



TRANScend[®] Community Impact Fund 2022 Progress Report

By Gilead Sciences | March 2022

TRANSCEND®

Welcome Letter

Transgender people have historically faced a slew of barriers restricting access to healthcare, like financial obstacles and a lack of gender-affirming healthcare services or providers with expertise in Transgender care. They also regularly encounter discrimination, harassment and even refusal of care.

Medicine alone cannot solve these problems. That's why, in 2019, we launched the TRANScend® Community Impact Fund under the advisement of community advocates and experts from Transgender-led advocacy and healthcare organizations to elevate best practices and community-led solutions that improve the safety, health and wellness of the Transgender community. TRANScend is committed to holistically improving the well-being of Transgender people by awarding grants to community organizations that work on capacity building and provide direct services. In 2021, TRANScend entered its second round of funding, with 16 organizations across 10 U.S. states receiving \$4.7 million.

We've made immense progress over the last several years, but there's much more work to be done. Transgender people in many localities face service deserts, and while medical training is available to providers, it's still the case that too often, members of the Transgender community have to advocate fiercely for the care they deserve.

We're incredibly proud of what our grantees have accomplished, and we'll further showcase their life-changing work in this report. We hope that you take a few minutes to read it and we welcome your feedback and ongoing support in the years to come.

Thank you for all you do to support the safety, health and wellness of the Transgender community.



Korab Zuka

***VP, Public Affairs
Gilead Sciences Inc.***

Community Note



If you're reading this note, you understand the feelings of shame, dismay and frustration that too often come with navigating the healthcare system as a Transgender person. Transgender people have always sustained one another – through networks of friends, chosen family, peer-to-peer education and mutual aid – in fighting for better health outcomes, largely out of necessity. Gender-affirming care is not just difficult to find, it is actively under attack. As a result, many Transgender people are forced to be experts and advocates in addition to patients as we fight for our own health and well-being.

As a first-generation Mexican-American Transgender woman in a country where one in every four Latina Transgender women is living with HIV, I'm all too familiar with the struggle that often follows an HIV diagnosis. Yet, alongside all the pain that is part of that experience, there is also joy — in the community of people caring for one another, providing each other with the dignity and respect that we don't always get from healthcare professionals.



Diana Feliz Oliva, MSW (she/ella)

***Associate Director of Community Engagement
Gilead Sciences Inc.***

That's the essence of our work with TRANScend at Gilead. Following the leadership and guidance of our community, with Transgender-led organizations and social justice advocates at the forefront, Gilead is helping to lower barriers for Transgender people in health and well-being. Through TRANScend, we are able to address the social determinants of HIV; violence, substance use, education, unemployment, homelessness, incarceration and mental health and make an impact on health inequities our communities face.

For more than 25 years, my career has been about advancing the development of public policy that addresses community-level health and social problems. That work has always been about giving voice and visibility not only to communities affected by HIV, but also to the multiple, overlapping communities my life has touched. I am enormously proud of the progress that we've made thus far. But, we all recognize that there is much work to be done. Our community faces new HIV diagnoses in staggering numbers. We're still fighting for basic access to gender-affirming care and to be treated with respect by our providers.

The community-led work that TRANScend and its grantees are doing to improve health outcomes gives me the motivation to keep creating the change I want to see in the world – a world free of HIV and violence against Transgender people; a future that is Trans-positive, not just Trans-inclusive; and a feeling of safety, wholeness and trust in the care we receive. What's at stake isn't just our physical health, but our right to dignity and decency in our lives, our communities and our country.

Thank you for working with us to make this our reality.

