*Preliminary Findings • November 2009*

# National Transgender Discrimination Survey

*by the National Center for Transgender Equality and the National Gay and Lesbian Task Force*

National Center for TRANSGENDER EQUALITY

National Gay and Lesbian Task Force
CREATING CHANGE

# Process

**8 month period; researchers and community advocates**

**Pollster, health specialist, transgender leaders, veteran LGBT advocates, lawyers, gender studies experts**

**High on the end-users, low on data geeks**

**Not enough research on existing comparative questions on federal surveys**

**NO MONEY**

# Comparative Instruments

- Small community-based health surveys
- Stephen Whittle's UK Survey – not applicable
- Nothing really exists to accomplish the job we are undertaking
- First large scale, in-depth look at transgender experience across several key domains

# The "Moment"

**Post-ENDA debacle of 2007**

**Rancor = teachable moment**

**Eagerness to tell the Trans story = visibility**

**Bodes well for reaching high in terms of our study**

**Our extravagant 70 question instrument -- "No one will complete this."**

# What Do We Want?

- Employment (ENDA)
- Housing (Fair Housing Act)
- Health and Health Care Access and Provision (Health Care Bill, Health Insurance Reform, DSM reform)
- Public Accommodation (Statewide anti-discrimination measures)
- Education (anti-bullying legislation)
- Criminal Justice (police abuse work and prison reform)
- Government Documents (as connected to access to employment, housing, health care, education, travel)
- Family Life (lack of safety net, family policy)

# Who Do We Want?

- Instruction in press, outreach and on TF website: do you identify as gender non-conforming in any way?
- Interest in broad range of experiences across the gender spectrum, across LGBTs
- Interest to see if we could find a correlation between being "highly" non-conforming and discrimination
- High participation among trans/gnc people of color, low-income, rural, low-literacy

# What is 'highly' gender non-conforming? How do we measure this?

- Questions 1-7 create multi-dimensional measure
- sex assigned at birth
- primary gender identity today
- list of gender identifiers/identities
- people can tell whether I tell them or not: "passing"
- self-report
- who knows in what settings regardless of self-report

# Methodology Report

- Outreach to 800 groups; 150 listserves.
  - Direct interface with 50 groups serving hard to reach transgender and gender non-conforming people; distributed 2,000 paper surveys.

- 6,500 valid responses from transgender and gender non-conforming people in all 50 states, Puerto Rico, Guam, and the US Virgin Islands.

- 500 paper surveys in final sample.

# Successes

- Largest sample by far ever collected
- Diverse in ways that we had hoped
- The data tells a dramatic story…
- Data for decades:  what to do, where to go from here?

# Failures

- Not sure yet: preliminary analysis
- Obvious failures:
  - Not using census questions on race and income
  - Not using a jobs list tied to labor statistics categories
  - No faith question
  - No hate crimes question
  - Everywhere we let folks write in – costs of transition, age – data is very, very difficult to sort

# Sample Description and Demographics

# Current Gender Identity

- 88% identify as transgender by our multi-layered gender identifier
- 12% as gender non-conforming

- 54% identify as MTF (60)
- 30% identify as FTM (40)

# Our Diverse Gender Identities:

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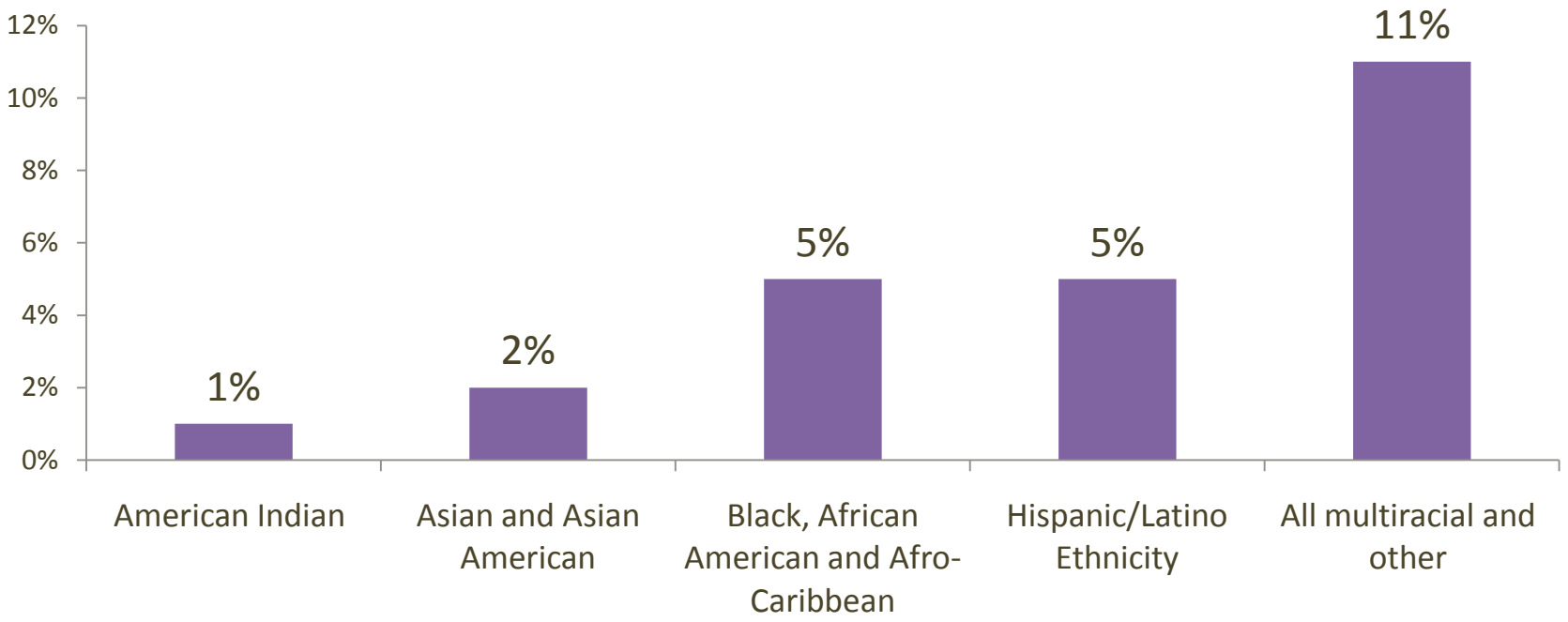
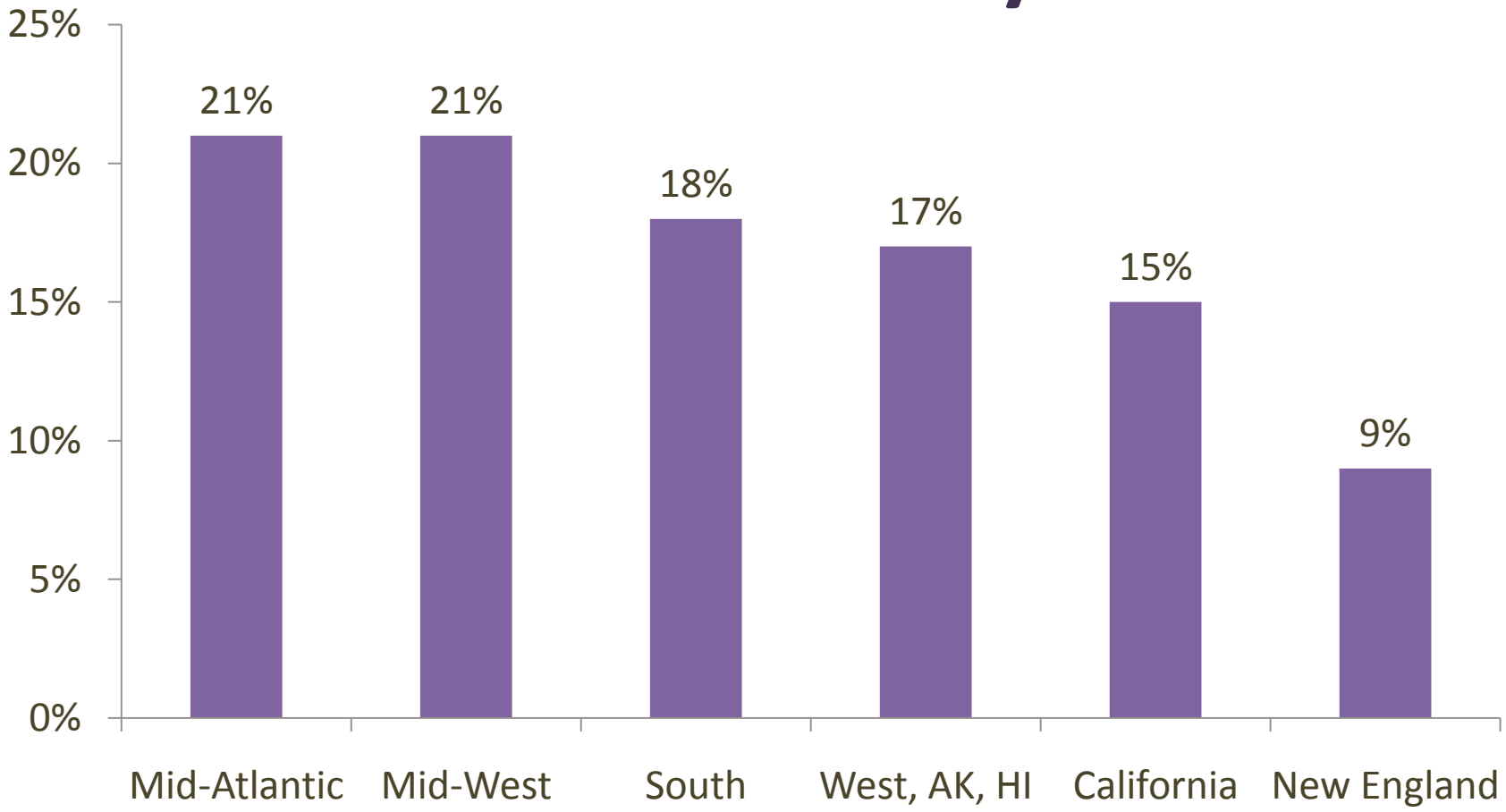
# Race and Ethnicity of Survey Respondents



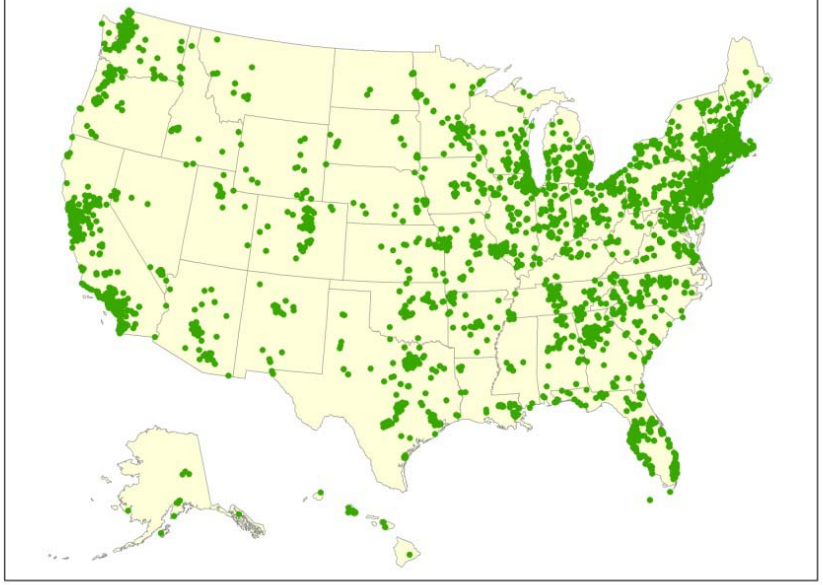

24 % of respondents identified within one of the categories.
76% of individuals identified as White only.
All categories are respondents who checked only one category, with the exception of multiracial respondents.

# Respondents Came from Every Region of the Country

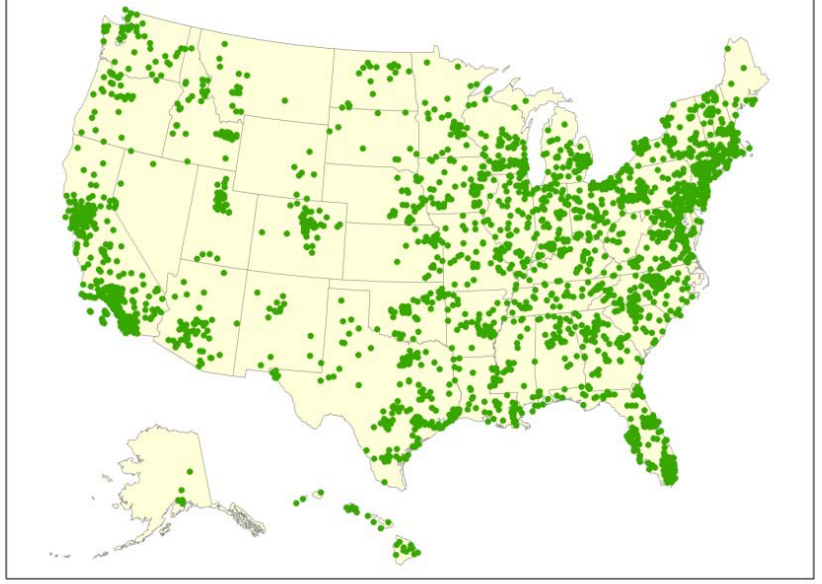


# Our Geographic Distribution Looks Similar to that of the US Population

Trans People in the NCTE/Task Force Sample



Population Density in the United States



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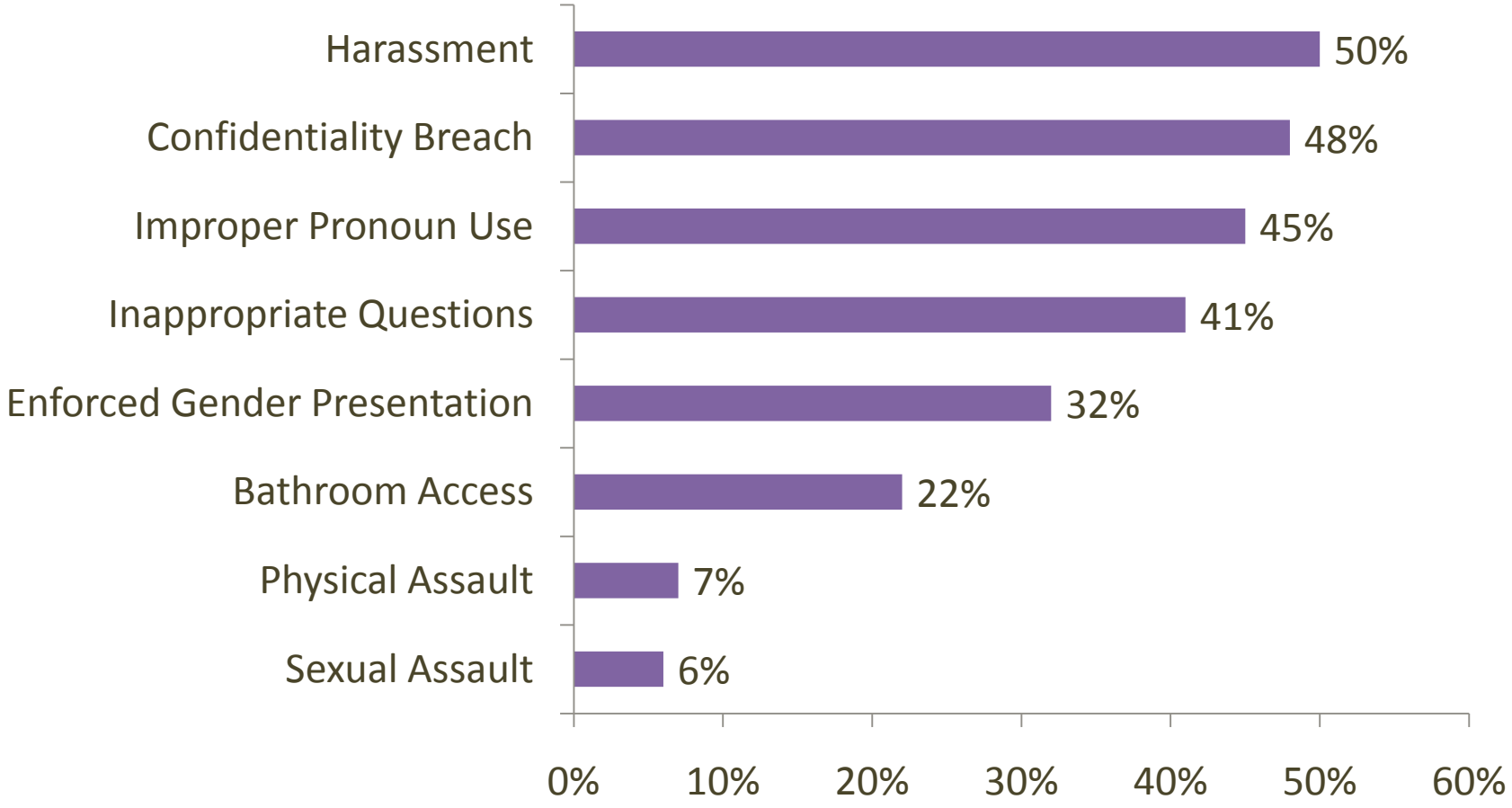
# Employment

# Employment Discrimination

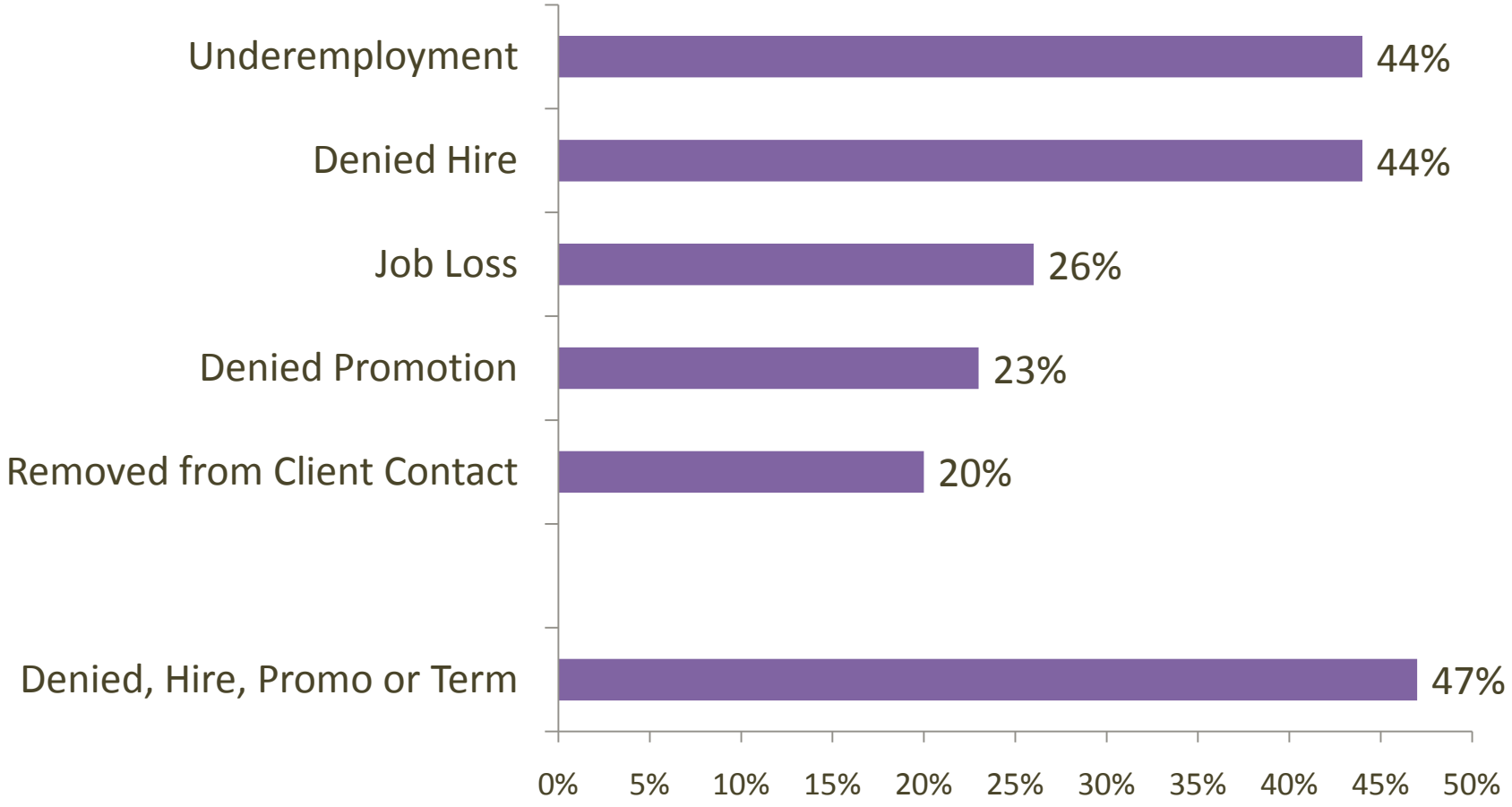
**26% of respondents report losing their job for being transgender**

