do so have been successful.
- **Whether or not an individual has had some type of transition-related surgery dramatically affects his or her likelihood of having changed each of the ID documents and records** we studied. For example, 81% of those who have had some type of surgery have updated their driver's license compared to 37% of those who have not had any surgery.
- **People of color, and those with lower household incomes and educational attainment, were generally less likely to have updated their IDs/records** across the board, even when controlling for surgical status, with few exceptions.
- **Forty percent (40%) of those who presented ID** (when it was required in the ordinary course of life) **that did not match their gender identity/expression reported being harassed** and **3% reported being attacked or assaulted**. Fifteen percent (15%) reported being asked to **leave the setting** in which they had presented incongruent identification.
- Rates of reported **hiring discrimination**, and **discrimination in housing**, including **campus housing**, are **much higher for those who do not have an updated driver's license**.

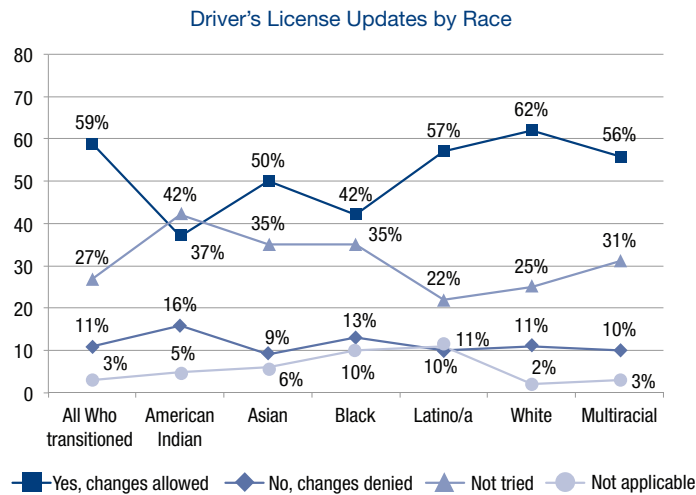
Ability to Change Gender on Identification and in Records

DRIVER'S LICENSES / STATE IDENTIFICATION CARDS

For driver's licenses, 59% of those who had transitioned were able to change the gender marker on their driver's license. Eleven percent (11%) were denied an updated license, 30% did not try or indicated not applicable (meaning that they do not have this form of identification or they did not desire to change it).

Transgender women were more likely to have an updated driver's license (65%) than transgender men (57%).¹

White respondents (62%) were most likely to have updated their driver's license, and American Indian (37%) and Black respondents (42%) were least likely.

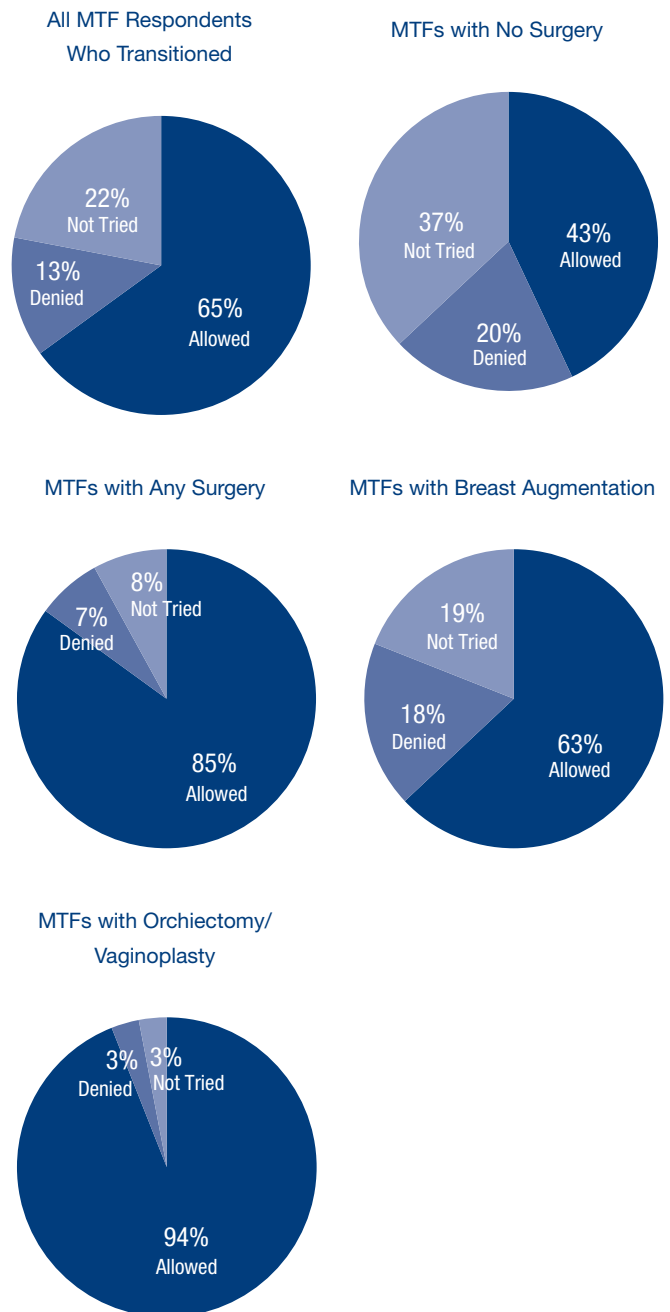


Even though many states have abandoned outdated surgery requirements for a change of driver's license gender marker, the data shows that surgery has made a difference for respondents' ability to update their license,² with 81% of those who have had some type of surgery able to update their driver's license compared to 37% of those who have had no surgery.³ Seven percent (7%) of those who had had some type of transition-related surgery were denied an updated license, and 12% did not seek to update their ID.

Eighty-five percent (85%) of transgender women who have had some type of transition-related surgery were able to update their licenses, with 7% denied, while 8% did not try; of those who had some type of surgery and tried to change their license, 92% were successful. Only 43% of those who did not have surgery were able to update their driver's license.

Unfortunately, it appears that the ability to update driver's licenses is affected by the type of surgery undergone. Sixty-three percent (63%) of transgender women who have only had breast augmentation were able to update their license, with 18% denied and 19% not trying; of those that tried, 78% were successful. Ninety-four percent (94%) of transgender women who had an orchiectomy⁴ or vaginoplasty were able to update their driver's license; of those who tried, 96% were successful.

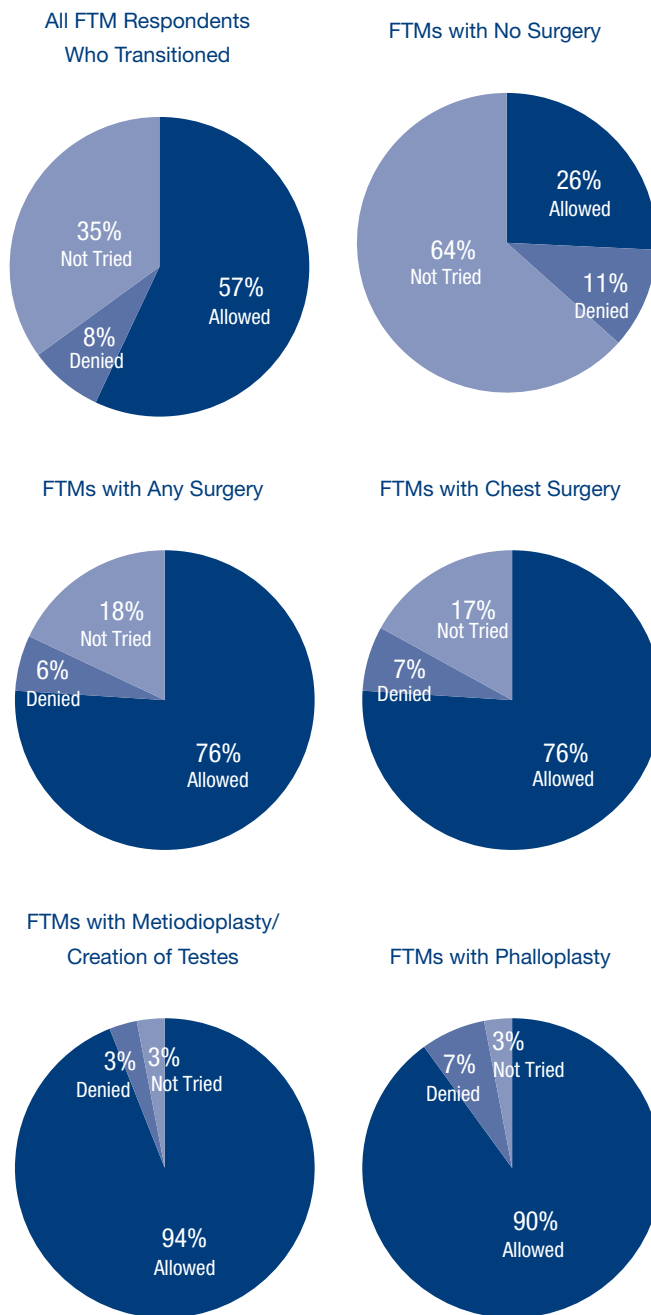
Driver's License Updates for Transgender Women by Surgical Status⁵



Similarly, 76% of transgender men who had some type of surgery were allowed to update their driver’s license with 6% denied, and 18% not trying; of those who tried, 92% were successful.⁶

Which surgeries were performed also affected transgender men’s ability to update their licenses. Seventy-six percent (76%) of those who have had chest surgery were able to update their licenses, with 7% denied and 17% having not tried; of those who tried, 92% were successful. Ninety-four percent (94%) of those with a metoidioplasty⁷ or surgery to create testes have been able to update their licenses; of those who tried, 97% were successful. Ninety percent (90%) of those who have had phalloplasty were able to update their driver’s licenses; of those who tried, 93% were successful. Because of the small numbers of those who have had metoidioplasty and/or phalloplasty in the sample, the difference in rates between these two (97% and 93%) was likely not meaningful.

Driver’s License Updates for Transgender Men by Surgical Status⁸

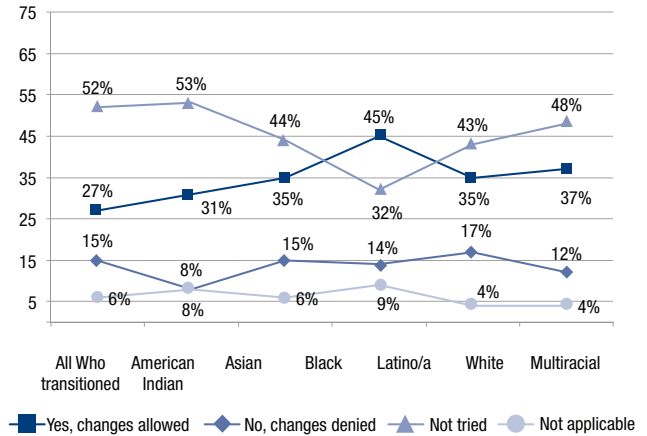


Of the variables we asked about in the survey, surgical status seems most strongly associated with the ability to update driver's licenses. We also found that visual conformity was associated. Of those who have not had surgery but have tried to update their license, 76% of visual conformers were successful in obtaining the change, while only 60% of visual non-conformers succeeded. Common wisdom among transgender people is that the more a person looks like the gender he or she identifies in, the easier it is to change a driver's license; survey responses seem to bear this out.

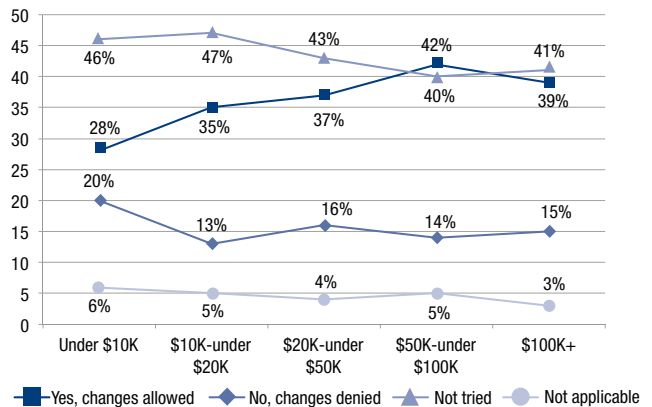
We also wanted to see if we looked only at those who have not had any transition-related surgery, what the effect of race, household income and educational attainment was on the likelihood of having updated one's driver license. Among people who have not had any surgery, Latino/as (45%) were the most likely to have updated their licenses, with multiracial respondents (37%) next most successful. Asian and American Indian respondents were the least likely.

Those with higher household incomes were generally more likely to have updated their licenses, and, of those who tried, generally more likely to have been successful. We also found that those with higher educational attainment were more likely to have successfully updated their ID, and, of all of those who tried, they were the most likely to have obtained the changes they sought.

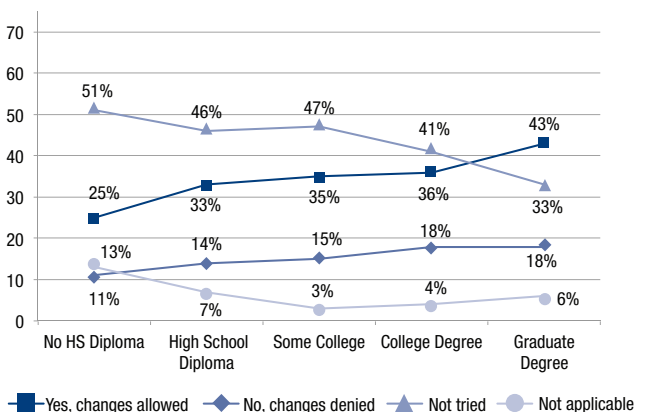
Ability to Change Driver's License by Race, Among Those with No Surgery



Ability to Change Driver's License by Household Income, Among Those with No Surgery



Ability to Change Driver's License by Educational Attainment, Among Those with No Surgery



BIRTH CERTIFICATES

With some exceptions, birth certificate laws and policies (which are established at the state level) generally require that surgery must take place before an updated document is issued. These laws and policies have been slow to catch up to the current medical understanding that medical treatments should not be required to update gender on identity documents.⁹ Some states also require a court order for a change of birth certificate, presenting added financial and logistical barriers.

Overall, 24% were able to change the gender marker on their birth certificates.

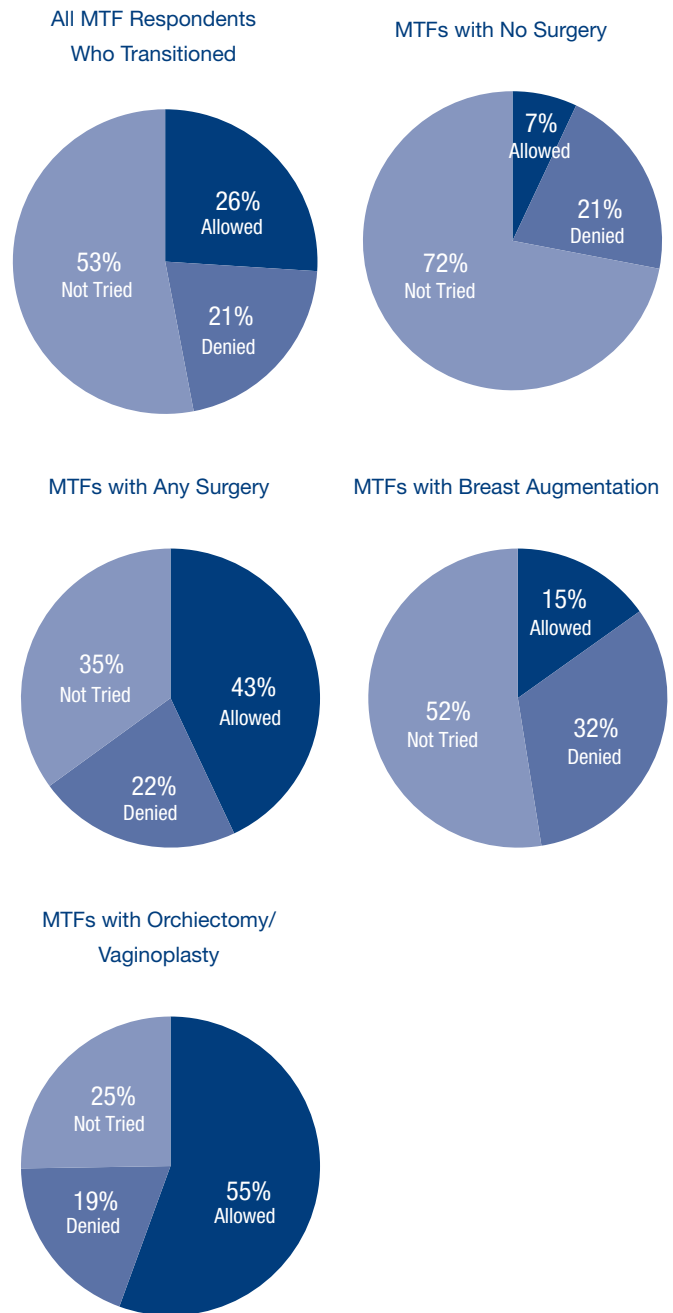
However, 18% of respondents were denied and 53% had not even attempted to change their birth certificate, with another 5% choosing “not applicable,” meaning that they either did not have a birth certificate¹¹ or they did not desire to change it. Many of those who did not attempt to change their birth certificates may have chosen not to do so because they knew they would not meet the requirements of the written policies; for example, because they had not had any surgery. Alternatively, they may not have had the resources to pay an attorney for assistance in obtaining a court order.

Gender identity was not a factor, with 26% of MTF respondents and 24% of FTM respondents able to change gender markers.¹⁰

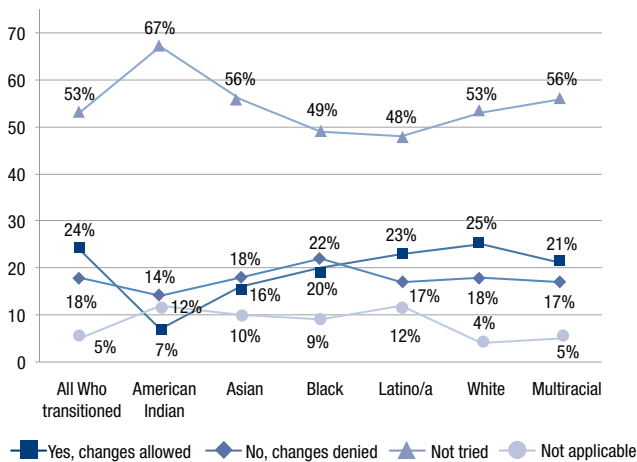
Looking at race, White (25%) and Latino/a (23%) respondents were the most likely to have changed their gender markers and American Indians were the least likely, with only 7% having done so.

Unfortunately, the type of surgery an applicant has undergone appears to matter to state agencies charged with amending birth certificates. Of MTF respondents who have had some type of surgery, 43% had changed their birth certificates. Of MTFs who have only had breast augmentation surgery, only 15% had changed their birth certificates; of those with breast surgery who tried, 32% were able to. Of transgender women who have had an orchiectomy or vaginoplasty, 55% have been able to change their birth certificate; of those who tried, 74% were able to do so.

Ability to Update Birth Certificate for Transgender Women by Surgical Status



Ability to Update Birth Certificate by Race

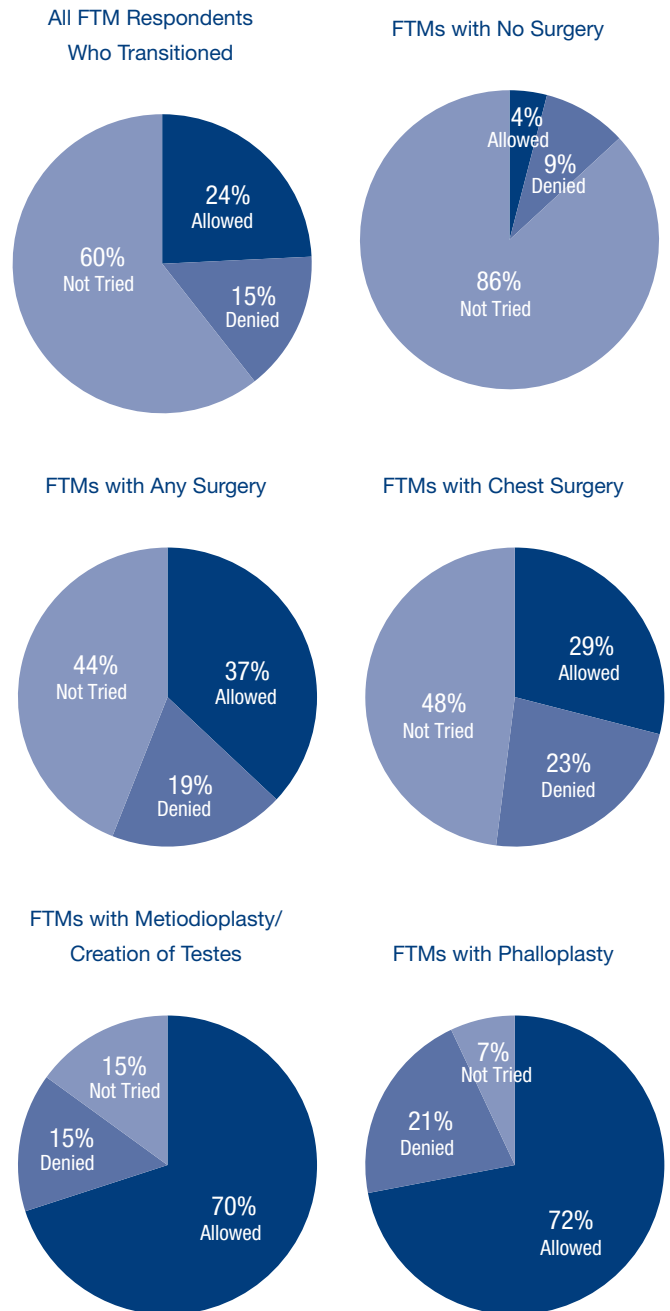


Many state laws and policies require surgery for changing a birth-certificate gender marker; not surprisingly, having had surgery dramatically changes the likelihood of updating a birth certificate. Those who have had some type of surgery were able to change their gender marker over six times as frequently (39%) than those without (6%).¹² Twenty percent (20%) have been denied the change even with some type of surgery. Thirty-eight percent (38%) with some type of surgery have not tried to change their birth certificate.¹³

For FTM respondents who have had some type of transition-related surgery, 37% have updated their gender markers on their birth certificates. Twenty-nine percent (29%) of FTMs with chest surgery only were able to change their birth certificate, while 23% were denied an updated document, and about half had not tried (48%); of those with chest surgery who tried to change their birth certificate, 56% were able to do so. Seventy percent (70%) of those with a metoidioplasty or surgery to create testes were able to change their birth certificates (15% were denied) and 15% did not try; of those who tried, 82% with this surgery or surgeries were allowed the change. Of those with a phalloplasty, 72% have been granted changes (21% were denied) and 7% have not tried; of those who tried, 78% were successful. Because of the low numbers of FTMs with phalloplasty, the different rates of ability to change their birth certificates between metoidioplasty (82%) and phalloplasty (78%) is probably not meaningful.

“I cannot get my birth certificate changed in Illinois unless I have a penis! This is wrong! I look like, act like and am seen as a man by everyone around me until I have to show my Driver’s License, which still says Female. The picture on my license is me with a beard!”

Ability to Update Birth Certificate for Transgender Men by Surgical Status



Of all of those who have transitioned, those who are visual conformers are more likely to have a change to their birth certificate approved, regardless of their level of surgical transition. Of those who have had some type of surgery as part of transition and who have tried to update their birth certificate, those who are visual conformers are more likely to be granted a change on their birth certificate (70%) than visual non-conformers (57%).¹⁴

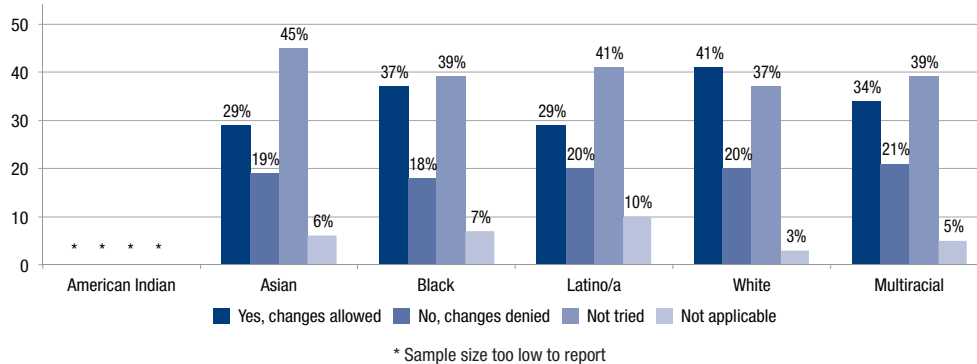
We also wanted to see how race, household income and educational attainment affected rates of updating birth certificates. Since most birth certificate policies generally require some type of transition-related surgery, we looked at respondents who only had some type of surgery.

Among those who have had some type of surgery, white respondents were the most likely to have updated their birth certificates (41%), with black respondents next most likely (37%).

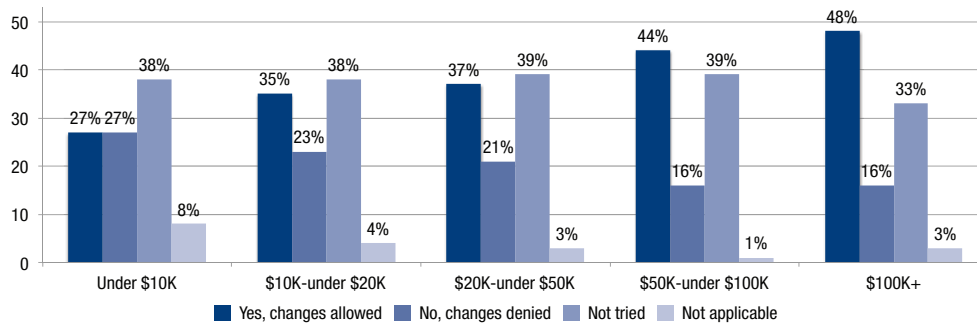
Higher-income respondents who have had some type of surgery were able to change their birth certificates more often than those with lower household incomes; and, among those who tried to update such documents, higher-income respondents had much higher rates of being allowed to do so. It is possible that those with higher household incomes were able to afford legal representation for the gender change process, as many states require a court order to change a birth certificate; however, we did not ask if people used the services of an attorney.

Similarly, those in the higher educational attainment categories were more likely to have changed their birth certificate and more likely to report success if they tried. Because the process for changing birth certificates in most states is complex, those with formal education may have fared better in navigating the government bureaucracy.

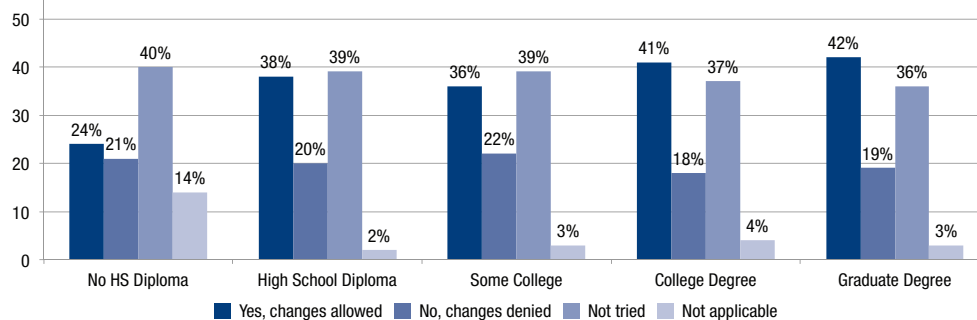
Ability to Update Birth Certificate by Race, Among Those with Any Surgery



Ability to Update Birth Certificate by Household Income, Among Those with Any Surgery



Ability to Update Birth Certificate by Educational Attainment, Among Those with Any Surgery



SOCIAL SECURITY

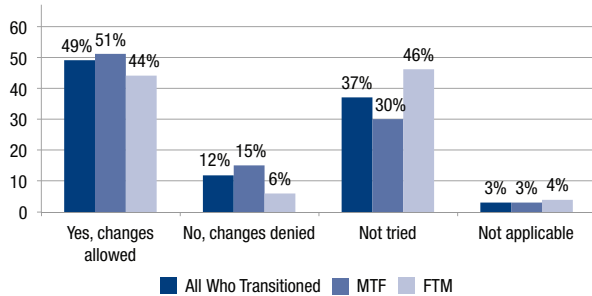
The Social Security Administration keeps a record of gender, although Social Security cards are issued without gender markers. It is the Social Security Administration’s current policy to change the gender in a transgender person’s records only upon proof of “completed” sex reassignment surgery (although the policy does not specify what types of surgery must be done). Before this current policy was adopted, it is our understanding that surgery was not always required and there are reports that even after the written policy went into effect, some people have been to update their records without showing proof of surgery.

Only about half (49%) of those who transitioned have updated their Social Security gender record. Twelve percent (12%) were denied the change, 37% have not tried, and 3% chose not applicable (meaning they do not have a Social Security account or they did not want to update it). Transgender women were more likely to have updated their accounts, with 51% having done so, compared to 44% of transgender men.

Given the written policy requiring completed surgery, it is not surprising that the ability to change the Social Security record was strongly connected to whether an individual had had surgery.

For transgender women, 75% who have had some surgery updated their Social Security records, compared to 30% of those who have not had any surgery;¹⁵ of those have had surgery and tried to update their records, 89% succeeded. Interestingly, more than half (56%) of those who tried to update their record but had not had any surgery were also successful. About half (48%) of those who have only had breast augmentation updated their record, with 23% denied, and 29% who have not tried; of those who tried, 67% were successful. Of those who had orchiectomy or vaginoplasty, 88% have changed their record, with 4% denied and 8% not tried; of those who tried, 95% were successful.

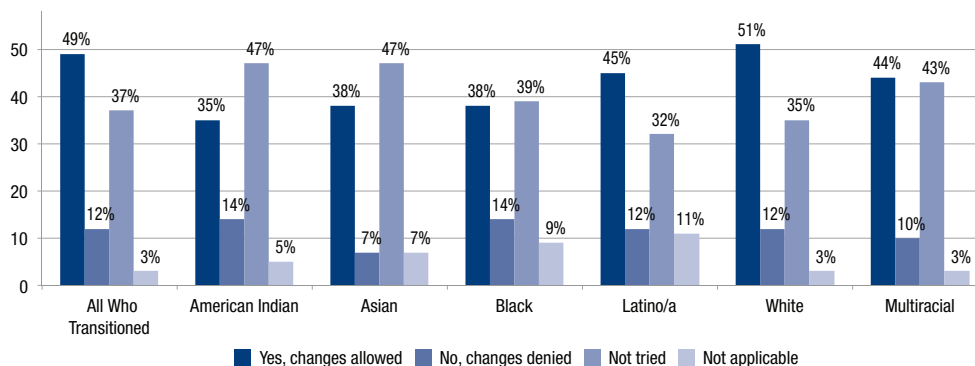
Ability to Change Gender in Social Security Record by Gender Identity



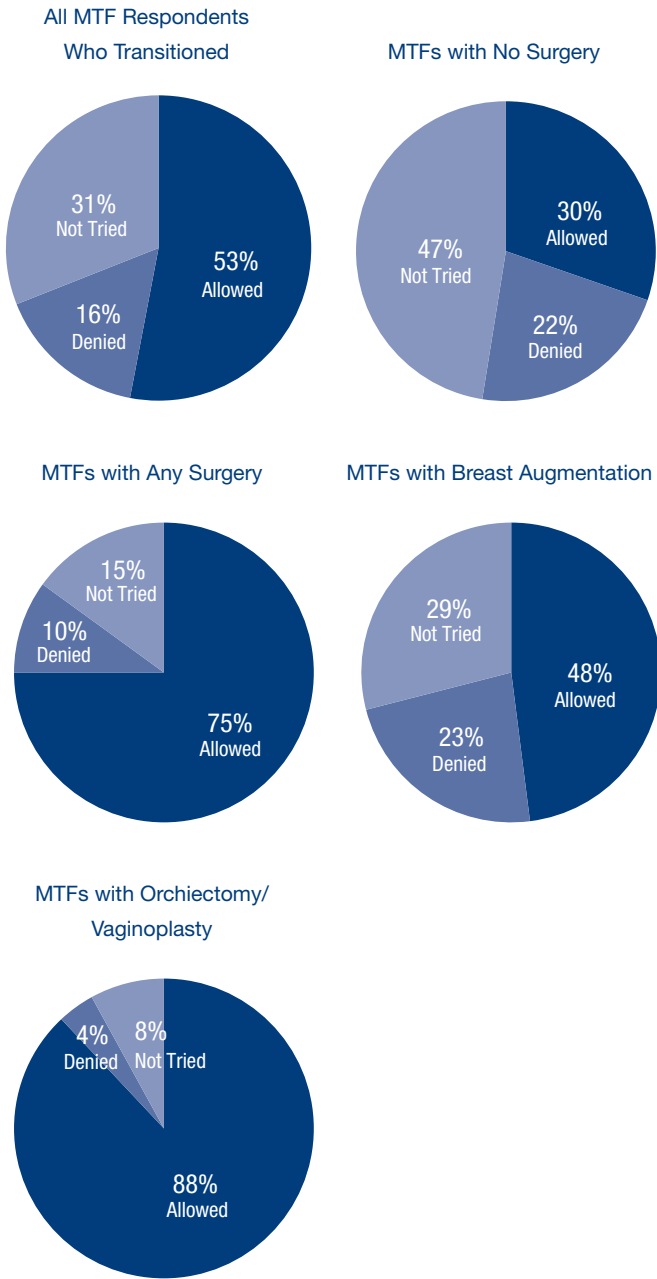
Of those who tried to update their gender in Social Security records, transgender men fared better than women. Transgender men who tried to update their records were able to do so in 89% of cases, compared to 77% for transgender women.

Whether or not respondents had changed their Social Security gender record differed by race. American Indian (35%), Asian (38%), and Black (38%) respondents were least likely to have changed their records.

Ability to Change Gender in Social Security Record by Race



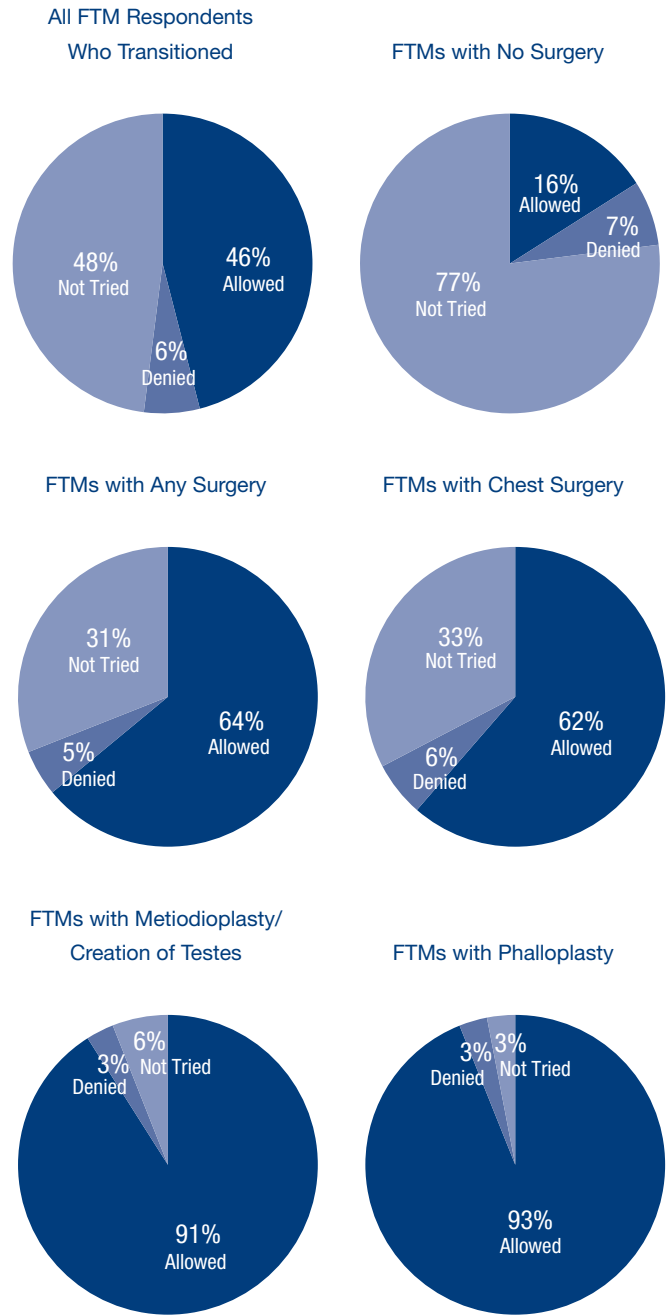
Ability to Change Gender in Social Security Record for Transgender Women by Surgical Status



For transgender men, 64% of those who had some type of surgery updated their Social Security records, compared to 16% of those who have had no surgery.¹⁶ Of those who have had some type of surgery and tried to update their records, 92% were successful. Interestingly, more than two-thirds (71%) of those without any surgery who tried to update their record were successful. Sixty-two percent (62%) who had only chest surgery were able to change their Social Security records; of those who tried, 91% were successful. Of those who had a metoidioplasty or surgery to create testes, 91% have updated their

record; of those who tried, 97% were successful. For those who have phalloplasty, 93% have updated their Social Security record; and, of those who tried, 96% were successful. Because the numbers of transgender men in our sample who have had metoidioplasty and/or phalloplasty are low, the differences in the rates between them may not be meaningful.

Ability to Change Gender in Social Security Record for Transgender Men by Surgical Status¹⁷

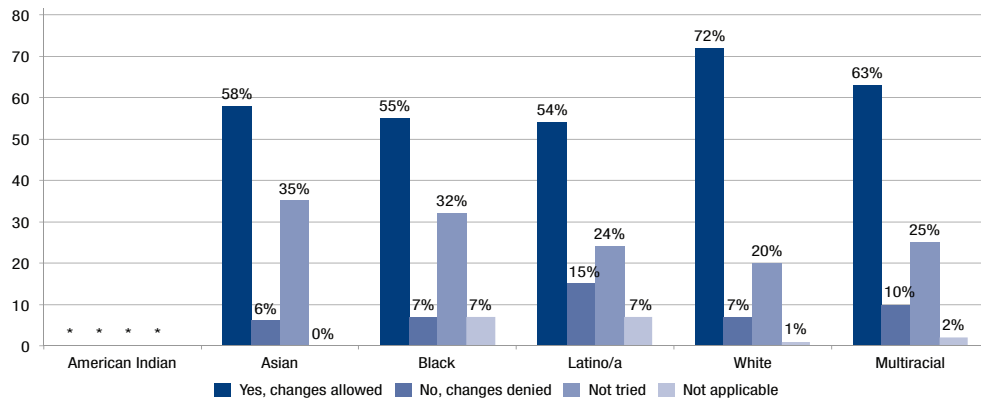


We also wanted to see how race, household income and educational attainment affected rates of updating Social Security records when we held surgery constant. Since current Social Security policy requires surgery, we looked at respondents who only had some type of surgery.

With regard to race, among those who have had some type of surgery, white respondents were the most likely to have updated their Social Security records (72%), with multiracial respondents next most likely (63%).

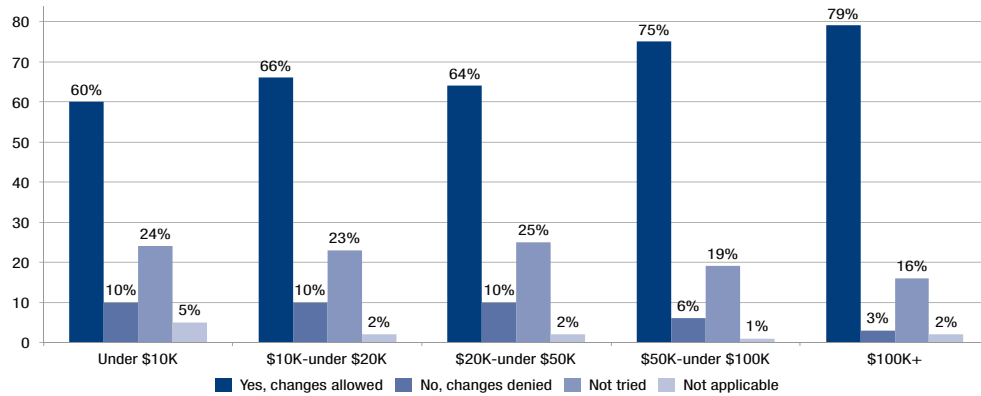
Among those who have had some type of surgery, those in the higher household income brackets reported more often having Social Security records updated, and, among those who tried to change their records, much higher rates of being allowed to change their records. Those in the higher educational attainment categories were more likely to have changed their Social Security records and more likely to report success if they tried.

Ability to Change Gender in Social Security Record by Race Among Those With Surgery

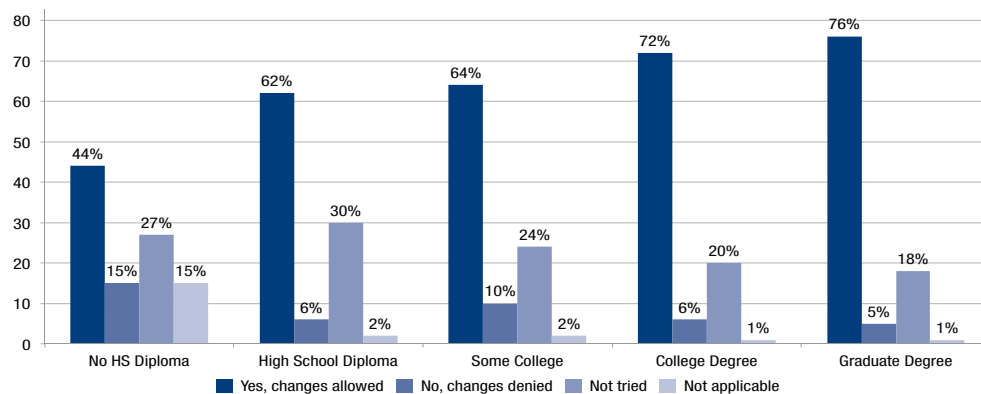


* Sample size too low to report

Ability to Change Gender in Social Security Record by Household Income Among Those With Surgery

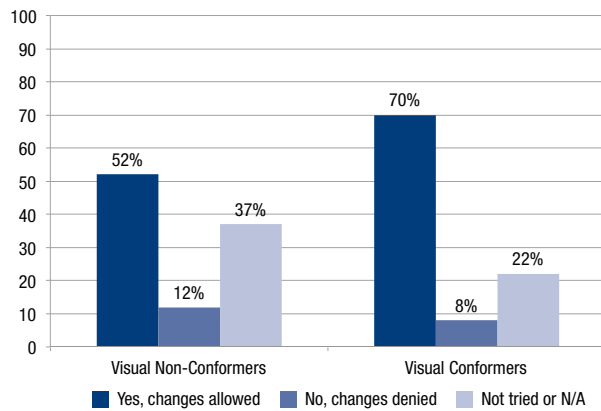


Ability to Change Gender in Social Security Record by Educational Attainment Among Those With Surgery



Looking at whether visual conformity appears to affect the outcome of attempts to update Social Security records, among those who have had surgery, we found that visual conformers were much more likely to be granted the updated records.

Ability to Change Gender on Social Security Record by
Visual Conformity Among Those With Surgery¹⁸



PASSPORTS

From 1992 until June 2010, the U.S. Department of State had a policy of requiring proof of “sex reassignment surgery” before changing gender markers on passports. In 2010, the department, eliminated the surgery requirement, but field work for our study was done before that action.

“I don’t want to have document-mismatch problems down the road crossing international borders.”

Twenty-six percent (26%) of respondents who had transitioned reported having updated the gender markers on their passport. Seven percent were denied, and 68% either did not try or chose “not applicable” likely meaning they did not have a passport.

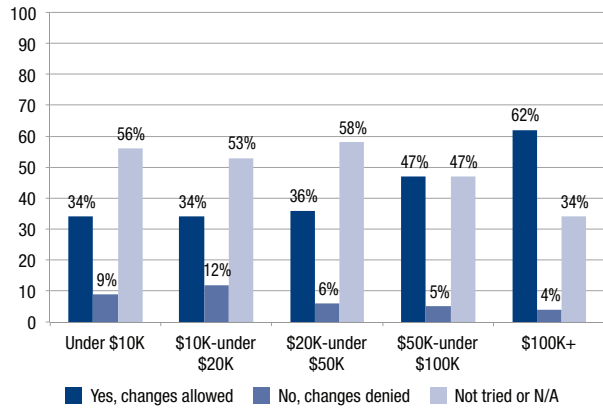
Of those who had some type of surgery, 43% reported having an updated passport, compared to only 5% of those who did not have surgery.¹⁹ Six percent (6%) of those who have had surgery reported being denied an updated passport and 51% either did not try to update it or did not have a passport.²⁰

Of those who have tried to change their passport, and have had some type of surgery, 87% reported success and 13% reported denials. Of those who had not had surgery and tried to change the gender on their passport anyway, 40% reported success and 60% reported denials.

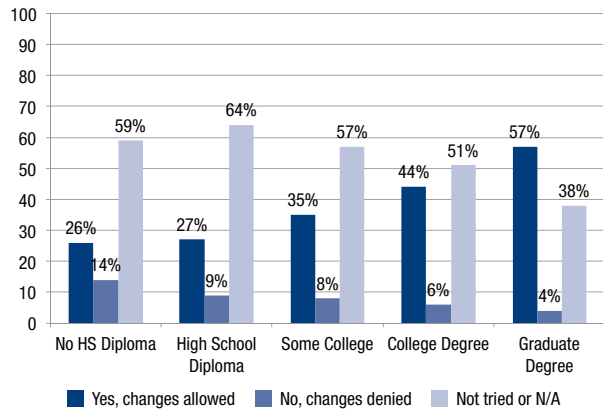
We wanted to know whether race, household income and educational attainment appeared to have an effect on whether people were able to update their passports. Among those who have had some type of surgery, Asian respondents were the most likely to have updated a passport and had the highest success rate among those who tried to update their passport.

Among those with some type of surgery, those with higher household incomes and higher educational attainment were more likely to have changed their passports.

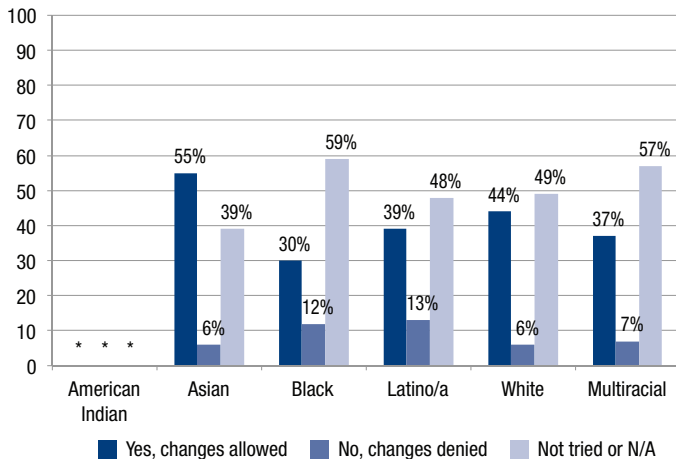
Ability to Change Gender on Passport by Household Income, Among Those With Surgery



Ability to Change Gender on Passport by Educational Attainment, Among Those With Surgery



Ability to Change Gender on Passport by Race, Among Those With Surgery



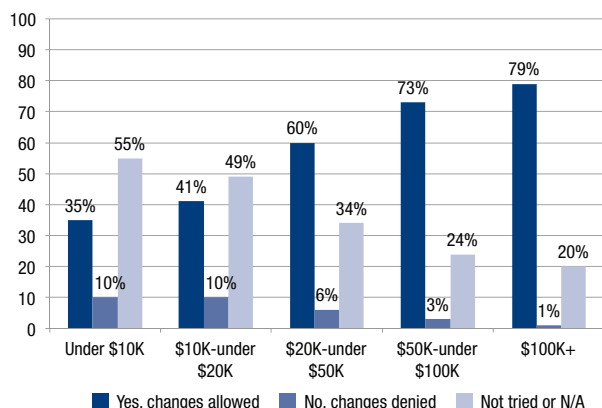
* Sample size too low to report

WORK ID

Overall, 59% of those who have work ID²¹ were able to update gender markers. Six percent (6%) were denied the change and 35% have not tried. Transgender women were more likely to have made this change, with 64% having received an updated ID, compared to 51% of transgender men. Thirty percent (30%) of transgender women and 43% of transgender men have not tried. Six percent of both groups were denied the change.

The likelihood of trying to change one's work ID, and the likelihood of being successful in doing so, also increased by household income.

Updated Work ID by Household Income



MILITARY DISCHARGE PAPERS

Thirty-five percent (35%) of those who tried to update discharge records (by receiving a DD-215 form) were allowed to do so.²² Those who had some type of surgery, and who tried to update their discharge papers, were only slightly more likely to have been allowed the change, with 40% successful.

HEALTH INSURANCE RECORDS

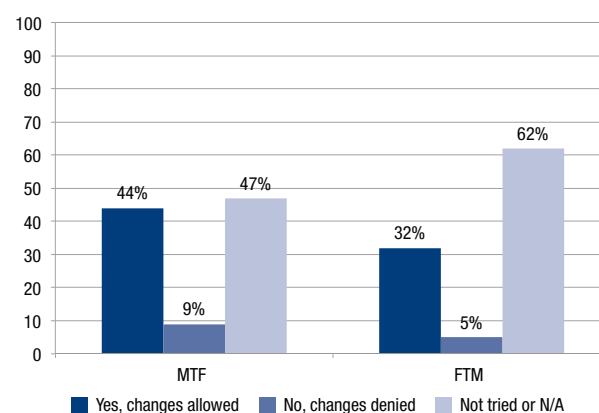
Generally, 39% percent of people who have transitioned updated their health insurance records, and a small number (7%) reported being denied. A large group has not attempted to do so (41%). Anecdotally, we know that many people fear updating their health insurance records because doing so may prevent them from getting preventive and necessary care for their sexual and reproductive systems (for example, someone listed as male is likely to be

“I have not attempted to change my gender ID on my health insurance policy because I am afraid of discrimination if my health insurer knows I’m transgender.”

denied coverage for a mammogram). Furthermore, transgender people are aware that updating gender markers could out the person as transgender to the insurance company. This could trigger a denial of coverage for care that the insurance company considers related to gender transition (much of which is excluded by most insurance plans).

Transgender women (44%) were more likely to have updated their records; however, transgender men were less likely to try to do so. Of those who tried, transgender men have a lower denial rate (14%) than transgender women (17%).

Updated Health Insurance Records by Gender Identity Respondents



STUDENT RECORDS

Overall, less than one half (46%) of current students²³ who have transitioned have updated the gender on their student records. Eleven percent (11%) attempted to update their records and were denied, and 38% have not tried. Of those who tried, 81% were successful.

PROFESSIONAL LICENSES AND/OR CREDENTIALS

Eighty-eight percent (88%) of those who tried to change the gender on their professional license or credential were successful, while 12% were denied such changes.

Living With Incongruent Identity Documents

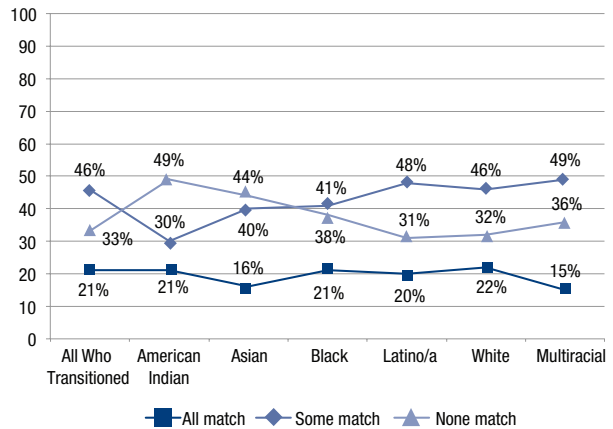
We asked respondents whether “All,” “Some,” or “None” of their IDs and records match the “gender you prefer.” Of those who had transitioned, only 21% reported that they had been able to update all of their IDs and records. About half (46%) indicated that they have been able to update some of their IDs and/or records, and one-third (33%) indicated that none of their IDs and records matched their current gender identity.

