

community, the initiative offers intensive mentoring, coaching, and connections to LGBTQ+-friendly employers. The program, catering to six participants, provides laptops, career workshops, and financial education, aiming to break systemic barriers and foster an inclusive workforce. Complementary year-long memberships and access to additional support services further empower participants for higher-paying careers, benefiting the community at large.

75%

of transgender individuals face workplace discrimination and a significant number lose their jobs due to gender identity.

THROUGHOUT 2024, PARTICIPANTS AIM TO:



Enhance resource awareness and community connections, reflected in increased post-program assessment scores.



Showcase improved mock-interview skills and job-seeking readiness, leading to elevated assessment scores.



Secure employment aligning with personal goals for salary, inclusivity, and skill development.

COMMUNITY SUPPORT:

"We, who are women, are already disadvantaged in the workplace and this world, but add in being transgender, and especially BIPOC transgender women and the struggles compound." - Vica-Etta Steel

"The economic disparities that the transgender community face, often times feel insurmountable. This program helps empower those of us who experience difficulties sustaining stable and viable employment." - Dina Nina Martinez-Rutherford

"Every part of life has its own complexity for trans people. Too often we end up trying to navigate them alone or gleaning from generalized resources. Built on existing LGBTQA+ networks, Tranform offers a support network and resources specific to trans people's experiences at work." - Jessica Jones

TIMELINE:

Initial support in the first half of 2024 with gradual transition for sustained skills and community connections. Monthly meetings with a career coach and OutReach's Transgender Advocate for skill-building and resource discovery, and quarterly group meetings.

- Jan-Mar | Program kick-off, skills inventory, goal setting with the career coach, and peer support connection. Workshops on job-seeking skills like resume building, cover letter writing, and interviews.
- Apr-Jun | Employment rights and self-advocacy workshops.
- Jul-Sep | Financial Literacy focus: Building Trans Wealth.
- Oct-Dec | Program wrap-up, goal review with the career coach, community engagement planning, and celebratory conclusion!

If you are interested in getting more involved, please visit openmadison.org/transform or email us at hello@openmadison.org



OutReach
LGBTQ+ COMMUNITY CENTER