**97% of respondents report at least one negative job experience related to being transgender**

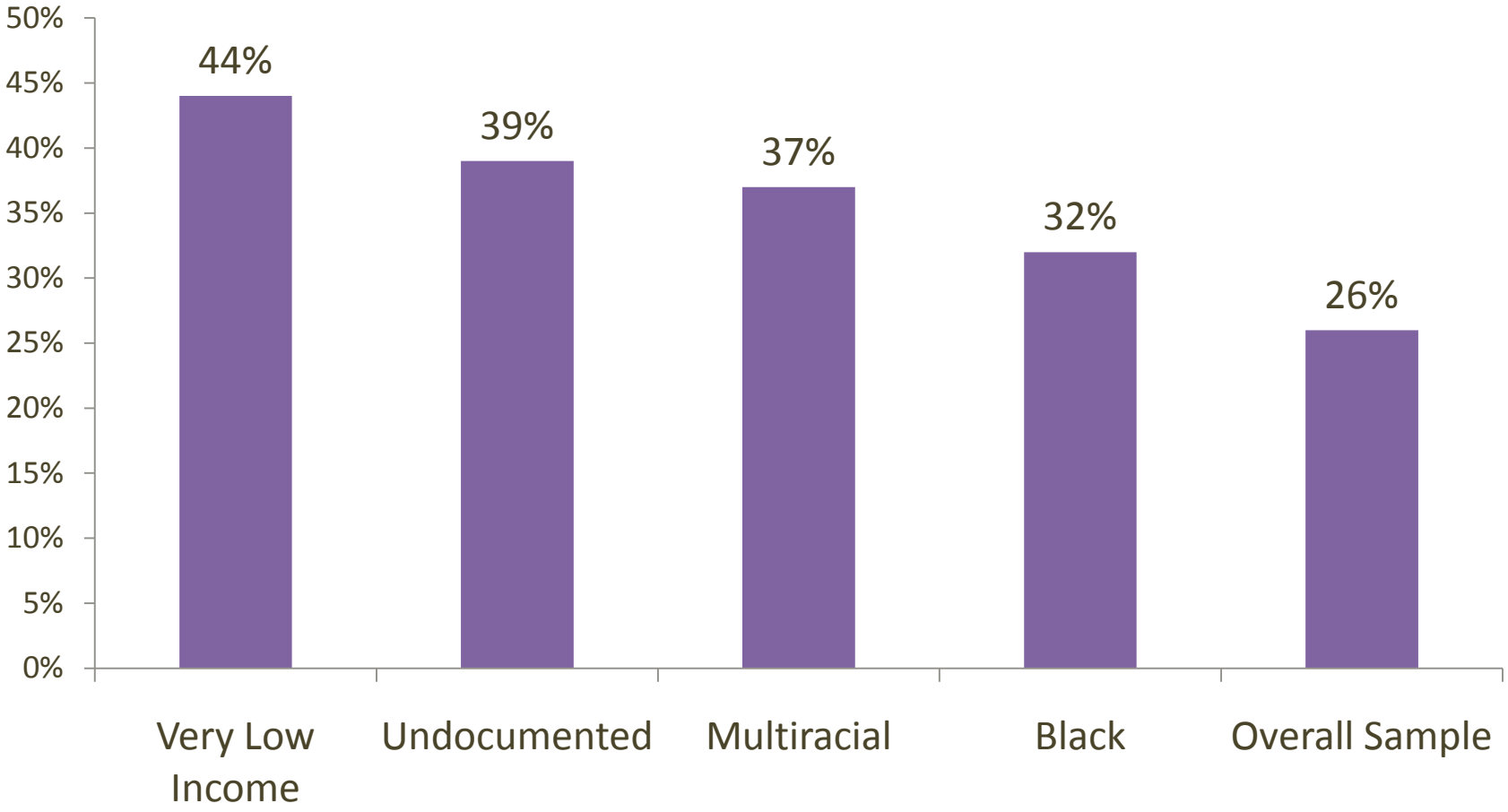
# Negative Job Experiences



# Negative Job Outcomes



# Who is More Likely to be Fired?



# Education

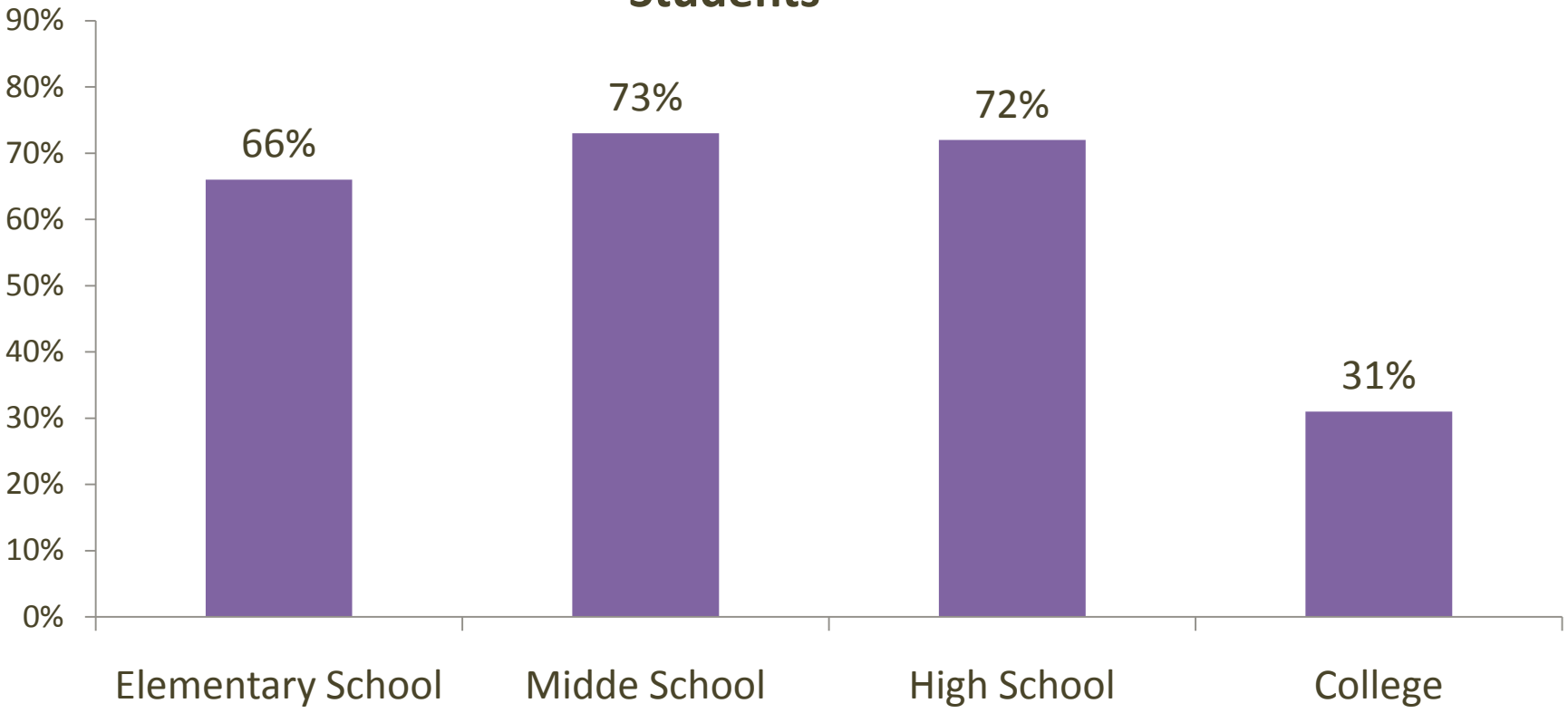
# Education

- **Only 12% of our sample has a high school diploma or less**
  - This is compared with 45% of the general population, making our sample highly educated

    (common in majority on-line surveys)
- **40% have had some college**
- **27% possess college degrees**
- **20% have graduate degrees**

