



TRANSGENDER LEADERSHIP IN HIV ADVOCACY

Values Statement on Affirming the Human Rights of Transgender People

The position of the undersigned nonprofit organizations, community partners, and industry partners affirms the human rights of all transgender people in all areas of private and public life, including but not limited to work, housing, health care, family, faith, and education. In addition, it must include transgender self-directed advocacy to achieve these human rights.

Transgender people are disproportionately affected by HIV/AIDS. It is compounded with social stigmas and biases, as well as systemic marginalization by way of policy, law, and practice – either overtly or subtly via abdication of human rights and justice-oriented changes. As a result, transgender people are at extraordinary risk of acquiring HIV/AIDS. They also experience higher rates of violence and assault, greater economic disadvantages, and greater risk of experiencing homelessness, substance use disorder, and undiagnosed/untreated mental health conditions. Transgender people also live under constant threat of being criminalized for their gender identity.

“Affirming the human rights of transgender people is required if we are to End the HIV Epidemic. The current attacks against transgender people not only further marginalize transgender people in every aspect of private and public life, but actively exacerbate the existing domestic HIV epidemic. Similar attacks in media and from government officials, in the form of rhetoric, public policy, and legislation, have been made for decades against the LGBTQ community, in general, and against people living with HIV/AIDS, specifically. These attacks are not against an ideology but on the very humanity of transgender people. We commit ourselves to affirming the human rights of transgender people in ways that are tangible to transgender communities.”

Our position is rooted in a value of integrity, integrating values statements with actions. As such, we urge our providers, partners, and funders to act in accordance with the following **Guiding Principles on Transgender Leadership in HIV Advocacy**:

- Promoting the recruitment, retention, and promotion of transgender people in the labor force.
 - Too few HIV advocacy organizations are staffed with transgender talent that reflects the domestic HIV epidemic disproportionate impact on the transgender community. In alignment with the Denver Principles and self-determination, advocacy organizations must have staff and those in decision-making positions reflective of the HIV epidemic.
 - Recruitment, retention, and promotion of transgender people should consider the value of lived-experience, work experience in relevant areas, investment potential in the development of a particular staff member.
 - Equitable health benefits must include broad coverage of gender-affirming care to be part of an equitable compensation package. This must include non-discriminatory coverage of gender-affirming care by examining the utilization management practices and cost-sharing designs of the benefits offered.
 - Programming directed towards transgender people must be led by transgender people.
- Funding opportunities must reflect the priorities of funders in focus, design, and award.
 - Prioritize funding opportunities to focus on “by/for” organizations and organizations with transgender people in leadership.
 - Community advisory boards informing award designs and award selection should be staffed by transgender people and those members should be equitably compensated for their expertise.
 - Develop a standard of best practices in ethical funding, and ensure their funding activities reflect these values.
 - For funders in pharmaceutical manufacturing: clinical trial design poses benefits to building scientific knowledge affecting both cisgender and transgender people. All aspects of clinical trial design, including clinical considerations and participant recruitment, should incorporate this fact.
- Funders and advocacy organizations must provide a focus of activities and actions affecting transgender people and leverage their institutional power and influence to further the human rights of transgender people.
 - Understandably, funders and HIV advocacy organizations’ work primarily focuses on policies and laws that directly affect or speak to HIV public programming. However, the lives of those communities most affected by HIV are often equally if not more affected by other areas of law and policy.
 - Funders and advocacy organizations must commit their considerable resources to public comment periods affecting access to gender affirming care, actively opposing state and federal legislation targeting transgender people (including transgender children), and supporting policymakers and lawmakers seeking to further protections for transgender people in all areas of public and private life.
 - Funders and advocacy organizations must prioritize leveraging their networks to ensure the stories of transgender people are told to those making decisions affecting the lives of transgender people.



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The following nonprofit organizations, community partners, and industry partners join the Community Access National Network (CANN) in affirming this Value Statement and commit to its Guiding Principles: