

Board of Directors, Minutes, December 4, 2014

A regular meeting of the Board of Directors (the Board) of Trans Pride Initiative, a Texas corporation (the corporation), was held December 4, 2014, at the Center for Community Cooperation, 2900 Live Oak, Dallas, Texas 75204.

Attendees

- Directors Present: Nell Gaither, Simone Stevens, Terry Allen, Bret Camp
- Directors Absent: Jamila Davis, Pocahontas Duvall
- Guests Present: none

Call to Order

- Chair Nell Gaither called the meeting to order at 5:58pm. Nell Gaither recorded the minutes in the absence of Secretary Jamila Davis. A quorum of directors was present, and the meeting, having been duly convened, was ready to proceed with business.

Announcements

- Nell mentioned the TransVisible screening on January 10 and asked everyone to help promote.
- Nell noted the Tokyo Godfather's screening on December 26 and also asked others to promote.

Reports from Officers

President

- Nell noted the two appendices summarizing and 2014 work and our "to do" list, and asked if anyone had questions or comments. There were none.

Secretary

In the absence of the Secretary, acting Secretary Nell Gaither provided the following:

- Presented the minutes from October 19 meeting for approval.
 - Treasurer requested the word "refused" to be changed to "declined" and to be added that she would later provide a written reason why she would not provide the entity or entities contacted about an audited financial report.
 - Simone motioned to accept the minutes; Nell seconded; Nell and Simone voted to accept the minutes; Bret and Terry abstained as they were not on the Board at that time.
- Presented the minutes from the November 19 special meeting for approval.
 - Simone motioned to accept the minutes; Nell seconded; Nell and Simone voted to accept the minutes; Bret and Terry abstained as they were not on the Board at that time.

Treasurer

The Treasurer had no report.

Unfinished Business

This is basically what we need to be working on now. For the list of work underway at some level, see Addendum II.

- Parkland: how to push patient navigation (media, HHS OCR complaint, CDC complaint, other?)
 - Bret asked if could locate the Funding Opportunity Announcement, said it should be possible so we can see what Parkland is actually supposed to be providing in terms of patient navigation.
 - Bret suggested we try to line up attorneys that would assist in addressing items like this.
 - Bret suggested at the next meeting we go over how to approach and look at existing models for county/public health trans navigation or trans health clinics. Nell suggested the Tom Waddell Health Center (San Francisco) as possibly one of the only county-operated health clinics with a trans program.
- TransVisible: marketing, marketing, marketing
 - Someone suggested connecting with CoH for their trans Latin@ connections.
 - Bret said Matt Hein and Raul Ramirez may be good to reach out to as well.
- Fundraising: develop way to fund community center and shelter
- Community Center/Shelter: finish the development plan
 - A request was made to email the plan to all board members, and that was done after the meeting.
- Housing: need someone to better develop DT*SH
- Prison work: Pen pal network for prisoners
- Anti-violence work: plan for working with other organizations; volunteers to collect data
- Peer support: volunteers to help taking folks to appointments, bus/rail stations, company, general support

New Business

- Remove Jamila Davis from Board of Directors
 - There was a discussion about removing Jamila from the board.
 - Bret motioned that we remove her from the board because she is not an active participant.
 - Simone seconded; the vote to remove her was unanimous.

Open End

- Bret suggested that we incorporate a reference to Roberts Rules of Order in the Bylaws if it is not already included.

Action Items

President

- none defined

Treasurer

- none defined

Other board members

- Bret is looking into possible pro bono legal assistance.
-

Adjourn meeting

The meeting was adjourned at 7:03pm.