Only one-fifth (21%) of those who have transitioned have been able to update the gender on all their IDs and records.

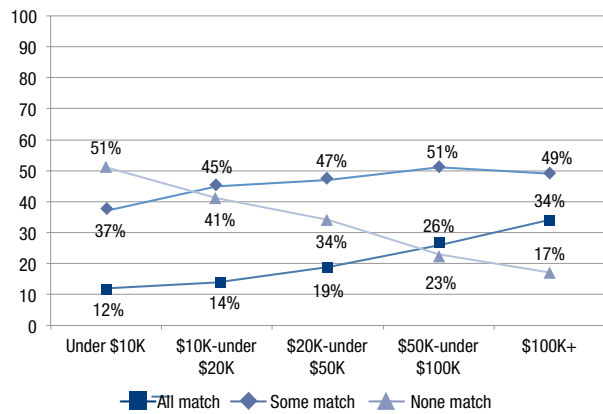
Respondents’ success in updating all, some or none of their IDs and records varied by race and household income. Although the percentages of respondents reporting that they had been able to change *all of their IDs/records* was relatively even across the board, respondents of color (except Latino/as) were more likely to be living with *no matching* IDs and/or records. Similarly, respondents with higher household incomes were also more likely to have been able to change all or at least some IDs and records.

“When I tell people my birth name or show IDs with my birth name, people at first don’t believe me. Often when I am trying to buying something, people squint at my ID and usually let me buy it, but I can tell they are not sure that is really who I am.”

Whether ID/Records Match Current Gender Identity by Race



Whether ID/Records Match Current Gender Identity by Household Income



Harassment and Violence When Presenting Incongruent Identity Documents

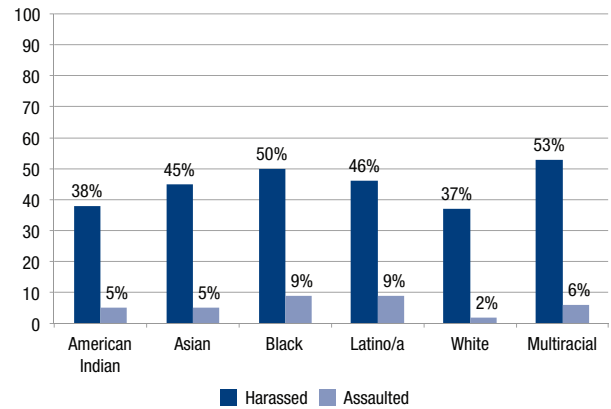
All respondents, not only those who have transitioned, may need to present ID during at times in the ordinary course of their lives when their visible gender expression doesn't match the gender or name on their IDs. We asked respondents to tell us what happened to them when they presented incongruent ID documents.

“My documents match now, but they didn't for most of my life. I lived in terror of losing my life, my freedom, my employment, and my friends.”

Forty percent (40%) of respondents who presented gender incongruent identification reported harassment and 3% reported being assaulted or attacked. Fifteen percent (15%) reported that they were asked to leave an establishment. Overall, 44% had one of these problems (harassment, assault, or being asked to leave) and 56% had no problems.

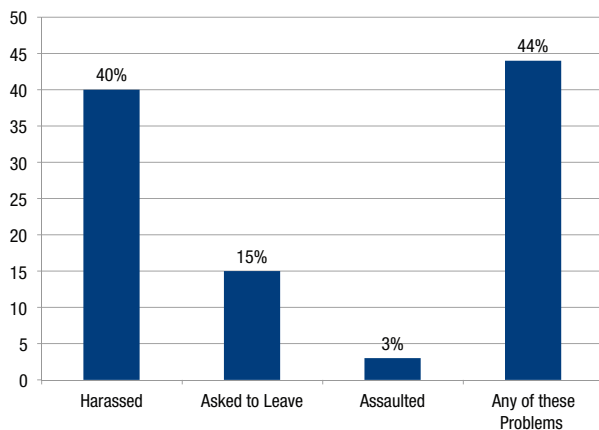
African American (50%) and multiracial (53%) respondents reported higher rates of harassment than the overall sample. While only 3% of the full sample reported being assaulted when presenting incongruent identification, 9% of African American and Latino/a respondents and 6% of multiracial respondents reported assault.

Harassment and Violence When Presenting Incongruent Identity Documents by Race

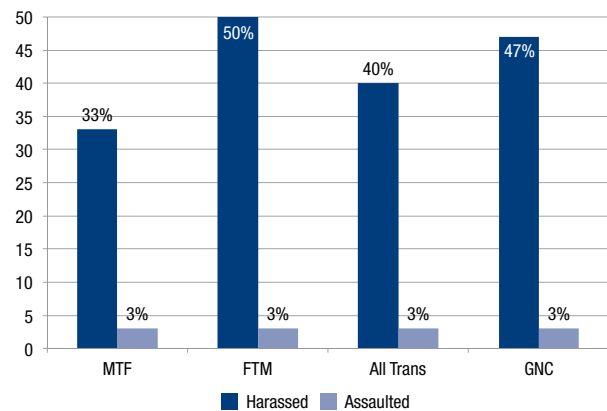


Working in the underground economy and losing a job due to bias were highly associated with harassment (61% and 56% respectively) due to incongruent ID. These groups also experienced high exposure to violence (8% and 7% respectively). Transgender men reported much higher rates of harassment (50%) than transgender women (33%); gender non-conforming respondents reported more harassment due to gender incongruent identification (47%) than their transgender peers (40%).

Harassment and Violence When Presenting Incongruent Identity Documents



Harassment and Violence When Presenting Incongruent Identity Documents by Gender Identity/Expression



Making the Connections: The Impact of Incongruent Identification

For transgender and gender non-conforming people, not having identification consistent with their gender identity or expression can have far-reaching negative consequences. Whenever people with incongruent identification documents must produce them, they are potentially revealed as transgender, whether to an employer, clerk, police officer, or airport personnel. Each of these “outings” presents the possibility for disrespect, harassment, discrimination or violence as outlined above.

In the hiring process, ID is required by employers who need to fill out government forms relating to taxes and Social Security when adding an employee to payroll. Anecdotal evidence indicates that some transgender people are offered jobs by employers who don't realize these job candidates are transgender, and when ID is provided that doesn't match gender identity/expression, the result can be withdrawal of the offer of employment.

Among those who have transitioned, we looked at the relationship between reported rates of hiring discrimination and updating of driver's licenses. Of those who had an updated driver's license, 52% reported experiencing discrimination in hiring. Among those who did not have an updated driver's license, the reported rate was 64%. More research is needed to determine whether the lack of gender-congruent ID is a direct cause of hiring discrimination.

We also examined denials of home/apartments and housing on campus in terms of ID gender congruence. Showing ID is a typical step toward renting or buying a home or apartment and checking ID or student records is typically a determinant in deciding eligibility for housing on campus. Among those who have transitioned, about one-third (32%) of those with a non-matching driver's license reported being denied a home or apartment, compared to 20% of those who did have an updated driver's license.

Among those who transitioned and reported seeking campus housing, those with updated driver's licenses were less likely to be denied housing, with 7% being denied housing, compared to 20% being denied among those without updated licenses. We also asked about whether respondents were denied *gender-appropriate* student housing. Gender congruent licenses also appeared to matter here — 36% of those without an updated driver's license reported being denied gender-appropriate housing, compared to 18% of those with an updated driver's license.

“These are hard times, I know, but there is still no reason for me to not be able to find adequate employment. I am very passable until the employer runs my driver's license. I have to work as a Drag King for now and hope to at least make my mortgage payment.”

“My worst experience involved how the police saw me and what my Pennsylvania driver's license listed as my sex was when I was in New Jersey. I was held and verbally abused by two officers for a burned-out headlamp for about 45 minutes.”

CONCLUSIONS FOR IDENTITY DOCUMENTS

Having gender-congruent identification is clearly important to the well-being of transgender people. However, substantial barriers to obtaining gender-congruent identification remain in place in states, localities and federal agencies.

Gender-incongruent identification presents barriers to travel, employment, health care, housing, education and other essential arenas areas of life. Further, data here indicate that presenting gender-incongruent identification exposed respondents to harassment and violence.

Having transition-related surgery is, by far, the single biggest factor in obtaining gender-congruent identification and, it appears that government agencies and other institutions that maintain IDs and records discriminate based on what type of surgery the respondent has had.

Health data on gender related surgeries analyzed earlier in this report indicate that a high percentage of our study respondents do not have access to the gender-related surgeries they need. Accordingly, requiring surgery to change gender markers on essential identity documents effectively condemns a major portion of transgender and gender non-conforming people to social and economic marginalization and harassment and violence.

RECOMMENDATIONS FOR IDENTITY DOCUMENTS

- Gender markers on all identity documents and in all records, at every level of government and by every institution that records gender, should be determined by the gender the person identifies as. This includes:
 - Federal agencies, such as the Social Security Administration, Department of Transportation, Department of Defense, Department of Veteran's Affairs, Office of Personnel Management
 - State Bureaus of Vital Statistics
 - State Departments of Motor Vehicles
 - Employers and professional licensing organizations and associations
 - Educational institutions of all levels
 - Health systems and health insurance companies
- All entities should evaluate whether there is a legitimate programmatic purpose for collecting gender information and putting this information on identity documents; if not, gender markers should be removed.
- Sensitivity training is urgently needed for staff who administer the changing of IDs and records, to ensure that transgender people are treated respectfully and IDs and records are updated appropriately.
- Research should be funded to further assess the impacts of gender-incongruent identity documents on transgender people's social and economic security; studies should be constructed to explore potential race and income discrimination at agencies that issue identity documents.

Endnotes

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- 1 Data here is calculated with Not Applicables *removed*, as we typically do in this report. However, in some instances in this section, data are reported with Not Applicable responses *included* in order to better describe the percent of respondents who have updated that particular ID/record. If Not Applicable responses are not mentioned in the text or in the relevant chart, as done here, the reader should assume that they were not included in the calculations.
- 2 Many states have policies that require proof of surgery, while many others allow applicants to obtain updated licenses in order to match their current gender identity with or without surgery. More research could be done to divide respondents based on the type of policy in each state, and then further inquire into the how having had surgery, or not, affects the percent of those able to change their driver's licenses.
- 3 See note 1.
- 4 Please see the Glossary for definitions of various medical terms.
- 5 See note 1.
- 6 See note 1.
- 7 Please see the Glossary for definitions of various medical terms.
- 8 See note 1.
- 9 The World Professional Association for Transgender Health, a professional association of those who provide medical and other health care for transgender people, develops the current worldwide Standards of Care, referred to in the Health chapter. In June of 2010, they issued the following statement (excerpt): "The WPATH Board of Directors urges governments and other authoritative bodies to move to eliminate requirements for identity recognition that require surgical procedures." In 2010, the U.S. Department of State abandoned its surgery-based policy in favor of a new policy requiring a letter from a physician (without reference to the patient's surgical status) to update the birth certificates of U.S. citizens born in other countries, referred to as Consular Reports of Birth Abroad, making them one of the first government agencies to catch up with medical understandings of transgender people.
- 10 See note 1.
- 11 Some people do not have a birth certificate because they were born in a different country without a formal certificate system; others do not have a birth certificate because of record storage problems, among other reasons.
- 12 See note 1.
- 13 See note 1.
- 14 See note 1.
- 15 See note 1.
- 16 See note 1.
- 17 See note 1.
- 18 See note 1.
- 19 See note 1.
- 20 A reader might note that it appears from these numbers and charts that our sample has a higher rate of holding a passport than the general population (28%). Note that we have segmented our sample for most of the this section to examine only those who have had surgery, which means that they are more likely to have higher income, which in turn means it is more likely they hold a passport. Furthermore, because many surgeons who do transgender-related procedures practice in other countries, a larger number of these respondents may have acquired a passport to travel abroad for their surgery. For general population figures, see <http://www.gao.gov/new.items/d08891.pdf>.
- 21 We presume that those who have work ID without a gender marker chose "not applicable" or answered this question with regard to being able to update a gender-specific name.
- 22 The DD-214, which are discharge papers, are generally considered historical documents and are generally not updated. However, according to the policy, veterans should be able to receive a DD-215 with updated information.
- 23 We presume that these students are primarily college, graduate or technical school students because our sample includes only those 18 and older.

POLICE AND INCARCERATION

Most people interact with police officers during the ordinary course of their lives. Transgender and gender non-conforming people may have higher levels of interaction with police. They are more likely to interact with police because they are more likely to be victims of violent crime, because they are more likely to be on the street due to homelessness and/or being unwelcome at home, because their circumstances often force them to work in the underground economy, and even because many face harassment and arrest simply because they are out in public while being transgender. Some transgender women report that police profile them as sex workers and arrest them for solicitation without cause; this is referred to as “Walking While Transgender.” The survey brought to light a wide range of alarming experiences of transgender and gender non-conforming people with police and the criminal justice system. It also provides the first look at abuse in jails and prisons nationwide; other studies have documented abuse in specific geographic areas or within certain systems.

KEY FINDINGS IN POLICE AND INCARCERATION

- **One-fifth (22%)** of respondents who have interacted with police **reported harassment by police due to bias**, with **substantially higher rates (29-38%) reported by respondents of color**.
- **Six percent (6%) reported physical assault and 2% reported sexual assault by police officers** because they were transgender or gender non-conforming.
- **Twenty percent (20%) reported denial of equal service by police**. More information about denial of equal service can be found in the Public Accommodation chapter.
- **Almost half** of the respondents (46%) **reported being uncomfortable seeking police assistance**.
- While **7% of the sample reported being held in a cell due to their gender identity/expression** alone, these rates skyrocketed for Black (41%) and Latino/a (21%) respondents.
- Respondents who served time in jail **reported harassment by correctional officers (37%) more often than harassment by peers (35%)**.
- **Physical and sexual assault in jail/prison is a real problem**: 16% of respondents who had been to jail or prison reported being physically assaulted and 15% reported being sexually assaulted.
- **African-American respondents reported much higher rates of physical and sexual assault in prison**, by other inmates and corrections officers, than their counterparts.
- Health care denial was another form of abuse in prison, with **12% of people who had been in jails or prisons reporting denial of routine health care** and 17% reporting denial of hormones.

Police Interaction

Fifty-four percent (54%) of all respondents reported that they had interacted with the police as a transgender or gender non-conforming person. When asked about their experience, 68% of those interacting with police reported that “officers generally have treated me with respect.” Almost a third, (30%), indicated that “officers generally treated me with disrespect.”

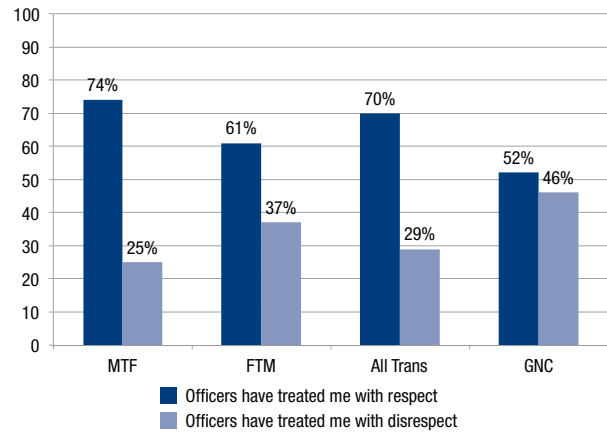
One-fifth of respondents who have interacted with police reported harassment by police

Respect increased with household income (51% of those earning \$10,000/year or less compared to 79% of those earning \$100,000/year or more reported respectful treatment) and educational attainment (43% among those with no high school diploma compared to 74% of those with a graduate degree).

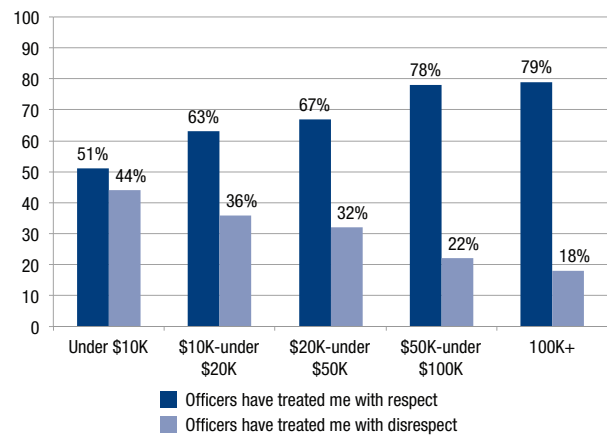
We were curious if respondents who had never worked in the underground economy and who had never been incarcerated would report differing degrees of respectful treatment by police. We found that incidence of respectful treatment and harassment increased for these respondents, but not dramatically. Seventy-seven (77%) of those who have never worked in the underground economy and have never been to jail or prison reported that officers treated them with disrespect (compared to our overall rate of 68%) and 22% reported disrespectful treatment (compared to 30% of the overall sample).

Race had a larger impact on interactions with the police, with white respondents experiencing respectful treatment at much higher levels than their peers who are people of color. Gender non-conforming respondents and transgender men reported higher rates of disrespect than transgender women.

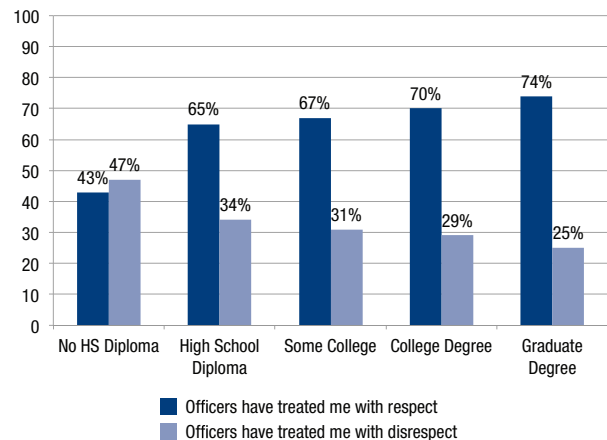
Respectful and Disrespectful Treatment by Gender Identity/Expression



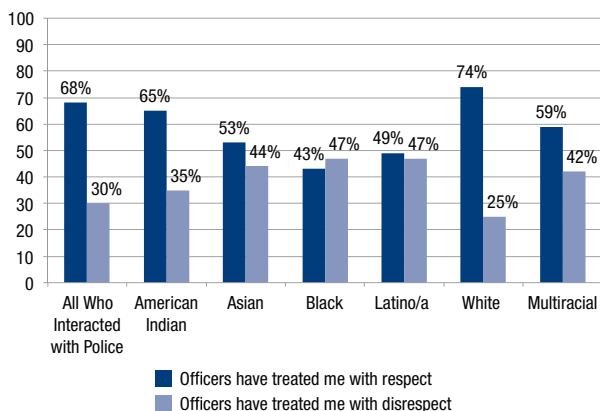
Respectful and Disrespectful Treatment by Household Income



Respectful and Disrespectful Treatment by Educational Attainment



Respectful and Disrespectful Treatment by Race



HARASSMENT AND ASSAULT

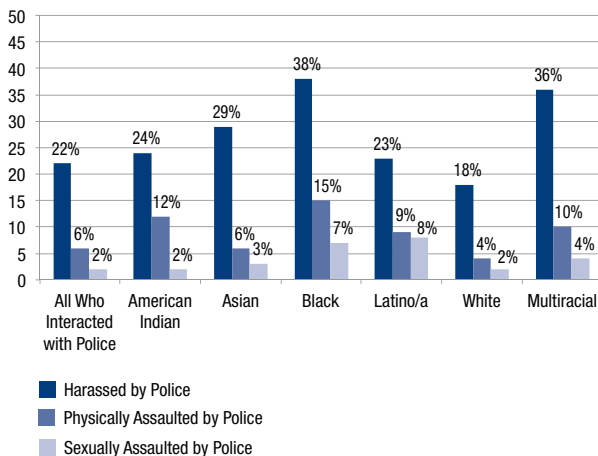
We asked respondents whether they were harassed,¹ physically assaulted, or sexually assaulted by police officers because they were transgender or gender non-conforming. There were notable differences between reported frequency of harassment compared to reported frequency of physical and sexual assault.

Twenty-two percent (22%) of respondents interacting with police reported harassment by officers. Higher rates of harassment were reported by Black (38%), multiracial (36%) and Asian (29%) respondents. Higher household income and educational attainment made it less likely that a person experienced harassment. Female-to-male and gender non-conforming respondents reported higher rates of police harassment than their MTF and transgender counterparts. Looking at whether harassment was also directed at those who had never worked in the underground economy and had never been incarcerated, we found still high rates of harassment, with 15% reporting that officers harassed them, compared to the 22% overall rate for all respondents who interacted with police.

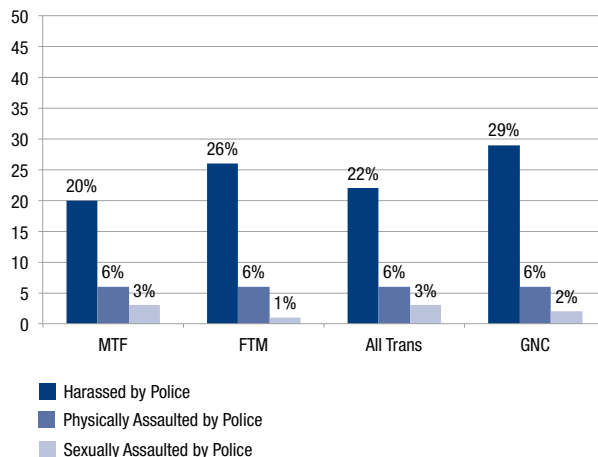
Six percent (6%) of study participants who had interacted with police reported physical assault, and 2% reported sexual assault because of being transgender or gender non-conforming. Fifteen percent (15%) of Black respondents interacting with police reported physical assault and 7% reported sexual assault. Those who have worked in the underground economy experienced high rates of physical (15%) and sexual assault (8%). Two percent (2%) of those who have never worked in the underground economy and have never been incarcerated reported physical assault.

“After I was raped, the officer told me that I got what I deserved.”

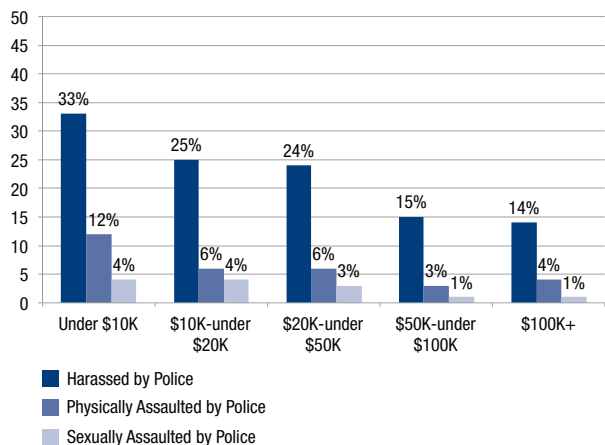
Police Harassment and Assault, Due to Bias, by Race



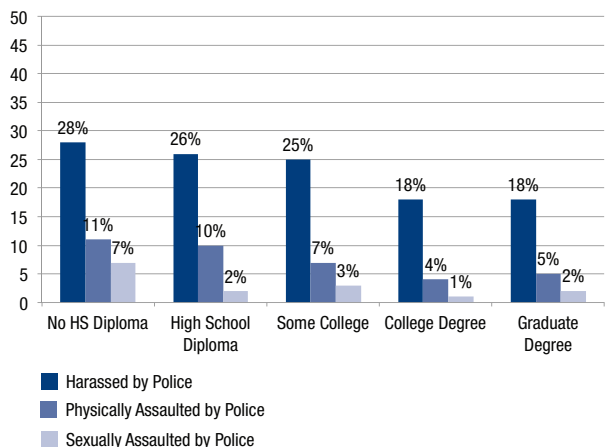
Police Harassment and Assault, Due to Bias, by Gender



Police Harassment and Assault, Due to Bias, by Household Income



Police Harassment and Assault, Due to Bias, by Educational Attainment



“I did not pass as male, but I was obviously presenting as a masculine person at a nightclub. I kissed the cheek of my girlfriend at the time. ... The security guard picked me up and carried me towards the door, kicked the door open with his foot and launched me out the door of the nightclub. I tumbled to the ground to find three police officers standing over me. One said, ‘Do we have trouble here?’ The security guard said, ‘The trouble is that this fucking lesbian needs to know what it’s like to be with a man.’ They all started to laugh. ‘I could show her,’ one police officer said. Just then my friends bolted through the door and instructed me to run. I stumbled to my feet and narrowly escaped the officer’s hands. ‘Fucking dykes! Don’t come back here unless you wanna get fucked!’ one of the officers screamed as we ran off.”

Comfort in Seeking Police Assistance

Police harassment and assault had an apparent deterrent effect on respondents' willingness to seek out help from law enforcement; 46% of the sample reported that they were uncomfortable seeking help from police while only 35% reported that they were comfortable doing so.

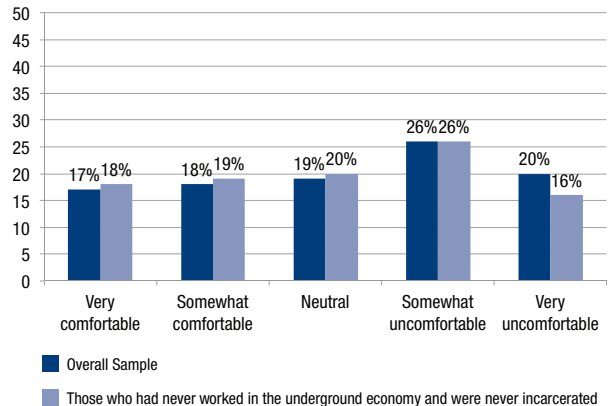
Almost half of the respondents reported being uncomfortable seeking police assistance.

Those who have never worked in the underground economy nor were ever incarcerated reported only a slight decrease in discomfort in seeking police assistance, with 42% uncomfortable and 37% comfortable.