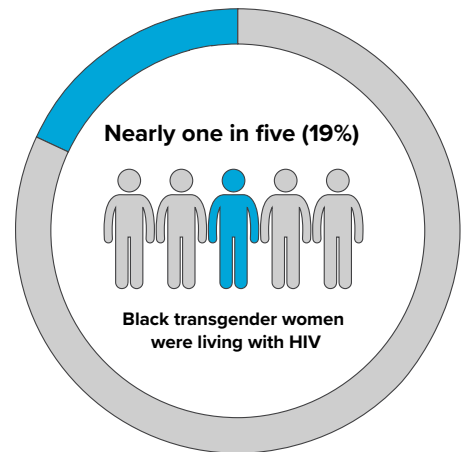
In Solidarity,

Diana Feliz Oliva

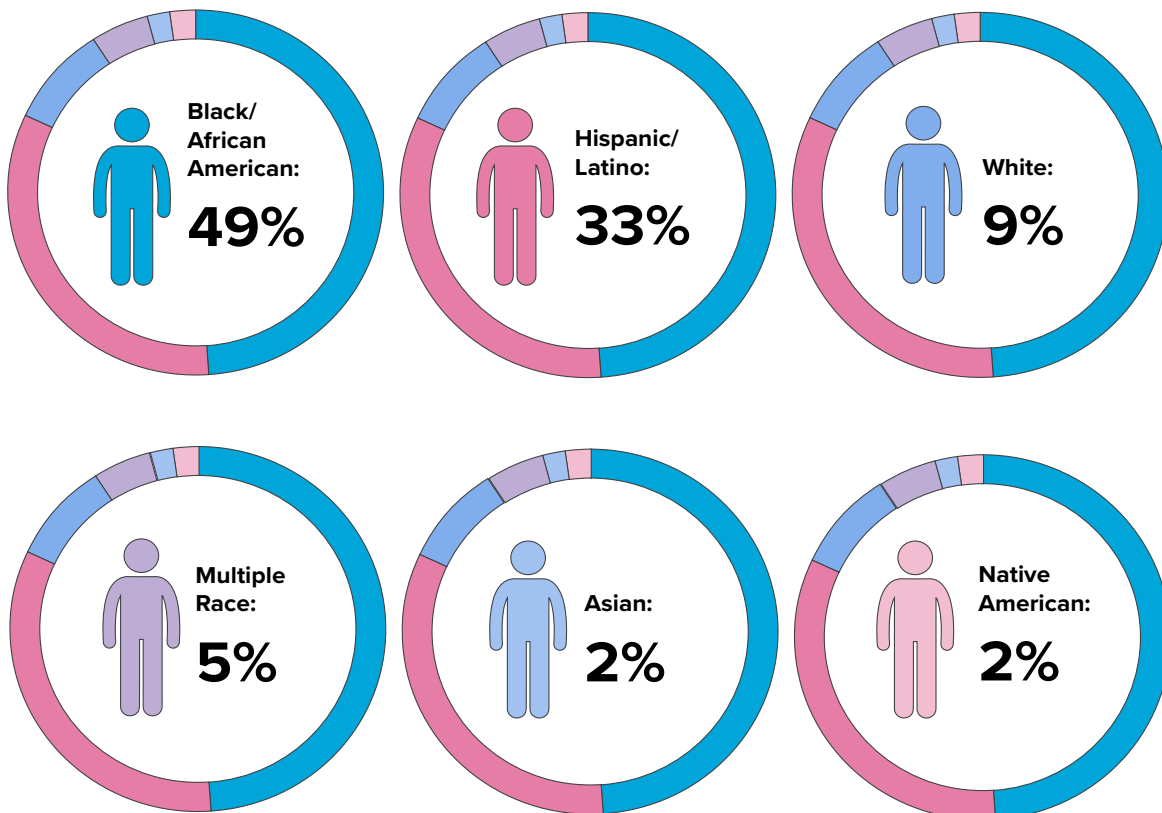
Introduction

Recent data demonstrates that Transgender people are disproportionately impacted by HIV. The U.S. Transgender Survey — the largest survey of its kind to be conducted in the U.S. — revealed that [the percentage of Transgender people living with HIV is nearly five times that of non-Transgender people.](#)¹ New diagnoses also indicated a racial and ethnic disparity, as a CDC report conducted in 2018 and released in 2021 found that, for new HIV diagnoses among transgender women, [49% were Black and 33% were Hispanic/Latina while 9% were White.](#)² The CDC also released an HIV Surveillance Report in 2021 that found that [42% of Transgender women surveyed in seven major cities had HIV, with 62% of Black and 35% of Hispanic/Latina Transgender women reporting a positive status.](#)³

% of Black Transgender women living with HIV in 2018



% of new HIV diagnoses among Transgender women by race in 2018



Introduction

At Gilead, we value continuity in our commitment toward directly addressing the health disparities among the Transgender community that are demonstrated by this research. We have a long track record of supporting local, grassroots organizations to develop and implement community-led solutions. Since 2019, the TRANScend Community Impact Fund has awarded more than \$9.2 million in grants to 26 community organizations as one of the nation's leading corporate funders in philanthropy.

Transgender advocacy and healthcare organizations are doing critical work to address these health disparities and inequities, but often face barriers that prevent them from making an impact at their fullest potential. After meeting with leaders from these organizations, we found that many of them struggle with lack of funding, the need for professional development opportunities for Transgender individuals and the need to improve organizational infrastructure and administrative capacity. Therefore, through TRANScend, we created a three-pronged approach to help these organizations overcome the challenges they're facing.

1. GRANTMAKING.

Within the category of grantmaking, we work with lead philanthropic organizations who re-grant funds to a select number of grassroots organizations with total budgets of less than \$250,000 per year. Our grantmaking grantees focus their efforts on providing routine reports on grant progress, developing efficient operating plans and administrative procedures to effectively manage the grant-making process, and identifying strong non-binary and Trans-led grassroots organizations to serve as sub-grantees.

2. CAPACITY BUILDING.

Within the category of capacity building, we work with intermediary organizations that provide capacity building support through training and technical assistance services for Trans and non-binary-led organizations. Our capacity building grantees also focus their efforts on reporting progress.

3. DIRECT SERVICES.

Within the category of direct services, we work with organizations with annual budgets of \$250,000 or more. Our direct services grantees lead the development and implementation of strategic programs and services for Transgender communities and share their progress with Gilead and other TRANScend grantees to develop effective best practices.

