

WE ARE CREATING A CULTURE  
WHERE GENDER DIVERSE PEOPLE  
CAN THRIVE IN THE WORKPLACE.



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**2025**  
ANNUAL REPORT

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## **VISION**

We envision a world where the barriers to employment for transgender individuals are dismantled, and where they can pursue fulfilling careers free from discrimination and prejudice. This vision encompasses several key elements that enable empowerment, equality, and dignity for transgender workers everywhere.



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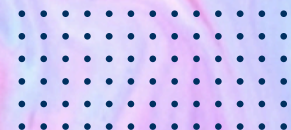
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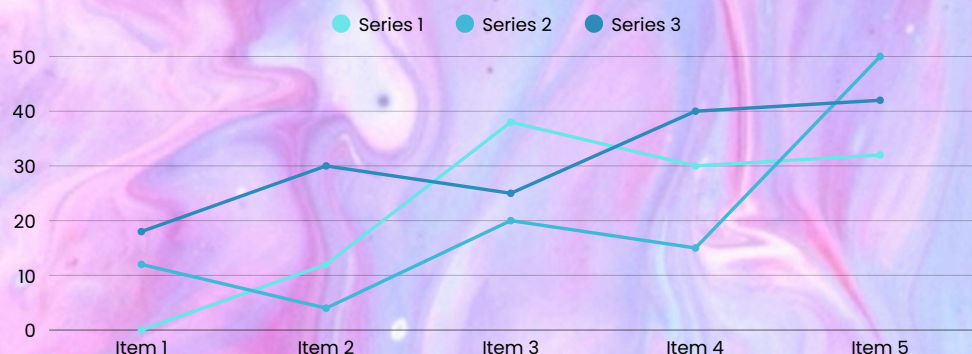


# ORGANIZATIONAL GROWTH AND PROGRAM EXPANSION

In 2025, Trans Can Work (TCW) experienced significant programmatic growth, deepened community partnerships, and expanded the reach and impact of its workforce development services for transgender and gender-diverse (TGNC) communities. Two defining milestones of the year were the successful launch of TCW's first Post-Pride Professional Fair in partnership with Self-Determined Futures and the development and initial enrollment of the Entrepreneurship Cohort in partnership with Nearby Consulting. Together, these initiatives marked a meaningful expansion of TCW's service model—creating new pathways for both traditional employment and self-employment while increasing in-person community engagement, employer access, and professional visibility for TGNC jobseekers. Additional infrastructure advancements included the introduction of TCW's Job Board, providing another practical access point for employment opportunities and employer connections.

Alongside these outward-facing accomplishments, TCW strengthened its internal infrastructure, standardized service delivery tools, and broadened both virtual and in-person programming to better meet evolving community needs. The organization focused on building sustainable systems that balanced organizational growth with individualized, affirming client support. Staff collaborated across departments to refine programming models, implement standardized onboarding and navigation tools, and expand employer and community networks. The completion of the JCOD Incubation Academy further supported these efforts by helping clarify operational strategy and long-term sustainability planning.

Collectively, these advancements positioned TCW not only as a direct service provider, but also as a convener of professional development opportunities, community partnerships, and advocacy-informed employment support for TGNC individuals—reinforcing its role as a growing leader in equitable workforce development.



# WORKFORCE DEVELOPMENT AND CLIENT SERVICES

TCW NAVIGATORS COLLECTIVELY ENROLLED AND MAINTAINED DOZENS OF ACTIVE CLIENTS ACROSS MULTIPLE FUNDING STREAMS WHILE SIMULTANEOUSLY MEETING OR EXCEEDING GRANT DELIVERABLES, INCLUDING ALL FIRST-YEAR GOALS ASSOCIATED WITH THE AMITY AND CDPH GRANTS. IN MID-YEAR, THE ORGANIZATION SUCCESSFULLY ONBOARDED A NEW EMPLOYMENT NAVIGATOR, EXPANDING STAFF CAPACITY AND STRENGTHENING SERVICE DELIVERY.

STAFF ALSO DEVELOPED CRITERIA AND JOB DUTIES FOR A FORTHCOMING INTERNSHIP PROGRAM, INCLUDING THE INTENTIONAL DESIGN OF DISTINCT INTERNSHIP TRACKS FOCUSED ON MEDIA/WEBINAR PRODUCTION AND ADMINISTRATIVE SUPPORT.