Respectfully submitted,

Nell Gaither, acting Recording Secretary

Date

Addendum I

President's report

Summary for the new board members; overview of 2014. Not for meeting discussion, just for info purposes (see Addendum)

- **Projects**
 - Dallas Trans* Shared Housing Project established
 - informal anti-violence program established (with NCAVP membership)
- **TPI in the media and in the public**
 - Lambda Weekly (KNON), on twice?
 - Dallas Voice article on LGBT Equality Resolution
 - Lone Star Q article on Equality Resolution
 - Lone Star Q article on trans homeless issues
 - Dallas Voice article on discrimination complaint against Salvation Army
 - Think Progress article on discrimination complaint against Salvation Army
 - Lone Star Q article about Rep. John Stickland's statement that trans prisoners are getting genital surgeries
 - Lone Star Q article about trans prisoner beginning HRT
 - invited to be guest writer for Dallas Voice
 - booth at Texas Latin@ Gay Pride
 - booth at LifeWalk
- **Presentations and speaking engagements**
 - AHF Dallas on trans* identities
 - Dallas Homeless Alliance Forum on trans* identities and homelessness
 - Straight/Gay Alliance meeting at Lakeview Centennial High School
 - UTD's Lunch and Learn on general trans* identity
 - Dallas Police Department recruit training (multiple times)
 - UTD Human Sexuality Class guest speaker
 - Salvation Army women's unit on trans* identities and homelessness
 - Black Transmen Advocacy Conference on administrative policy in the Dallas area
 - Gender Journey on DT*SH
 - Dallas County Commissioners Court, thanking for June Pride Proclamation
 - Dallas Public Library Managers Meeting, respecting trans identified patrons
 - Los Barrios Unidos on healthcare and the trans community
 - HIV/HEI conference on trans* identity and public health
 - Genesis Women's Shelter and Support on trans* persons and partner violence issues
 - Ryan White Planning Council on trans* identities and public health
 - Texas Department of State Health Services on trans* identities and public health
 - SMU human diversity for counselors on trans* identities
 - UTSW HIV consumer advisory board on trans identity
 - AIDS Arms, coordinating on housing resources
- **Participate with other organizations**
 - Ryan White Planning Council (Council member, Planning and Priorities member, needs assessment work group)

- LULAC
- Stonewall Democrats
- Dallas Gay and Lesbian Alliance
- Out and Equal (Treasurer)
- Dallas LGBT Task Force (Pride Proclamation, Day of Giving Back, mods to Ch. 34 and 46 of the Dallas City Code)
- Out2Enroll, on advisory committee and work with them on enrollment
- Texas trans groups teaming on Astraea proposal (participated, but declined to partner due to lack of time)
- U.S. Department of Justice (go over new trans training)
- Abounding Prosperity Chat 'n' Chew
- Texas HIV Syndicate
- Parkland Hospital and UT Southwestern (Third Annual Health Fair, improve access to healthcare)
- Dallas Domestic Violence Task Force
- Cardea, Gender and Sexual Diversity Workshop (invited to comment on new workshop)
- Dallas Ethics and Diversity Officer (advice and guidance on trans issues)
- Genesis Women's Shelter and Support, Austin Street Center, and Dallas Shelter Ministries (trans inclusion)
- Icon Hospice on working with trans persons
- Doug Kershaw on harm reduction related to IDU
- National Coalition of Anti-Violence Programs full member (Reports Committee, invited to Governance Committee, which includes trip to Creating Change)
- independent psychotherapists on prison issues and psychiatric designations
- MetroCare, trying to learn about housing and access to funds
- Cigna, meet Renee McLaughlin, head of medical services (transwoman)
- Gender nonconforming social group, advice on negotiating restroom access
- Dallas Police Department, info on rape crisis centers and school district policies
- work with Give Me a Chance housing to place trans folks
- General Electric, on panel for LGBT folks and allies
- U.S. Department of Agriculture on general LGBT issues in rural areas (panel participant)
- Dallas Fair Housing Office research into religious exemptions
- UTD Galerstein Women's Center for internship program
- **Individual advocacy**
 - SR, JW, SD, KA, ZK, SS, BH, AB, LI, CC, SG, BL, DJ, ST, JM, JS, YS, AER, anonymous (3), child (2), KB, LC, GD, AH, AH, JJ, CK, YM, JM, JP, MR, BR—about 35 persons
 - healthcare access, social support connections, anti-violence efforts, arranging housing and providing resource info (10+ persons), SSDI appeal, STAR court participation, addressing police harassment, access to substance use treatment, prison hormone access (2+), medicine distribution, affirming access to fitness facility, addressing Dallas EMT harassment and possible policy violation, EEOC complaints (3, advice), DPD complaint, family violence, general resources
- **Government policy advocacy**
 - LGBT Equality Resolution (development and support, BFA meeting, Council meeting)
 - meet with Mayor Rawlings on the Equality Resolution (mostly discussing elimination of insurance exemptions for trans persons)