The TRANScend Community Impact Fund by the numbers

Launched in
2019

Serving
26
community-led
organizations

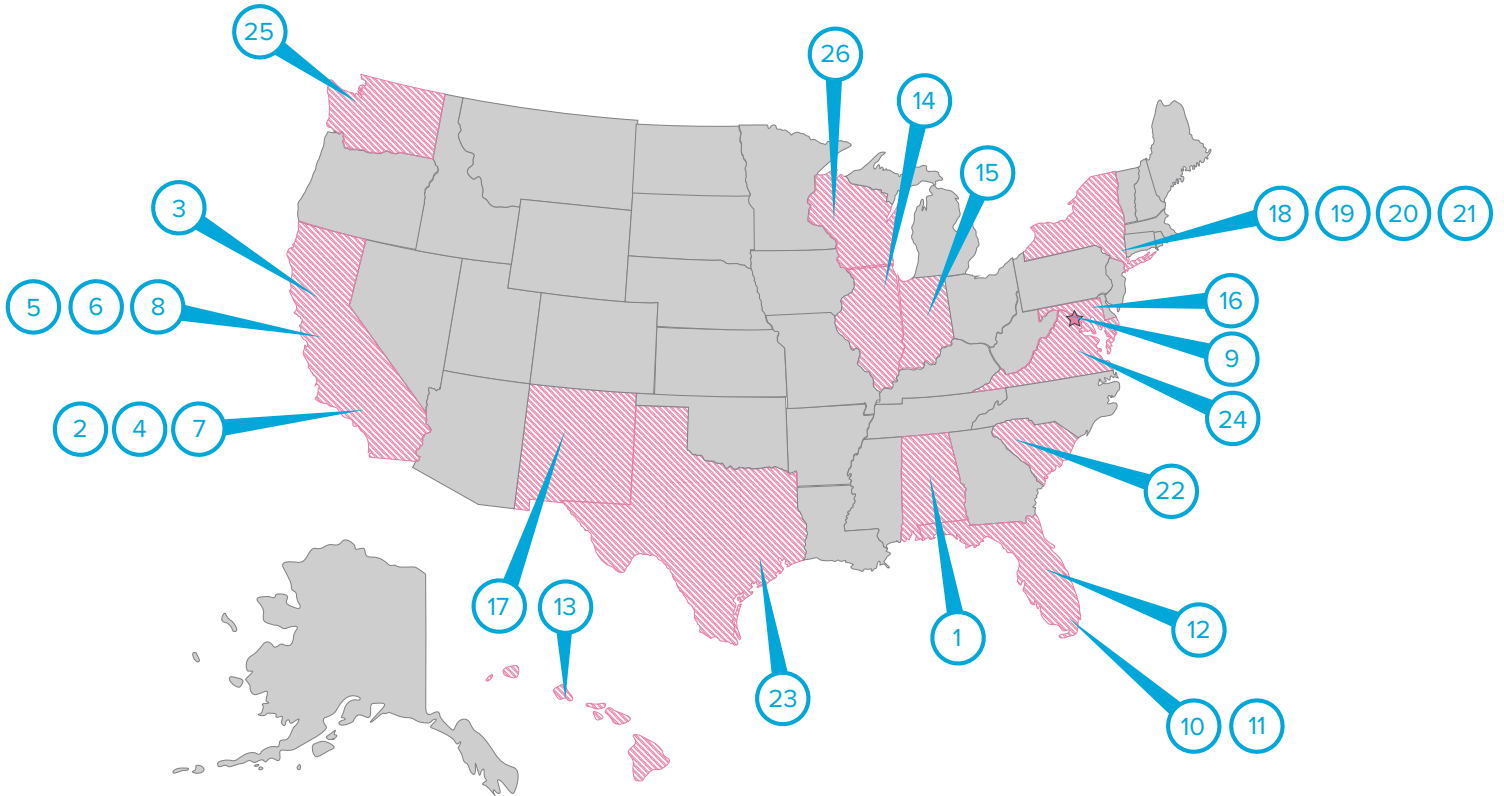
Awarded
more than
\$9.2M
in grants

Present in
15
U.S. states
and territories

TRANScend works to reduce health disparities among the Transgender community by supporting Trans-led organizations doing the essential work on-the-ground — **and we're already seeing results.**

Introduction

TRANSCend Community Partners



1. **T.A.K.E Resource Center**
Birmingham, Alabama
2. **Bienestar**
Los Angeles, California
3. **Gender Health Center**
Sacramento, California
4. **Los Angeles LGBT Center**
Los Angeles, California
5. **Transgender Law Center**
Oakland, California
6. **Transgender Strategy Center**
Richmond, California
7. **Translatin@ Coalition**
Los Angeles, California
8. **Translifeline**
Oakland, California
9. **Casa Ruby**
Washington, D.C.
10. **Arianna's Center**
Miami, Florida
11. **Transinclusive Group**
Pembroke Pines, Florida
12. **Triumphant 2Gether (T2)**
Kissimmee, Florida
13. **Hawai'i Health and Harm Reduction Center**
Honolulu, Hawaii
14. **Brave Space Alliance**
Chicago, Illinois
15. **Damien Center**
Indianapolis, Indiana
16. **Baltimore Safe Haven**
Baltimore, Maryland
17. **Transgender Resource Center of New Mexico**
Albuquerque, New Mexico
18. **Destination Tomorrow**
Bronx, New York
19. **Princess Janae Place**
New York, New York
20. **Transgender Legal Defense And Education Fund (TLDEF)**
New York, New York
21. **Translatinx Network**
New York, New York
22. **Gender Benders**
Piedmont, South Carolina
23. **Fundación Latinoamericana De Acción Social (FLAS)**
Houston, Texas
24. **Nationz Foundation**
Richmond, Virginia
25. **United Territories of Pacific Islanders Alliance - UTOPIA Washington**
Kent, Washington
26. **Advocates for Better Care - ABCs of Advocacy**
Madison, Wisconsin

Program Successes

Grantmaking Organization Spotlight: DESTINATION TOMORROW

Destination Tomorrow is the only Black-led Transgender & Gender Non-Conforming (TGNC) grant-making agency in the United States. Based in Bronx, NY, Destination Tomorrow emphasizes economic, social and mental empowerment through a variety of holistic educational, financial, support-based housing and health programs to support the LGBTQ+ community.

