

ANNUAL REPORT 2022

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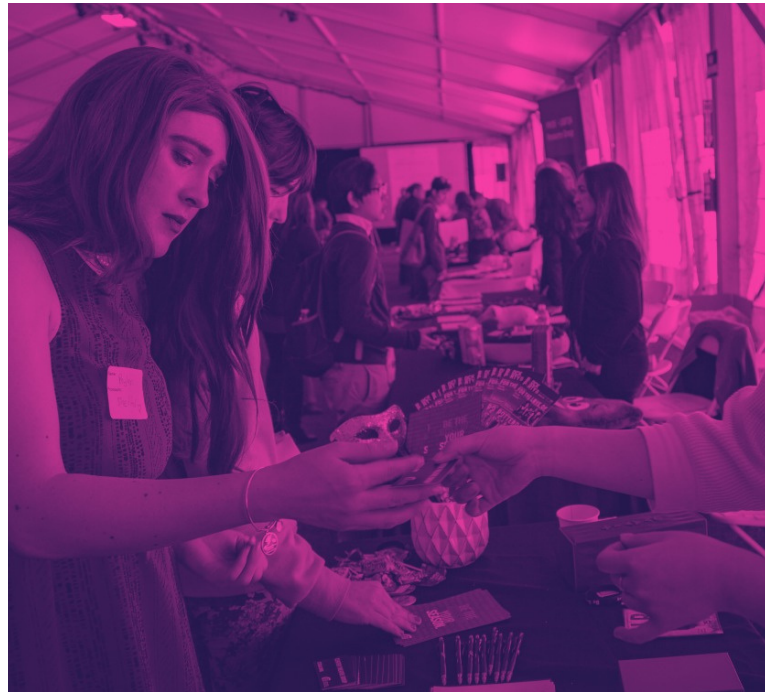


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A NOTE FROM OUR EXECUTIVE DIRECTOR

Dear Reader,

Thank you so much for taking the time to check out Trans Can Work's first annual report! Since coming on in September of 2021, I've witnessed the TCW team work tirelessly to support our job seekers, train and transform workplaces for the benefit of all, and create groundbreaking opportunities for both our job seekers and employers to put theory into practice.

Trans Can Work is one of a few organizations committed to the economic empowerment and transforming of material conditions for transgender, gender diverse, and intersex community members through tried and true workforce development practices.

Additionally, we have so many incredible community partners dedicated to supporting our job seekers we deeply appreciate everyone who has supported us this past year.

TCW receives inquiries for support from over thousands of TGI job seekers across the country and our average caseload for each of our employment navigators is over 100 active job seekers at any given time. Read through our report to learn more about our impact this past year.

**Sincerely,
Lexi Adsit, Executive Director**

MEET THE TEAM

STAFF:



LEXI ADSIT

SHE/HER
Executive
Director



JOVAN WOLF

HE/THEY
Director of Workforce
Development



MARTHA P. GOMEZ

SHE/THEY
Workforce
Development Manager



IRIS BAINUM-HOULE

THEY/SHE/HE
Special Projects
Manager



ANG CRUZ

THEY/SHE
Social Media and
Career Fair Coordinator



EMMANUELLE NARANJO

SHE/HER
Business Operations and
Training Coordinator



DIEGO BRAVO

THEY/THEM
Employment
Navigator



QUEEN SHANNON

SHE/HER
Employment
Navigator



NIKO KAMARI

THEY/THEM
Employment
Navigator

BOARD:

Toni A. Newman

Board Chair

Dr. Alexandra Jacqueline Annala

Treasurer

Celia Daniels

Secretary

Dr. Andrea Cubitt

Gabriel Joffe

Jamie Bergeron

Mar Balcita

Jessie McGrath

Liam Paschall

FUNDERS:

- California Workforce Development Board's Workforce Accelerator Project
- Restaurant Workers Community Fund
- County of San Diego
- City of San Diego
- City of West Hollywood
- Southern California Edison
- Glassdoor
- WarnerMedia
- Equality California
- Payscale
- Angel City Football Club

"I'm thankful to have access to Trans Can Work's employment services and social resources. In particular, I'm grateful for the inclusion of an individual Navigator - a person who aids various processes along the client's way to socioeconomic stability. The upstream focus on trans well-being is another reason I'm glad to be a TCW client; the whole person is considered, not just the potential employee, but the human being (and that's a good thing)."

- TCW Client



WORKFORCE DEVELOPMENT

597

Request
for
Services

102

Client
Intakes

213

Training
Program
Referrals

22

Training
Program
Enrollments

14

Training
Program
Completions

29

Clients
Placed Into
Employment

"I scheduled an enrollment with Trans Can Work with the intention of transitioning out of my prior employment working for Idaho Coalition Against Sexual & Domestic Violence due to personal health reasons. I wanted to become a client after hearing of the collaboration with Grindr for a summer internship program. Besides entering a new line of work, I had until May to find a job otherwise I'd lose my housing. After my intake I booked an appointment to customize my resume and cover letters for the: Product Coordinator, Talent Acquisition Coordinator, User Insights Intern, and Workplace Coordinator positions. Along with collaborating on a resume and cover letters, we researched each of the positions I applied to in preparation for the interviews. Once the first round of interviews were done, I called to update Diego about the opening for an immediate hire with on the job training during the next interview due to staff turnover. Ultimately I was hired as a Talent Acquisition Coordinator with Grindr. I have immense gratitude for all the support in preparing for this opportunity.