CLIENT SERVICES IN 2025 EXTENDED BEYOND TRADITIONAL EMPLOYMENT NAVIGATION TO INCLUDE HOLISTIC BARRIER-REDUCTION STRATEGIES.

NAVIGATORS DIRECTLY SUPPORTED CLIENTS WITH PROFESSIONAL CLOTHING, LAPTOPS AND INTERNET HOTSPOTS, TRANSPORTATION VOUCHERS, THERAPY REFERRALS, JOB BOARD SUBSCRIPTIONS, AND PROFESSIONAL NETWORKING MEMBERSHIPS. TCW ALSO ESTABLISHED UNIFORM CLIENT TOOLS FOLDERS TO INCREASE TRANSPARENCY AND ACCESSIBILITY, ENSURING THAT ALL CLIENTS AND NAVIGATORS COULD EASILY ACCESS STANDARDIZED RESOURCES.

A NOTABLE ACHIEVEMENT THIS YEAR WAS THE SUCCESSFUL HIRING OF 16 CLIENTS, ALONGSIDE NUMEROUS INTERVIEW PLACEMENTS AND JOB OFFERS. STAFF ALSO PROVIDED CONTINUED ADVOCACY SUPPORT WHEN BARRIERS AROSE, INCLUDING ASSISTING A CLIENT WHOSE JOB OFFER WAS INITIALLY RESCINDED DUE TO A CRIMINAL RECORD BUT LATER REINSTATED FOLLOWING INTERVENTION AND DIALOGUE—AN EXAMPLE OF TCW'S COMMITMENT TO EQUITABLE EMPLOYMENT PRACTICES AND EMPLOYER EDUCATION.



# “ trans leaders to combat rising anti- trans legislation harming 1.6 million transgender and 1.2 million nonbinary Americans ”

In 2025, Transcanwork in sponsorship with the NMAC Coalition for Justice and Equality Across Movements, co-sponsored the National Transgender Strategy Day with 25 of the nation's Transgender Leaders, hosted by Board Chair Dr. Toni Newman and Dr. Elijah Nicholas. Here is the Final Report summarized:

The National Trans Strategy Day, held February 20, 2025, in Washington D.C., convened trans leaders to combat rising anti-trans legislation harming 1.6 million transgender and 1.2 million nonbinary Americans. Led by Toni Newman of NMAC and moderated by Dr. Elijah Nicholas, it featured speakers Admiral Rachel Levine and Congresswoman Sarah McBride, sponsored by Gilead Sciences. Key priorities include a \$20M Rapid Response Fund for organizational support, a 10-year Trans Movement Fund for economic empowerment, electoral training for political involvement, and narrative shift initiatives. TransCanWork participated as a key organization in discussions, aiding workforce integration for trans individuals.



**NMAC**  
Ending the HIV Epidemic



**TransCanWork**



# COMMUNITY ENGAGEMENT, EVENTS, AND PARTNERSHIPS

Community visibility and partnership development expanded substantially in 2025. TCW hosted its first Post-Pride Professional Fair in partnership with Self-Determined Futures, this event brought together employers, community partners, and TGNC professionals in a dedicated space for networking, hiring, and professional growth. The fair not only increased employer connections but also served as a bridge between TCW's virtual programming and in-person relationship building.

Webinar programming expanded in both attendance and breadth of topics, with RSVP and participation rates surpassing projections. Educational sessions addressed subjects such as digital marketing, employment rights, executive orders and their workplace implications, and voice development, alongside collaborative webinars hosted with partner organizations. Many of our webinar speakers have since joined our mentorship roster, strengthening our ability to connect clients with industry professionals who can provide field-specific guidance and support. Additionally, the structural integration of Post-Pride event panels into state-funded webinar programming enabled TCW to meet attendance targets for the following fiscal year several months ahead of schedule.