Destination Tomorrow recognized an urgent need to address housing insecurity within the Transgender community affected by HIV. The community already faced significant disparities and inequities, and a positive COVID-19 diagnosis would make it increasingly difficult for people who were unstably housed to find an adequate and welcoming isolation space. “If you don’t have housing or homeless shelters that are affirming and accommodating for Trans, non-binary and gender-nonconforming folks, you create a bigger disparity,” said **Sean Coleman, Executive Director of Destination Tomorrow**.

Destination Tomorrow, was selected as the grantmaking organization for the TRANScend Community Impact Fund. It developed a grantmaking program that supports Black and Brown-serving and -led grassroots organizations addressing the disproportionate impact of HIV within the Transgender community. They provided support to 33 organizations, developing Requests For Proposals (RFPs) in both English and Spanish to access a wider range of organizations who traditionally lack access to funding. Outside of its grantmaking work for TRANScend, Destination Tomorrow has also opened a food pantry in the Bronx and launched Sex Workers Immediate Temporary Comprehensive Housing (SWITCH) – a 90-day housing project for Transgender and gender-nonconforming (TGNC) sex workers and victims of sexual violence.

Breakdown of services provided by Destination Tomorrow:



Training



Grant Writing Support



Building Infrastructure

TRANScend gave Destination Tomorrow the unique opportunity to support Black and Brown-led grassroots organizations and help build out their program infrastructure. Destination Tomorrow helped smaller organizations strengthen applications for direct funding and shared important nuances of grant writing to apply for several big funders. As time went on, nearly 10% of organizations supported by Destination Tomorrow “graduated” out of their required funding bracket, raising over \$250,000 to grow their operations, build secure infrastructure and find sustained funding streams. At the end of 2021, Destination Tomorrow announced a new cohort of 17 sub-grantees for the 2021-2022 cycle of TRANScend.

Now, Sean and Destination Tomorrow are excited to identify organizers who are doing significant work in the South and the Midwest to help the Transgender community. As the only Black-led TGNC grant-making agency in the United States, Destination Tomorrow wants to continue elevating grantmaking opportunities to more diverse funders who look like the target population. The organization is also looking to expand operations in the South by opening a Destination Tomorrow office in Atlanta, GA.

“Models like this work. Gilead needs recognition for this - the fact that it recognized that we were underfunded and ignored and then worked to address funding disparities. We need other funders to take a chance on projects without name recognition but have models that could be successful. Provide the support to make it a success.”

- Sean Coleman, Executive Director of Destination Tomorrow

Destination Tomorrow attends a bill signing ceremony with New York Governor Kathy Hochul
Photo provided by Destination Tomorrow



Program Successes

Capacity Building Organization Spotlight: TRANSGENDER STRATEGY CENTER

The Transgender Strategy Center (TSC) is a national organization that elevates and amplifies Transgender voices and leadership within communities across the United States, centering goals on economic and racial justice, authentic inclusion and equity in health and well-being. TSC provides coaching, training and technical assistance to Transgender leaders and organizations, tailoring their approach to meet the unique needs of each person and organization.

When the COVID-19 pandemic arrived, people who were already underemployed and unemployed were significantly impacted. A lack of access to care and protective measures became apparent, and TSC started getting reports of food insecurity and isolation by its members, as people who would come in and out of care facilities became more socially isolated due to no public transportation and the threat of COVID transmission. With support from Gilead, TSC collaborated with other organizations to pool resources toward spontaneous food banks, clothing giveaways and fundraisers for people's rent.

In 2021, TSC used its TRANScend funding to support 38 organizations in capacity building training and securing additional grants and building momentum to boost services and create long-term stability. Capacity building training offered by TSC included sessions on coalition-building, storytelling, trauma-informed approaches to HR, grant applications, media training and fighting anti-Trans legislation. Twenty of the organizations received capacity building training for the first time and 273 staff and community members received training. Eighty-five percent of the organizations helped by TSC were both BIPOC-serving and -led and 40% are in the U.S. South.

“Our dream is to have more organizations become known, lasting and growing. We’re excited to help more Trans-led groups increase their capacity to be sustainable in the long-term and build stronger skills to reach out and meet the needs of the community.”

