



leeway foundation

"True inclusion comes from movements that explicitly dismantle the interrelated harms of gender discrimination, sexism, economic barriers, violence, and other systemic abuses that compound one another, leaving trans people perpetually at the margins of society."

— Zavé Martohardjono and Rye Young, *Toward Transfeminism: Moving Beyond Inclusion*

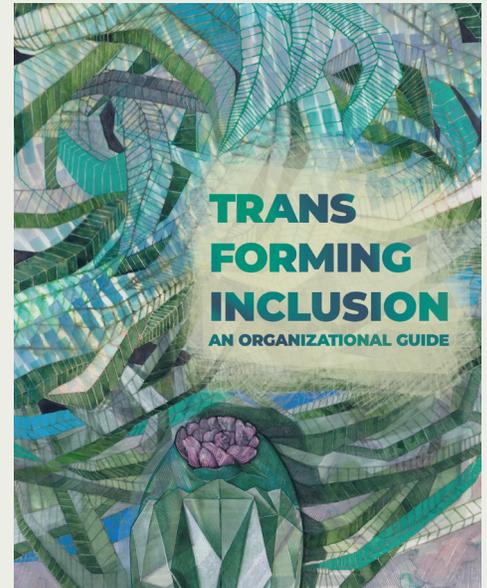
***TransForming Inclusion: An Organizational Guide*** is for organizations, funders, and leaders in the fields of philanthropy, arts, and culture, committed to feminist practices and supporting LGBTQ communities. Created by the Leeway Foundation—an organization that supports women, trans and gender nonconforming artists working at the intersection of art, culture and social change—this resource includes shared concepts and language, best practices, and a vision for other organizations to begin or deepen their work in practicing organizational transformation. The guide provides context and insight into the challenges and rewards of committing to the work of becoming inclusive, acknowledging that the process is ongoing.

In a time where transgender and gender nonconforming individuals face a gamut of systemic hardships— from a lack of access to vital services and opportunities, to an onslaught of oppressive legislation and the active threat of physical violence—addressing connected systems of power is an important first step in the journey to affirming transgender and gender nonconforming communities.

*TransForming Inclusion* invites organizations to move beyond general acceptance to inclusion and finally, affirmation through:

- Creating and adopting "shared language," with a glossary of current gender terminology;
- Shifting institutional language in both print and speech, (e.g. removing or adding options other than male and female on forms, or addressing a group as esteemed guests, rather than "ladies and gentlemen");
- Adopting pronoun usage and etiquette (e.g. introducing oneself with name and pronouns, such as he/him, she/her, they/their);
- Intentional outreach and messaging that publicly indicates that your organization is welcoming and affirming on promotional materials ;
- Implementing nondiscriminatory policies and accommodations, such as supporting preferred name usage, creating systems for keeping legal names confidential, providing all-gender restrooms on-site, and offering support for employees who choose to transition.

*TransForming Inclusion* also presents examples of organizations that have undertaken the journey towards trans-affirming organizational practices. Each organization's journey is unique, and the featured reflections are helpful, concrete tools for other organizations to learn from and potentially adopt in their practices. Finally, the guide shares links to further reading and training on transgender and gender nonconforming topical competency, such as Philadelphia-based organization *TransWork*, nationally based Transgender Training Institute, and the work of professor, author, and former Leeway Foundation board member Heath Fogg Davis, Ph.D.





Since 1993, Leeway Foundation has funded over 1,000 artists in the region with over five million dollars in grants. As a feminist organization that took serious strides to expand its mission and philosophy to one that underscores racial and economic equity, and gender self-determination, Leeway is committed to investing in and promoting the sustainability of artists who belong to marginalized communities. Because of this and its overlapping footprints in the philanthropic and arts & culture spaces, Leeway created *TransForming Inclusion* to share with peers, colleagues, and community partners its process of embracing trans justice and gender self-determination as key organizational values.

The launch of *TransForming Inclusion* is part of Leeway Foundation's 25th anniversary celebration, accompanied by a panel discussion and reception on November 8, 2018, featuring:

- Alison Gerig, Licensed Psychotherapist and Culture Change Consultant
- Celena Morrison, Director of Programs, William Way LGBT Community Center
- Gabriel Foster, Co-Founder & Executive Director, Trans Justice Funding Project
- Heath Fogg Davis, Ph.D, Director of Gender, Sexuality, and Women's Studies Program, Temple University
- V Varun Chaudhry, Anthropology Ph.D Candidate, Northwestern University and Leeway Foundation Scholar-in-Residence (moderator)

For more information, visit [www.leeway.org/transforminginclusionlaunch](http://www.leeway.org/transforminginclusionlaunch).