



Transgender Need Assessment Report

Facilitators:

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The Trans Needs Assessment

- Research to inform.
- The listening sessions identified clear problem areas.
- The needs assessment and focus groups identified supports.

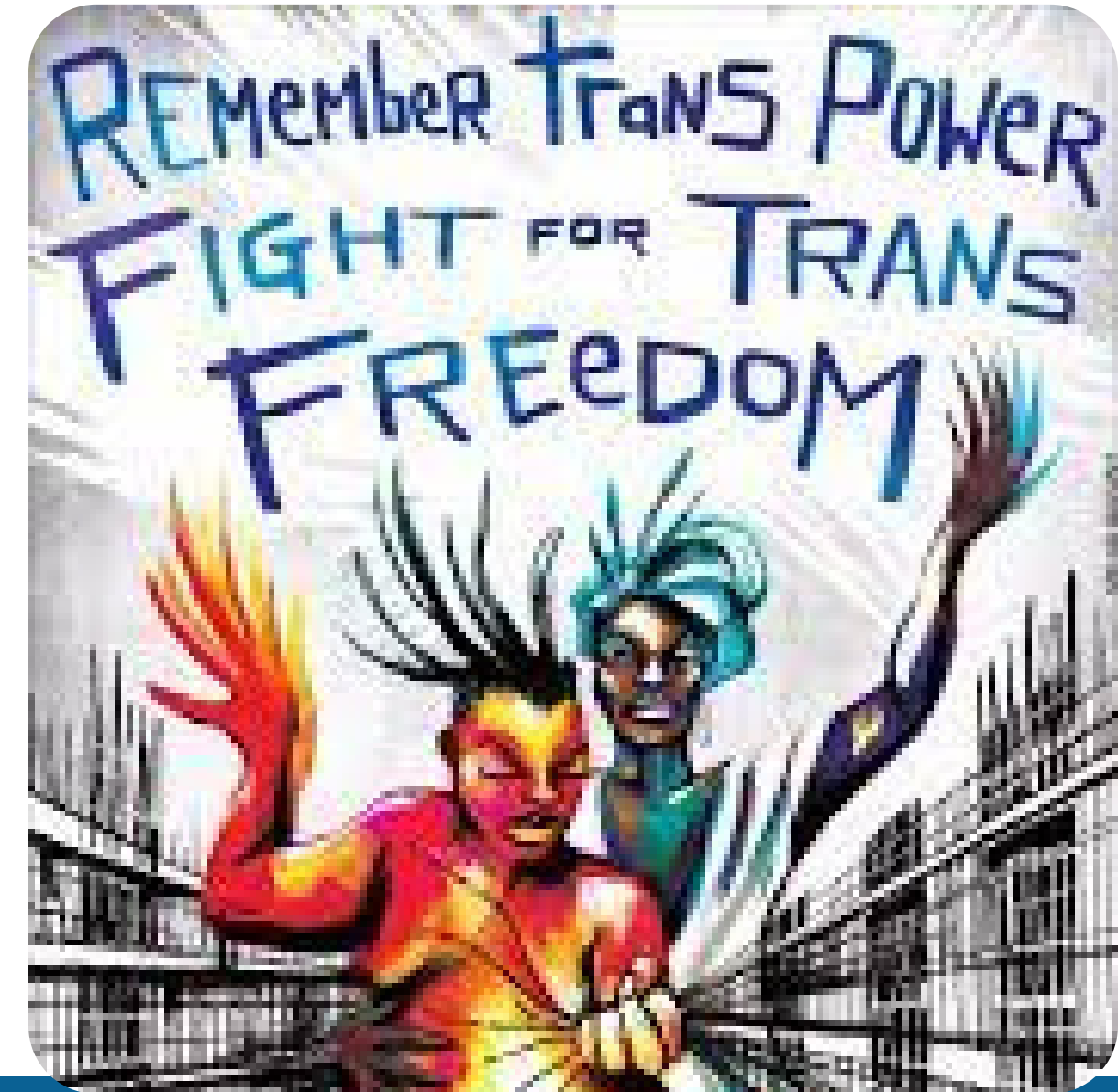
- Housing
- Leadership
- Employment
- Sex work
- Impact of Covid
- Violence
- Coping
- Health care



Our Approach

With the push of collective power from organizations in Milwaukee, we exceeded our goal by reaching **103** participants for within the process of the Trans Need Assessment.

Participants ranged in age from 16-56, with an average age of 27.