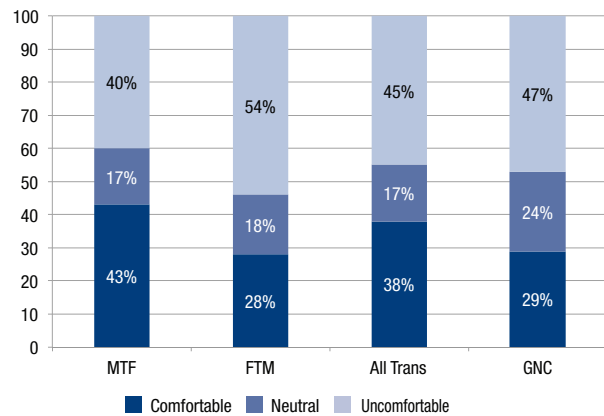
“My boyfriend and I were jumped last year because he was wearing a dress. I didn't call the police because we are both gender non-conforming and he is a person of color.”

“Street harassment is the most constant gender-related experience of discrimination in my day-to-day life: from cops, other government workers, as well as fellow city residents. My experience ranges from catcalls, to being followed (on foot and in cars) by threatening groups of people, to having things thrown at me. Enough of this harassment comes from cops that I can't imagine a situation in which I'd either report it to the police or want them to intervene.”

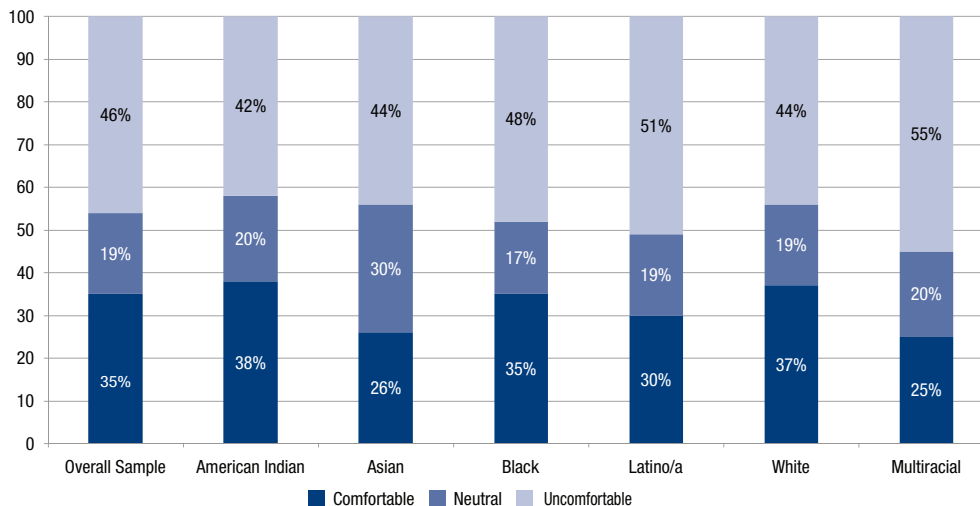
Levels of Comfort and Discomfort in Seeking Help from Police



Levels of Comfort and Discomfort in Seeking Help from Police by Gender Identity/Expression



Levels of Comfort and Discomfort in Seeking Help from Police by Race



Incarceration

Seven percent (7%) of study participants reported being arrested or held in a cell strictly due to bias of police officers on the basis of gender identity/expression. Four percent (4%) of those who have not worked in the underground economy reported being arrested or held in a cell due to this same bias.

41% of Black respondents reported being held in a cell because of their gender identity alone.

This experience was heightened for respondents of color. Black and Latino/a incidences of being incarcerated due only to gender identity/expression were much higher than the overall sample's experience, at 41% and 21% respectively.

Sixteen percent (16%) of respondents reported being sent to jail or prison "for any reason," with Black (47%) and American Indian (30%) respondents at highest risk for going to jail/prison. Twenty-one percent (21%) of male-to-female transgender respondents reported having been sent to jail for any reason, in contrast with 10% of female-to-male respondents.

These statistics exceed those of the general population for prisons, in some cases by many times. A 2003 report of the Department of Justice shows that 2.7% of the general American population is imprisoned at some point in life.² However, the Department of Justice report does not include jails, so the general population rate for being held in jail or prison should be higher than the simple prison rate.

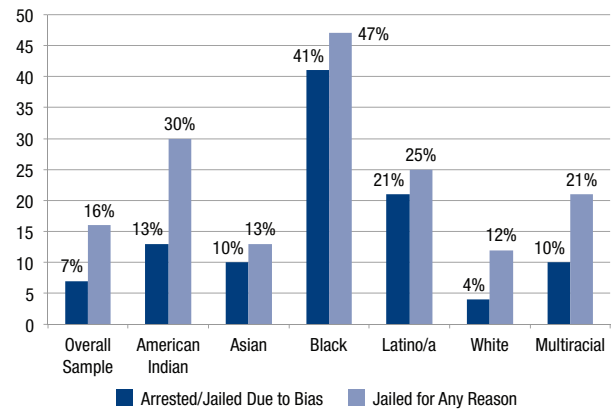
Despite this difference, the Department of Justice data provides a useful benchmark. Their data reported an overall rate for males of 4.9%, and for females, 0.5%. They provide only limited racial/ethnic data.

Incarceration by Gender and Race/Ethnicity in the General Population from the Department of Justice

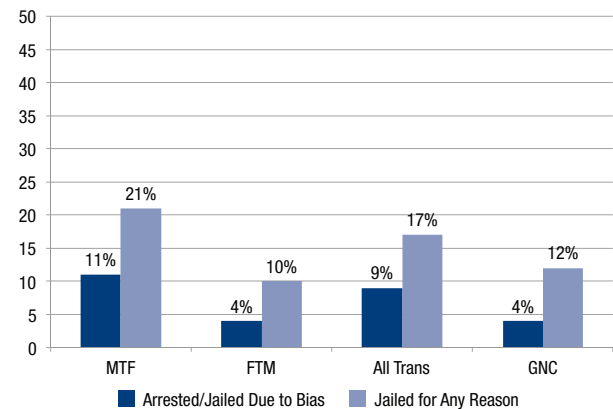
	All	Males	Females
General Population	2.7%	4.9%	0.5%
White	1.4%	2.6%	0.3%
Black	8.9%	16.6%	1.7%
Latino/a	4.3%	7.7%	0.7%

Because the Department of Justice data is limited to prisons and does not include jails, the comparison with our data is not exact.³ However, the difference in reported rates is stark, with respondents in our sample reporting many times the rate of incarceration than the general population, based on the best available data for comparison.

Incarceration by Race



Incarceration by Gender Identity/Expression



LENGTH OF INCARCERATION

Respondents were asked to provide the total amount of time they have been in jail/prison throughout their lives.

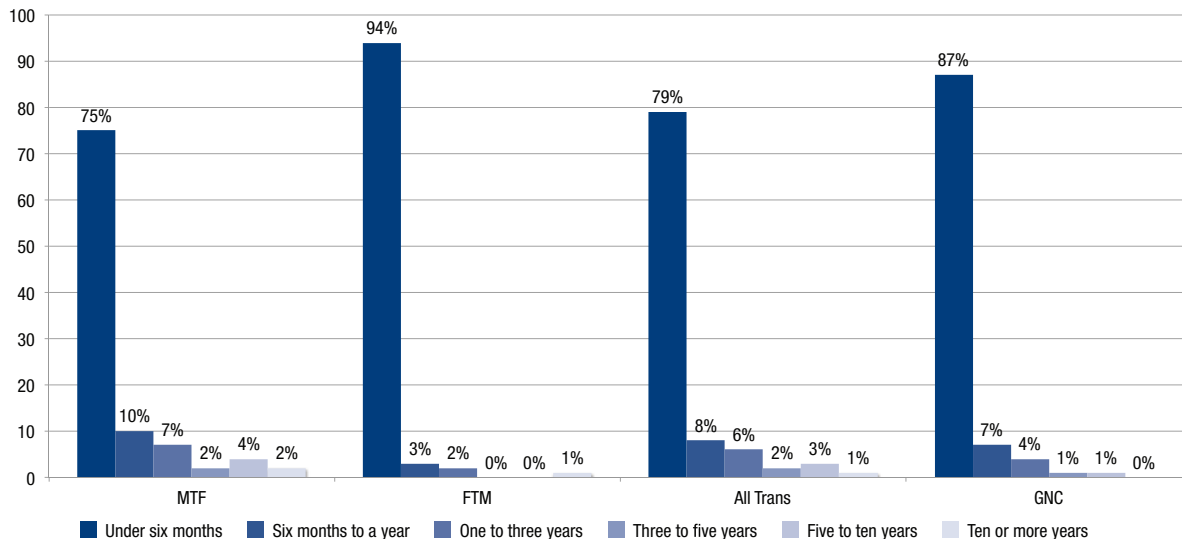
“I was arrested recently and the officer thought it necessary to announce in a loud tone to the entire jail that I was a transgender man.”

In terms of race, Black respondents had by far the worst outcomes in terms of length of stay in jails/prisons. Five percent (5%) of African Americans sent to jail for any reason were incarcerated for 10 or more years and 10% were incarcerated for 5-10 years. By contrast, the only 4% of the full sample served 5 or more years in jail.

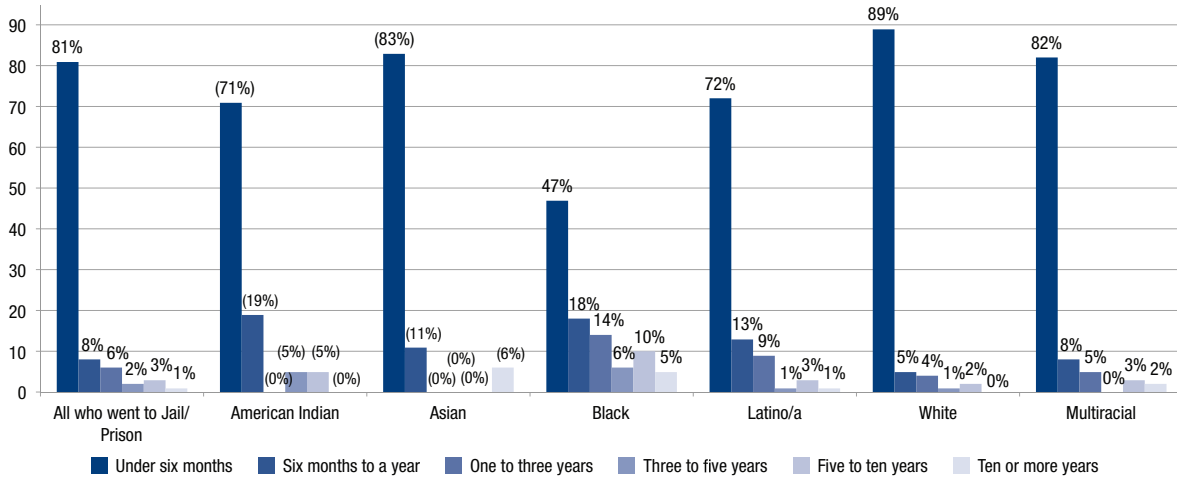
As is true in other populations, participants’ jail time decreased as household income increased; educational attainment was also inversely correlated with jail time.

Male-to-female transgender respondents reported serving more time than FTMs. In general, transgender respondents served longer sentences (or more sentences) than gender non-conforming participants, faring worse in every category except the lowest (serving under 6 months).

Total Length of Incarceration by Gender Identity/Expression (of Those Incarcerated)

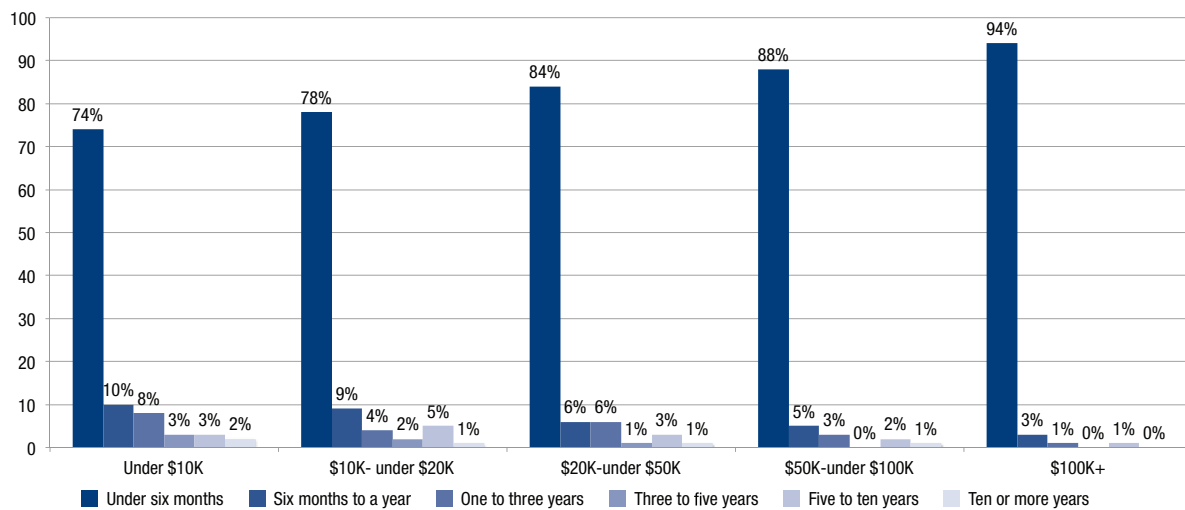


Total Length of Incarceration by Race
(of Those Incarcerated)

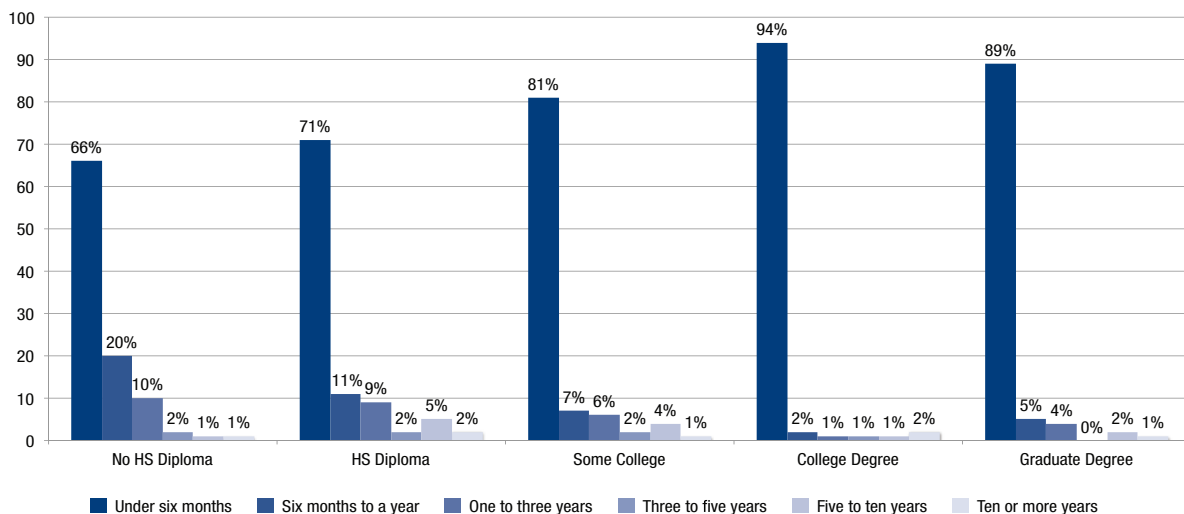


() Sample size too low for reliable analysis

Total Length of Incarceration by Household Income
(of Those Incarcerated)



Total Length of Incarceration by Educational Attainment
(of Those Incarcerated)



Experiences in Jail and Prison

Not surprisingly, the mistreatment and abuse by law enforcement officers that transgender and gender non-conforming people experienced on the street and in their communities continued when respondents were in custody. Harassment and assault at the hands of corrections officers and by other inmates from whom they have no escape was frequent both for transgender and gender non-conforming respondents.

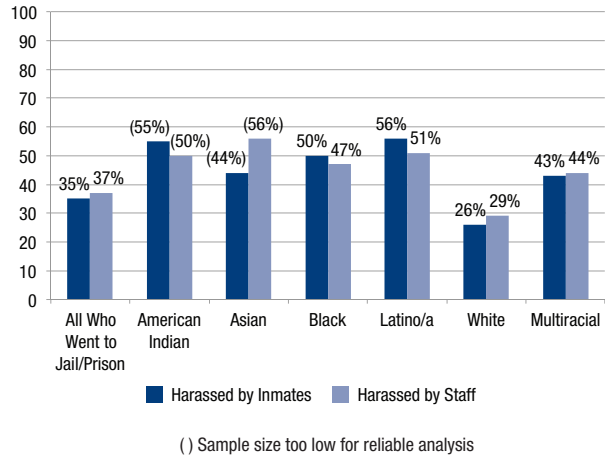
HARASSMENT AND ASSAULT IN JAIL AND PRISON

Harassment

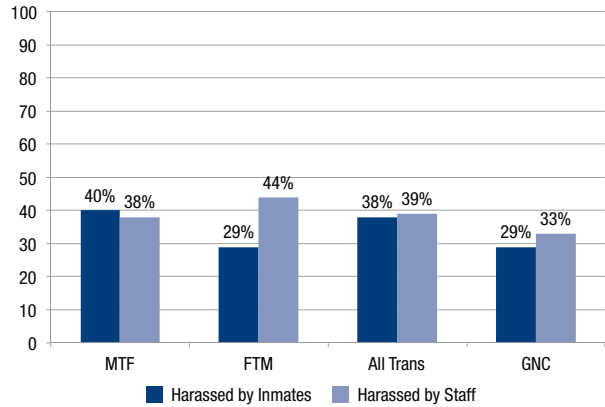
Thirty-five percent (35%) of respondents who served time in jail/prison reported harassment by other inmates. Latino/a (56%), Black (50%), and multiracial (43%) respondents all report much higher incidence of peer harassment than the full sample. MTFs (40%) and transgender (38%) respondents report higher rates of peer harassment than their FTM (29%) and gender non-conforming (29%) peers.

Of respondents who went to jail/prison, 37% reported they were harassed by correctional officers or staff. Respondents of color experienced officer/staff harassment at higher rates (44%-56%) than their white peers. Transgender male inmates experienced officer/staff harassment at higher incidence than their transgender female peers.

Harassment in Jail/Prison by Race



Harassment in Jail/Prison by Gender



“While I only experienced verbal harassment and rape threats during a night in jail, I watched a trans woman arrested with me experience physical and sexual assault from the police that night as well as extensive verbal harassment and humiliation.”

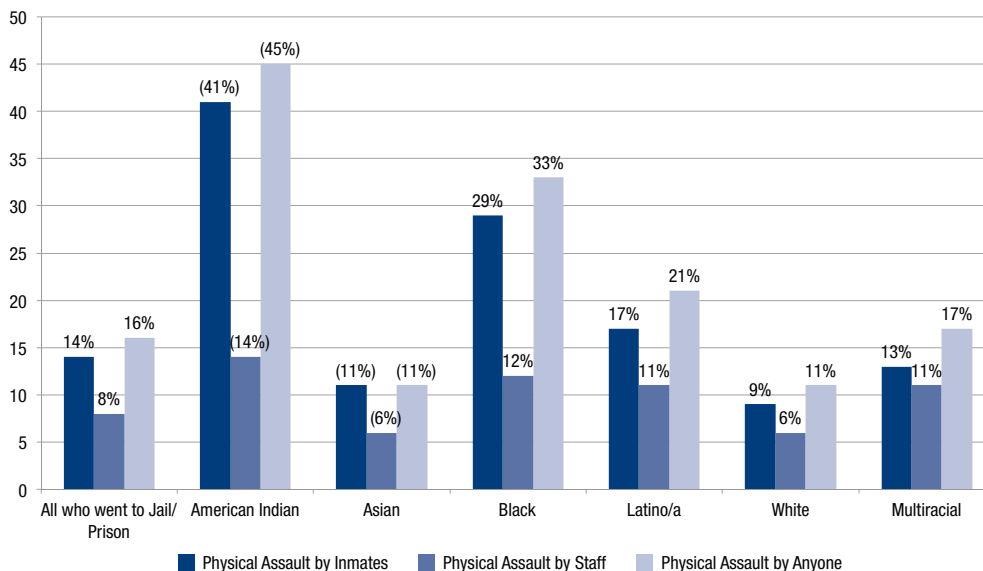
Physical and Sexual Assault

When someone is sent to jail or prison, society agrees that rape should never be part of the sentence. Unfortunately, for many of our respondents, it is. Respondents who went to jail/prison report alarming levels of physical assault (16%) and sexual assault (15%) perpetrated both by other inmates and by staff. Black respondents reported the highest incidence of sexual assault in prison (34%) by other inmates or by staff.

It is not easy to compare this information with the general population of people who go to jail/prison, since most surveys ask about sexual assault that occurred in the prior year only. One study from California that was not limited to the last year, shows an overall sexual assault rate of 4.4% of all inmates in male California correctional facilities.⁴

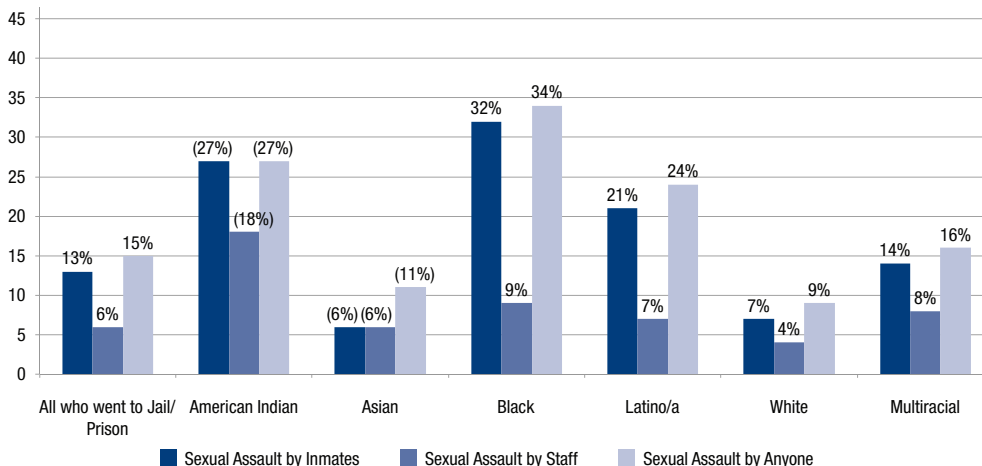
Male-to-female transgender respondents reported higher incidence of physical assault (21%) than their FTM peers (11%). MTF respondents also reported a higher rate of sexual assault (20%) than FTM respondents (6%). Transgender inmates experienced physical and sexual assault at higher frequencies (19% and 16%) than their gender non-conforming peers (4% and 8%).

Physical Assault in Jail/Prison by Race



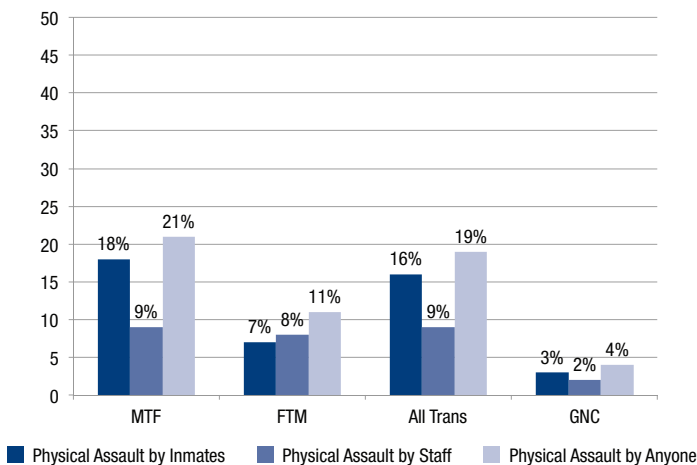
() Sample size too low for reliable analysis

Sexual Assault in Jail/Prison by Race



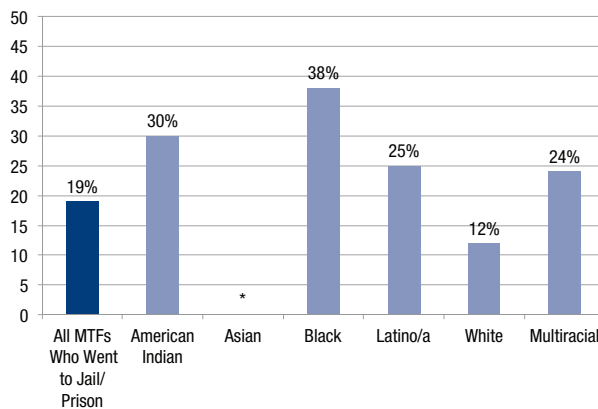
() Sample size too low for reliable analysis

Physical Assault in Jail/Prison by Gender



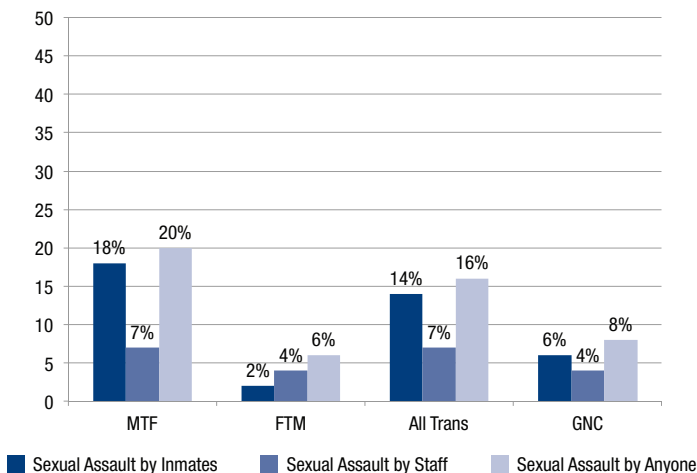
Transgender women of color were particularly vulnerable to sexual assault in jail/prison. Thirty-eight percent (38%) of Black MTF respondents reported being sexually assaulted by either another inmate or a staff member in jail/prison. Unfortunately, breaking our respondents who had gone to jail/prison down both by race and gender created individual sample sizes too small for analysis, including for nearly all FTM respondents. However, we include the following table below to highlight the experiences of transgender women by race. We have indicated where sample size was too low to present reliable data.