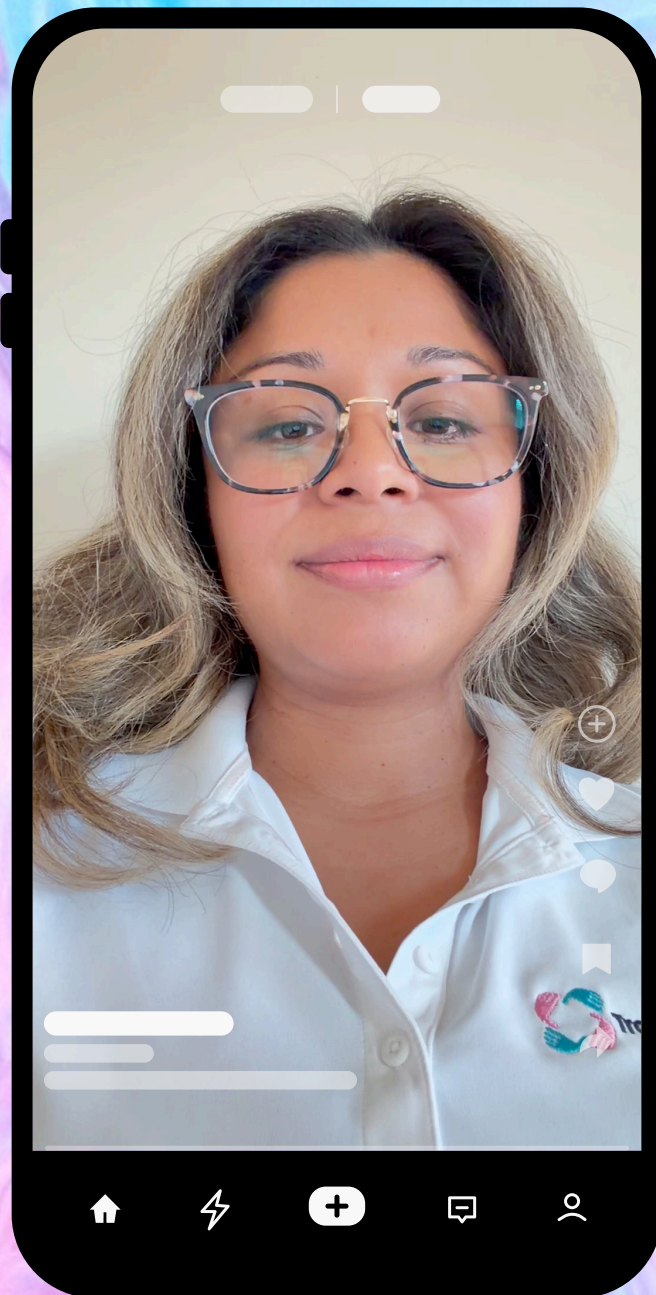
TCW strengthened and initiated multiple partnerships throughout the year, including collaborations with workforce departments, national advocacy organizations, employer networks, and community-based groups. These partnerships resulted in new internship pipelines, job board development, employer access, and co-hosted events. Staff participation in national conferences and pride-related convenings further elevated TCW's visibility and reinforced its role as a leader in TGNC workforce advocacy.