Partners: Project Q , LGBTQ Community Center, Forge, Pathfinders, Butterfly Collective, SHEBA, and D&R Staff

Intentional Demographics

Sex at Birth <i>Check one</i>	<input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Intersex <input type="checkbox"/> Decline to answer
Current Gender Identity <i>Check as many as apply</i>	<input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Transgender Male to Female (MTF) <input type="checkbox"/> Transgender Female to Male (FTM) <input type="checkbox"/> Transgender – Unspecified <input type="checkbox"/> Non-binary <input type="checkbox"/> Gender Non-Conforming <input type="checkbox"/> Gender Fluid <input type="checkbox"/> AGender <input type="checkbox"/> Genderqueer <input type="checkbox"/> Another Gender <input type="checkbox"/> Discovering <input type="checkbox"/> Decline to answer Prefer to self-describe:



- Trans - A term for people whose gender identity is different from those typically associated with their assigned sex at birth.
- Gender Non-Conforming/Non-binary - A person whose behavior and expression do not conform to cultural and social expectations about what is appropriate for their gender.
- Cisgender - A term for people whose gender identity aligns with those typically associated with their assigned sex at birth.

Demographics ~ Gender Identity

(participants could check all that applied)

- Male 20%
- Female 18%
- Transgender – Unspecified 41%
- Non-binary 19%
- Gender Non-Conforming 6%
- Gender Fluid 7%
- Agender 1%
- Another Gender 1%
- Discovering 1%
- Prefer to self-describe: Bigender, Two Spirit, Genderqueer Trans Person, Trans masculine/Masc-dominant, Demigender - 6%

Intentional Demographics

Race	Ethnicity	
Black / African American	61% Hispanic or Latinx	10%
White	22% Not Hispanic or Latinx	75%
Native American / Alaska Native	5% Don't know	6%
East Asian/South Asian	5% Decline to answer	9%
Indicated more than one race	11%	
Decline to answer	1%	

Participants were paid \$50 for every session throughout the Assessment.

Creating demographics to captivate a "Safe Space"

78% OF SURVEY
PARTICIPANTS
REPRESENTING BLACK,
INDIGENOUS AND
OTHER PEOPLE OF
COLOR (BIPOC)
COMMUNITIES

The survey & Minority Stress
Theory affirmed the data
collected to conclude that Black
and Brown Transgender people
historically have been the most
impacted by systematic
oppression and various other
barriers outside of transphobia

- We centered Black & Brown bodies.
- The representation in leadership was a Black Queer Trans person.
- Participants were encouraged to self describe their Race, gender identity & sexuality.

Impact of Covid-19

Covid-19 impact on the TNA:

Adapting our outreach, survey platform, and distributing funds.

Trans people were affected disproportionately by covid, causing instability to rise at staggering rates from housing, to employment to the sudden isolation caused by covid.

Have you lost income due to COVID?