- Yarit Rodriguez
Trans Can Work Client

DEI&B INITIATIVES

COMPANIES WE'VE WORKED WITH

- Santa Clara County Office of LGBTQ+ Affairs
- Hospitality Training Academy (LAHTA)
- Stone Soup Performance
- Silver State Restaurants
- Moxie Bookkeeping
- SAG-AFTRA Health Plans
- Glassdoor
- Santa Clara County Finance Agency
- Tinder
- Viceroy Hotel
- National Health Foundation CA
- Being Alive Los Angeles
- Atacama Home
- JVS SoCal
- City of West Hollywood
- Kale Me Crazy
- The Collective Realty
- Santa Clara County Department of Planning & Development
- Azusa Pacific University
- Southern California Edison
- 3PL Central, LLC
- Alliance Healthcare Services
- Angel City FC
- Attom Data Solutions
- Banc of California Stadium
- Banc of California
- Birdies
- Cal Lutheran University
- CBC
- Cedars Sinai
- CIM Group LP
- City National Bank
- Curateur
- Crypto.com
- Delta Airlines
- Doordash
- Downtown Women's Center
- Flowspace
- Hollywood Presbyterian Medical Center
- Hygiena Topco LLC
- inSite Health Care Management, LLC
- Klarna.
- Leaf Group Ltd.
- LAFC
- Los Angeles Galaxy
- Los Angeles Times
- LuxBux America
- Melissa's
- Microfabrica
- Oakley
- Pacific Western Bank
- Ritual
- Rose Bowl
- SAG-AFTRA
- Scopely
- Show Spark
- Smile Brands Group
- Sprout's
- Therabody
- Ticketmaster
- Traffic Management
- Unical Aviation, Inc.
- USC
- USC Health
- Western Asset Management Co.
- Worthe
- Payscale
- Yaamava
- County of Merced
- UCSD
- APAIT
- Raise a Child
- NCEN
- ABC
- Calvin Klein
- Department of Rehabilitation
- Loyola Marymount University
- Roadrunner
- Equus Works
- South Bay Workforce Investment Board
- Corporate Accountability
- AHF

Total attendees: 643

COMPANY SPOTLIGHT



A TGI Job Seeker's Guide to Getting Hired

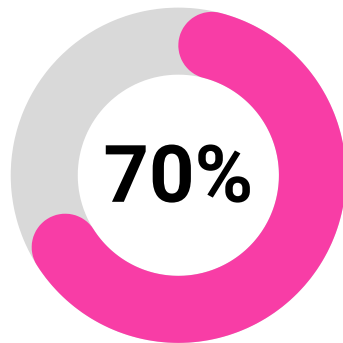
glassdoor TransCanWork



"Working with Trans Can Work is truly the highlight of our roles within Glassdoor! The team at TCW are the definition of collaborative partners, the most willing & available educational resources we've ever encountered, and are aligned completely with Glassdoor's mission of helping people find a job and a company they love. We are so excited to continue to grow our partnership with TCW through our job seeker skills workshops and TCW's training curriculum!"

- **M Foley** (they/he) *Senior Customer Success Operations Analyst and Pride@Glassdoor Community Door Co-Lead*
and **Brittany Bellgardt** (she/her) *Manager, Display Operations and Pride@Glassdoor Community Door Co-Lead*

EMPOWER! CAREER FAIR



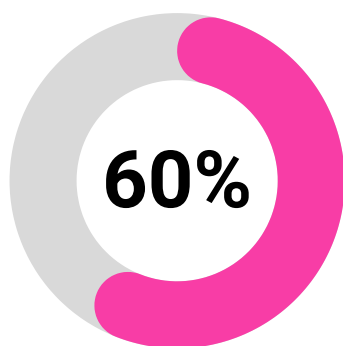
**Attendance
Rate**

Los Angeles

105 registrants
16 representatives

Employers who attended received the opportunity to attend "Redefining DEI&B: From Bathroom to Boardroom with Celia Daniels."

Employers & Service Providers



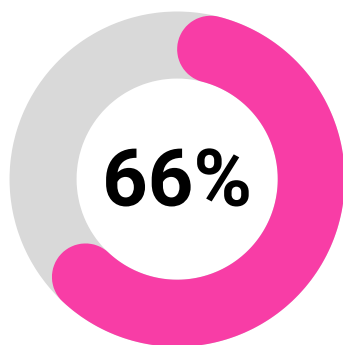
**Attendance
Rate**

New York City

52 registrants
11 representatives

This fair was in collaboration with Trans New York.