# FINANCIALS

| Department of the Treasury<br>Internal Revenue Service                                                                                                                                                                                                                                                                |                                                                                                                                                                              | Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)<br>Do not enter social security numbers on this form as it may be made public.<br>Go to <a href="http://www.irs.gov/Form990">www.irs.gov/Form990</a> for instructions and the latest information. |                                                            | Open to Public Inspection                                                                                                                                                                                                                                                    |                                                                       |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|
| <b>A For the 2025 calendar year, or tax year beginning</b> , 2025, and ending , 20                                                                                                                                                                                                                                    |                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              |                                                                       |
| <b>B</b> Check if applicable:<br><input type="checkbox"/> Address change<br><input type="checkbox"/> Name change<br><input type="checkbox"/> Initial return<br><input type="checkbox"/> Final return/terminated<br><input type="checkbox"/> Amended return<br><input type="checkbox"/> Application pending            |                                                                                                                                                                              | <b>C</b><br>TransCanWork, Inc.<br>1001 N Martel Ave<br>Los Angeles, CA 90046                                                                                                                                                                                                                         |                                                            | <b>D</b> Employer identification number<br>83-2251160                                                                                                                                                                                                                        |                                                                       |
|                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                      |                                                            | <b>E</b> Telephone number<br>5104183337                                                                                                                                                                                                                                      |                                                                       |
|                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                      |                                                            | <b>G</b> Gross receipts \$ 1,056,418.                                                                                                                                                                                                                                        |                                                                       |
|                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                              | <b>F</b> Name and address of principal officer: Toni Newman<br>Same As C Above                                                                                                                                                                                                                       |                                                            | <b>H(a)</b> Is this a group return for subordinates? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/><br><b>H(b)</b> Are all subordinates included? Yes <input type="checkbox"/> No <input type="checkbox"/><br>If "No," attach a list. See instructions. |                                                                       |
| <b>I</b> Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) ( ) (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527                                                                                                                        |                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                      |                                                            | <b>H(c)</b> Group exemption number                                                                                                                                                                                                                                           |                                                                       |
| <b>J</b> Website: <a href="http://www.transcanwork.org">www.transcanwork.org</a>                                                                                                                                                                                                                                      |                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              |                                                                       |
| <b>K</b> Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other                                                                                                                                     |                                                                                                                                                                              | <b>L</b> Year of formation: 2017                                                                                                                                                                                                                                                                     |                                                            | <b>M</b> State of legal domicile: CA                                                                                                                                                                                                                                         |                                                                       |
| <b>Part I Summary</b>                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              |                                                                       |
| <b>Activities &amp; Governance</b>                                                                                                                                                                                                                                                                                    | <b>1</b> Briefly describe the organization's mission or most significant activities: <u>Building a culture nationwide for transgender people to thrive in the workplace.</u> |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              |                                                                       |
|                                                                                                                                                                                                                                                                                                                       | <b>2</b> Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.                             |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              |                                                                       |
|                                                                                                                                                                                                                                                                                                                       | <b>3</b> Number of voting members of the governing body (Part VI, line 1a) .....                                                                                             |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              | <b>4</b>                                                              |
|                                                                                                                                                                                                                                                                                                                       | <b>4</b> Number of independent voting members of the governing body (Part VI, line 1b) .....                                                                                 |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              | <b>4</b>                                                              |
|                                                                                                                                                                                                                                                                                                                       | <b>5</b> Total number of individuals employed in calendar year 2025 (Part V, line 2a) .....                                                                                  |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              | <b>5</b>                                                              |
|                                                                                                                                                                                                                                                                                                                       | <b>6</b> Total number of volunteers (estimate if necessary) .....                                                                                                            |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              | <b>0</b>                                                              |
|                                                                                                                                                                                                                                                                                                                       | <b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12 .....                                                                                         |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              | <b>0</b>                                                              |
| <b>b</b> Net unrelated business taxable income from Form 990-T, Part I, line 11 .....                                                                                                                                                                                                                                 |                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                      |                                                            | <b>0</b>                                                                                                                                                                                                                                                                     |                                                                       |
| <b>Revenue</b>                                                                                                                                                                                                                                                                                                        | <b>8</b> Contributions and grants (Part VIII, line 1h) .....                                                                                                                 |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              | <b>Prior Year</b> 925,661. <b>Current Year</b> 1,054,883.             |
|                                                                                                                                                                                                                                                                                                                       | <b>9</b> Program service revenue (Part VIII, line 2g) .....                                                                                                                  |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              | 8,700. 1,500.                                                         |
|                                                                                                                                                                                                                                                                                                                       | <b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d) .....                                                                                                |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              |                                                                       |
|                                                                                                                                                                                                                                                                                                                       | <b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) .....                                                                                     |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              | 462. 35.                                                              |
|                                                                                                                                                                                                                                                                                                                       | <b>12</b> Total revenue — add lines 8 through 11 (must equal Part VIII, column (A), line 12) .....                                                                           |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              | 934,823. 1,056,418.                                                   |
| <b>Expenses</b>                                                                                                                                                                                                                                                                                                       | <b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1-3) .....                                                                                             |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              |                                                                       |
|                                                                                                                                                                                                                                                                                                                       | <b>14</b> Benefits paid to or for members (Part IX, column (A), line 4) .....                                                                                                |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              |                                                                       |
|                                                                                                                                                                                                                                                                                                                       | <b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) .....                                                                            |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              | 335,119. 346,855.                                                     |
|                                                                                                                                                                                                                                                                                                                       | <b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e) .....                                                                                               |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              |                                                                       |
|                                                                                                                                                                                                                                                                                                                       | <b>b</b> Total fundraising expenses (Part IX, column (D), line 25) .....                                                                                                     |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              | 270,917.                                                              |
| <b>17</b> Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) .....                                                                                                                                                                                                                                          |                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                      |                                                            | 487,682. 736,815.                                                                                                                                                                                                                                                            |                                                                       |
| <b>18</b> Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) .....                                                                                                                                                                                                                             |                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                      |                                                            | 822,801. 1,083,670.                                                                                                                                                                                                                                                          |                                                                       |
| <b>19</b> Revenue less expenses. Subtract line 18 from line 12 .....                                                                                                                                                                                                                                                  |                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                      |                                                            | 112,022. -27,252.                                                                                                                                                                                                                                                            |                                                                       |
| <b>Net Assets or Fund Balances</b>                                                                                                                                                                                                                                                                                    | <b>20</b> Total assets (Part X, line 16) .....                                                                                                                               |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              | <b>Beginning of Current Year</b> 192,404. <b>End of Year</b> 264,409. |
|                                                                                                                                                                                                                                                                                                                       | <b>21</b> Total liabilities (Part X, line 26) .....                                                                                                                          |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              | 25,418. 32,164.                                                       |
|                                                                                                                                                                                                                                                                                                                       | <b>22</b> Net assets or fund balances. Subtract line 21 from line 20 .....                                                                                                   |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              | 166,986. 232,245.                                                     |
| <b>Part II Signature Block</b>                                                                                                                                                                                                                                                                                        |                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              |                                                                       |
| Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge. |                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              |                                                                       |
| <b>Sign Here</b>                                                                                                                                                                                                                                                                                                      | Signature of officer<br>Toni Newman                                                                                                                                          |                                                                                                                                                                                                                                                                                                      | Date<br>Chairman                                           |                                                                                                                                                                                                                                                                              |                                                                       |
|                                                                                                                                                                                                                                                                                                                       | Type or print name and title                                                                                                                                                 |                                                                                                                                                                                                                                                                                                      |                                                            |                                                                                                                                                                                                                                                                              |                                                                       |
| <b>Paid Preparer Use Only</b>                                                                                                                                                                                                                                                                                         | Preparer's name<br>Taariq Muhammad                                                                                                                                           |                                                                                                                                                                                                                                                                                                      | Preparer's signature<br>Taariq Muhammad                    |                                                                                                                                                                                                                                                                              | Date                                                                  |
|                                                                                                                                                                                                                                                                                                                       | Firm's name<br>Muhammad Endeavors LLC                                                                                                                                        |                                                                                                                                                                                                                                                                                                      | Check <input checked="" type="checkbox"/> if self-employed |                                                                                                                                                                                                                                                                              | PTIN<br>P02361181                                                     |
|                                                                                                                                                                                                                                                                                                                       | Firm's address<br>700 Smith Street Ste 61070                                                                                                                                 |                                                                                                                                                                                                                                                                                                      | Firm's EIN<br>862744856                                    |                                                                                                                                                                                                                                                                              |                                                                       |