Sexual Assault in Jail/Prison for Transgender Women by Race



* Sample size too low to report
 () Sample size too low for reliable analysis

Sexual Assault in Jail/Prison by Gender



“I was arrested one day regarding something minor. Due to my gender being marked as male, I was put in with the men. Within 15 minutes, I was raped by 3 different men. My mother even called and warned the officers NOT to put me in with general population as I would be an easy target. When I got out I tried to seek help from Victims Services but was denied. I was also discouraged from trying to press charges on the men.”

DENIAL OF HEALTH CARE IN PRISON

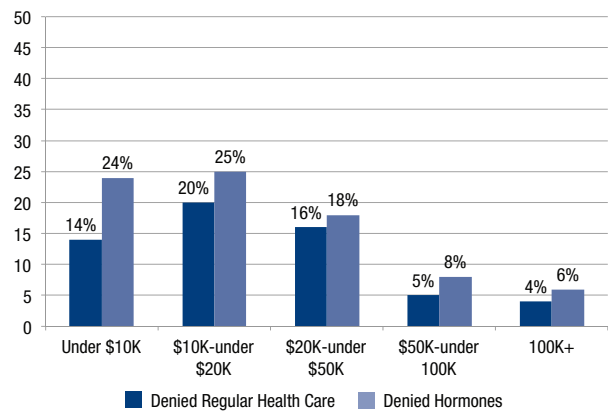
Respondents also reported abuse through denial of general health care as well as hormone therapy. **12% of those in jails or prisons reported being denied routine health care.**

The damaging effects of being denied general health care are self-evident; however, it is important for readers to also understand that denial of hormone treatment to transgender inmates also has serious health consequences. Interruptions in hormone therapy can be physically painful and damaging to a person’s physical and mental health, and the initiation of hormone therapy for those who need it is highly important.

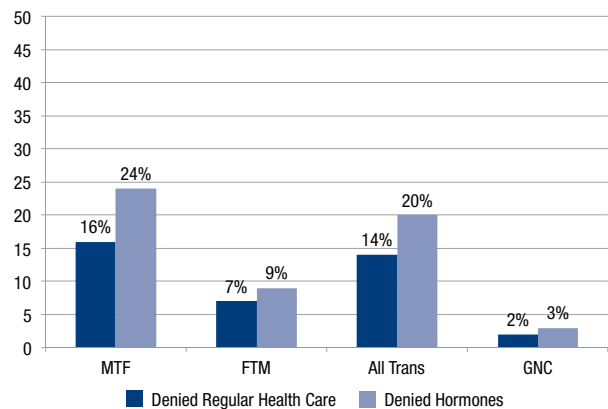
Seventeen percent (17%) reported they were denied hormones by while incarcerated and 12% reported denial of routine medical care because of bias.

Black and multiracial respondents, those with low household incomes, and transgender women all reported higher incidences of hormone and routine health care denial than the full sample.

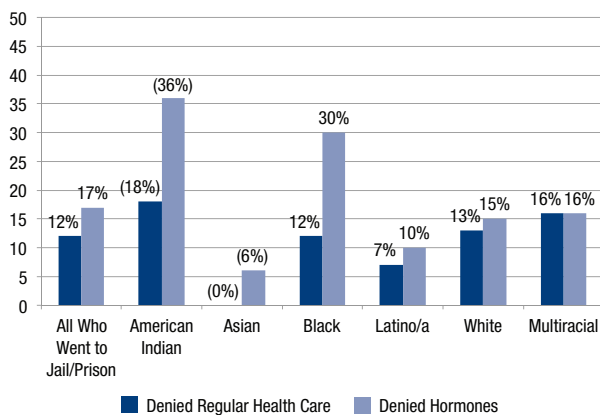
Denial of Health Care in Jail/Prison by Household Income



Denial of Health Care in Jail/Prison by Gender Identity/Expression



Denial of Health Care in Jail/Prison by Race



() Sample size too low for reliable analysis

CONCLUSIONS FOR POLICE AND INCARCERATION

Respondents revealed gross differences in treatment by police and prison systems based on race, with African Americans incarcerated more often and at greater length within a much more abusive and violent context than for others. Latino/a respondents also experienced much worse police abuse, longer sentences and greater harassment and violence than the sample as a whole. While the sample of American Indians who had been incarcerated was too low to report on, the data we do have demonstrate a need for further research. The data also demonstrate gender-based biases, with male-to-female respondents experiencing high rates of physical and sexual assault.

Household income and education level were also relevant to treatment by police and the prison system, with lower educational attainment and household income associated with higher risk for incarceration, harassment and violence; in this regard, our sample reflected the experiences of Americans in general. Male-to-female transgender prisoners of color face violence at the highest numbers and at every turn — whether at the hands of police, corrections officers or other inmates. A nexus of biases based on gender identity, race and household income combine to leave some respondents in this study in particularly desperate circumstances at the hands of the law enforcement system.

All transgender and gender non-conforming people experience high levels of police harassment and abuse. A substantial number have been stopped — arrested or held in a cell — simply because they are transgender or gender non-conforming (known as “Walking While Transgender”). Police harassment and abuse has translated to a lack of trust of police, with about half of transgender and gender non-conforming people uncomfortable asking the police for assistance when needed. Only a third feel comfortable contacting police for help. Given the higher than normal rates of harassment and violence that transgender and gender non-conforming people face, this means that many feel unable to access one of the major resources that society provides to protect the safety of individuals in their time of need.

In jail and prison, abuse and violence continues in situations where transgender and gender non-conforming inmates often have no protection or escape. Correctional staff are frequently cited as participating in harassment, violence, and sexual assault—a serious abuse of authority.

As noted in the health care section, access to health care is a fundamental right often denied to study participants. Data from the prison context confirms this, showing regular denial of both routine and transgender-related health care services.

From every angle, the justice system is broken for transgender and gender non-conforming people. Instead of administering justice, it perpetrates injustice.

RECOMMENDATIONS FOR POLICE AND INCARCERATION

The data provides clarity on what is not working in the justice system. We recommend the following affirmative steps for police departments, corrections systems, and the justice system overall.

- Police departments should reform their approach to transgender and gender non-conforming people:
 - All officers, both new and those who are already serving, should be given comprehensive training to treat transgender and gender non-conforming people respectfully, regardless of whether the person is seeking assistance or is being arrested.
 - In order to sustain and reinforce the effect of training, departments need written policies related to respectful treatment, arrest procedures, and placement in housing, so that all officers know the expected protocols or can consult them when necessary.
 - Officers who fail to follow these policies, or otherwise engage in disrespectful treatment or violent behavior, should face discipline, including termination when warranted.
 - A culture of respect for diversity, including of transgender and gender non-conforming people should be established by departmental leadership.
 - Police departments should establish LGBT liaison units to be an internal voice for fairness, respectful treatment, and appropriate policies. Existing lesbian and gay units should expand to include transgender and gender non-conforming officers and issues as well.
- Jail and prison officials and systems, including the Federal Bureau of Prisons, should reform their approach and policies related to transgender and gender non-conforming inmates:
 - The U.S. Department of Justice should swiftly adopt strong, binding national regulations to implement the Prison Rape Elimination Act of 2003.
 - Until national regulations are established, prisons, jails and detention facilities should fully implement the recommendations of the National Prison Rape Elimination Commission.
 - Corrections staff should be given comprehensive training on how to treat transgender and gender non-conforming inmates with respect, including allowing people to express their gender identity through clothing and grooming.
 - Jail and prison systems need written policies on transgender and gender non-conforming inmates, to ensure they are housed according to their gender identity, unless their safety is jeopardized by this classification; however, this does not mean transgender and gender non-conforming inmates should be held in solitary confinement or administrative segregation or otherwise have their privileges reduced in a misguided attempt to keep them safe.
 - Jail and prison systems should enact policies and procedures that ensure all inmates are free of physical and sexual assault.
 - Jail and prison systems should provide appropriate medical care to transgender and gender non-conforming inmates.
 - Department of corrections must terminate staff who physically or sexually assault prisoners and otherwise ensure that staff are accountable for their actions when they endanger the health and well-being of inmates.

Endnotes

- 1 We asked respondents to report whether officers had treated them with respect or disrespect, harassed, physically assaulted, or sexually assaulted them. We left it up to respondents to select which terms best described their experience.
- 2 U.S. Department of Justice, Bureau of Justice Statistics, *Prevalence of Imprisonment in the U.S. Population, 1974-2001* by Thomas P. Bonczar (Washington, DC: GPO, 2003): <http://bjs.ojp.usdoj.gov/content/pub/pdf/piusp01.pdf>.
- 3 Generally, a jail is a facility administered by a local jurisdiction to confine people for short periods of time. A prison is administered by the state and used to house convicted criminals for generally longer periods.
- 4 Valerie Jenness et al., *Violence in California correctional facilities: An empirical examination of sexual assault*. Center for Evidence-Based Corrections, Department of Criminology, Law and Society, University of California, Irvine (2007): http://ucicorrections.seweb.uci.edu/pdf/PREA_Presentation_PREA_Report_UCI_Jenness_et_al.pdf.

A SNAPSHOT OF THE EXPERIENCES OF CROSS-DRESSERS

Study participants included 702 cross-dressers¹ who were born male and cross-dress as women, about 11% of our overall sample. This group identified themselves by stating that they strongly identified with the term “cross-dresser.”²

They were spread amongst the racial categories, with a bit more concentration in white and Latino/a groups, making up 13% of white respondents, 7% of Latino/as, 5% of Asian and multi-racial respondents, 4% of American Indians, and 3% of African Americans.

As a group, cross-dressers were less “out” to their family, friends and colleagues at work or school, than the rest of the sample. Twenty-eight percent (28%) never tell anyone about their transgender/gender non-conforming identity, 57% tell close friends, 28% tell some family members, 17% tell casual friends, and 7% tell work colleagues. Only 4% tell everyone. Since social isolation can have major impacts on mental and physical health, this reduced level of “outness” deserves further study.

At home, only 32% are out to “all,” with 22% out to “none” and 38% out to a few or some. On the job, 3% are out to “all,” 68% are out to “none,” with 24% out to a few or some. At school, 2% are out to “all,” 81% are out to “none,” with 15% out to some or a few.

In addition, cross-dressers reported being visual conformers; 37% reported that other people never know they are transgender/gender non-conforming if they are not told, 29% reported that other people only occasionally can tell, and 26% reported that others only sometimes can tell. We presume that respondents were answering this question about times when they were not cross-dressed, but there may have been some confusion about whether to answer this question in regard to occasions when they were cross-dressed or not.

“As a cross-dresser in Atlanta I have had very few problems. I have been stopped at police road blocks 3 times and had no problems other than a few extra questions about the ID/picture issue.”

About half (46%) indicated that they did not want to transition, and the other half (54%) reported that they did want to transition someday. This implies that for about half of those who identify with the term “cross-dresser,” this may be an interim identity on the way to a transsexual identity. On the other hand, half of these respondents intend to remain in this category, which indicates that it is a permanent identity. This contradicts assumptions that those who identify as cross-dressers are moving toward a transsexual identity.

Cross-dressers were more likely to be partnered (60%) than transgender (46%) and gender non-conforming (57%) respondents; 52% reported being married. Almost half (44%) reported a heterosexual sexual orientation, 38% bisexual, 9% gay/lesbian/same-gender, 3% queer, 3% asexual and 2% other. Accordingly, cross-dressers were much more often heterosexual or bisexual and much less often same-sex oriented or queer than the full sample.³

Thirty-two percent (32%) of cross-dressers served in the military compared to 20% in the full sample, and 10% of the general population.⁴

“As a part-time lifelong cross-dresser, I would love to see a day when a male can dress as a female, in public, without ridicule and fear of physical abuse. My need to dress on the feminine side is real. It makes me whole as a person. Women have enjoyed cross dressing for 50+ years, and no one gives it a second thought.”

Education

Because cross-dressers made up only 11% of our overall sample, the sample size of those who were also open about their gender non-conforming status in school was too small to offer meaningful analysis. We can say, however, that 58% of cross-dressers who expressed a transgender identity or gender non-conformity in school experienced some type of problem, including harassment, physical or sexual assault, or expulsion.

Employment

Respondents who identify as cross-dressers reported faring better in the workplace than the overall sample, likely due to higher rates of visual conformity and their much lower rates of being out at work.

Only 7% reported being unemployed, which was the unemployment level in the general population during the period of data collection. Thirty-eight percent (38%) reported a household income of \$50,000-100,000 per year with another 25% reporting \$100,000 per year or above. These household income levels were much higher than the full sample, of which 41% percent earns \$50,000 or more annually. Seven percent (7%) of cross-dressers reported household income of \$10,000 annually or less, a rate that is higher than the general population's experience of very low household income (4%), and much lower than the full sample (15%).

However, cross-dressers do experience a range of bias-related negative experiences in the workplace: 13% reported losing a job because of bias, 34% reported harassment at work, 12% reported being denied a promotion, 18% were denied a job they applied for, 4% reported physical assault, and 6% reported sexual assault. The rates of these negative workplace experiences are all lower than the overall sample, except for sexual assault, which was approximately the same.

Thirty percent (30%) reported that private information was shared about them by coworkers or supervisors. Eighty percent (80%) reported that they have hidden their gender or gender transition and 56% have delayed transition. Twenty-seven percent (27%) reported being underemployed. Seven percent (7%) have participated in the underground economy for household income (compared to 16% for the overall sample), including 4% doing sex work and 3% in drug sales.

Public Accommodation

Cross-dressers reported denial of equal treatment and harassment when accessing public accommodation. Of the settings we studied, equal service was denied most often at retail stores (22%) and hotels and restaurants (11%) with troubling rates of denial of equal treatment reported when interacting with government agencies/officials (7%), police (7%), and judges or court officials (4%). Respondents also reported denial of equal treatment when taking buses/trains/taxis (5%) and accessing rape crisis centers (3%).

Harassment was also a major problem. Twenty-two percent (22%) said they had been harassed in a retail store, 11% when using buses, trains or taxis, 11% by hotel/restaurant personnel, 12% by government agencies, 7% by judges or court officials, 8% by airline/airport personnel or the TSA, 8% in doctor's offices or hospitals, and 3% when accessing ambulances.

Housing

Fifty-eight percent (58%) reported living in a home that they own; this is nearly twice the rate of home ownership as the full sample, and 9 percentage points under the national average. Twenty-seven percent (27%) reported living in a space that they rented. Five percent (5%) reported living in a home that is owned by a partner/spouse, 3% reported living with family or friends temporarily, and 1% reported living in campus housing.

Twenty-three percent (23%) of respondents who are cross-dressers reported having moved into a less expensive home/apartment because of being transgender or gender non-conforming, 7% had become homeless at some point because of bias, 4% reported eviction, 6% were denied an apartment/home, 14% had to find different places to sleep for short periods of time, and 8% had sex in exchange for housing or a place to stay.

“I was intentionally discriminated against by a motel owner. He told me that he would not give me a room because I was a cross-dresser, and to leave the property or he was going to call the police and tell them that a hooker was in the parking lot selling drugs.”

Police/Jails

Cross-dressers reported a substantial degree of police disrespect and mistreatment.

Twenty percent (20%) of those interacting with police as a transgender/gender non-conforming person reported that they were generally treated with disrespect and 15% reported harassment. Eight percent (8%) reported being physically attacked by a police officer and 3% reported sexual assault. Twenty-nine percent (29%) indicated they were comfortable seeking police assistance and 46% indicated they were not comfortable seeking police assistance as a transgender or gender non-conforming person. Three percent (3%) reported being arrested or held in a cell solely because of their gender identity/expression.

Cross-dressers reported a substantial degree of police disrespect and mistreatment.

Health Care

Eleven percent (11%) of respondents who cross-dress reported postponing needed medical care when sick or injured due to bias and 10% reported postponing preventive care due to bias.

Cross-dressers also report having accessed some transition-related health care. Counseling was the most accessed, followed by hormone treatment. About half desire at least one type of surgery, which is consistent with the finding that about half desired to transition some day.

Respondents who identify as cross-dressers reported poorer health outcomes than the general population but much better health outcomes than those with other gender identities/expressions in our sample.

Cross-dressers reported elevated rates of HIV infection at 1.01%, not quite twice the rate of the general population (.6%), but lower than the full sample (2.64%). Cross-dressers also reported drinking or using drugs to cope with the mistreatment they face as transgender/gender non-conforming persons: 6% reported current use and 7% reported former use. By contrast, (8%) of the full sample currently drinks or uses drugs to cope with mistreatment due to bias and (18%) reported former use.

Smoking rates are the same as the full sample; 29% of cross-dressers reported being current smokers compared to 30% of all study participants.

Finally, 21% of cross-dressers reported a suicide attempt — about half the rate of the overall sample (41%), but it is still many times the general population rate of 1.6%.

Family Life

Of those who came out to family, 60% reported their family remained as strong as before they came out. Thirty-one (31%) of those who were in a relationship reported that their relationship with their partner or spouse ended.

Sixty-one percent (61%) of cross-dressers are parents. Eighty-one percent (81%) reported that their children continued to speak and spend time with them, while 19% reported that their children limited contact. Sixteen percent (16%) stated that their former spouse limited or stopped their relationship with their children and 5% reported that a court/judge did so.

Twelve percent (12%) reported they were victims of violence by a family member due to their gender identity/expression.

Thirty-nine (39%) reported losing a close friendship because of their gender identity/expression.

“I am a private cross dresser (male-to-female). Only my wife knows, and she does not approve.”

“My ex-wife seemed to accept my cross-dressing prior to marriage, then rejected it.”

Conclusions

Because cross-dressers may live as or express a gender different than the one assigned to them at birth only part of the time, they have different experiences of discrimination. Because they can often make choices about when and if to come out to others, they seemed to be shielded from some of the hostile environments reported by our other respondents. Nonetheless, a sizable number reported dealing with bias and violence in their lives. This may well stem from the fact that they offer no visual clues about their gender identity when they are not cross-dressed, but may well be identifiable as gender different when they are dressed. It appears that this group is highly vulnerable part of the time and much less vulnerable at other times.

All of these factors deserve further study; statistically we know relatively little about the lives of cross-dressers and additional research would greatly enhance our knowledge.

“20 years in the Army, 2 in Vietnam, 2 Bronze stars, a Purple Heart. I met my wife while serving and told her that I was a transvestite. I dressed at home. After the service, I got a civil service job and stayed in the closet. Now I am retired and I live in a town that is next to a large Marine base. Dressing here would be committing suicide. I dress up at home every day, but never go outside in my feminine attire.”

Endnotes

- 1 We had a small number of cross-dressers in our sample who were female at birth, and, because of the differing levels of social stigma associated with wearing clothes of a different sex for men and women, we felt it was important to focus here on the experiences of those cross-dressers who were born male.
- 2 Those respondents who did not strongly identify with any of the terms in Question 4 were then classified based on their “somewhat” applies answers, so some of the cross-dressers in the sample only identified “somewhat” as a cross-dresser. If a respondent chose “strongly” cross-dresser and “strongly” transsexual (or were both “somewhat”), they were put in the transgender category.
- 3 This may be in part because many define cross-dresser as a term that only applies to heterosexuals, while the term drag queen or drag king is used more by those who identify as gay, lesbian, or bisexual.
- 4 Kelly Ann Holder, U.S. Census Bureau, Housing and Household Economics Statistics Division, “Comparison of ACS And ASEC Data on Veteran Status and Period of Military Service: 2007” (Washington, DC: GPO, 2007): http://www.census.gov/hhes/www/laborfor/veterans/comparison_report.pdf.

POLICY PRIORITIES

We gave respondents a list of 13 policy areas and asked that they select the four that were most important. The nature of this question allowed respondents to identify their own priorities from this list, based on their individual experiences. The results show remarkable concurrence on priorities, and they also reveal the breadth of concerns that individuals prioritize as being the most essential to the improvement of their lives. It is also clear that priorities vary slightly by race and gender, reflecting particular vulnerabilities and unaddressed needs. It is not suggested by this report that these ranked priorities are an appropriate or accurate way for advocacy organizations or activists to prioritize work; rather, they are a reflection of what individuals identified as the policy areas in which they wished to see work or change.

The following are the 13 policy areas ranked in order of the frequency that respondents marked each.

Policy Priorities

Protecting transgender/gender non-conforming people from discrimination in hiring and at work	70%
Getting transgender-related health care covered by insurance	64%
Passing laws that address hate crimes against transgender/gender non-conforming people.....	47%
Access to transgender-sensitive health care	43%
Better policies on gender and identity documents and other records.....	40%
Protecting transgender/gender non-conforming people from discrimination in housing	26%
The right to equal recognition of marriages involving transgender partners.....	25%
Passing anti-bullying laws that make schools safer.....	21%
Transgender/gender non-conforming prisoners' rights.....	15%
The right of transgender/gender non-conforming people to parent, including adoption	14%
HIV prevention, education and treatment.....	11%
Allowing transgender/gender non-conforming people to serve in the military	7%
Immigration policy reform (such as asylum or partner recognition).....	5%

Employment non-discrimination was the highest ranking priority for the sample overall as well as for all races and genders except for transgender men. FTM respondents ranked “Getting transgender-related health care covered by insurance” first (72%), followed by “Protecting transgender/non-conforming people from discrimination in hiring and at work” (67%).

Although their top priorities were the same as the overall sample, African American respondents marked both “HIV prevention, education, and treatment” (43%) and “Transgender/gender non-conforming prisoner’s rights” (23%) more often than the overall sample (11% and 15%). Also, Latino/a respondents were three times more likely to have marked “Immigration policy reform (such as asylum or partner recognition)” (15%) than the overall sample (5%).

CONCLUSION

This report thoroughly documents the injustices that transgender and gender non-conforming people face at every turn. In fact, study respondents were more likely to have experienced harassment at work, at school, in the doctor's office, or on the street than to have escaped such mistreatment. Over and over again, respondents were fired, evicted, denied medical care, faced dire poverty or were bullied in school at rates far above the national average. People of color very clearly experienced the compounding and devastating effects of racism, with far higher levels of discrimination and poorer health outcomes than the sample as a whole.

Working on this report has been challenging for the researchers as we have catalogued the many ways in which people are mistreated and abused, and we assume it has been challenging reading as well. Tremendous damage results from institutional structures weighted against transgender and gender non-conforming people and from blatant acts of personal prejudice perpetrated against them just because they are different. Sometimes there are official policies in place that make it acceptable to discriminate against transgender people; in other cases, social customs or culture sanction bias and mistreatment.

We hope, however, that one thing stands out for you as it does for us: the remarkable resilience of transgender and gender non-conforming people and their families. These are people who continue to live and move forward in spite of the most daunting obstacles. They faced serious barriers to health care, and yet were able to access necessary transition-related care. Teachers and other school officials physically and sexually assaulted transgender and gender non-conforming students, and yet, although some were forced to leave school because of extreme bullying, the sample as a whole achieved a high level of educational attainment. Despite the stereotypes of broken families, and in light of all the stresses discrimination places on relationships, respondents maintained relationships with their partners, children and families.

A quarter of respondents have endured multiple acts of discrimination, any one of which would seriously impact a person's life, and combined would be catastrophic, and yet they persevere.

It is in the spirit of transgender and gender non-conforming people everywhere who continue to thrive and contribute to their communities, despite all of the injustices they suffer and the barriers to their well-being that they face, that we present this report with the determination that it will move us forward as a community. We recognize, too, that there are many, many people we have lost along the way, who have been unable to survive the unremitting discrimination, harassment and violence that they have encountered. We can honor them by working for a world in which transgender and gender non-conforming people are free to live without fearing the marginalization and abuse detailed here, in ways that respect every individual's right to self-determination and affirm our collective humanity.

“Even had I known the financial, legal, emotional, and physical obstacles that I would face, I would still have chosen to transition and live as I do today.”

APPENDIX A: GLOSSARY

AG or Aggressive A masculine identified woman; primarily used in communities of color.

Androgynous Refers to those whose appearance and identity do not conform to conventional views of masculinity or femininity, and who either combine aspects of both femininity and masculinity or who present in a non-gendered way.

Butch An identity term used by some masculine lesbian women. It is also used by others who have a masculine presentation, regardless of their sexual orientation or gender.

Cross-Dresser A term for people who dress in clothing not typically worn by their assigned birth sex, but who generally do not desire to live full-time as the other gender. For the purposes of this study, the term cross-dresser refers to those who identified with the term cross-dresser in Question 4 (for more information, see the Portrait chapter).

Drag King A term generally used to refer to women who occasionally dress as men or express female masculinity for personal satisfaction or for the purpose of entertaining others at bars, clubs or other venues. Some transgender men also use this term to describe their identity.

Drag Queen A term generally used to refer to men who occasionally dress as women for personal satisfaction or for the purpose of entertaining others at bars, clubs or other venues. It is also used incorrectly, sometimes in a derogatory manner, to refer to all transgender women.

Drag Performer A term used to refer to Drag Kings and Drag Queens who entertain others at bars, clubs or other venues. Some transgender people perform drag.

Feminine Male A person assigned male at birth who has a feminine identity or prefers a feminine appearance, or who otherwise express femininity.

FTM A person who transitions “from female to male,” meaning a person who was assigned female at birth, but identifies and lives as or hopes to live as a male. We also use the term “transgender man” as a synonym.

Gender Expression How a person presents or expresses his or her gender identity to others, often through manner, clothing, hairstyles, voice or body characteristics.

Gender Identity In general, this refers to an individual’s internal sense of gender. Since gender identity is internal, one’s gender identity is not necessarily perceived by or visible to others. In this report, we use this term to refer generally to the full range of

identities that our respondents identified with, such as MTF, FTM, transgender, genderqueer, etc.

Gender Non-Conforming

A term for individuals whose gender expression is different from societal expectations and/or stereotypes related to gender. For the purposes of this report, we include individuals identified with a number of gender non-conforming identities in Question 4 (see the Portrait chapter for more information). Although it is not often abbreviated to GNC, we have done so in this report for labeling charts.

Genderqueer

A term used by individuals who identify as neither entirely male nor female, identify as a combination of both, or who present in a non-gendered way.

Gender Variant

A synonym for gender non-conforming.

GNC

See gender non-conforming.