# Discrimination in School

## Harassment, Physical Assault or Sexual Assault by Students

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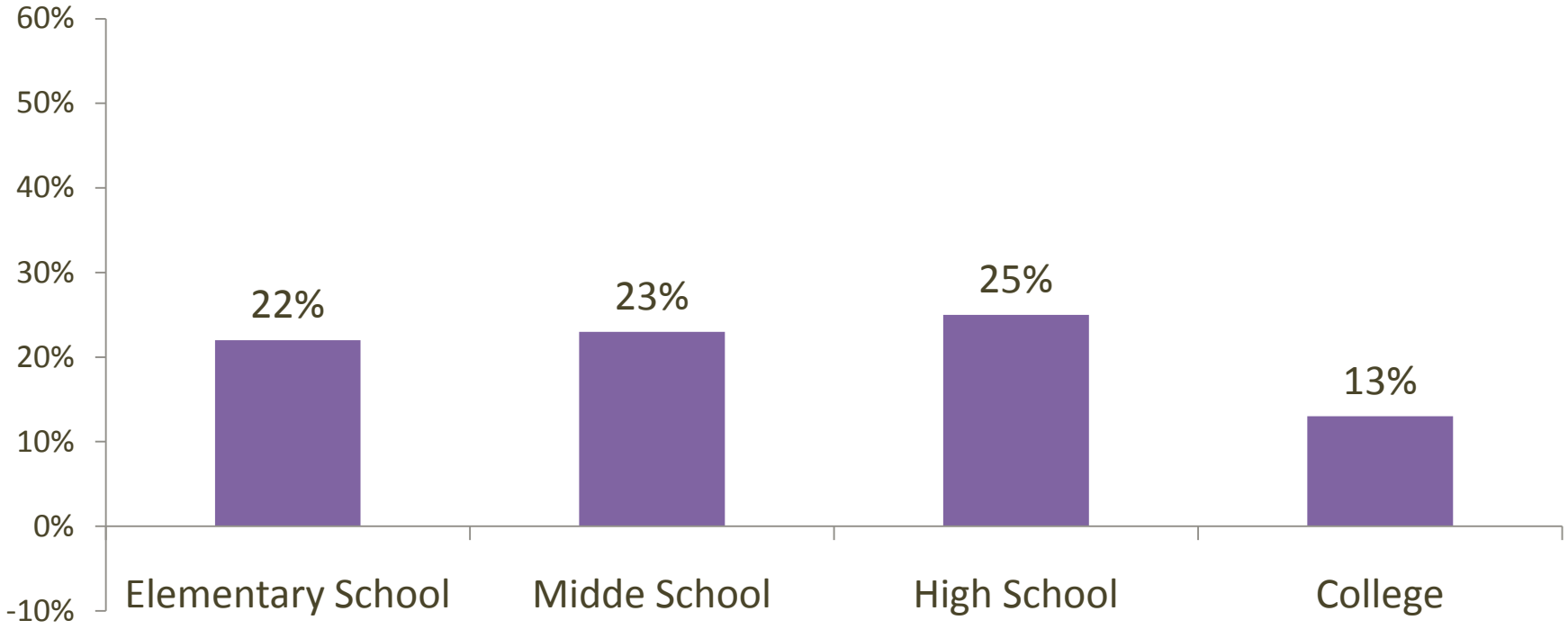
# Discrimination in School

## Harassment, Physical Assault or Sexual Assault by Teachers

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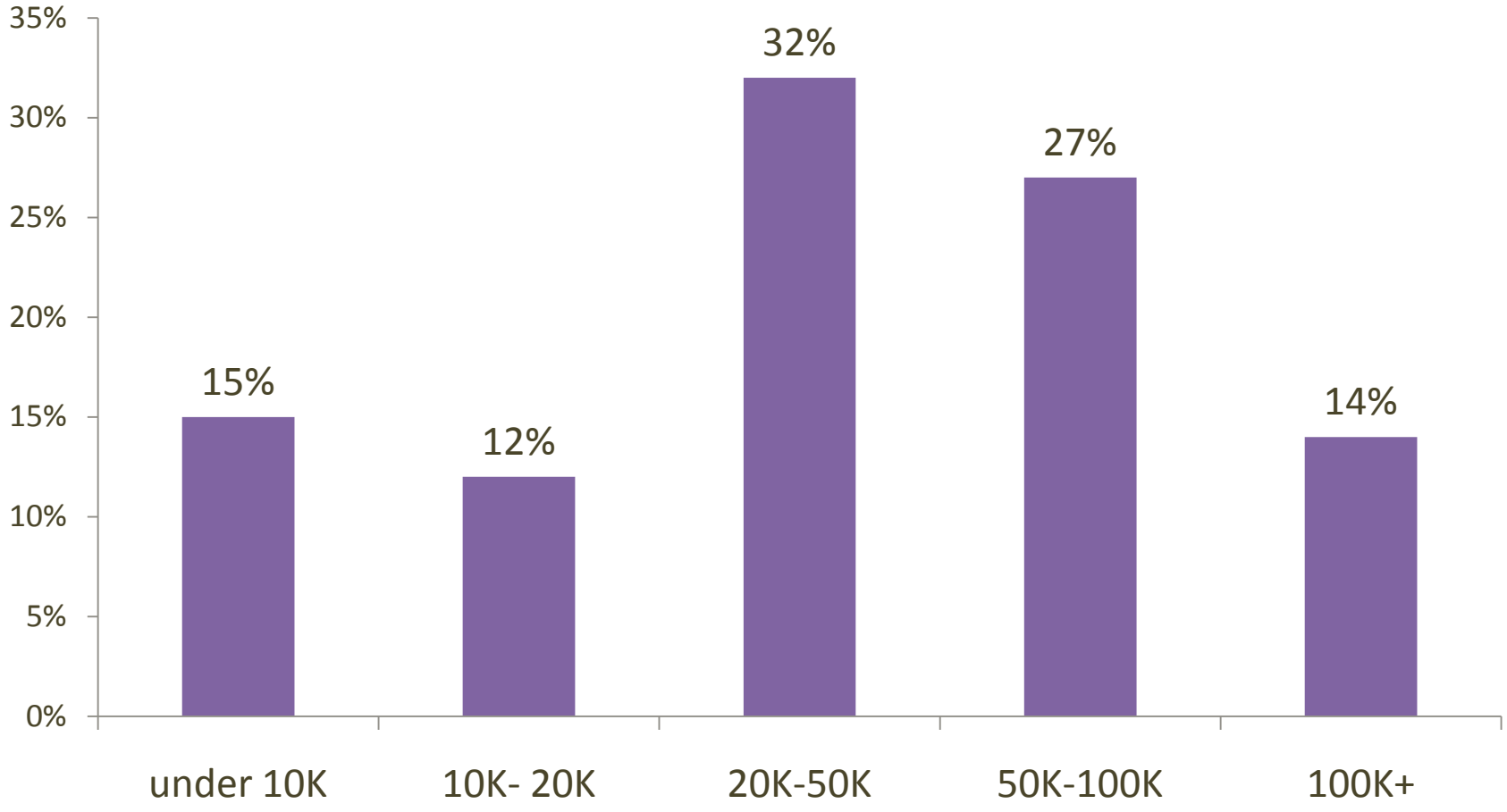
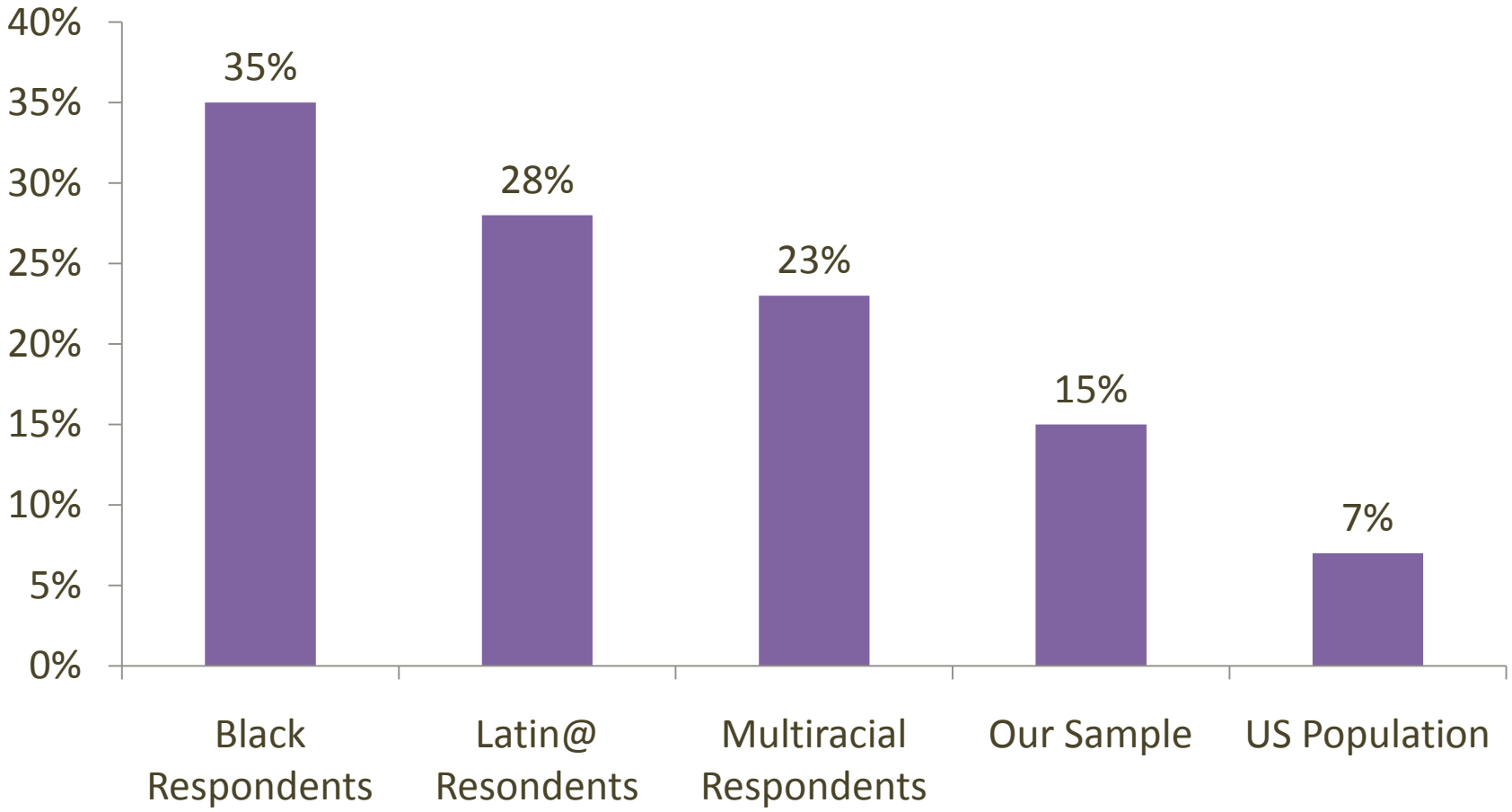
# Income