Employers & Service Providers



**Attendance
Rate**

National Remote Jobs

121 registrants
33 representatives

This fair featured a special presentation of "A TGI Job Seeker's Guide to Getting Hired: Live Workshop" presented by Glassdoor

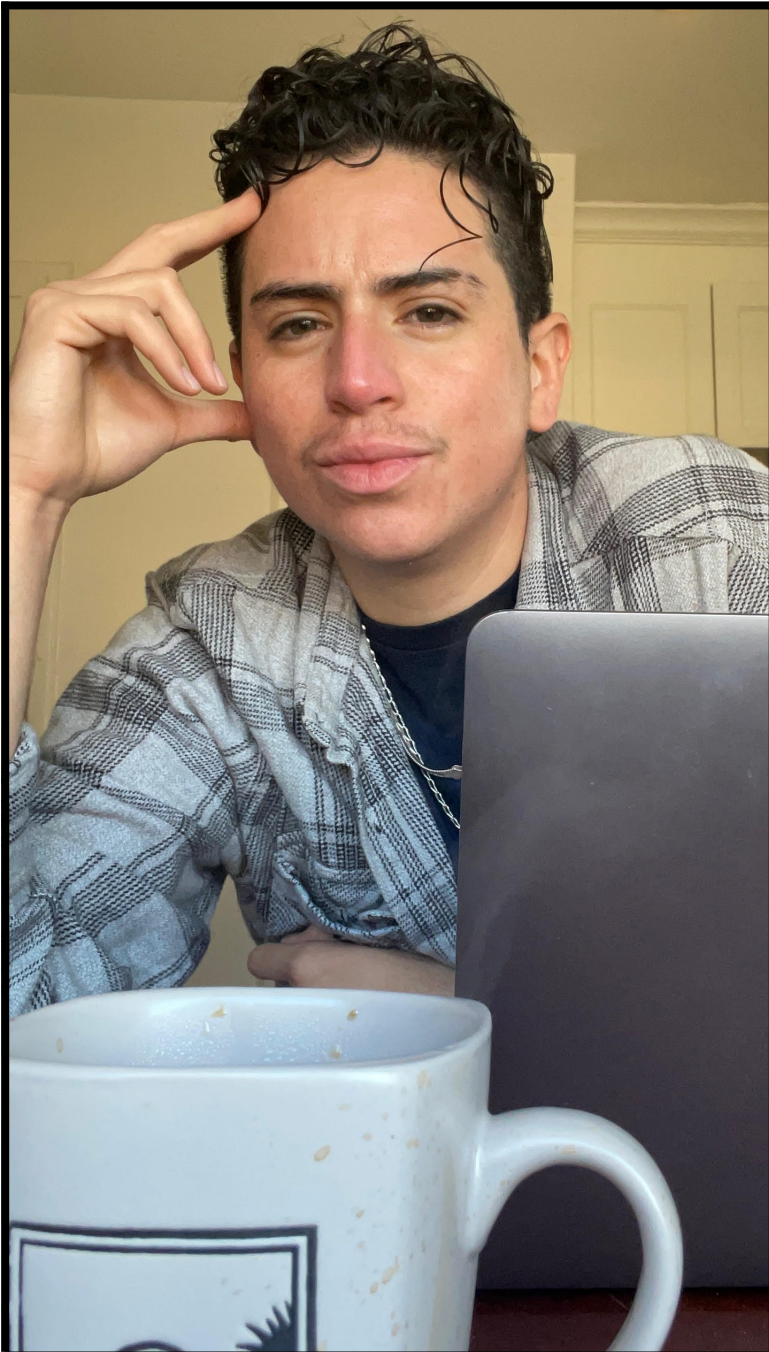
Employers & Service Providers



Brazen Recommended Attendance Rate: 40%

CLIENT SPOTLIGHT

JAVIER SOLÍS



"The Trans Can Work job fair was a huge resource during the early stages of my gender transition! I was unemployed at the time and had just recently decided to socially and medically transition. I was actively looking for career readiness courses to take my skills to the next level but kept encountering a lot of systemic transphobia in the job search process as well as in other career programs I was a part of. Consequently, I was very worried about finding a place of employment that would be welcoming to trans and gender-expansive people and also match my skill set. The Trans Can Work job fair was easy to sign up for, allowed me to use my chosen name (despite not having my legal paperwork processed yet), and was key in opening my eyes to different opportunities with queer and trans organizations. Job searching is exhausting and it can feel especially challenging as a visibly gender non-conforming person. The Trans Can Work job fair made employment resources readily available and gave me hope that I wasn't alone in the job searching process. I definitely appreciate all the help and support Trans Can Work does and continues to do! Huge shout out to the Trans Can Work team!"

GET INVOLVED

As we continue to expand our organization and further our mission, we invite you to become a part of the movement to ***TRANSform*** the workplace.

Donate.



A donation would support TCW increase our programming and offer more resources and opportunities to our job seekers, such as opening up a computer lab.

Enroll.



If you're a job seeker, we encourage you to enroll into our TGI Career Services Program.

Collaborate.



Set up an introductory meeting and learn more about amazing opportunities your company can gain with a collaboration with TCW.

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To continue following our progress and spread the word about our organization, we encourage you to follow us on social media.

 @TransCanWork

 /TransCanWork

 Trans Can Work

 @TransCanWork

Thank you for your support!

Trans Can Work

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