Hormone Therapy

The administration of hormones to facilitate the development of secondary sex characteristics as part of a medical transition process. Those medically transitioning from female to male may take testosterone while those transitioning from male to female may take estrogen and androgen blockers.

Intersex

Generally, a term used for people who have *Differences of Sex Development*, such as being born with external genitalia, chromosomes, or internal reproductive systems that are not traditionally associated with typical medical definitions of male or female. In this survey, we inquired about whether respondents identified with the term intersex, rather than asking about medical diagnoses.

MTF A person who transitions “from male to female,” meaning a person who was assigned male at birth, but identifies and lives as or hopes to live as a female. We also use the term “transgender woman” as a synonym.

Queer A term used to refer to lesbian, gay, bisexual and/or transgender people or the LGBT community. For some, the term is useful to assert a strong sense of identity and community across sexual orientations and gender identities. For others, it refers to the lesbian/gay/bisexual part of the community. Used as a reclaimed epithet for empowerment by many, it is still considered by some to be a derogatory term.

Sexual Orientation A term describing a person’s attraction to members of the same gender and/or different gender. Usually defined as lesbian, gay, bisexual, or heterosexual and can also include queer, pansexual and asexual, among others.

Sex Reassignment Surgery A term that refers to various surgical procedures that change one’s body to align gender identity and presentation. Contrary to popular belief, there is not one surgery; in fact there are many different surgeries. “Sex change surgery” is considered a derogatory term by some. Examples of sex reassignment surgery include:

- **Breast Augmentation** The surgical enlargement of breast tissue as part of gender reassignment for male-to-female patients when the breasts do not grow sufficiently with hormone therapy.
- **Chest Surgery** The removal of breasts (mastectomy) in transgender men or the augmentation of breasts for transgender women.
- **Clitoral Release** See metoidioplasty.
- **Hysterectomy** The surgical removal of the uterus.
- **Metoidioplasty** A surgical procedure to create a neopenis by releasing and extending the clitoris, often combined with surgery to allow for urination through the penis.
- **Oophorectomy** The surgical removal of the ovaries.
- **Orchiectomy** The surgical removal of the testes (the scrotum and testicles).
- **Phalloplasty** The surgical creation of a penis.
- **Vaginoplasty** The surgical creation of a vagina.

Third Gender A person whose gender identity is neither male nor female but a third option.

Transgender Generally, a term for those whose gender identity or expression is different than that typically associated with their assigned sex at birth, including transsexuals, androgynous people, cross-dressers, genderqueers, and other gender non-conforming people who identify as transgender. Some, but not all, of these individuals desire to transition gender; and some, but not all, desire medical changes to their bodies as part of this process. In this report, in order to see the experiences of different types of transgender people more clearly, cross-dressers and gender non-conforming people are not included in the term transgender and are reported about separately. For more information, see the Portrait and Methodology chapters and Appendix B: Survey Instrument—Issues and Analysis.

Transgender Man A term for a transgender individual who, assigned female at birth, currently identifies as a man. In this report, we use transgender man, female-to-male transgender person, and FTM interchangeably.

Transgender Woman A term for a transgender individual who, assigned male at birth, currently identifies as a woman. In this report, we use transgender woman, male-to-female transgender person, and MTF interchangeably.

Transition The period during which a person begins to live as a new gender, as opposed to living as the sex assigned at birth. Transitioning may include changing one’s name, taking hormones, having surgery, or changing documents (e.g. driver’s license, Social Security record, birth certificate) to reflect one’s new gender.

Transsexual A term for people whose gender identity is different from their assigned sex at birth and who live in a gender different from their birth sex, or desire to do so. Often, but not always, transsexual people alter or wish to alter their bodies through hormones or surgery in order to align themselves physically with their gender identity.

Two-Spirit A term that references historical multiple-gender traditions in some of the native cultures of North America. Some American Indian/Alaska Native people who are lesbian, gay, bisexual, transgender, intersex or gender non-conforming identify as Two-Spirit.

Underground Economy A term that refers to marginal or informal economies, such as those relating to drug sales, sex work, panhandling and other street sales. Work in the underground economy may be the only income-generating option for those who experience barriers to formal employment.

Visual Non-Conformer A term we developed to describe a person whose gender presentation and/or gender identity are not aligned in the eyes of passing strangers or casual observers. For example a transgender man who is perceived as female by a clerk in a store; or a transgender woman who is seen as male by a front desk person at a hotel. The opposite term is “visual conformer” which refers to people whose gender identity and presentation match in casual situations; this is sometimes called “passing.”

Additional Note on Usage:

Throughout the report, we used the phrase “because they were transgender or gender non-conforming” interchangeably with “because of gender identity/expression.”

APPENDIX B:

THE SURVEY INSTRUMENT — ISSUES AND ANALYSIS

It was our intention to use this first large national survey to broadly explore issues of discrimination. As such, the questionnaire was quite lengthy, yet limited in the depth into each topic we delved. We encourage other researchers to use this as a starting point to dig deeper into areas of particular interest.

As we analyzed our data, we were able to get a better sense of the strengths and weaknesses of our survey instrument. There are choices we made that were appropriate for our study that may not be appropriate for others; some choices have made our work difficult, but may make others' work more layered and interesting.¹ We consider these possibilities here in the spirit of expanding our collective learning.

We informally tested the questionnaire to attempt to identify and correct problems with specific questions before we fielded the survey. We would have liked more time and resources to test questions more robustly.

Imperfections in the posing of questions emerged during our data analysis phase. Here, we discuss each of the survey questions, provide any notable information about how we analyzed the data that came from the question, and, when relevant, note what we would recommend be changed or could be changed about the question.

The Questionnaire

“**Transgender/gender non-conforming**” describes people whose gender identity or expression is different, at least part of the time, from the sex assigned to them at birth.

1. Do you consider yourself to be transgender/gender non-conforming in any way?
- Yes
 - No. If no, do NOT continue.

Anyone who answered “No” to this first question was excluded from our sample. Anyone who left this question blank was included or excluded based on their answers to other questions. We intentionally included respondents in the sample who did not identify as transgender because we wanted to include gender non-conforming people. We understood that by gathering data on gender identity/expression across a broad spectrum, and posing questions in a manner that would make it possible to distinguish transgender and gender non-conforming respondents for analysis, we could discover and report on differences across the spectrum when considerable or relevant.

2. What sex were you assigned at birth, on your original birth certificate?
- Male
 - Female

See note after question 3.

3. What is your primary gender identity today?
- Male/Man
 - Female/Woman
 - Part time as one gender, part time as another
 - A gender not listed here, please specify _____

Anyone who chose one sex/gender for Question 2 and a different sex/gender for Question 3 was included in the sample as a transgender person. Those who marked the same gender for both questions, or chose the “part-time” or “gender not listed here” options in 3, were classified as transgender or gender non-conforming, depending on their answers to other questions.

Going through the write-in answers to Question 3 was time-consuming, but very helpful. We found hundreds of “genders-not-listed-here” among our respondents. We had anticipated that using the answers to Questions 2 and 3 would more easily help us categorize our respondents into MTF transgender, FTM transgender, and gender non-conforming categories. However, we had to rely heavily on questions 4 and 7 to better determine how to fit respondents into these constructs. This showed the value of asking more complicated, qualitative questions about gender identity.

4. For each term listed, please select to what degree it applies to you.

	Not at all	Somewhat	Strongly
Transgender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transsexual	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
FTM (female to male)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
MTF (male to female)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intersex	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender non-conforming or gender variant	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Genderqueer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Androgynous	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feminine male	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Masculine female or butch	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A.G. or Aggressive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Third gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cross dresser	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Drag performer (King/Queen)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Two-spirit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

We used the answers to this question to better craft the categories of MTF and FTM, and transgender and gender non-conforming. In our analysis, we found it very valuable to have asked questions about cross-dressing and living in one's gender part time (Question 3) because the experiences of people living part-time in one gender and part-time in another, and those of cross-dressers, are often trivialized and little studied.

At the stage of analysis, these multilayered responses provided challenges but also a wealth of opportunities for interpretive work. Asking more simplified identity questions would create more simplified categories. As a project with limited staff resources and seemingly indefatigable volunteers, we found our dedication to nuance and complexity extremely challenging and, in most cases, very worthwhile. We realize that within the LGBT movements, our two study partner organizations collectively have much larger resources to draw from than most state or local community-based organizations. We would caution others to consider these costs when choosing between simple and more complex ways of asking these questions.

5. People can tell I'm transgender/gender non-conforming even if I don't tell them.
- Always
 - Most of the time
 - Sometimes
 - Occasionally
 - Never

We included this question so that people who are identifiable as transgender or gender non-conforming by strangers or acquaintances because of how they look or sound could be tracked throughout the study. We used this question to develop the concept of "visual conformers" and "visual non-conformers." We grouped "never" and "occasionally" into the "conforming" category, and the other answers into the "non-conforming" categories.

6. I tell people that I'm transgender/gender non-conforming. (Mark all that apply.)
- Never
 - People who are close friends
 - Casual friends
 - Work colleagues
 - Family
 - Everyone

The inclusion of "everyone" as an answer choice left some ambiguity as to which people in the respondents' lives they have actually told, because it is possible that a respondent did not have people of all the listed types in their lives at the time of the survey. See also the note after question 7.

7. How many people know or believe you are transgender/gender non-conforming in each of the following settings? Mark all that apply.

	None	A few	Some	Most	All	Not applicable
At home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In private social settings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In public social settings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When seeking medical care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

We used the answers to Questions 6 and 7 to divide respondents into "generally out" and "generally closeted." People who were out to "most" or "all" on the job, at school, or "in public social settings," (Question 7) or who said they tell casual friends, work colleagues, or "everyone" they are transgender or gender non-conforming (Question 6) were identified as "generally out." Everyone else was identified as "generally closeted." We only found a small number of respondents who were only out to close friends and family members.

Our analysis indicated that the six answer options for each of the six settings in Question 7 was unnecessarily complex.

We also used the answers in Question 7 to determine who was out when seeking medical care, on the job, and at home.

In the questionnaire, there was a typographical error in the question about "medical" care so that it reads "medial." We do not believe this mistake impacted responses.

8. To the best of your ability, please estimate the following ages, if they apply to you. Mark “N.A.” if not applicable or if you have no desire to transition. Please mark each line.

	Age in years	Not applicable
Age you first recognized that you were “different” in terms of your gender.	_____	<input type="radio"/>
Age you first recognized your transgender/gender-non-conforming identity	_____	<input type="radio"/>
Age you began to live part time as a transgender/gender non-conforming person.	_____	<input type="radio"/>
Age you began to live full time as a transgender/gender non-conforming person.	_____	<input type="radio"/>
Age that you first got any kind of transgender-related medical treatment.	_____	<input type="radio"/>
Your current age	_____	<input type="radio"/>

We used this question to determine current age. We also used the age that a person “began to live full time” as the age that a person transitioned.

The answer field should be limited to accept only numerical data with ages as choices, which was not done here so we needed to clean these data. In addition, it may have been better to list current age at the beginning, to increase response rates.

There is a veritable treasure trove of information here for understanding the trajectory of coming into one’s gender identity and living as one’s preferred gender alongside such issues as health outcomes, family acceptance and discrimination. For example, future researchers could use these data to determine how recently respondents transitioned or when they transitioned by decade.

9. Do you or do you want to live full-time in a gender that is different from you gender at birth?
- Yes, I currently live full-time in a gender different from my birth gender.
 - Not full-time yet, but someday I want to.
 - No, I do not want to live full-time.

We used this answer to determine who had transitioned, who wanted to, and who did not want to. If they had transitioned, we put them in the transgender category, regardless if they did not use that term to describe themselves in Question 4.

10. What is your zip code?
ZIP _____

We used this information to determine respondents’ state of residence and region, as well as whether they were “urban” or “rural” using the RUCA system. We did not use the rural/urban classification to analyze our data but future researchers may do so.²

11. What is your race/ethnicity? **(Mark all that apply.)**
- White
 - Black or African American
 - American Indian or Alaska Native (enrolled or principal tribe) _____
 - Hispanic or Latino
 - Asian or Pacific Islander
 - Arab or Middle Eastern
 - Multiracial or mixed race

We intentionally deviated from the Census-style race question here for the purpose of brevity. Thus, we don’t have exact Census categories to match our sample with the nation as a whole, but we do have a set of categories we can align with Census data. It is usually simpler for comparative purposes to draw on existing questions in federal surveys, but we continue to believe we made the right decision.

12. What is the highest degree or level of school you have completed? Mark ONE box. If you are currently enrolled, please mark the previous grade or highest degree received.

- Elementary and/or junior high
- Some high school to 12th grade
- High school graduate - high school Diploma or the equivalent (*for example: GED*)
- Some college credit, but less than 1 year
- Technical school degree (such as cosmetology or computer technician)
- One or more years of college, no degree
- Associate degree (*for example: AA, AS*)
- Bachelor's degree (*for example: BA, AB, BS*)
- Master's degree (*for example: MA, MS, MEng, MEd, MSW, MBA*)
- Professional degree (*for example: MD, DDS, DVM, LLB, JD*)
- Doctorate degree (*for example: PhD, EdD*)

We primarily used these data after grouping respondents into categories. We developed the categories of “no high school diploma,” “high school diploma,” “some college” (which included Associate degrees and technical degrees) “college degree,” and “graduate/professional degree.” For other surveys, it may be simpler to ask about condensed categories like these. However, we opted for a question that used more specific categories so that future researchers will be able to make more precise comparisons with general population data from federal surveys. We would encourage future researchers to design questions in such a way as to best meet their needs for comparative data.

13. What is your current gross annual **household** income (before taxes)?

- Less than \$10,000
- \$10,000 to \$19,999
- \$20,000 to \$29,999
- \$30,000 to \$39,999
- \$40,000 to \$49,999
- \$50,000 to \$59,999
- \$60,000 to \$69,999
- \$70,000 to \$79,999
- \$80,000 to \$89,999
- \$90,000 to \$99,999
- \$100,000 to \$149,999
- \$150,000 to \$ 199,999
- \$200,000 to \$250,000
- More than \$250,000

We asked respondents only about household income, not individual income. Therefore, we do not know to what extent our respondents had access to the income they reported. The income ranges presented in the survey instrument vary slightly from increments commonly reported by the U.S. Census Bureau in tables and fact sheets created from the American Community Survey (ACS) and the Current Population Survey (CPS). We utilized the CPS public use data to construct income ranges that matched ranges reported on our survey instrument, allowing us to compare our sample's household income to that of the general population.

This way of asking the question did not allow us to say who was above or below the poverty line. Poverty lines are determined separately for individuals and families of various sizes, but our questions did not capture household size nor did the survey ask about income with enough specificity for us to determine whether a given household was above or below the line. This would have been important data.

Asking about household income likely slightly compromised our ability to detect the effect of discrimination on income. For example, if a transgender person who was fired from his or her job lives with a spouse who is working, all we can look at is their joint income. Or, if a gender non-conforming person was fired, and has moved back in with parents, the parents' income might be included, which would also be misleading.

Future research would get a clearer picture by looking at both individual and household income.

14. How many people live in your household?

Number _____

These data were unusable because we did not clarify whether the person should include his or herself in the answer (thus, an answer of 1 might mean they live alone or it might mean they live with one other person).

15. How many children currently rely on your income?
Number _____

This question was inartful at best. First, because of the phrase “rely on your income,” this question did not gauge how many children our respondents were raising or had raised in the past. Second, it technically doesn’t even refer to any parental status — children relying on income could refer to a grandchild or niece/nephew or anyone. Simpler, standard questions relating to parental status, number of children and child-rearing responsibilities should be used. It might also be helpful include a question about adult dependants, such as elderly parents.

See note on Question 20 for how we determined parental status.

16. What is your relationship status?
- Single
 - Partnered
 - Civil union
 - Married
 - Separated
 - Divorced
 - Widowed

This question met our analytic needs because we grouped together all of those in a relationship. Other researchers may desire to further specify “domestic partnership.” Others may also be interested in whether marriages were performed with a marriage license, which is not made clear with the question as written.

Important Note: When we say: “Because you are transgender/gender non-conforming, has one or two of these things happened to you,” we do not mean that your gender identity or expression is **causing** bad or abusive things to happen. We are trying to find out if people are **treating you differently** because you are transgender or gender non-conforming.

Notes in the text of questionnaires are generally to be avoided. We added this note after receiving feedback during testing of the questionnaire that the phrase, “because you are transgender/gender non-conforming,” was distressing to some respondents because its meaning and implication was unclear and could be interpreted as blaming a person’s gender identity and expression for societal reactions. We used the phrase throughout the survey so that we could report with confidence on the connection between the discrimination reported and a respondent being targeted based on gender identity or expression. Thus we added this note to clarify our intended meaning.

17. Because I am transgender/gender non-conforming, life in general is:
- Much improved
 - Somewhat improved
 - The same
 - Somewhat worse
 - Much worse
 - In some ways better, in some ways worse

18. Because I am transgender/gender non-conforming, my housing situation is:
- Much improved
 - Somewhat improved
 - The same
 - Somewhat worse
 - Much worse
 - In some ways better, in some ways worse

This question could have been improved by including a not applicable option for those who have not come out as transgender/gender non-conforming.

19. If you are or were employed, how has the fact that you are transgender/ gender non-conforming changed your employment situation?
- Much improved
 - Somewhat improved
 - Stayed the same
 - Somewhat worse
 - Much worse
 - In some ways better, in some ways worse
 - Not applicable. I was never employed

The not applicable answer could have been improved by also noting that the question may not apply to people who have never come out to their employer.

20. Because you are transgender/gender non-conforming, how has your situation changed as a parent?
- Much improved
 - Somewhat improved
 - Stayed the same
 - Somewhat worse
 - Much worse
 - In some ways better, in some ways worse
 - Not Applicable. I am not a parent.

We used “Not Applicable, I am not a parent,” from this question to determine parental status. Those who marked other answers were presumed to be a parent. See note in Question 15 for why this was helpful.

21. What are your current living arrangements?
- Homeless
 - Living in a shelter
 - Living in a group home facility or other foster care situation
 - Living in a nursing/adult care facility
 - Living in campus/university housing
 - Still living with parents or family you grew up with
 - Staying with friends or family temporarily
 - Living with a partner, spouse or other person who pays for the housing
 - Living in house/apartment/condo I RENT alone or with others
 - Living in house/apartment/condo I OWN alone or with others

Although this question worked for our analysis, others may be interested in what type of shelter people were in when they chose the “Living in a shelter” option.

22. Because you are transgender/gender non-conforming, have you experienced any of the following housing situations? Please mark “Not applicable” if you were never in a position to experience such a housing situation. For example, if you have always owned your home as a transgender/gender non-conforming person, you could not have been evicted.

	Yes	No	Not applicable
I moved into a less expensive home/apartment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I became homeless.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have been evicted.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was denied a home/apartment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had to move back in with family members or friends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had to find different places to sleep for short periods of time, such as on a friend's couch.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have had sex with people to sleep in their bed/at their homes or to pay rent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had to use equity in my home to pay for living expenses.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Given the high rates of youth homelessness due to parental rejection, it would have been helpful if we had added options like “I was kicked out of my family home before the age of 18” and “I was kicked out of my family home over the age of 18.”

We also believe we should have asked if respondents had ever been homeless for any reason (not necessarily because they were transgender or gender non-conforming).

Additionally, we could have differentiated between those who were denied a rental home/apartment and those who encountered bias when they attempted to buy a house.

23. If you have experienced homelessness, did you go to a shelter?
- Yes
 - No [Go to Question 25]
 - Not applicable, I never experienced homelessness [Go to Question 25]

24. Because you are transgender/gender non-conforming, did you experience any of the following when you went to a shelter?

	Yes	No
I was denied access to a shelter.	<input type="radio"/>	<input type="radio"/>
I was thrown out after they learned I was transgender.	<input type="radio"/>	<input type="radio"/>
I was harassed by residents or staff.	<input type="radio"/>	<input type="radio"/>
I was physically assaulted/attacked by residents or staff.	<input type="radio"/>	<input type="radio"/>
I was sexually assaulted/attacked by residents or staff.	<input type="radio"/>	<input type="radio"/>
I was forced to live as the wrong gender in order to be allowed to stay in a shelter.	<input type="radio"/>	<input type="radio"/>
I was forced to live as the wrong gender in order to be/feel safe in a shelter.	<input type="radio"/>	<input type="radio"/>
I decided to leave a shelter even though I had no place to go because of poor treatment/unsafe conditions.	<input type="radio"/>	<input type="radio"/>

The phrase “forced to live as the wrong gender” used above is somewhat ambiguous. Those marking “yes” could mean either “shelter staff required me to dress or live as the wrong gender in order to stay” or “I dressed/lived as the wrong gender so that I could stay at the shelter because I felt it was necessary.” We suggest future researchers clarify which is desired.

25. What is your current employment status? (Mark all that apply.)

- Full-time
- Part-time
- More than one job
- Self-employed, own your business
- Self-employed, contract worker
- Unemployed but looking
- Unemployed and stopped looking
- On disability
- Student
- Retired
- Homemaker or full-time parent
- Other, please specify _____

Our set of responses deviated from those used in surveys of the general population, so we did our best to develop categories that matched available data and met our differing analytic needs. For the purposes of this report, we developed the following categories:

“Employed,” which included both part- and full-time workers (because the U.S. Department of Labor does so in their data), and also included those who checked “more than one job.” This also included both self-employed categories if respondents did not also check “unemployed but looking.”

“Unemployed,” which included those who said they were “unemployed but looking” and contract workers, students, retirees, people on disability, and homemakers if they also checked “unemployed but looking.” To calculate unemployment rates, those who checked “unemployed and stopped looking” were not considered unemployed (and were considered “Out of the Workforce” instead) but for purposes of evaluating harassment and discrimination elsewhere in the study, those who checked “unemployed and stopped looking” were kept in the unemployed category.

“Out of the Workforce,” which included students, retirees, people on disability, and homemakers who did not check “unemployed but looking.” Those who checked “unemployed and stopped looking” were in this category if they also checked student, retiree, on disability, or homemaker. When calculating unemployment rates, those who checked “unemployed and stopped looking” were included in this category.

We also classified those who answered “Other” into the appropriate category above based on their write-in answers. For example, respondents who said they had any kind of job, such as seasonal, part time, under-employment or periodic contract work, or were about to start a job, were categorized as “employed.” Respondents who said they had been fired, were looking, or said they were doing street work were categorized as “unemployed.” Respondents who indicated they were care-giving, were on disability, were waiting for disability, had chronic illnesses, were students with no other evidence of paid work, had inherited wealth or trusts, or were in unpaid intern or volunteer positions were categorized as “out of the workforce.”

We do not have a specific recommendation about how this question should be worded for future research, and we suggest looking at Department of Labor surveys for question design.

We also recommend considering a question about union membership.

26. Have you done any of the following to avoid discrimination because you are transgender or gender non-conforming? If you are/were not employed, mark not applicable.

	Yes	No	Not applicable
Stayed in a job I'd prefer to leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Didn't seek a promotion or a raise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Changed jobs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Delayed my gender transition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hid my gender or gender transition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have not done anything to avoid discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27. Because of being transgender/gender non-conforming, which of the following experiences have you had at work? Please mark each row.

	Yes	No	Not applicable
I feel more comfortable and my performance has improved.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I did not get a job I applied for because of being transgender or gender non-conforming.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am or have been under-employed, that is working in the field I should not be in or a position for which I am over-qualified.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was removed from direct contact with clients, customers or patients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was denied a promotion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I lost my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was harassed by someone at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was the victim of physical violence by someone at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was the victim of sexual assault by someone at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was forced to present in the wrong gender to keep my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was not able to work out a suitable bathroom situation with my employer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was denied access to appropriate bathrooms.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was asked inappropriate questions about my transgender or surgical status.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was referred to by the wrong pronoun, repeatedly and on purpose.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supervisors or coworkers shared information about me that they should not have.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Generally, this question yielded extremely important results.

We could have included, "I was fired from my job" as an additional query, because "lost my job," although very informative, also included layoffs that were targeted toward an employee because of bias. This left us unable to directly answer the question of how many people were "fired." We do believe that the vast majority of those who "lost their job" were fired. However, especially because this survey was conducted just as the economic downturn of 2008-2009 was starting, it would have been helpful to have asked respondents to differentiate between, "I was fired" and "I was laid off due to bias." If drawing these distinctions, we do believe it is important to still ask about job loss, overall, because other bias-related job losses may not fall neatly into those two categories.

We could have asked more directly about demotions, which could be implied by the "removed from contact" selection but was not entirely captured.

For the first query, "I feel more comfortable and my performance has improved" may have provided us with more specific information if it had been limited to people who had transitioned while in the workforce. It might have been worded "Since I transitioned gender, I feel more comfortable and my performance has improved at work." (Those for whom it did not apply would then choose "not applicable.") This could include more specific questions about how respondents' performance or comfort has improved, such as "morale has improved," "less distracted," "less worried about being fired," etc. One might even ask an open-ended question in which respondents are given the opportunity to describe how their situation has improved for the purpose of qualitative analysis rather than quantitative findings. In addition, future researchers may be interested in asking a series of questions about the experience of transitioning on the job.

The query "forced to present in the wrong gender to keep my job" is also somewhat ambiguous. Those marking "yes" could mean either "my boss required me to present as the wrong gender when I told him I intended to transition" or "I presented as the wrong gender at

work so as to avoid potential firing.” Because the first is what we meant, and the second meaning was covered by options in Question 26, we recommend that future researchers alter the wording of this query.

Last, the “not applicable” option could have been clarified, like most of our other n/a options in the survey, to indicate that the person had not been out as transgender/gender non-conforming on the job, or had not applied for a job, or had not ever been a part of the workforce.

28. Because of being transgender or gender non-conforming, have any of the following people close to you faced any kind of job discrimination?

	Yes	No	Not applicable
Spouse or partner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children or other family member	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The wording of this question could be improved by clarifying that we were referring to the respondent’s transgender or gender non-conforming status, not that of the partner or child. The current wording could be interpreted to mean that we were asking if the respondent’s partner or child was transgender or gender non-conforming and experienced discrimination on that basis.

29. If you have ever worked for pay in the street economy, please check all activities in which you have engaged.

- Sex work/sex industry
- Drug sales
- Other, please specify _____
- Not applicable. I have never worked for pay in the street economy.