# Income Distribution



# People of Color are More Likely to Have Lower Incomes

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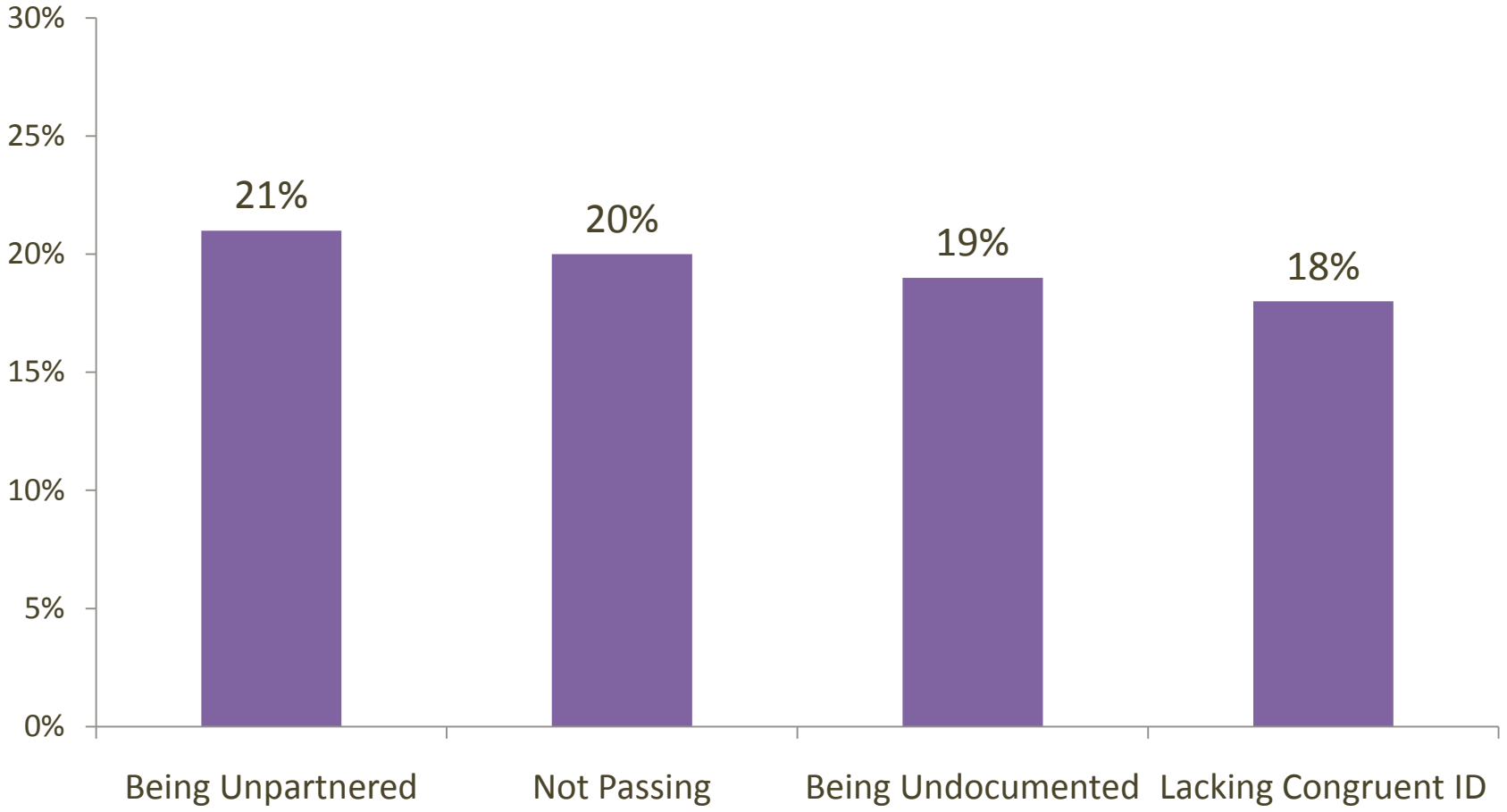
# What Else Impacts Income?



# Public Accommodation

# Verbally Harassed or Disrespected in Public Spaces

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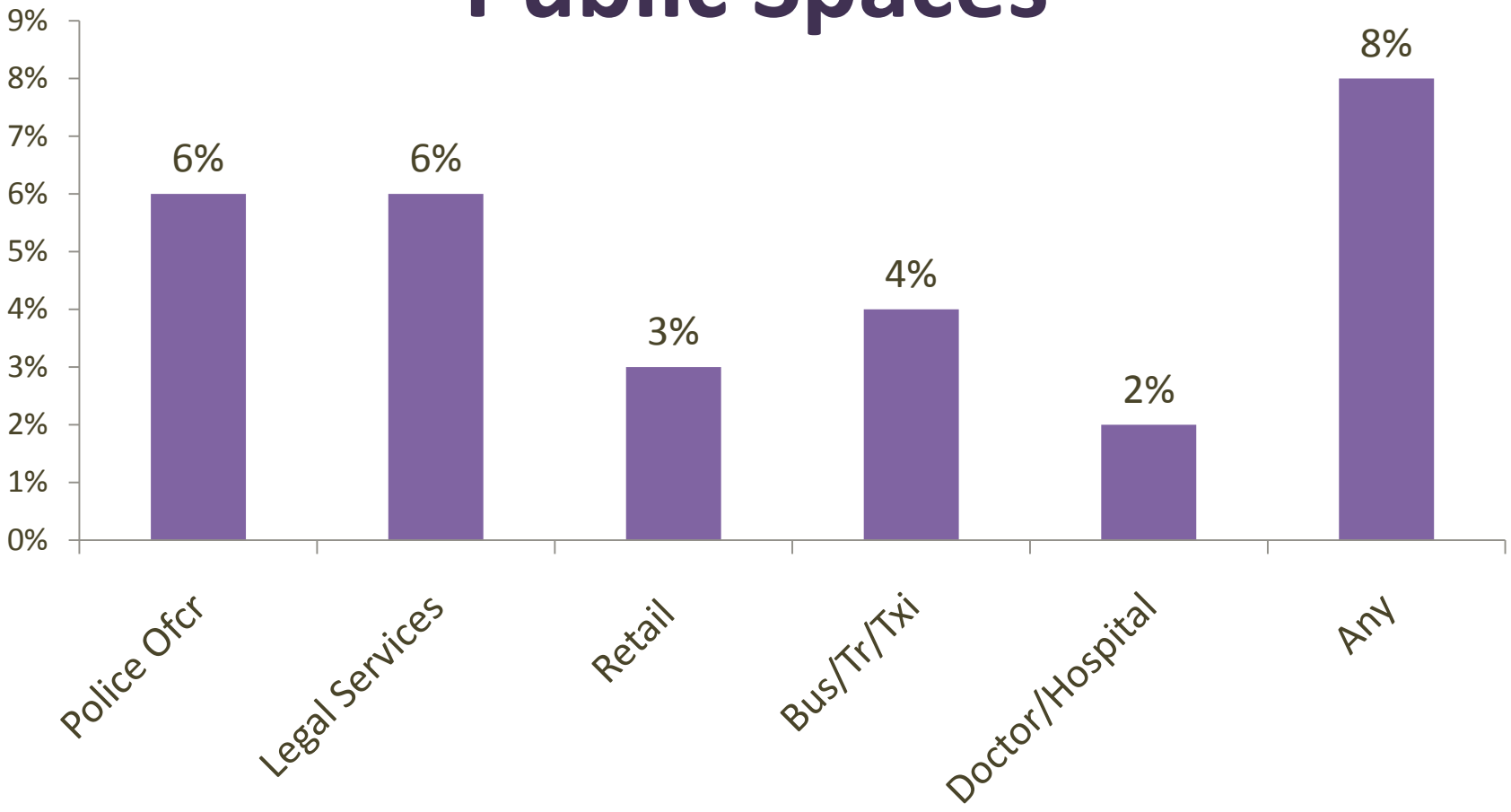
# Physically Attacked or Assaulted in Public Spaces