69%- Yes

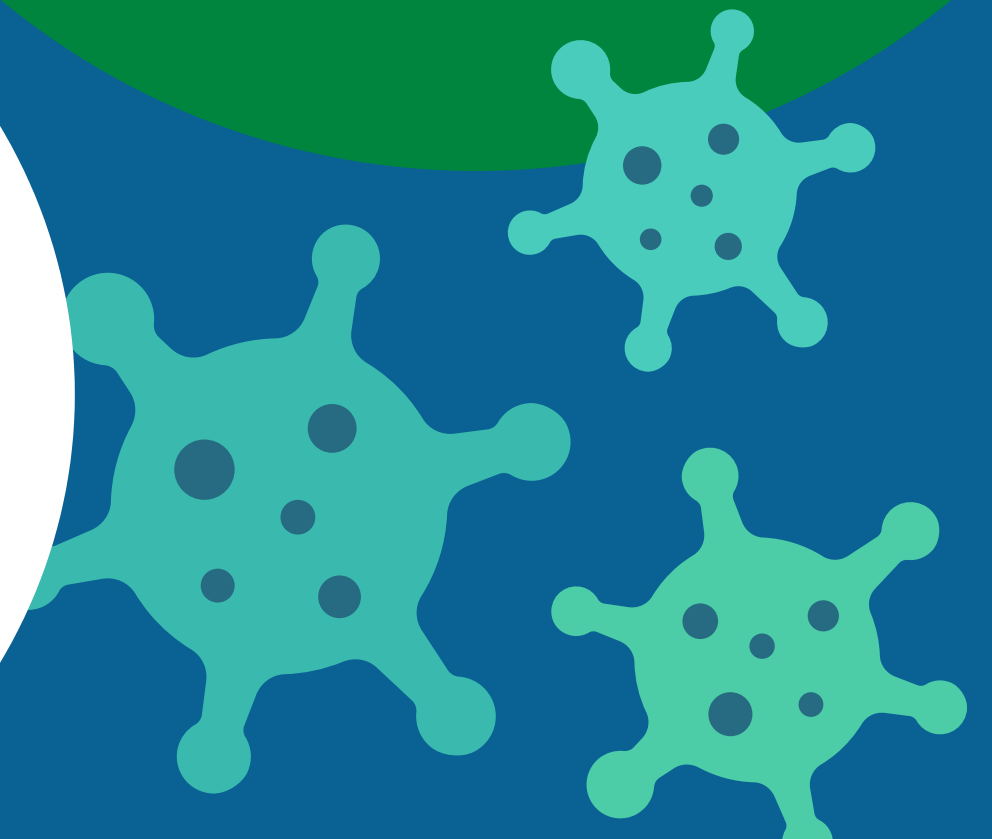
55%- Trans femme

53% - Trans men

71% - GNC/Non-binary

Once the Safer at Home order began in late March, were you still going to work or considered an "essential worker"?

61% were NOT essential care workers.



Housing

How would you describe the stability of your housing? (Were able to check all that apply)

Indicator Rule (6 out of 11 = Moderately Stable)

I am able to pay my rent regularly (either on my own or with assistance)	33%
I am welcome in my home (either because I live alone or my friends and family are accepting of me)	47%
I have my own room for sleeping	50%
I have a lease or I am able to stay in my current place as long as I need to	39%
I have what I need to cook and store food	41%
My home is mostly clean (other than normal clutter) with no bugs or mold	40%
My home is mostly in good condition (no peeling paint or loose plaster)	30%
To my knowledge, my home meets all building codes and is safe for me to live in	35%
My home has a bathroom with a tub or shower	39%
My home has hot and cold water	38%
My home has heat in winter	36%

37% of respondents' housing is *moderately* safe

(37% of respondents met indicator rule of having *at least* 6 of the 11 items above)

“I never stayed in a house longer than a year, and it has affected my well-being.”

“There should be a program that helps us specifically. We might have had more issues at school because of bullying, we might have a record (from fighting for our lives), then we can't get employed, then we can't get housing. We don't have all the qualities that you're supposed to have because of the struggle of growing up Trans.”

HOUSING - What We Know

How would you describe your current housing?	All
I own my own home	6%
I pay rent for my place	45%
I live in government subsidized housing (Section 8, My Home, or other program)	12%
I live with friends or family and do not pay rent	19%
I am couch hopping right now	14%
I am in a shelter or on the street	5%

Trans people in Milwaukee are experiencing an extremely high level of housing instability, with only **37%** of respondents meeting the criteria for moderately stable housing.

Minority stress model:

- You can't worry about finding a job or going to support groups without the fundamentals of human survival

Ways to eliminate barriers:

- Respondents overwhelmingly want assistance in identifying Trans positive landlords at **70%**, the highest response for any of the options by far.
- **54%** of Trans people told us that having a list of questions to ask potential landlords and things to look for in an apartment would be supportive.

Employment

82% of respondents take the bus to work only 23% of respondents say they feel very safe or always safe doing so.

76% GNC, fluid, and nonbinary and 81% folks are being assigned punitive tasks that their coworkers are not.

Transgender identified participants experiencing stress from fear of harassment at a rate of 81%

"Harassment is widely experienced in the workplace and is often invisible to others, making it hard to report or for there to be consequences for perpetrators of the harassment."

- Trans masc and non-binary people have the highest rate of general fear of harassment at 86%.
- 81% GNC, fluid, non-binary, self-described and male-identified participants and 88% Transgender-Unspecified participants staying longer than they want.

Breaking Down the Barriers: Employment

Employment barriers like transportation, work-based violence, and general Transphobia outside of work impact Trans people disproportionately as reflected in the data.

When asked: Which of the following would provide you with the greatest support in getting to work (and back) safely?

- 60% said a workplace close to home.
- 29% Coaching on how to respond to harassment that keeps me safe but communicates I'm not a victim.
- 34% Someone I trust to accompany me on my route the first few times.
- Vouchers for Lyft or Uber, organized rideshares, gas cards, etc.

Participants know what they need:

- Trans folks aren't asking for special care but consideration and grace.
- Trans people don't want to take on punitive tasks out of transphobia in the workplace.
- Think about the holistic care trans people need in order to look for, secure and maintain employment.

Breaking Down the Barriers: Employment

Sex work is real work. Sex work has been a survival mechanism for many people including Trans people. It is important to know, that not all Trans people are sex workers.