We wanted to know how many of our respondents were forced into the underground economy that leaves them at risk for arrest and other negative outcomes. Although we believe that the majority of respondents understood the question, the phrase “street economy” may not be the best phrasing. An untested alternative might be “work for money on the street.” We avoided using the terms “illegal” or “criminal,” and “prostitution” in this question because they might cause discomfort for those respondents to whom it applied; we believed that the “street economy” phrase implied that this question was about such activities.

Furthermore, in the first answer choice, “sex industry,” was included next to “sex work.” The term “sex industry” especially, but also the term “sex work,” was potentially interpreted by respondents to include work at strip clubs or in the adult entertainment industry that might not correlate with the same vulnerabilities of criminalized work. This type of legal employment may come with its own risks and could be the subject of another question or could be included in this question as a separate answer choice from the choice more clearly about prostitution, such as “Prostitution” or “sex for pay” or “sex for pay or food.”

Other activities that could have been included are busking (performing on the street for money) and panhandling.

30. Based on being transgender/gender non-conforming, please check whether you have experienced any of the following in these public spaces. **(Mark all that apply.)**

	Denied equal treatment or service	Verbally harassed or disrespected	Physically attacked or assaulted	Not applicable. I have not tried to access this.	Not applicable. I do not present as transgender here.	Not applicable. I did not experience these negative outcomes.
Retail store	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hotel or restaurant	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bus, train, or taxi	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Airplane or airport staff/TSA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Doctor's office or hospital	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emergency Room	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rape crisis center	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domestic violence shelter/program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mental health clinic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Drug treatment program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ambulance or EMT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Govt. agency/official	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Police officer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Judge or court official	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Legal services clinic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

We used the answers to these questions for access to health care, public accommodations, and to develop our data on bias-motivated violence. In retrospect, it would have been more valuable to differentiate between being “denied service” and being denied “equal treatment or service.” For the vast majority of these categories, we do not have data on refusal to serve altogether. (Later in the health section, with Question 33, we do ask about denial of treatment by doctors and other medical providers, so we do have data for that category alone.)

Our category, “Ambulance and EMT,” could have been “Ambulance/EMT/Medics” in order to designate a wider range of possible responders.

Also, our inclusion of three “not applicable” options may have been confusing. This is important because when calculating our results, we generally removed respondents for whom a question was not applicable from the analysis of that question. For this question, the second “not applicable” option, “Not applicable, I did not experience these negative outcomes,” should have simply been about facing no negative outcomes without a “not applicable” label in front of it. It should also have been placed before, “Not applicable, I have not tried to access this.” Additionally, the two remaining “not applicable” responses could have been combined.

This question also did not ask (nor did any other question) about harassment/assault that may have happened as the respondents were spending time in public generally, as opposed to in one of the specific places. Had we done so, we would have been able to have a better overall sense of harassment and hate crimes. Also, hate crimes can be broader than harassment and violence — for example, vandalism. When the survey was designed, we made the decision not to ask a series of questions on hate crimes and instead limited the questionnaire to broader instances of discrimination. Therefore, the survey data do not give a full picture of hate crimes committed against transgender and gender non-conforming people, which is unfortunate given the paucity of data on this severe problem.

31. Have you ever interacted with the police as a transgender/gender non-conforming person?
- Yes [Go to Question 32]
 - No [Go to Question 33]

Depending on the purpose of additional research, researchers may want to differentiate between interactions where the respondent was a crime victim, an alleged perpetrator or some other interaction.

32. Because of being transgender/gender non-conforming, which of the following experiences have you had in your interaction with the police? **(Mark all that apply.)**

- Officers generally have treated me with respect
- Officers generally have treated me with disrespect
- Officers have harassed me
- Officers have physically assaulted me
- Officers have sexually assaulted me

33. As a transgender/gender non-conforming person, how comfortable do you feel seeking help from the police?

- Very comfortable
- Somewhat comfortable
- Neutral
- Somewhat uncomfortable
- Very uncomfortable

34. Because of being transgender/gender non-conforming, have you ever been arrested or held in a cell?

- Yes
- No

This question could be clarified to allow respondents to indicate if they were not committing a crime and were arrested/held anyway, or if they were targeted for additional scrutiny by police because they were transgender or gender non-conforming.

35. Have you ever been sent to jail or prison for any reason?

- Yes [Go to Question 36]
- No [Go to Question 38]

In this question, we did not explore a) why respondents were in jail, b) when in the course of their transgender journey it happened and c) whether it was related to their being transgender or gender non-conforming. This is an area ripe for additional research.

To have better data for comparison to general population incarceration rates, it would be helpful to break out jail and prison. Prison data for the general population is much more readily available for comparison.

36. How long were you in jail or prison, total?

- Under six months
- Six months to a year
- One to three years
- Three to five years
- Five to ten years
- Ten or more years

37. If you were jailed or in prison, have you ever experienced any of the following because of being transgender/gender non-conforming? **(Mark all that apply in each category.)**

	Harassed	Physically assaulted or attacked	Sexually assaulted or attacked	Denied hormones	Denied regular medical care
From other inmates	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
From correctional officers or staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

38. Have you attended school at any level (elementary school or higher) as a transgender/gender non-conforming person?

- Yes [Go to Question 39]
- No [Go to Question 41]

We used this question to determine whether or not a respondent was out as transgender or was openly expressing gender non-conforming appearance or behavior at school. If the respondent indicated “no” but still answered question 39, we excluded their answers.

When it came time to analyze the data, we realized that we could not distinguish whether respondents were self-reporting a transgender identity at school, or whether they were gender non-conforming, regardless of their identity today. Furthermore, it is possible that some answered “yes” even though they were not out or expressing any gender non-conformity at all. While some nuances were lost, these data nonetheless provided valuable information about school-based discrimination our respondents faced. An untested alternative would be, “While attending school, did you (a) openly identify as transgender, (b) express gender non-conformity, or (c) did not openly identify as transgender or express gender non-conformity.”

39. Because you are transgender/gender non-conforming, have you been a target of harassment, discrimination or violence at school? (Mark all that apply.)

	Did not attend such a school	Not out as transgender or gender non-conforming at that point	Harassed or bullied by students	Harassed or bullied by teachers or staff	Physically assaulted or attacked by students	Physically assaulted or attacked by teachers or staff	Sexually assaulted or attacked by students	Sexually assaulted or attacked by teachers or staff	Expelled, thrown out, or denied enrollment	Not applicable. I did not experience these negative outcomes.
Elementary school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Junior high/middle school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
High School	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
College	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Graduate or professional school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Technical school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The data generated by this chart was extremely valuable and very complex to analyze. It may have been easier to have used simplified categories. Also, to determine whether respondents were openly transgender versus gender non-conforming at each school level, a more complex set of responses would need to be developed.

Like Question 30, the “not applicable” responses here may have been confusing. We treated “did not attend such a school” and “not out as transgender or gender non-conforming at that point,” as the true “not applicable” responses, taking those who marked them out of the analysis for that part of the question altogether, but factored in (counted as “no” responses) those who marked “Not Applicable, I did not experience these negative outcomes.” Also, the physical positions of these two response options on the printed page (and online version) should have been switched — with “did not attend such a school” being labeled “not applicable” and with “not applicable” removed from “I did not experience these negative outcomes.”

Last, it may have been clearer to change the words “you are” in the beginning of the question to “I am/was”) because some people are thinking of past experiences to answer this question.

40. Because I am/was transgender/gender non-conforming, which of the following statements are true?

	Yes	No	Not applicable
I had to leave school because the harassment was so bad.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had to leave school for financial reasons related to my transition.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I lost or could not get financial aid or scholarships.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was not allowed to have any housing on campus.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was not allowed gender appropriate housing on campus.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was not allowed to use the appropriate bathrooms or other facilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

This question was very valuable. However, it did not distinguish between K-12 and college/technical/graduate school, though some questions like housing and scholarships are more applicable to higher education. For simplicity, it might have been better to separate these questions by school level.

We should have included a question about whether or not “teachers or professors, repeatedly and on purpose, failed to call me by my chosen name or pronouns” and one that asked “I was required to wear clothing that did not match my gender identity.”

41. What type of health insurance do you have? If you have more than one type of coverage, check the ONE that you usually use to cover doctor and hospital bills.

- I have NO health insurance coverage
- Insurance through a current or former employer (employee health plan, COBRA, retiree benefits)
- Insurance through someone else's employer (spouse, partner, parents, etc.)
- Insurance you or someone in your family purchased
- Medicare
- Medicaid
- Military health care/Champus/Veterans Administration/Tri-Care
- Student insurance through college or university
- Other public (such as state or county level health plans, etc.)
- Other, please specify _____

We believe it might have been helpful to have clarified the Medicaid choice as “medicaid/public insurance you get from your state” since in many states, people may know it by a state-specific name, such as MediCal.

42. What kind of place do you go to most often when you are sick or need advice about your health? (check one)

- Emergency room
- Doctor's office
- Health clinic or health center that I or my insurance pays for
- Free health clinic
- V.A. (veteran's) clinic or hospital
- Alternative medicine provider (acupuncture, herbalist)
- Not applicable. I do not use any health care providers

For our purposes, the answers to this question were primarily important in terms of those who answered “Emergency room,” because we lacked comparable information about the general population for most other answer choices. Future researchers may look more deeply into these data.

43. Because you are transgender/gender non-conforming, have you had any of the following experiences? (Please check an answer for each row. If you have NEVER needed medical care, please check “Not applicable”)

	Yes	No	Not applicable
I have postponed or not tried to get needed medical care when I was sick or injured because I could not afford it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have postponed or not tried to get checkups or other preventive medical care because I could not afford it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have postponed or not tried to get needed medical care when I was sick or injured because of disrespect or discrimination from doctors or other healthcare providers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have postponed or not tried to get checkups or other preventive medical care because of disrespect or discrimination from doctors or other healthcare providers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A doctor or other provider refused to treat me because I am transgender/gender non-conforming.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had to teach my doctor or other provider about transgender/gender non-conforming people in order to get appropriate care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

44. Please mark below if you received health care related to being transgender/ gender non-conforming.

	Do not want it	Want it someday	Have had it	Not applicable
Counseling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hormone treatment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Top/chest/breast surgery (chest reduction, enlargement, or reconstruction)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Male-to-female removal of the testes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Male-to-female genital surgery (removal of penis and creation of a vagina, labia, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Female-to-male hysterectomy (removal of the uterus and/or ovaries)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Female-to-male genital surgery (clitoral release/metoidioplasty/creation of testes)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Female-to-male phalloplasty (creation of a penis)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In this question, we tried to balance medically precise and politically acceptable terms with language that would be accessible to all. Although our final questions were not always consistent, we still believe that the inclusion of medical terms along with more general descriptions of the various surgeries was valuable. In retrospect, the terms vaginoplasty and orchiectomy should have been included. We also used the term “genital surgery” in conjunction with clitoral release and creation of testes, which may have implied that other surgeries we listed, including the creation of a penis, the removal of ovaries, and the reduction or enlargement of breasts, are not also genital surgeries.

We should have asked about facial feminization surgery in this question. There are also a range of other procedures that we also should have asked about, such as “laser hair removal or electrolysis” and “surgery to create a more feminine or masculine shape elsewhere on the body.”

We did not differentiate between respondents who acquired hormones without a prescription (such as purchasing them online or on the street) and those who did, and it would be helpful to know this information. (This could have been done by having two hormone categories: “hormone treatment, from a doctor” and “hormone treatment, from online street or other sources.”)

We didn’t ask about medical treatments that are not supervised by licensed/trained medical professionals, another question that would have been valuable. These queries could have been made in this question, or could have been made in a different question that centered around non-medically supervised care, such as the following untested question: “I have acquired the following care NOT supervised by doctors, such as online or buying it on the street: 1) hormones, 2) silicone injections, 3) chest/breast (top) surgeries, 4) lower/bottom surgeries.”

45. Please tell us how much the following procedures have cost if you have had them, or mark the box that says I have NOT had this procedure.

	My insurance paid for some or all of this and my out of pocket cost was:	My insurance did NOT pay for this and my out of pocket cost was:	I have NOT had this procedure	Don't know
Hormone treatment , average MONTHLY cost	_____	_____	<input type="radio"/>	<input type="radio"/>
Visits to the doctor to monitor hormone levels, average YEARLY cost	_____	_____	<input type="radio"/>	<input type="radio"/>
Chest/breast/top surgeries and reconstructions/reductions/enhancements TOTAL cost	_____	_____	<input type="radio"/>	<input type="radio"/>
Genital/bottom surgeries TOTAL cost	_____	_____	<input type="radio"/>	<input type="radio"/>
Facial surgeries TOTAL cost	_____	_____	<input type="radio"/>	<input type="radio"/>
Other transition-related health care TOTAL cost. Please describe type of care here. Other	_____	_____	<input type="radio"/>	<input type="radio"/>

This question was confusing for respondents and for analysts alike. At this point, we have not attempted to tabulate the data for it, although we do think there is usable data that could be gleaned from it. We recommend that future researchers develop a different way of capturing these data and test the question extensively before putting it in the field. Also, a simpler question meant only to determine whether insurance companies were covering transition-related care could have been utilized.

46. Have you ever received a gender-related mental health diagnosis?

- No
- Yes. My diagnosis: _____

Those interested in deeper analysis around gender-related mental health diagnoses may want to capture whether respondents' desired to receive a diagnosis or why they sought it out (for example, because some doctors and surgeons provide care only to patients who have received a gender identity diagnosis after evaluation by a mental health professional). These patients may request a diagnosis from a mental health provider, and may receive it, without the clinician or patient truly seeing it as a mental health diagnosis. The perceived stigma attached with mental health diagnoses may impact the treatment patients seek and their response to this question.

47. Not including any gender-related mental health diagnosis, do you have a disability (physical, learning, mental health) that substantially affects a major life activity?

- Yes
- No [Go to Question 49]

48. What is your disability? (Mark all that apply.)

- Physical condition
- Learning disability
- Mental health condition

Questions 47 and 48 were not standard questions used on federal surveys and we suggest future researchers investigate questions used more widely.

Future researchers may also want to add another question series to differentiate between disabilities that might be a result of, or aggravated by, discrimination (e.g. depression, anxiety, HIV, etc.) For example, it may be useful to ask a question along these lines (although we are not suggesting this particular wording): "Do you have or did you have any of these health or mental health conditions because of discrimination/rejection because you are transgender or gender non-conforming, or stress from that discrimination/rejection: 1) anxiety, 2) clinical or severe depression, 3) alcohol abuse, 4) drug abuse, 5) heart conditions, 6) weight problems, 7) anorexia, 8) auto-immune problems, 9) smoking, 10) HIV."

We also could have asked about a range of health, including mental health, conditions NOT necessarily connected to discrimination.

49. What is your HIV status?

- HIV negative
- HIV positive
- Don't know

Note that we did not ask how people knew of their HIV status, for example, whether or not they have been tested.

50. I drink or misuse drugs to cope with the mistreatment I face or faced as a transgender or gender non-conforming person.

- Yes
- Yes, but not currently
- No
- Not applicable. I face no mistreatment.

Future researchers may be interested in asking about general usage of alcohol and drugs that was not connected to discrimination that respondents face in order to better compare with general population data. Also, we could have asked separately about alcohol and drugs.

Furthermore, those who are interested in delving deeper into this topic may ask whether drinking (or using drugs) increased or decreased after transition, or if it was connected to a major life event, such as losing a job, getting divorced, etc.

51. Have you ever smoked 100 cigarettes in your life?

- Yes
- No

We selected these and the following standard smoking-related questions, working with the Network for LGBT Tobacco Control, replicating questions on federal and state tobacco surveys and allowing us to compare the prevalence of smoking in our sample with the general population.

52. Do you now smoke daily, occasionally, or not at all?

- Daily
- Occasionally
- Not at all

53. If you now smoke, would you like to quit?

- Yes
- No
- Not applicable, I do not smoke now

54. Have you ever attempted suicide?

- Yes
- No

Some of the most devastating and most important results from the survey came from this question, which was almost not included because we knew we could not delve deeply enough into the topic and because it made the institutional review process more difficult because the question conceivably could trigger or retrigger thoughts of suicide among respondents. Thus, we included, at the beginning of the survey, a suicide resource, The Trevor Project, which agreed to serve both adult and youth callers. And, in fact, we did receive two calls from respondents who were distressed from filling out the survey and were able to appropriately refer them; we are not sure how many may have called The Trevor Project.

We are incredibly grateful that we included this question. We recommend that future researchers carefully consider how to construct a more complex set of questions about suicidality by looking at federal and other surveys. We recommend that future questions differentiate between attempts at different stages of a respondent’s life. Additionally future studies might differentiate between attempts in the last year as opposed to over a person’s life span to compare to the many studies that only ask about the last year. Furthermore, it would be helpful to ask about ideation and connection with depressive episodes or other mental health conditions.

55. Because of being transgender/gender non-conforming, have you lived through any of the following family issues? If a situation does not apply to you, please mark “Not applicable.”

	Yes	No	Not applicable
My family is as strong today as before I came out.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My family relationships are slowly improving after coming out.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My relationship with my spouse or partner ended.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My ex limited or stopped my relationship with my children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A court/judge limited or stopped my relationship with my children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My children chose not to speak with me or spend time with me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My parents or family chose not to speak with me or spend time with me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was a victim of domestic violence by a family member.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have lost close friends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

As mentioned in relation to Question 22, we didn’t ask whether respondents’ parents or guardians forced them to leave the family home for being transgender or gender non-conforming. This question could be included in this batch of question as opposed to in the housing question.

The statement “my relationship with my spouse or partner ended” could have been clarified to indicate “when I came out to them or when I transitioned.”

The statement “I was a victim of domestic violence by a family member” did not distinguish between violence at the hands of parents, siblings and other family members, and intimate partners. Nor did it ask about violence not motivated by bias. If the ability to compare to general population data is desired, this question needs to be further divided.

In a couple of these questions, respondents might be confused whether or not they should mark “no” or “not applicable.” For example, for “A court/judge limited or stopped my relationship with my children” a respondent might indicate “no” when they were divorced by mutual agreement with their spouse, which included agreement about custody of children, but never went in front of a judge to decide custody. We would want them to choose “not applicable” in that scenario but they may have chosen “no.” Thus, redoing the entire structure of this question might better assist respondents to select the appropriate answer choices.

56. Please mark the appropriate response about adoption and foster parenting as a transgender/gender non-conforming person.

	Yes, my partner's child or children	A child related to me	Yes, a child previously unknown to me	No, I have not tried
I have successfully adopted or fostered a child.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I tried to adopt or foster a child and was rejected.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

This question could be improved by specifying whether respondents are to report only official adoptions and foster care placements or unofficial assumption of the parental role. Furthermore, we suspect that those who adopted or fostered a child before they came out as transgender or gender non-conforming may have answered yes. Altering the wording of this question should be able to capture whether the adoption or placement happened before or after coming out and/or transition. Also, the question did not distinguish between adoptions arranged by agencies versus those prompted through changing family circumstances. For these reasons, we made the difficult decision to not report on the results of this question because we believe our respondents misunderstood what turned out to be a poorly-worded question.

57. For each of the following documents, please check whether or not you have been able (allowed) to change the documents or records to reflect your current gender. Mark "Not applicable" if you have no desire to change the gender on the document listed.

	Yes, changes allowed	No, changes denied	Not tried	Not applicable
Birth certificate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Drivers license and/or state issued non-driver ID	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social Security records	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Passport	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work ID	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Military discharge papers (DD214 or DD215)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health insurance records	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student records	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional licenses or credentials	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

From examining the data, we suspect that many respondents chose "not tried" when likely they did not have that particular document and "not applicable" would have been a more accurate choice. Part of this could be due to our instructions asking respondents to "mark 'not applicable' if you have no desire to change the gender on the document listed." We should also have said to mark "not applicable" if they did not have such documents as passports or military discharge papers. However, we also suspect that many may have simply checked the same box (yes on everything, no on everything, etc.) due to the form of this question, which lends itself to repetitive answers as opposed to carefully considered ones for each line.

Those able to do deeper analysis may be interested in whether or not respondents were able to update names on these IDs and records and may want to expand the list to include credit reporting agencies and name on credit card.

58. Have you or your employer ever received notice that the gender your employer has listed for you does not match the gender the government has listed for you?

- Yes
- No
- Not applicable

The relevancy of this question in future studies depends on whether the Social Security Administration continues or ceases such notifications to employers.

59. Have you ever received notice from your state motor vehicle agency that the gender on your driver's license does not match the gender the federal government has listed for you with Social Security?

- Yes
- No
- Not applicable

60. Thinking about all of your IDs and records, which of the following statements is most true?

- All of my IDs and records list the gender I prefer.
- Some of my IDs and records list the gender I prefer.
- None of my IDs and records list the gender I prefer.

61. When I present documents with my name and gender (like a driver's license or a passport) that do not match the gender I present as: **(Mark all that apply.)**

- I have been harassed.
- I have been assaulted/attacked.
- I have been asked to leave.
- I have had no problems.
- Not applicable. I have only presented documents that match.

62. Please check what you believe are the **four** most important policy priorities affecting transgender/gender non-conforming people in the U.S.

- HIV prevention, education and treatment
- Better policies on gender and identity documents and other records
- Passing anti-bullying laws that make schools safer
- Transgender/gender non-conforming prisoner's rights
- Immigration policy reform (such as asylum or partner recognition)
- Allowing transgender/gender non-conforming people to serve in the military
- Access to transgender-sensitive health care
- Getting transgender-related health care covered by insurance
- Protecting trans/gender non-conforming people from discrimination in hiring and at work
- Protecting transgender/gender non-conforming people from discrimination in housing
- Passing laws that address hate crimes against transgender/gender non-conforming people
- The right of transgender/gender non-conforming people to parent, including adoption
- The right to equal recognition of marriages involving transgender partners

This question was added as a way to at least superficially gauge respondents' policy priorities. Because there was only one question on this topic, the findings to this question are interesting, but cannot be considered to be an accurate representation of community or individual priorities. It might also be helpful in future studies to allow participants to rank their choices or write in other options.

63. What is your U.S. citizenship status?

- U.S. citizen
- Documented non-citizen
- Undocumented non-citizen

64. Are you registered to vote?

- Yes
- No

This question could be expanded or altered to ask about participation in the last presidential election or last election.

65. Have you ever been a member of the armed forces?

- Yes [Go to Question 66]
- No [Go to Question 67]
- I was denied entry because I am transgender/gender non-conforming [Go to Question 67]

66. Were you discharged from the service because of being transgender/gender non-conforming?

- Yes
- No or still in the military

The answer choices for this question could have separated out "no" and "still in the military."

67. What are your household's current sources of income? (Mark all that apply.)

- Paycheck from a your or your partner's job
- Money from a business, fees, dividends or rental income
- Aid such as TANF; welfare; WIC; public assistance; general assistance; food stamps or SSI
- Unemployment benefits
- Child support or alimony
- Social security, workers comp, disability, veteran's benefits or pensions
- Inherited wealth
- Pay from street economies (sex work, other sales)
- Other, please specify _____

We did not report on the results of this question but future researchers may find these data useful. If we were constructing a shorter survey, this question would be a candidate for deletion.

Note that we did not have a question numbered 68.

69. What is your sexual orientation?

- Gay/Lesbian/Same-gender attraction
- Bisexual
- Queer
- Heterosexual
- Asexual
- Other, please specify _____

Having the “other, please specify” option cost resources to be spent re-categorizing certain people based on their response which future researchers may want to avoid. There were very few true “others” that didn’t approximate the concepts that were listed. On the other hand, this option allowed us to capture a sense of diversity in respondents’ sexual orientations and the language used to describe them.

70. Anything else you'd like to tell us about your experiences of acceptance or discrimination as a transgender/gender non-conforming person?

This question generated over 200 pages of text. Excerpted quotes were included throughout the report. We believe these narratives brought the data to life in a way that was invaluable.

Other Questions

There were a few other questions, other than those in the survey instrument and suggested above, that we believe should be considered by future researchers. We will not go into the long list of questions that ended up not being used, but instead offer a few other areas for potential research:

- **Religion** We wish we had asked about what religion (if any) respondents were raised and what their current religious affiliation (if any) was. We especially wanted to know how this question correlated with or had a protective affect against suicidality, family rejection, and poor health outcomes. Those who are interested in delving deeper may want to ask about being out in and acceptance in religious communities as well as rejection by religious communities, potentially both in the communities respondents were raised in or those they participate(d) in since then.
- **Child abuse, including sexual abuse** Future researchers might ask about these traumatic childhood experiences, separate from and/or motivated by a child's transgender identity or gender non-conformity.
- **Physical and sexual assault** We asked about physical and sexual assault in a variety of contexts (in high school, in medical settings, etc.), but not in general, so we do not have overall rates of physical and sexual assault. We also did not ask about assault not motivated by a person's transgender or gender non-conforming status. Future researchers may want to do so.

Endnotes

- 1 We plan to provide the dataset to additional researchers to perform deeper or different analysis.
- 2 For more information about the RUCA system, see <http://depts.washington.edu/uwruca/>.

APPENDIX C:

THE SURVEY INSTRUMENT (PAPER COPY)

Before using questions from the survey instrument, please read Appendix B: Survey Instrument – Issues and Analysis.

National Survey on Transgender Experiences of Discrimination in the U.S.

Purpose

You are invited to participate in a research project regarding transgender and gender non-conforming people in the United States. Your responses will be part of an important report on transgender people's experiences of discrimination in housing, employment, health care and education.

Procedures

You will be asked to complete the attached survey. Your participation and responses are confidential. Please answer the questions as openly and honestly as possible. You may skip questions. The survey will take about 20 minutes to complete. You must be 18 years of age or older to participate. When you have completed the survey, please return it in the enclosed envelope directly to:

Susan Rankin, Ph.D.
Research Associate, Center for the Study of Higher Education
Pennsylvania State University
University Park, PA 16802
814-863-2655

Comments provided will be analyzed using content analysis and submitted as an appendix to the survey report. Quotes from submitted comments will also be used throughout the report to give "voice" to the quantitative data.