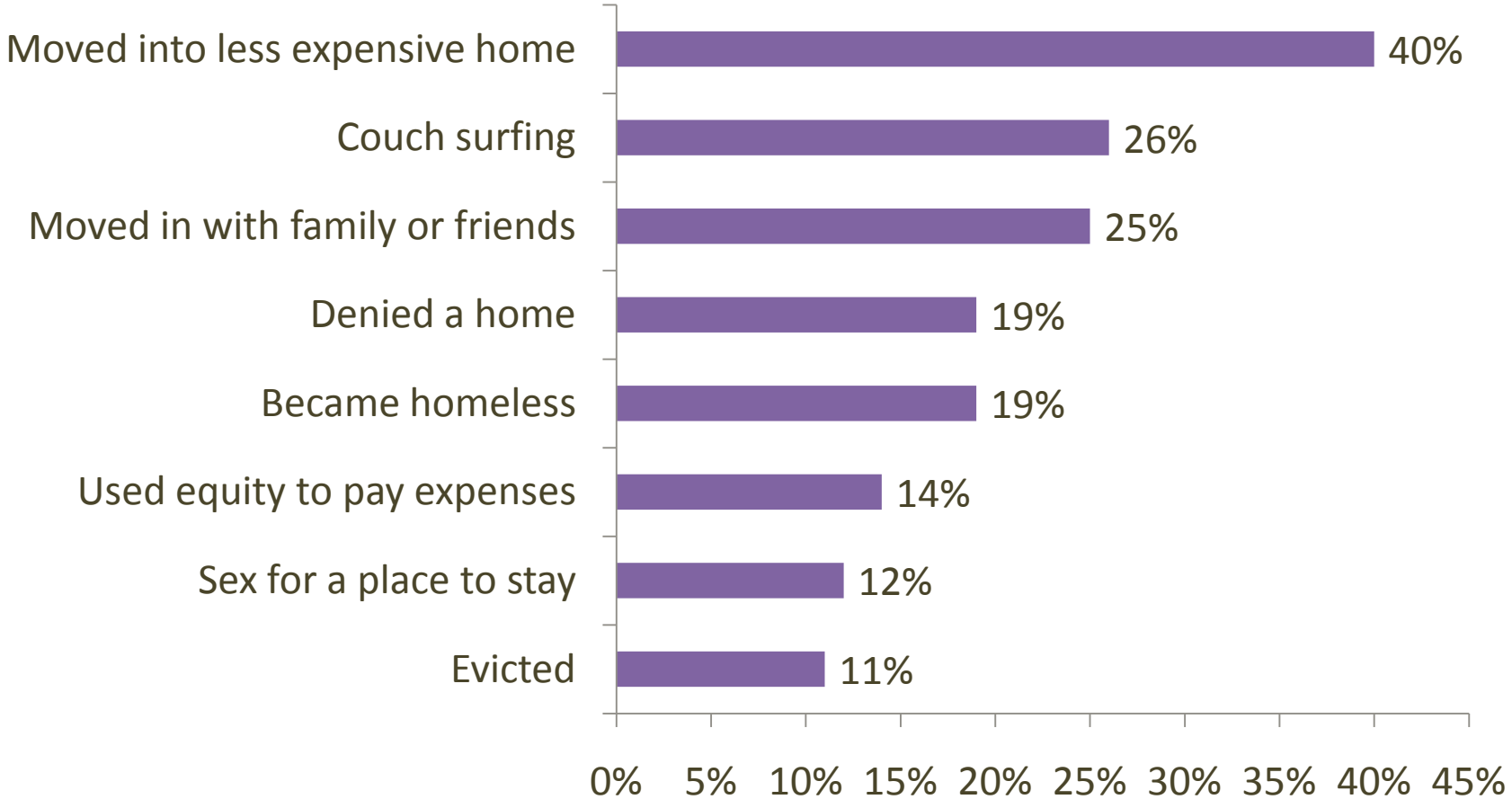


# Housing

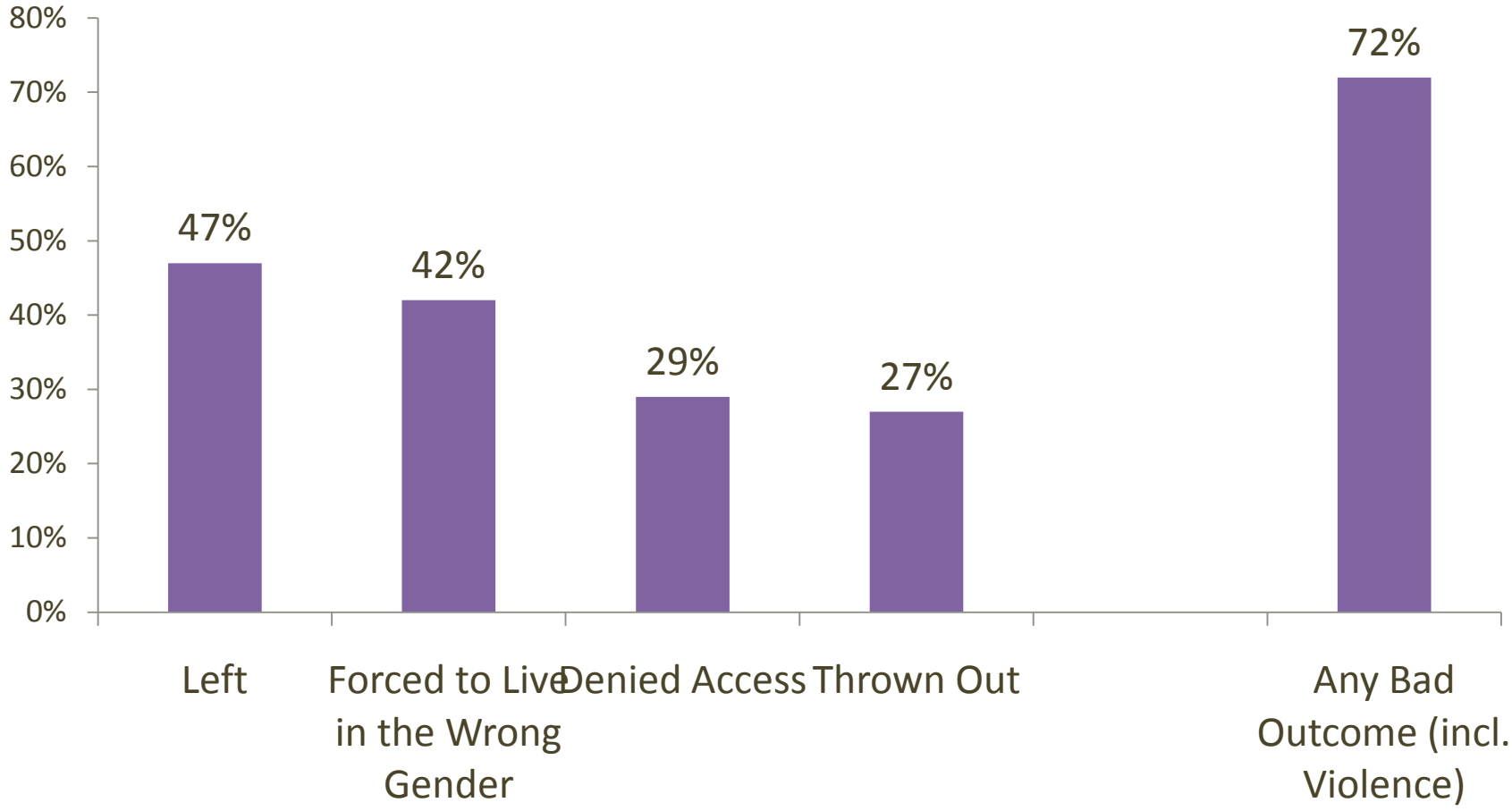
# Housing Security

- **Thirty two percent (32%) of our sample owns their home compared with 67% of the general population**

# Housing Issues and Homelessness



# Discrimination in Homeless Shelters

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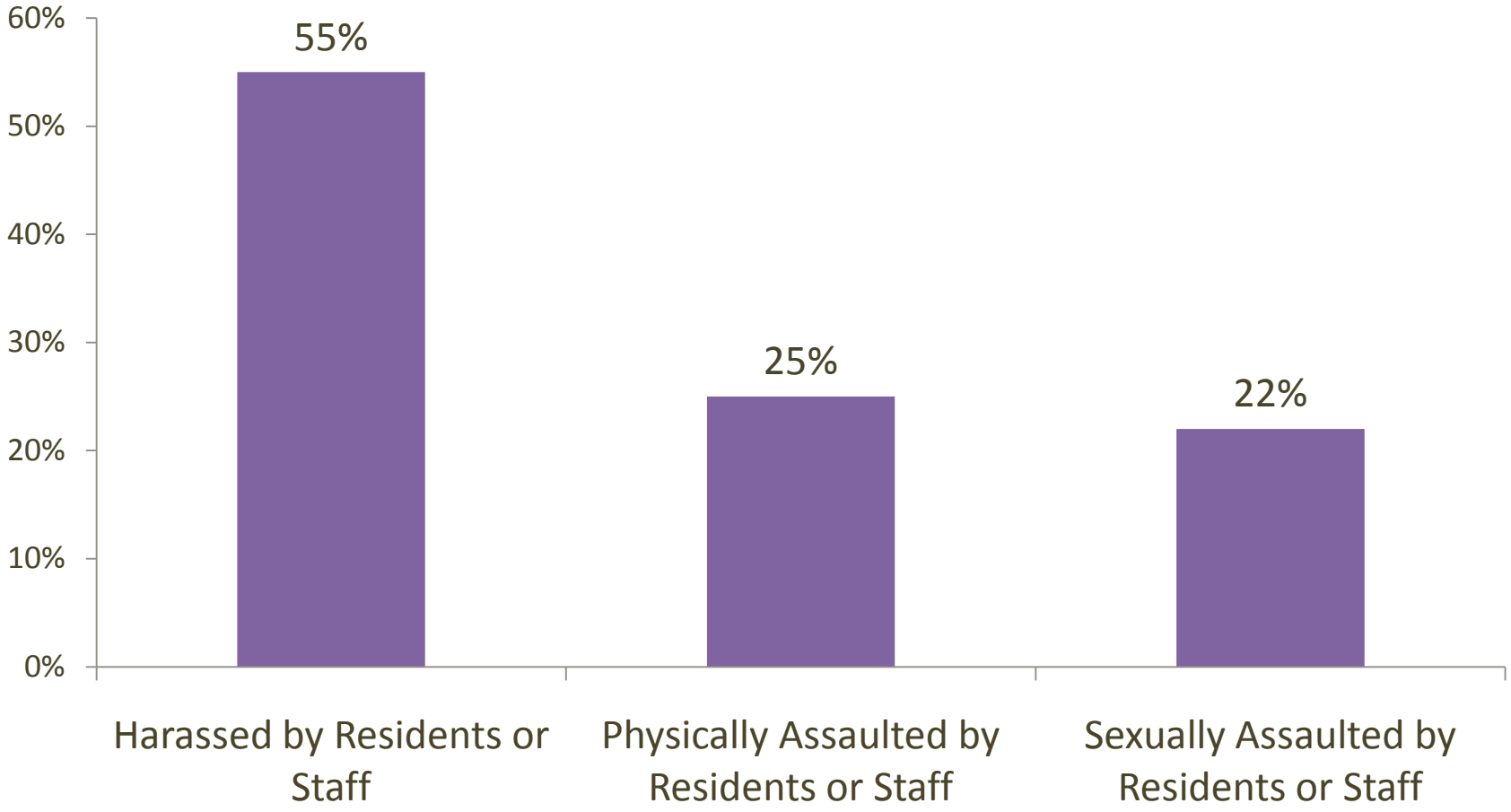
# Violence and Harassment in Shelters

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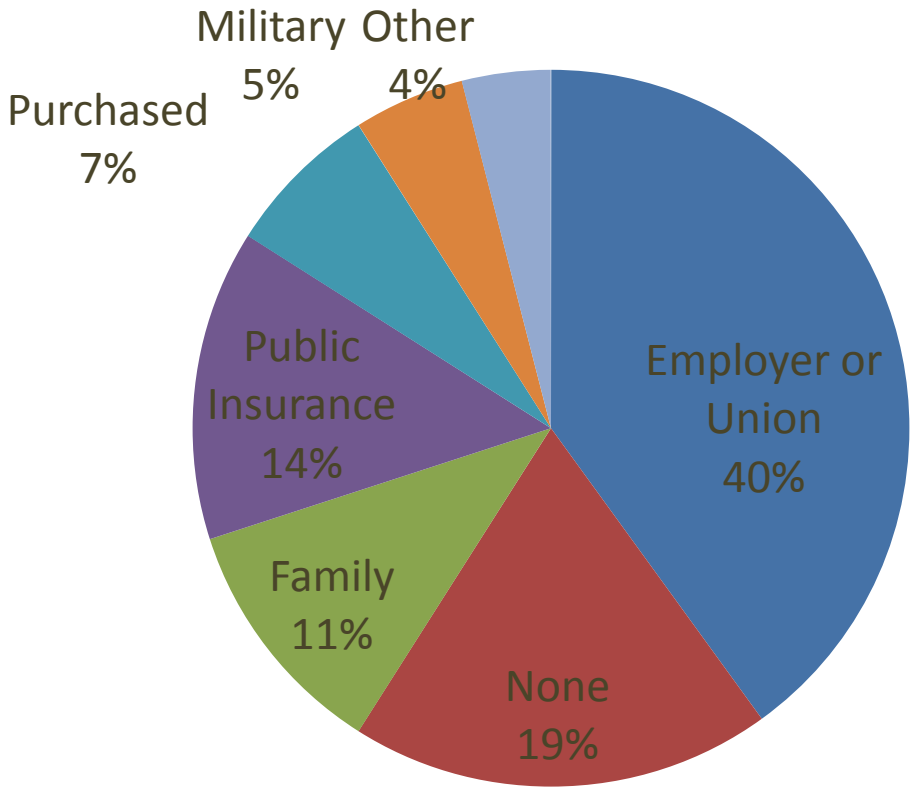
# Health and Healthcare

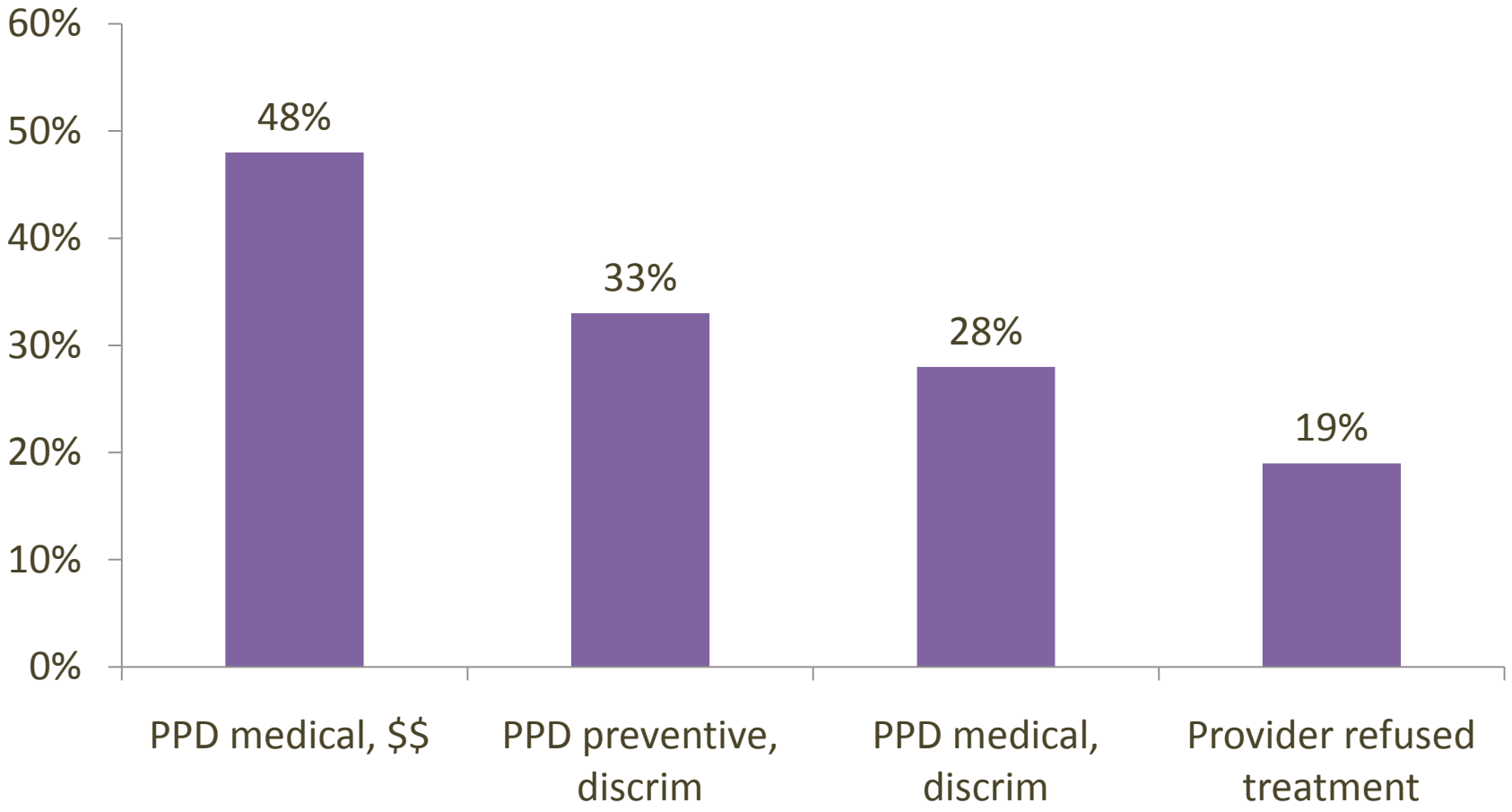
# Health Insurance Coverage



# Education for Clinicians is Essential

**50% of survey respondents had to educate a medical provider about transgender and gender non-conforming people in order to get appropriate care.**

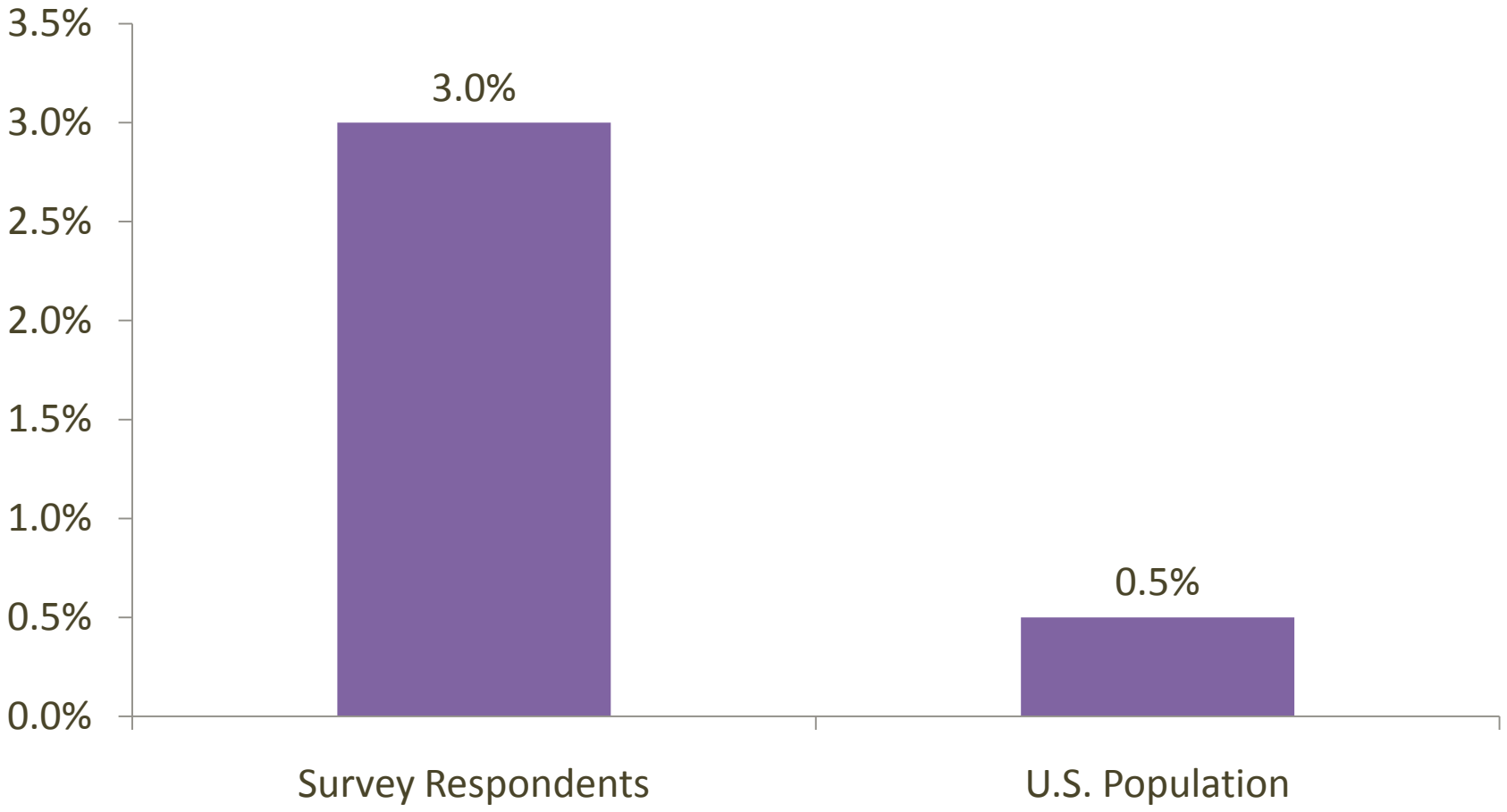
# Effects of Discrimination in Healthcare



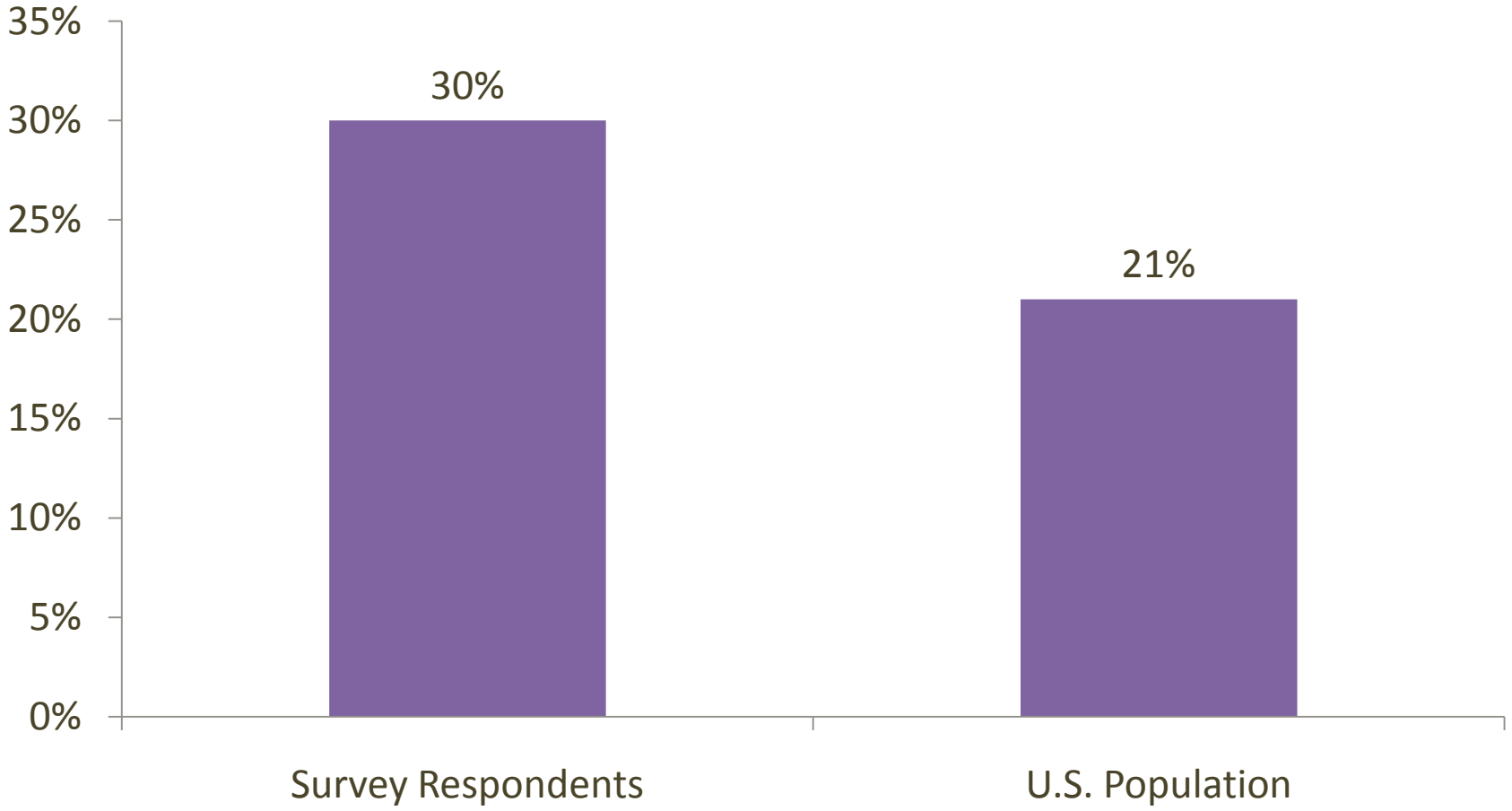
# Reported Diagnoses

- **Fifty percent (50%) of the sample has received a gender-related mental health diagnosis**
- **Thirty-one percent (31%) have received a physical, learning-related or other mental health diagnosis**
  - 19% have one or more mental health diagnoses
  - 15% have one or more physical disability diagnoses
  - 8% have one or more learning disabilities

# Health Outcomes: HIV



# Health Outcomes: Smoking

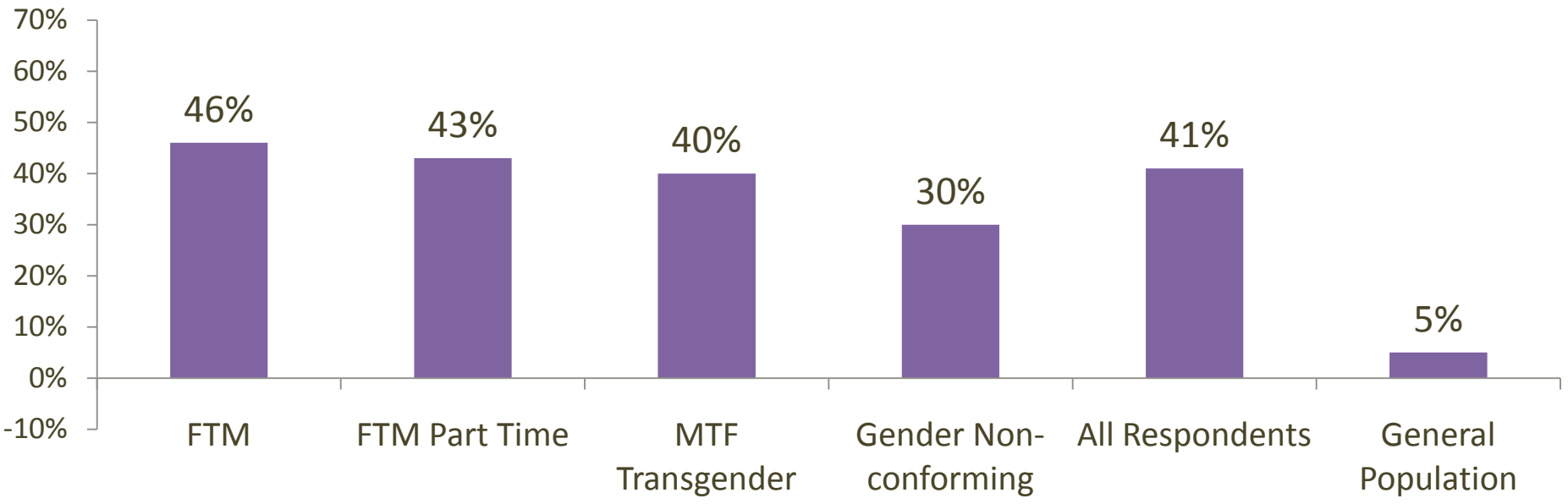


# Health Outcomes: Drug/Alcohol Use

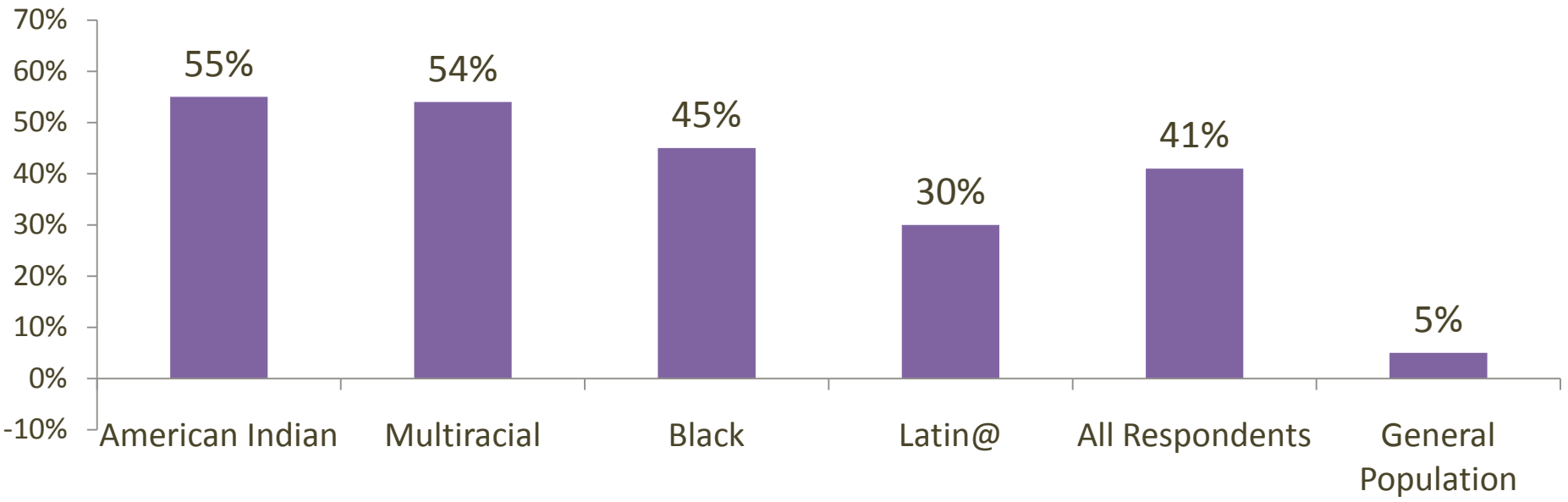
**Thirty-six percent (36%) of respondents are currently or have in the past used drugs or alcohol specifically to cope with mis-treatment due to their gender identity**

- 11% current
- 24% past

# Health Outcomes: Suicide Attempts



# Highest Risk: Suicide Attempts

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# Other data highlights

## Respondents' Top Policy Priorities:

- Employment nondiscrimination (72%)
- Covering trans health care in insurance (65%)
- Hate crimes legislation (48%)
- Access to Trans-Sensitive Healthcare (43%)

# How will we use this data?

- To create a vivid portrait of the impact of discrimination in the lives of transgender and gender non-conforming people; use the data to tell a multi-layered story.
- To Counter Right Wing Lies.
- To pass a transgender and gender identity inclusive ENDA.
- To advocate for state-by-state legislation in a variety of areas – employment, anti-bullying, hate crimes, etc.
- To inform policy priorities and strategies.