Sex work

Of those who had used sex work for money or other item of value:

- **42%** exchanged sex for shelter, food, rides, or other basic needs
- **41%** exchanged sex for money
- **41%** performing on camera for money or other item of value
- **32%** received money or other item of value through sugaring
- **23%** danced for money or other item of value
- **24%** stripped for money or other item of value
- **21%** escorted for money or other item of value
- **56%** of respondents have used two or more of the above activities in exchange for money or other item of value

64% of everyone and 83% of Trans folks have used sex work for money or other item of value

Of those who responded yes to the question above, 26% have been taken to another state for sex work related activities.

Violence

THE IMPACT OF VIOLENCE

“Violence in Milwaukee began before my Trans journey. It’s always been violent.

How often do you navigate the world assessing for harm? (Looking over your shoulder, expecting harmful words to be said to you, managing your safety, etc)

86% of participants answered between occasionally to always

"I am confident that if I report an act of violence against me, there will be no negative actions against me (no shaming, backlash, or mistreatment of any kind)."

- 42% NOT confident
- 26% SOMEWHAT confident
- 6% Confident

- 34% of people feel ALWAYS safe in their homes from violence.
- 9% of participants felt NOT safe at all at home (roommates, landlords, parents)
- 11% of participants felt SAFE in their neighborhoods

Violence

THE IMPACT OF VIOLENCE

General stress theory in addition to minority stress theory demonstrates that toxic levels of stress (when the stress is chronic and exceeds an individual's coping capacity) lead to higher levels of physical illness, depression and anxiety, and suicidal ideation.

- What do we do to keep Transgender people safe?
- How do Trans people keep themselves safe?

- **Because the fear of violence is constant and pervasive, there is a lack of safety even in “benign” situations.**
- **A lack of violence is often experienced as the “quiet when they are just avoiding my Transness”.**
- **The vast majority of Trans participants have experienced violence in their lives. Transphobia, sexism, and white supremacy impact all participants.**

Health Care

How often do you find yourself having to explain what it means to be Trans to a healthcare provider?

78% of participants stated occasionally to always

How often do you experience harm from someone other than your doctor in a medical setting

59% of participants stated occasionally to always

Has this ever prevented you from seeking health care services when you needed them?

77% of participants stated occasionally to always

Has this ever prevented you from seeking health care services when you needed them?

65% of participants stated occasionally to always

Health Care

"Many Trans people express regret that even people specializing in the care of LGBTQ people, are seldom members of the LGBTQ community themselves"



- Trans Medical providers would increase participants ability to seek care when they need it by 90%
- Listen to Trans people about the care they need.
- Trans affirming and competent health care providers (not just doctors)
- Stop assuming what Trans people are coming to seek care for.
- Trans people should not be explaining to care providers their gender identity or sexuality.

Leadership

What would be the most supportive of your leadership development?

Housing stability, a safe and supportive home	47%
An employment opportunity that pays me to develop my skills	60%
Support in other areas of my life so I can focus on myself	55%
Someone who looks like me to coach or mentor me	48%
Visibility, I am already leading in my own ways	24%
Other Trans people working together and supporting each other	46%

"In order to lead, Trans people need support in all areas of their lives and visibility. Trans people are not frequently in traditionally recognized positions of leadership but are doing "acts" of leadership, often unobserved by people in positions of power."

These are solutions coming from participants in the focus groups"

- Safety. When Trans people don't feel safe, they can't speak up and lead.
- Housing support from orgs, landlords, etc
- Recognition that Trans people should not have to "pass" to be accepted or taken seriously.
- Have more visible leadership by Trans people so that the Trans community (and even cis-people) can see Trans people leading

Leadership

What we Know

Participants want leadership opportunities that affirm, support, uplift, and captivate a Trans-affirming space to lead in.

Leadership will never take care of Trans bodies without the understanding of a person's intersections and values.

These are solutions coming from participants in the focus groups"

- The opportunity to lead, simply being invited.
- Mentorship within the Trans community includes mentors and coaches who are people of Trans experience themselves.
- Recognition that Trans people can lead on issues that are not “Trans” issues
- Recognition that Trans people are tired of fighting every day. A true opportunity for leadership won't come until Trans people have the necessary life supports in housing, education, and employment free from discrimination.

Stress Management /Coping

53% of respondents
use alcohol or other
substances to cope
with stress or
feelings of anxiety



- Restorative coping strategies / Change the impact of minority stress on Trans bodies.
- Data showed that Trans representation in activities around self-care would greatly increase the engagement of Trans community members.
- Coping strategies with active movement should be made sure that they are accessible to everybody including Trans bodies.

Break Out Groups

What is your role in supporting Trans communities?



- In the development of Trans leadership.
- In keeping Trans people safe and eliminating violence.
- In creating/sustaining healing spaces.

Thank you for participating



Diverse & Resilient

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