Discomforts and Risks

There are no risks in participating in this research beyond those experienced in everyday life. Some of the questions are personal and might cause discomfort. In the event that any questions asked are disturbing, you may stop responding to the survey at any time. Participants who experience discomfort are encouraged to contact:

The Trevor Project

866-4-U-TREVOR

The Trevor Helpline is the only national crisis and suicide prevention helpline for gay, lesbian, bisexual, transgender and questioning youth; the Helpline can also help transgender and gender non-conforming adults. The Helpline is a free and confidential service that offers hope and someone to talk to, 24/7. Trained counselors listen and understand without judgment.

Benefits

The results of the survey will be part of an important report on discrimination against transgender people by the National Center for Transgender Equality and the National Gay and Lesbian Task Force to help create better opportunities for transgender and gender non-conforming people. We are grateful to Penn State University's Center for the Study of Higher Education for hosting the survey and maintaining the integrity of our data.

Statement of Confidentiality

You will not be asked to provide any identifying information, such as your name, and information you provide on the survey will remain confidential. In the event of any publication or presentation resulting from the research, no personally identifiable information will be shared. Please also remember that you do not have to answer any question or questions about which you are uncomfortable.

Voluntary Participation

Participation in this research is voluntary. If you decide to participate, you do not have to answer any questions on the survey that you do not wish to answer. **Individuals will not be identified and only group data will be reported** (e.g., the analysis will include only aggregate data). By completing the survey, your informed consent will be implied. Please note that you can choose to withdraw your responses at any time before you submit your answers. Refusal to take part in this research study will involve no consequences.

Right to Ask Questions

You can ask questions about this research.

Questions concerning this project should be directed to:

Justin Tanis
National Center for Transgender Equality
1325 Massachusetts Avenue, NW Suite 700
Washington, DC 20005
202-903-0112
jtanis@nctequality.org

OR

Susan Rankin, Ph.D
Research Associate, Center for the Study of Higher Education
Pennsylvania State University
University Park, PA 16802
814-863-2655
sxr2@psu.edu

Completion of the survey indicates your consent to participate in this study. It is recommended that you keep this statement for your records.

Directions

Please read and answer each question carefully. For each answer, darken the appropriate oval completely. If you want to change an answer, erase your first answer completely and darken the oval of your new answer. You may decline to answer specific questions.

“**Transgender/gender non-conforming**” describes people whose gender identity or expression is different, at least part of the time, from the sex assigned to them at birth.

1. Do you consider yourself to be transgender/gender non-conforming in any way?
 - Yes
 - No. If no, do NOT continue.

2. What sex were you assigned at birth, on your original birth certificate?
 - Male
 - Female

3. What is your primary gender identity today?
 - Male/Man
 - Female/Woman
 - Part time as one gender, part time as another
 - A gender not listed here, please specify _____

4. For each term listed, please select to what degree it applies to you.

	Not at all	Somewhat	Strongly
Transgender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transsexual	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
FTM (female to male)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
MTF (male to female)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intersex	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender non-conforming or gender variant	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Genderqueer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Androgynous	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feminine male	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Masculine female or butch	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A.G. or Aggressive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Third gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cross dresser	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Drag performer (King/Queen)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Two-spirit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. People can tell I'm transgender/gender non-conforming even if I don't tell them.
 - Always
 - Most of the time
 - Sometimes
 - Occasionally
 - Never

6. I tell people that I'm transgender/gender non-conforming. (Mark all that apply.)

- Never
- People who are close friends
- Casual friends
- Work colleagues
- Family
- Everyone

7. How many people know or believe you are transgender/gender non-conforming in each of the following settings? Mark all that apply.

	None	A few	Some	Most	All	Not applicable
At home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In private social settings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In public social settings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When seeking medical care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. To the best of your ability, please estimate the following ages, if they apply to you. Mark "N.A." if not applicable or if you have no desire to transition. Please mark each line.

	Age in years	Not applicable
Age you first recognized that you were "different" in terms of your gender.	_____	<input type="radio"/>
Age you first recognized your transgender/gender-non-conforming identity	_____	<input type="radio"/>
Age you began to live part time as a transgender/gender non-conforming person.	_____	<input type="radio"/>
Age you began to live full time as a transgender/gender non-conforming person.	_____	<input type="radio"/>
Age that you first got any kind of transgender-related medical treatment.	_____	<input type="radio"/>
Your current age	_____	

9. Do you or do you want to live full-time in a gender that is different from you gender at birth?

- Yes, I currently live full-time in a gender different from my birth gender.
- Not full-time yet, but someday I want to.
- No, I do not want to live full-time.

10. What is your zip code?

ZIP _____

11. What is your race/ethnicity? (Mark all that apply.)

- White
- Black or African American
- American Indian or Alaska Native (enrolled or principal tribe) _____
- Hispanic or Latino
- Asian or Pacific Islander
- Arab or Middle Eastern
- Multiracial or mixed race

12. What is the highest degree or level of school you have completed? Mark ONE box. If you are currently enrolled, please mark the previous grade or highest degree received.

- Elementary and/or junior high
- Some high school to 12th grade
- High school graduate - high school Diploma or the equivalent (*for example: GED*)
- Some college credit, but less than 1 year
- Technical school degree (such as cosmetology or computer technician)
- One or more years of college, no degree
- Associate degree (*for example: AA, AS*)
- Bachelor's degree (*for example: BA, AB, BS*)
- Master's degree (*for example: MA, MS, MEng, MEd, MSW, MBA*)
- Professional degree (*for example: MD, DDS, DVM, LLB, JD*)
- Doctorate degree (*for example: PhD, EdD*)

13. What is your current gross annual **household** income (before taxes)?

- Less than \$10,000
- \$10,000 to \$19,999
- \$20,000 to \$29,999
- \$30,000 to \$39,999
- \$40,000 to \$49,999
- \$50,000 to \$59,999
- \$60,000 to \$69,999
- \$70,000 to \$79,999
- \$80,000 to \$89,999
- \$90,000 to \$99,999
- \$100,000 to \$149,999
- \$150,000 to \$ 199,999
- \$200,000 to \$250,000
- More than \$250,000

14. How many people live in your household?

Number _____

15. How many children currently rely on your income?

Number _____

16. What is your relationship status?

- Single
- Partnered
- Civil union
- Married
- Separated
- Divorced
- Widowed

Important Note: When we say: "Because you are transgender/gender non-conforming, has one or two of these things happened to you," we do not mean that your gender identity or expression is **causing** bad or abusive things to happen. We are trying to find out if people are **treating you differently** because you are transgender or gender non-conforming.

17. Because I am transgender/gender non-conforming, life in general is:

- Much improved
- Somewhat improved
- The same
- Somewhat worse
- Much worse
- In some ways better, in some ways worse

18. Because I am transgender/gender non-conforming, my housing situation is:

- Much improved
- Somewhat improved
- The same
- Somewhat worse
- Much worse
- In some ways better, in some ways worse

19. If you are or were employed, how has the fact that you are transgender/ gender non-conforming changed your employment situation?

- Much improved
- Somewhat improved
- Stayed the same
- Somewhat worse
- Much worse
- In some ways better, in some ways worse
- Not applicable. I was never employed

20. Because you are transgender/gender non-conforming, how has your situation changed as a parent?

- Much improved
- Somewhat improved
- Stayed the same
- Somewhat worse
- Much worse
- In some ways better, in some ways worse
- Not Applicable. I am not a parent.

21. What are your current living arrangements?

- Homeless
- Living in a shelter
- Living in a group home facility or other foster care situation
- Living in a nursing/adult care facility
- Living in campus/university housing
- Still living with parents or family you grew up with
- Staying with friends or family temporarily
- Living with a partner, spouse or other person who pays for the housing
- Living in house/apartment/condo I RENT alone or with others
- Living in house/apartment/condo I OWN alone or with others

22. Because you are transgender/gender non-conforming, have you experienced any of the following housing situations? Please mark "Not applicable" if you were never in a position to experience such a housing situation. For example, if you have always owned your home as a transgender/gender non-conforming person, you could not have been evicted.

	Yes	No	Not applicable
I moved into a less expensive home/apartment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I became homeless.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have been evicted.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was denied a home/apartment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had to move back in with family members or friends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had to find different places to sleep for short periods of time, such as on a friend's couch.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have had sex with people to sleep in their bed/at their homes or to pay rent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had to use equity in my home to pay for living expenses.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. If you have experienced homelessness, did you go to a shelter?

- Yes
- No [Go to Question 25]
- Not applicable, I never experienced homelessness [Go to Question 25]

24. Because you are transgender/gender non-conforming, did you experience any of the following when you went to a shelter?

	Yes	No
I was denied access to a shelter.	<input type="radio"/>	<input type="radio"/>
I was thrown out after they learned I was transgender.	<input type="radio"/>	<input type="radio"/>
I was harassed by residents or staff.	<input type="radio"/>	<input type="radio"/>
I was physically assaulted/attacked by residents or staff.	<input type="radio"/>	<input type="radio"/>
I was sexually assaulted/attacked by residents or staff.	<input type="radio"/>	<input type="radio"/>
I was forced to live as the wrong gender in order to be allowed to stay in a shelter.	<input type="radio"/>	<input type="radio"/>
I was forced to live as the wrong gender in order to be/feel safe in a shelter.	<input type="radio"/>	<input type="radio"/>
I decided to leave a shelter even though I had no place to go because of poor treatment/unsafe conditions.	<input type="radio"/>	<input type="radio"/>

25. What is your current employment status? (Mark all that apply.)

- Full-time
- Part-time
- More than one job
- Self-employed, own your business
- Self-employed, contract worker
- Unemployed but looking
- Unemployed and stopped looking
- On disability
- Student
- Retired
- Homemaker or full-time parent
- Other, please specify _____

26. Have you done any of the following to avoid discrimination because you are transgender or gender non-conforming? If you are/were not employed, mark not applicable.

	Yes	No	Not applicable
Stayed in a job I'd prefer to leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Didn't seek a promotion or a raise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Changed jobs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Delayed my gender transition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hid my gender or gender transition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have not done anything to avoid discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27. Because of being transgender/gender non-conforming, which of the following experiences have you had at work? Please mark each row.

	Yes	No	Not applicable
I feel more comfortable and my performance has improved.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I did not get a job I applied for because of being transgender or gender non-conforming.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am or have been under-employed, that is working in the field I should not be in or a position for which I am over-qualified.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was removed from direct contact with clients, customers or patients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was denied a promotion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I lost my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was harassed by someone at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was the victim of physical violence by someone at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was the victim of sexual assault by someone at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was forced to present in the wrong gender to keep my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was not able to work out a suitable bathroom situation with my employer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was denied access to appropriate bathrooms.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was asked inappropriate questions about my transgender or surgical status.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was referred to by the wrong pronoun, repeatedly and on purpose.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supervisors or coworkers shared information about me that they should not have.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28. Because of being transgender or gender non-conforming, have any of the following people close to you faced any kind of job discrimination?

	Yes	No	Not applicable
Spouse or partner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children or other family member	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. If you have ever worked for pay in the street economy, please check all activities in which you have engaged.

- Sex work/sex industry
- Drug sales
- Other, please specify _____
- Not applicable. I have never worked for pay in the street economy.

30. Based on being transgender/gender non-conforming, please check whether you have experienced any of the following in these public spaces. **(Mark all that apply.)**

	Denied equal treatment or service	Verbally harassed or disrespected	Physically attacked or assaulted	Not applicable. I have not tried to access this.	Not applicable. I do not present as transgender here.	Not applicable. I did not experience these negative outcomes.
Retail store	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hotel or restaurant	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bus, train, or taxi	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Airplane or airport staff/TSA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Doctor's office or hospital	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emergency Room	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rape crisis center	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domestic violence shelter/program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mental health clinic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Drug treatment program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ambulance or EMT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Govt. agency/official	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Police officer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Judge or court official	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Legal services clinic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

31. Have you ever interacted with the police as a transgender/gender non-conforming person?

- Yes [Go to Question 32]
- No [Go to Question 33]

32. Because of being transgender/gender non-conforming, which of the following experiences have you had in your interaction with the police? **(Mark all that apply.)**

- Officers generally have treated me with respect
- Officers generally have treated me with disrespect
- Officers have harassed me
- Officers have physically assaulted me
- Officers have sexually assaulted me

33. As a transgender/gender non-conforming person, how comfortable do you feel seeking help from the police?

- Very comfortable
- Somewhat comfortable
- Neutral
- Somewhat uncomfortable
- Very uncomfortable

34. Because of being transgender/gender non-conforming, have you ever been arrested or held in a cell?

- Yes
- No

35. Have you ever been sent to jail or prison for any reason?

- Yes [Go to Question 36]
- No [Go to Question 38]

36. How long were you in jail or prison, total?

- Under six months
- Six months to a year
- One to three years
- Three to five years
- Five to ten years
- Ten or more years

37. If you were jailed or in prison, have you ever experienced any of the following because of being transgender/gender non-conforming? (Mark all that apply in each category.)

	Harassed	Physically assaulted or attacked	Sexually assaulted or attacked	Denied hormones	Denied regular medical care
From other inmates	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
From correctional officers or staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

38. Have you attended school at any level (elementary school or higher) as a transgender/gender non-conforming person?

- Yes [Go to Question 39]
- No [Go to Question 41]

39. Because you are transgender/gender non-conforming, have you been a target of harassment, discrimination or violence at school? (Mark all that apply.)

	Did not attend such a school	Not out as transgender or gender non-conforming at that point	Harassed or bullied by students	Harassed or bullied by teachers or staff	Physically assaulted or attacked by students	Physically assaulted or attacked by teachers or staff	Sexually assaulted or attacked by students	Sexually assaulted or attacked by teachers or staff	Expelled, thrown out, or denied enrollment	Not applicable. I did not experience these negative outcomes.
Elementary school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Junior high/middle school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
High School	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
College	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Graduate or professional school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Technical school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

40. Because I am/was transgender/gender non-conforming, which of the following statements are true?

	Yes	No	Not applicable
I had to leave school because the harassment was so bad.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had to leave school for financial reasons related to my transition.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I lost or could not get financial aid or scholarships.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was not allowed to have any housing on campus.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was not allowed gender appropriate housing on campus.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was not allowed to use the appropriate bathrooms or other facilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

41. What type of health insurance do you have? If you have more than one type of coverage, check the ONE that you usually use to cover doctor and hospital bills.

- I have NO health insurance coverage
- Insurance through a current or former employer (employee health plan, COBRA, retiree benefits)
- Insurance through someone else's employer (spouse, partner, parents, etc.)
- Insurance you or someone in your family purchased
- Medicare
- Medicaid
- Military health care/Champus/Veterans Administration/Tri-Care
- Student insurance through college or university
- Other public (such as state or county level health plans, etc.)
- Other, please specify _____

42. What kind of place do you go to most often when you are sick or need advice about your health? (check one)

- Emergency room
- Doctor's office
- Health clinic or health center that I or my insurance pays for
- Free health clinic
- V.A. (veteran's) clinic or hospital
- Alternative medicine provider (acupuncture, herbalist)
- Not applicable. I do not use any health care providers

43. Because you are transgender/gender non-conforming, have you had any of the following experiences? (Please check an answer for each row. If you have NEVER needed medical care, please check "Not applicable")

	Yes	No	Not applicable
I have postponed or not tried to get needed medical care when I was sick or injured because I could not afford it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have postponed or not tried to get checkups or other preventive medical care because I could not afford it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have postponed or not tried to get needed medical care when I was sick or injured because of disrespect or discrimination from doctors or other healthcare providers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have postponed or not tried to get checkups or other preventive medical care because of disrespect or discrimination from doctors or other healthcare providers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A doctor or other provider refused to treat me because I am transgender/gender non-conforming.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had to teach my doctor or other provider about transgender/gender non-conforming people in order to get appropriate care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

44. Please mark below if you received health care related to being transgender/ gender non-conforming.

	Do not want it	Want it someday	Have had it	Not applicable
Counseling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hormone treatment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Top/chest/breast surgery (chest reduction, enlargement, or reconstruction)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Male-to-female removal of the testes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Male-to-female genital surgery (removal of penis and creation of a vagina, labia, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Female-to-male hysterectomy (removal of the uterus and/or ovaries)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Female-to-male genital surgery (clitoral release/metoidioplasty/creation of testes)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Female-to-male phalloplasty (creation of a penis)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

45. Please tell us how much the following procedures have cost if you have had them, or mark the box that says I have NOT had this procedure.

	My insurance paid for some or all of this and my out of pocket cost was:	My insurance did NOT pay for this and my out of pocket cost was:	I have NOT had this procedure	Don't know
Hormone treatment , average MONTHLY cost	_____	_____	<input type="radio"/>	<input type="radio"/>
Visits to the doctor to monitor hormone levels, average YEARLY cost	_____	_____	<input type="radio"/>	<input type="radio"/>
Chest/breast/top surgeries and reconstructions/reductions/enhancements TOTAL cost	_____	_____	<input type="radio"/>	<input type="radio"/>
Genital/bottom surgeries TOTAL cost	_____	_____	<input type="radio"/>	<input type="radio"/>
Facial surgeries TOTAL cost	_____	_____	<input type="radio"/>	<input type="radio"/>
Other transition-related health care TOTAL cost. Please describe type of care here. Other _____	_____	_____	<input type="radio"/>	<input type="radio"/>

46. Have you ever received a gender-related mental health diagnosis?

- No
- Yes. My diagnosis: _____

47. Not including any gender-related mental health diagnosis, do you have a disability (physical, learning, mental health) that substantially affects a major life activity?

- Yes
- No [Go to Question 49]

48. What is your disability? (Mark all that apply.)

- Physical condition
- Learning disability
- Mental health condition

49. What is your HIV status?

- HIV negative
- HIV positive
- Don't know

50. I drink or misuse drugs to cope with the mistreatment I face or faced as a transgender or gender non-conforming person.

- Yes
- Yes, but not currently
- No
- Not applicable. I face no mistreatment.

51. Have you ever smoked 100 cigarettes in your life?

- Yes
- No

52. Do you now smoke daily, occasionally, or not at all?

- Daily
- Occasionally
- Not at all

53. If you now smoke, would you like to quit?

- Yes
- No
- Not applicable, I do not smoke now

54. Have you ever attempted suicide?

- Yes
- No

55. Because of being transgender/gender non-conforming, have you lived through any of the following family issues? If a situation does not apply to you, please mark "Not applicable."

	Yes	No	Not applicable
My family is as strong today as before I came out.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My family relationships are slowly improving after coming out.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My relationship with my spouse or partner ended.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My ex limited or stopped my relationship with my children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A court/judge limited or stopped my relationship with my children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My children chose not to speak with me or spend time with me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My parents or family chose not to speak with me or spend time with me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was a victim of domestic violence by a family member.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have lost close friends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

56. Please mark the appropriate response about adoption and foster parenting as a transgender/gender non-conforming person.

	Yes, my partner's child or children	A child related to me	Yes, a child previously unknown to me	No, I have not tried
I have successfully adopted or fostered a child.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I tried to adopt or foster a child and was rejected.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

57. For each of the following documents, please check whether or not you have been able (allowed) to change the documents or records to reflect your current gender. Mark "Not applicable" if you have no desire to change the gender on the document listed.

	Yes, changes allowed	No changes denied	Not tried	Not applicable
Birth certificate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Drivers license and/or state issued non-driver ID	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social Security records	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Passport	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work ID	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Military discharge papers (DD214 or DD215)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health insurance records	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student records	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional licenses or credentials	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

58. Have you or your employer ever received notice that the gender your employer has listed for you does not match the gender the government has listed for you?

- Yes
- No
- Not applicable

59. Have you ever received notice from your state motor vehicle agency that the gender on your driver's license does not match the gender the federal government has listed for you with Social Security?

- Yes
- No
- Not applicable

60. Thinking about all of your IDs and records, which of the following statements is most true?

- All of my IDs and records list the gender I prefer.
- Some of my IDs and records list the gender I prefer.
- None of my IDs and records list the gender I prefer.

61. When I present documents with my name and gender (like a driver's license or a passport) that do not match the gender I present as: **(Mark all that apply.)**

- I have been harassed.
- I have been assaulted/attacked.
- I have been asked to leave.
- I have had no problems.
- Not applicable. I have only presented documents that match.

62. Please check what you believe are the **four** most important policy priorities affecting transgender/gender non-conforming people in the U.S.

- HIV prevention, education and treatment
- Better policies on gender and identity documents and other records
- Passing anti-bullying laws that make schools safer
- Transgender/gender non-conforming prisoner's rights
- Immigration policy reform (such as asylum or partner recognition)
- Allowing transgender/gender non-conforming people to serve in the military
- Access to transgender-sensitive health care
- Getting transgender-related health care covered by insurance
- Protecting trans/gender non-conforming people from discrimination in hiring and at work
- Protecting transgender/gender non-conforming people from discrimination in housing
- Passing laws that address hate crimes against transgender/gender non-conforming people
- The right of transgender/gender non-conforming people to parent, including adoption
- The right to equal recognition of marriages involving transgender partners

63. What is your U.S. citizenship status?

- U.S. citizen
- Documented non-citizen
- Undocumented non-citizen

64. Are you registered to vote?

- Yes
- No

65. Have you ever been a member of the armed forces?

- Yes [Go to Question 66]
- No [Go to Question 67]
- I was denied entry because I am transgender/gender non-conforming [Go to Question 67]

66. Were you discharged from the service because of being transgender/gender non-conforming?

- Yes
- No or still in the military

67. What are your household's current sources of income? **(Mark all that apply.)**

- Paycheck from a your or your partner's job
- Money from a business, fees, dividends or rental income
- Aid such as TANF; welfare; WIC; public assistance; general assistance; food stamps or SSI
- Unemployment benefits
- Child support or alimony
- Social security, workers comp, disability, veteran's benefits or pensions
- Inherited wealth
- Pay from street economies (sex work, other sales)
- Other, please specify _____

69. What is your sexual orientation?

- Gay/Lesbian/Same-gender attraction
- Bisexual
- Queer
- Heterosexual
- Asexual
- Other, please specify _____

70. Anything else you'd like to tell us about your experiences of acceptance or discrimination as a transgender/gender non-conforming person?

ABOUT THE AUTHORS

Dr. Jaime M. Grant is the founding Executive Director of the Arcus Center for Social Justice Leadership (ACSJL) at Kalamazoo College, where she also serves as an Assistant Professor. ACSJL aims to invigorate social justice scholarship and activism in the academy while nurturing social justice leaders and projects around the globe. Prior to her work in Kalamazoo, she served as director of the Policy Institute at the National Gay and Lesbian Task Force where she spearheaded a Census advocacy campaign, deepened the Task Force's sexual liberation work, and authored its recent contribution to the field of LGBT aging, *Outing Age 2010*. Grant holds a B.A. from Wesleyan University and a Ph. D. in Women's Studies from the Union Institute. Her scholarly work has appeared in *Signs*, a feminist journal of culture and society and in Diana E. H. Russell's landmark anthology, *Femicide*. Her critique of racism in the women's and queer movements has appeared in *The Reader's Companion to U.S. Women's History* and the journal of the National Women's Studies Association.

Lisa Mottet, Esq. is the Director of the Transgender Civil Rights Project at the National Gay and Lesbian Task Force, which she has led since 2001. The Project's primary focus is to assist LGBT activists and allies with passing and implementing non-discrimination laws and policies from the local to the federal level, with a secondary focus of enacting transgender-friendly policies such as those related to driver's licenses, birth certificates, and health care. Mottet co-authored *Transitioning Our Shelters: A Guide to Making Homeless Shelters Safe for Transgender People*, working with the National Coalition for the Homeless. She also co-authored *Opening the Door to the Inclusion of Transgender People: The Nine Keys to Making Lesbian, Gay, Bisexual and Transgender Organizations Fully Transgender-Inclusive*. Lisa graduated from the University of Washington in 1998 and received her J.D. from the Georgetown University Law Center in 2001.

Dr. Justin E. Tanis is on the staff of the National Center for Transgender Equality (NCTE) and has worked in LGBT organizations for close to 25 years as a community organizer, leader, educator and program specialist. He is the author of *Trans-Gendered: Theology, Ministry, and Communities of Faith* (Pilgrim Press, 2003), which was the result of his doctoral research into the experiences of transgender people in communities of faith. Among his other writing credits, he and Lisa Mottet collaborated on *Opening the Door to the Inclusion of Transgender People: The Nine Keys to Making Lesbian, Gay, Bisexual and Transgender Organizations Fully Transgender-Inclusive*. He holds a bachelor's degree from Mount Holyoke College, a Master's degree from Harvard University, and a doctorate from San Francisco Theological Seminary.

Jack Harrison is a Vaid Fellow at the National Gay and Lesbian Task Force Policy Institute, where he has served since 2009. Prior to this report, he contributed to the Task Force publication, *Outing Age 2010: Public Policy Issues Affecting Lesbian, Gay, Bisexual and Transgender Elders* by Dr. Jaime M. Grant. Jack graduated from Georgetown University in December of 2008 and is now pursuing an M.A. in Communication, Culture, and Technology from the same university. He has previously interned for the National Center for Transgender Equality and Khemara, a women's organization in Phnom Penh, Cambodia.

Dr. Jody L. Herman is a consulting researcher for the National Gay and Lesbian Task Force. She graduated from Illinois State University and now holds a Ph.D. in Public Policy and Public Administration in the field of Gender and Social Policy from The George Washington University, where she also earned her M.A. in Public Policy with a concentration in Women's Studies. She currently serves as the Peter J. Cooper Public Policy Fellow at the Williams Institute at the UCLA School of Law.

Mara Keisling is the founding Executive Director of the National Center for Transgender Equality. She is considered one of the foremost authorities on discrimination against transgender people in the United States and has almost twenty-five years of professional experience in social marketing and opinion research. A Pennsylvania native and a transgender woman, Mara completed her undergraduate studies at Penn State University and did her graduate work at Harvard University in American Government.

“My mother disowned me. I was fired from my job after 18 years of loyal employment. I was forced onto public assistance to survive. But still I have pressed forward, started a new career, and rebuilt my immediate family. You are defined not by falling, but how well you rise after falling. I’m a licensed practical nurse now and am studying to become an RN. I have walked these streets and been harassed nearly every day, but I will not change. I am back out there the next day with my head up.”

—Survey Respondent



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