- Morey Riordan, Founding Director of TSC

TSC staff and consultants gather to create capacity building resources
Photo provided by TSC

Breakdown of services provided by Transgender Strategy Center:



Leadership
Development



Trans
Community
Building



Corporate
Consultation

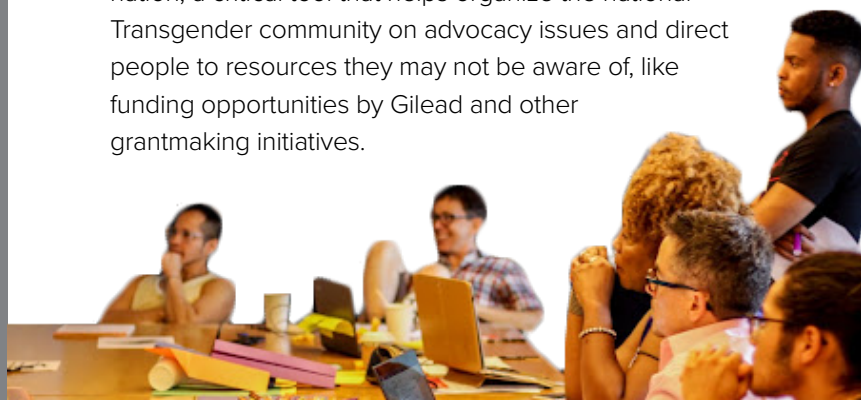


Strengthening
Our Allies

TSC helped support these organizations and assisted them in securing additional grants and building momentum to boost services and create long-term stability. “Gilead took its resources and said, ‘We trust that you know how to best use these resources,’” said **Morey Riordan, Founding Director of TSC**. “There’s been a lack of trust historically of such organizations, thoughts that there would be mismanaged funds, that we were in over their heads... just a lot of stigma. But this is a significant amount of funding for these smaller groups and will make a big difference.”

TSC also used TRANScend funds to expand The Master Class, a partnership with Valerie Spencer, the founder of the Holistic Empowerment Institute, to develop and offer a holistic leadership opportunity for Trans women of color who are looking to advance their professional development and leadership skills. One Master Class graduate said, “This training and these women have changed my life. The balance of love and accountability was powerful. We could let our shields down and support each other to be our better selves and believe in what is possible. Honestly, I have not been able to do this in leadership trainings where I am the only Trans person.”

Through TRANScend, TSC also developed a first-of-its-kind database of nearly 225 Transgender and Gender Non-Conforming (TGNC) organizations throughout the nation, a critical tool that helps organize the national Transgender community on advocacy issues and direct people to resources they may not be aware of, like funding opportunities by Gilead and other grantmaking initiatives.



Program Successes

Direct Services Grantee Spotlight: NATIONZ FOUNDATION

Nationz Foundation is one of the leading providers of HIV/AIDS prevention and advocacy, and works towards building a more inclusive central Virginia for LGBTQ+ identified individuals. Their mission is to provide education and information related to HIV prevention and overall health and wellness while inspiring the community to take responsibility for their health.

With TRANScend funding and support from the Transgender Strategy Center, Nationz was able to expand their food pantry, host healing and mindfulness sessions virtually and provide transportation for community members to get to work and appointments. They provided direct services to nearly 80 individuals, developed 10 new community partnerships and conducted five peer-led group interventions. Nationz was also able to create evaluation tools that collect key data to use in reporting and for future grant applications.

“With Gilead funding, we were able to make some really great community connections,” said **Zakia McKensey, Executive Director of Nationz Foundation**. “I founded the organization in 2015 and never would have imagined that we could do the things that we’re doing. I’m so proud of all the work we’ve done.”

Looking ahead, Nationz is planning to expand their services, including a PrEP clinic that can transition into a full-scale health clinic with Trans-affirming care, HIV care, hormone replacement therapy and letters for name change services.

Breakdown of services provided by Nationz Foundation:



Food Pantry



Testing Services



Club/Street Outreach



Text Line Services



Nationz Foundation members providing services in the community on National HIV Testing Day
Photo provided by Nationz Foundation

“The TRANScend program is amazing because I see it working in the behaviors of our clients and how they’re navigating their lives.”