# WORKFORCE DEVELOPMENT MANAGER



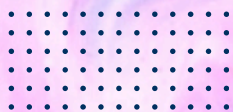
# ENTREPRENEURSHIP AND PROFESSIONAL DEVELOPMENT PATHWAYS

“

## Entrepreneurship Cohort in partnership with Nearby Consulting

”

A major milestone for 2025 was the foundational work to launch TCW's first Entrepreneurship Cohort in partnership with Nearby Consulting. Two current Amity clients were accepted and enrolled into the 13 person Cohort during the initial phase, marking the beginning of an expanded service pathway for TGNC individuals interested in business ownership and self-employment. This initiative reflects TCW's commitment to diversifying economic opportunity models beyond traditional employment, recognizing entrepreneurship as a powerful avenue for economic stability and creative autonomy within the community.



# LOOKING FORWARD



The accomplishments of 2025 reflect a year of intentional growth, system building, and community-centered innovation. By strengthening internal infrastructure, expanding partnerships, and deepening direct client support, Trans Can Work advanced its mission to increase economic equity and professional opportunity for TGNC individuals. The organization enters the coming year with stronger networks, clearer program frameworks, and an expanding portfolio of services designed to meet the evolving needs of the communities it serves.

Beginning in 2026, TransCanWork will expand our services to include a dedicated mental health program, made possible through a generous grant from the California Department of Public Health TGI Unit. Through this funding, we have hired a full-time psychologist to begin integrating comprehensive mental health services into our workforce development and supportive service programs. This expansion reflects our deep commitment to addressing the urgent and growing mental health needs within the communities we serve.

Mental health support is not a luxury — it is essential. As our community continues to navigate increased stressors, discrimination, economic instability, and systemic barriers, ensuring access to culturally competent and affirming mental health care has never been more critical.

This new program will allow us to provide trauma-informed, affirming care that strengthens our participants' ability to succeed not only professionally, but personally and emotionally as well. We are excited to take this important step forward in building holistic support systems for transgender and gender diverse individuals. We look forward to sharing more details as we move into implementation in 2026.