- Dallas County Sheriff's office on prison policy
- Texas Department of State Health Services, contribute to trans-affirming language in guidelines for public health clinics (mainly HIV/STD test centers, change standard recommended intake form, assistance on presentation info)
- **Civil Rights**
 - Filed complaint with FHO against Salvation Army (housing discrimination)
 - Filed complaint with FHO against Boxer Properties (public accommodations discrimination)
- **Miscellaneous**
 - comment on partner violence educational game development
 - corresponding with several housing providers on lack of trans-affirming beds in transitional housing

Addendum II: Future Work

Fundraising and Donations

- Research grants at Gilead and other big pharma companies (Arianna Lint said TransLatin@ Coalition had luck with that)
- Amazon wish list (and others): create, maintain, and advertise wish lists for goods donations
- STOPP and OVW has local funding through states that TPI may qualify for, do research
- Do more to promote AmazonSmile use

Volunteers

- Develop better ways to engage volunteers and allow them to work
- Make list of volunteer duties and needs (started, needs to be finished)

Healthcare goals

- CME/CEU workshops for medical professionals
- Healthcare for healthcare professionals updates.
- Compiled informed consent info for Ruben; Informed consent work being done with NT Clinic; working with JP; never really completed; not sure why, so still needs work.
- Healthcare: GEAR Trans Healthcare Program writeup for Dallas Way

Housing goals

- Enroll as a vendor for the City of Dallas?

Dallas Trans* Shared Housing Project

- Needs one person or a group to focus on it more
- Develop a better registration and notice/bulletin board system
- Develop a way to do shared apartments (work with Give Me a Chance?)
- Develop a media campaign to promote DT*SH

Shelter work

- Nell working on shelter and community center plan and operations policy.
- Volunteer: work on identifying corporate sponsors for shelters.
- Folks willing to keep in touch (phone) with those on the streets? Is this beneficial or not?

Prison work

- Pen pal network (outside our scope? But no one else is doing in Texas)
- Become a third party contact for Dallas County Jail
- Develop policy for TDCJ access

Anti-Violence work

- Develop a documentation plan NCAVP reporting (who to reach out to, MOA/MOU templates)
- Develop/train volunteers to do documentation
- Foldout info card (business card size) with english/spanish, inside ACLU's know your rights
- Start contacting persons we've worked with on violence issues for 2014 (Osman said can use just what we have)

Employment goals

- City transition protocol—encourage Cheryl Orr to keep working on.
- Talk to Pride Staffing, Obox Solutions, and Pride Source about working with trans persons
- Make info about companies that hire ex-offenders more available and place on website
- Learn more about vocational rehabilitation programs that might be suitable for some trans* folks with mental or physical challenges (Department of Assist. and Rehab. Services)
- Meet with Workforce Solutions folks about working with trans* persons; recommended by Melvin Baker: Terra Nunn (972-709-5377, x 7301); also Randall Wier and Melissa Lloyd at the downtown Dallas office

Education goals

- GED program—some pieces in place (venue, probable relationship with DISD), but really needs someone to take charge.

Documentation

- Lambda Legal was to work with TPI on update to legal name and gm correction procedures—they dropped. Need to figure out different way. Katie Sprinkle is helping as she can.
- Stonewall Democrats candidate endorsements indicate most judges willing to have an LGBT Liaison, so why not incorporate this into a liaison role?

General efforts

- TransVisible
 - marketing, promotional, and marketing
 - other?
- New brochure—“it's ok to be cis”? Still need to do. Have asked Dori, but she wasn't very interested.

- Online training offered? Can someone take this on?
- Bios update on trans* persons in arts, sports, and science to Patti for police training presentation. Comments: needs more work, Nell has done some additional work for a July presentation.
- General: talk to 211 information services about referring folks on trans issues such as shelter providers and other LGBT/GSRM services.
- Buying projector (Nell's personal laptop being used now)
- Still need someone for Secretary and Treasurer positions. Suggestions?

Individual Assistance

- A few people to help with peer support – taking folks to appointments, bus/rail stations, company, general support