- Zakia McKensey, Executive Director of Nationz Foundation

Nationz participants celebrate graduating from a TRANScend training
Photo provided by Nationz



Program Successes

Direct Services Grantee Spotlight: FUNDACIÓN LATINOAMERICANA DE ACCIÓN SOCIAL (FLAS) INC.

Since 1994, the Houston, TX-based organization Fundación Latinoamericana De Acción Social (FLAS) has provided education, HIV/STI counseling and testing and treatment referrals for Latinos affected by HIV/AIDS. With its team of experts and volunteers, FLAS hosts education seminars and health fairs at churches, civic organizations, consulates and more to reach the Transgender community, provide cultural competency and reverse rising infection rates of HIV/AIDS among Latinos in the Greater Houston Area.

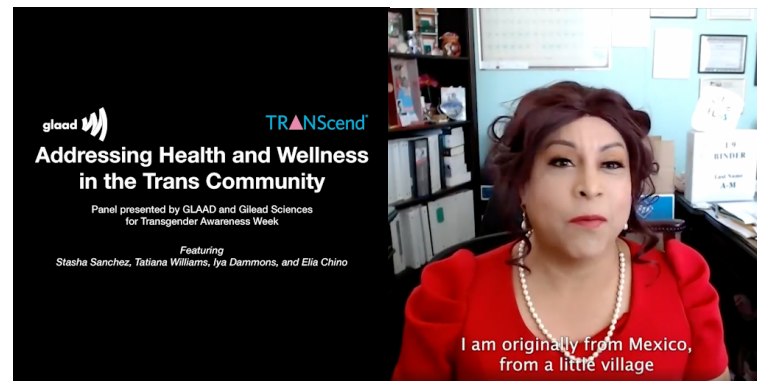
For FLAS, the COVID-19 pandemic was a dark time that exacerbated many of the challenges faced by the Transgender community. The organization rallied to provide members additional food and financial assistance to pay their rent and utility bills. “TRANScend helped us provide support when there was a huge need,” said **Elia Chinó, Founder and Executive Director of FLAS**. “We lost a lot of our community members to COVID and even had to put funds toward funeral expenses.”

Recognizing a glaring gap in health services for Transgender women in Houston, FLAS developed a biweekly program with 30 Transgender Latinas to discuss life skills and empowerment, provide mental health and emotional support and host legal sessions to discuss immigration and name and gender change services. In 2021, FLAS also supported 48 Transgender Latinas in conducting testing, providing mental health services and administering substance use treatment and hormone therapy services.

Breakdown of services provided by FLAS:

- Behavioral Health Services
- Prevention & Testing Services
- Health Education Services
- Court Mandated Services
- Emergency Assistance

FLAS will also work with Latin American Consulates based in Houston to assist with name and gender changes, building on its current partnership with the Mexican Consulate. With TRANScend funding, FLAS is excited to continue providing care in its community, inspiring Transgender leaders and allies and reaching more members.



Elia Chinó, Founder and Executive Director of FLAS, participates in a TRANScend panel presented by GLAAD and Gilead for Transgender Awareness Week titled “Addressing Health and Wellness in the Trans Community.” The panel was facilitated by Stash Sanchez and panelists Tatiana Williams and Iya Dammons.
Photo provided by GLAAD

“I am so proud to be able to assist Transgender Latinas in my community and be here with doors open to anybody that needs help.”

- Elia Chinó, Founder and Executive Director of FLAS

FLAS attends a meeting at Consulado General de México in Houston
Photo provided by FLAS



TRANSCEND®

Looking to the Future

Gilead knows that leaders from within the Transgender community understand how to lead and best address these issues. That's why we support our grantees with program development, capacity building and other necessary operational types of funding that traditional donors tend to overlook, allowing Trans-led organizations to do their best work.

Looking to the future, Gilead will expand the TRANScend Community Impact Fund to support additional Trans-led organizations that are working to improve the safety, health and wellness of their community. Specifically, Gilead will continue to support strategic program development, capacity building and implementation of direct service initiatives bolstered by strong community engagement efforts to build and sustain progress in reducing the impact of HIV within non-binary and Transgender communities. We will also expand our efforts in the communities of color that have been historically overlooked when it comes to investment and community support.

