

MTPC: Strategic Plan

This strategic plan was created in direct response to the needs voiced by trans, nonbinary, and gender expansive community members across Massachusetts. MTPC has gathered this information through ongoing individual requests for support and findings from the 2019 community needs assessment conducted by MTPC. Read the [full report](#) and [summary infographic](#).

Mission

MTPC works to ensure the wellbeing, safety, and lived equity of all trans, nonbinary, and gender expansive community members in Massachusetts. We educate the public; advocate at state, local, and systemic levels; and through collective action we mobilize community, engage in capacity building, and advance community wellness and prosperity.

Vision

We envision a world where all trans, nonbinary, and gender expansive people

- are valued and celebrated;
- fully participate and thrive in all areas of society;
- actualize our full potential and self-determination to shape the future.

We Work To:

- ⇒ Build broad-based participation and community power;
- ⇒ Build a statewide presence and serve all of Massachusetts;
- ⇒ Support the development of leaders and coalitions;
- ⇒ Draw strength from all of our communities' experiences and identities;
- ⇒ Learn from our history and evolve consciously;
- ⇒ Honor the experiences and voices of elders and youth;
- ⇒ Be accountable to the communities in which we work.

Values

-  **Trans Leadership:** centering by trans, for trans.
-  **Accessibility:** making information and resources easily comprehensible and readily available; providing accommodations for people with disabilities in all areas of our work.
-  **Collective Liberation:** dream big; being as imaginative as we can in meeting our goals; pushing for liberation of all peoples in our work and partnerships.
-  **Power Sharing:** collaboration and community input in our work; operating without centralizing power in one person or one organization.
-  **Transparency:** being open and honest about our process and decision making.
-  **Humility:** knowing our place in community; being open to learning and approaching things in a new way.
-  **Empathy:** being understanding of everyone we touch, their backgrounds and what they face.

Political Analysis

We honor the full range of all trans, nonbinary, and gender expansive identities and experiences. As we collectively struggle against all forms of oppression, MTPC serves as a political home for all gender expansive people to support, mobilize, and advocate for our community.

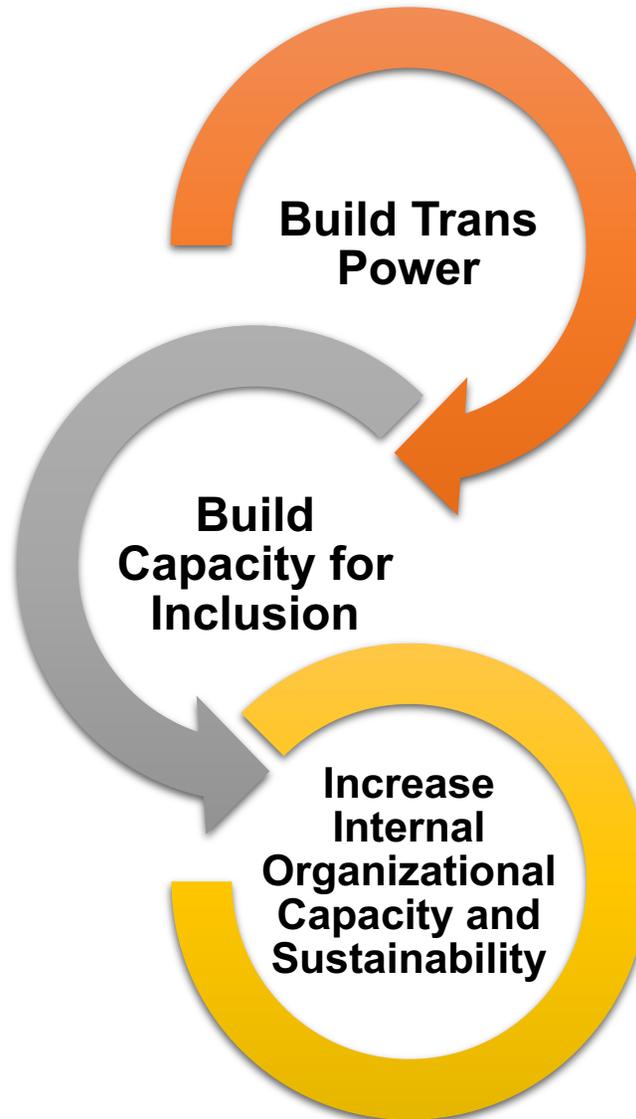
We understand oppression to be the experience of repeated, widespread, systemic injustice based on but not limited to: race, ethnicity, gender identity, gender expression, class, disability status, sexuality, sex assigned at birth, education, religion, nationality, immigration status, age, size/BMI, language capacity, HIV status, and history of incarceration and court involvement.

We are committed to creating a culture of intersectional and multigenerational learning; building and sharing community power; and participating in community mobilization, and coalition building. Although MTPC's work focuses on the wellbeing, safety, and lived equity of all trans, nonbinary, and gender expansive people, ultimately, our work is inherently tied to the collective liberation of all oppressed peoples.

Goals & Outcomes

Strengthen the infrastructure and skills within organizations and systems to enable them to be responsive and accountable to the needs of trans, nonbinary, and gender expansive communities.

Cultivate trusted relationships with organizations and systems to foster accountability and facilitate open communication when issues of privilege and discrimination arise.



Strengthen the pipeline of intersectional and multigenerational trans leadership.

Act as a conduit of relevant resources and best practices for all trans, nonbinary, and gender expansive people, cis-allies, and organizations who work with or want to better support gender expansive people.

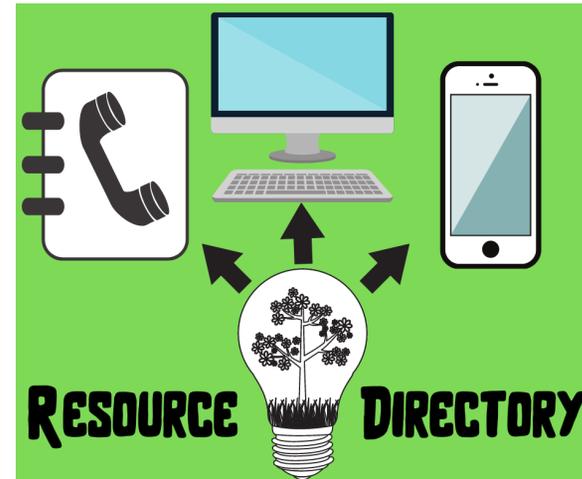
Strengthen MTPC's organizational ability to grow and be a point of leadership and professional development opportunities.

Strengthen organizational relationships and networks to engage in meaningful collaborations to provide mutual support and accomplish shared goals.

Build Trans Power



Establish a Leadership Development Program



Build a community vetted Resource Directory



Develop an ID Document Change Website to enhance the Trans ID Project

Build Capacity for Inclusion



Develop a Capacity Building Program:
Modules of Inclusivity, Equity, and Belonging in schools, businesses,
organizations, state & local agencies

Increase Organizational Capacity & Sustainability



Expand our ability to provide more programming, resources, training community development & leadership



Strengthen our Collaborations & Community Partnerships



Establish a robust network of volunteers, engaged community members & leaders