



TRANSGENDER  
STRATEGY  
CENTER

[www.transgenderstrategy.org](http://www.transgenderstrategy.org)

## MISSION

TSC is a national trans-led organization providing training to grassroots trans-led organizations throughout the U.S. We utilize a racial, gender, and economic justice framework to **elevate trans leadership to address critical community issues.**

## VISION

TSC works toward a world where trans people are the architects of **strong, healthy, valued communities, living to their full potential.**

## TSC'S HISTORY

TSC was seeded in 2017 with a \$40,000 grant from a philanthropic institution that believed in our vision. Additional grants supported the convening of staff, advisors, and consultants to engage in strategic planning, where mission, values, programming, and core competencies were defined. By 2018, we raised funding to bring on a part-time Deputy Director and an Associate to join TSC's Founding Director. That same year, we started to provide organizational coaching and technical assistance on long term sustainability to trans-led groups. We also launched a training program for cisgendered organizations seeking to improve their services to trans communities. In 2019, all of TSC's staff became full-time employees. TSC has seen significant growth in 2020, with corporate training and coaching on trans diversity, equity, and inclusion as a frequent request.

## ORGANIZATIONAL SUMMARY

Transgender Strategy Center (TSC) is a multiracial trans-led organization that bolsters organizations fighting for trans liberation. We nurture transgender leadership to reach autonomy; support trans people in expressing their voices and heal from trauma; advocate for direct resourcing of trans communities; sustain a community of trans peers; and educate cisgender people in meaningful allyship.

**TSC was launched to address the following gaps in the U.S. landscape:**

**The undervaluing of trans experts** to help trans-led communities solve problems

**The lack of no/low-cost consulting services** for trans-led organizations

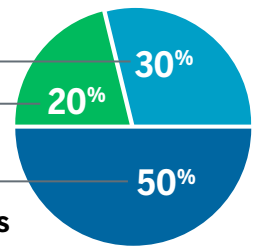
**The lack of a level playing field** for trans-led organizations in accessing funding

**The resourcing of LGBTQ organizations** to lead trans work, **rather than** investing directly in **trans-led organizations**

Backed by a team of trans experts, TSC's strategic services meet the needs of all kinds of clients, from small grassroots trans-led community groups to large corporate firms, using a business model that delivers no/low-cost services to our trans constituents.

TSC's organizational budget for 2020 is \$1 million. Our revenue stream is diverse and encompasses:

- **earned income from foundation grants**
- **fee for services for corporate training**
- **fee for services for technical assistance to the grantees of various philanthropic institutions**



## SUMMARY OF PROGRAMS

TSC believes in trans people's ability to come up with effective solutions for the issues that affect our communities. We assert that capacity building is important for historically underinvested trans-led organizations. Our approach is to offer a continuum of tailored capacity building that exceeds entry-level workshops to address leadership development, strategic planning, and technical assistance gaps which often hamper trans-led community-based programs.

### TSC's tailored suite of services include:

**Technical assistance and capacity building** in areas that range from organizational development to strategic communications

**Leadership development** using a **trauma-informed approach** and a **focus on racial and economic justice**

**Diversity, equity, and inclusion training** for corporate and philanthropic entities to ensure trans-inclusive practices

**Training for cisgender-led community organizations** seeking to serve trans communities

**Incubating** of nascent trans organizations

**Piloting** initiatives and projects

Our most often solicited capacity building requests are for grant writing and fundraising, finance and budgeting, Human Resources management, and strategic communications.

In a short time, TSC has made an indelible mark in the landscape of trans-led advocacy organizations in the U.S. by uplifting the communities most affected by a system of inequality. For example, seventy-one percent of the twenty-four trans-led organizations that have received our leadership development and organizational strengthening services are Black and Brown-led, and are located in fourteen states including Arkansas, Florida, New Mexico, Puerto Rico, and Virginia.

### HIV COVID-19 Rapid Response Fund for Black & Brown TGNC Communities

Our communities have been disproportionately affected by the COVID-19 pandemic, compounding vulnerabilities that reflect historical bias and socio-economic realities. TSC understood the urgency to address their needs. By October 2020, we had raised over \$500,000, and disbursed general operating grants to 21 organizations across the U.S.

## THE TSC TEAM

### STAFF:

#### **Morey Riordan (he/him) | Founding Director**

Morey has been involved in HIV and LGBTQ work and activism for over 25 years. He founded Riordan Strategies, a consulting firm designed to guide philanthropic institutions and community-based organizations on creating a more equitable world.

#### **Aryah Lester (she/her) | Deputy Director**

Aryah, a woman of trans experience from New York, is an author, speaker, and educator who has received many awards. She was inducted into the national Trans100 list.

#### **Reagin Wiklund (he/him) | Operations Manager**

Reagin has extensive experience working to improve the health and well-being of transgender communities and the organizations that serve them. He has also worked as a consultant on trans-specific funding initiatives, and specializes in strengthening administrative infrastructure and organizational systems.

### FACULTY:

TSC's "Faculty" are the core team of professionals that deliver services. TSC also calls on trans consultants when a project matches their expertise. For a list of faculty and consultants, please see TSC's website: [www.transgenderstrategy.org/our-team](http://www.transgenderstrategy.org/our-team).