In addition to our support of current grantees, we plan on growing our outreach to engage with new organizations, particularly Transgender women and allies of the non-binary and Transgender communities. We're grateful to support a diverse group of grantees who are working on the ground to support local organizations and deliver life-saving wellness services to the most vulnerable.

Our grantees at the grassroots level have achieved extraordinary results with the support of Gilead. Our holistic, more-than-medicine approach is already improving people's health and well-being throughout our communities, but we recognize that the work is not done until every Transgender person knows the dignity that comes with access to quality care.

We will continue to support and provide resources for Trans-led organizations as they lead us toward a safer and more equitable world for the Transgender community.

APPENDIX

Gilead TRANScend Community Impact Fund Grantees

Alabama

[T.A.K.E Resource Center*](#)

\$200,000
Birmingham, Alabama

California

[Bienestar*](#)

\$200,000
Los Angeles, California

[Gender Health Center**](#)

\$200,000
Sacramento, California

[Los Angeles LGBT Center**](#)

\$200,000
Los Angeles, California

[Transgender Law Center*](#)

\$500,000
Oakland, California

[Transgender Strategy Center***](#)

\$2,000,000
Richmond, California

[Translatin@ Coalition*](#)

\$100,000
Los Angeles, California

[Translifeline*](#)

\$90,000
Oakland, California

District of Columbia

[Casa Ruby*](#)

\$200,000
Washington, D.C.

Florida

[Arianna's Center**](#)

\$189,600
Miami, Florida

[Transinclusive Group**](#)

\$200,000
Pembroke Pines, Florida

[Triumphant 2Gether \(T2\)**](#)

\$200,000
Kissimmee, Florida

Georgia

[Advocates for Better Care
- ABCs of Advocacy*](#)

\$100,000
Atlanta, Georgia

Hawaii

[Hawai'i Health and Harm
Reduction Center*](#)

\$200,000
Honolulu, Hawaii

Illinois

[Brave Space Alliance*](#)

\$200,000
Chicago, Illinois

Indiana

[Trans Solutions**](#)

\$200,000
Indianapolis, Indiana

Maryland

[Baltimore Safe Haven**](#)

\$200,000
Baltimore, Maryland

New Mexico

[Transgender Resource Center of
New Mexico**](#)

\$200,000
Albuquerque, New Mexico

New York

[Destination Tomorrow***](#)

\$2,000,000
Bronx, New York

[Princess Janae Place*](#)

\$200,000
New York, New York

New York (cont.)

[Transgender Legal Defense And
Education Fund \(TLDEF\)**](#)

\$195,525
New York, New York

[Translatinx Network***](#)

\$400,000
New York, New York

South Carolina

[Gender Benders**](#)

\$200,000
Piedmont, South Carolina

Texas

[Fundación Latinoamericana De
Acción Social \(FLAS\)***](#)

\$300,000
Houston, Texas

Virginia

[Nationz Foundation***](#)

\$400,000
Richmond, Virginia

Washington

[United Territories of Pacific Islanders
Alliance - UTOPIA Washington**](#)

\$200,000
Kent, Washington

*Phase I Grantee, 2020 - 2021

**Phase II Grantee, 2021 - 2022

***Both Phase I and Phase II Grantee

APPENDIX

Endnotes:

¹James, S. E., Herman, J. L., Rankin, S., Keisling, M., Mottet, L., & Anafi, M. “The Report of the 2015 U.S. Transgender Survey.” Washington, DC: National Center for Transgender Equality. December 2016. <https://transequality.org/sites/default/files/docs/usts/USTS-Full-Report-Dec17.pdf>

²(2021). HIV and Transgender People: HIV Diagnoses. Center for Disease Control and Prevention. Last Modified: September 17, 2021. <https://www.cdc.gov/hiv/group/gender/transgender/hiv-diagnoses.html>

³(2021) HIV Infection, Risk, Prevention, and Testing Behaviors Among Transgender Women—National HIV Behavioral Surveillance, 7 U.S. Cities, 2019–2020. HIV Surveillance Special Report 27. Centers for Disease Control and Prevention. <http://www.cdc.gov/hiv/library/reports/hiv-surveillance.html>.