



MASSACHUSETTS  
TRANSGENDER  
POLITICAL  
COALITION

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The Mass. Trans Political Coalition (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.

### **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 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, 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.

Frequently cited statistics show that femme, trans, and nonbinary people, as well as other structurally marginalized groups apply to opportunities only if they meet 100% of the qualifications. MTPC encourages you to break that statistic and apply. No one ever meets 100% of the qualifications. We look forward to your application.

## **Trans Leadership Academy Spring 2023 Participant**

**Location:** Greater Boston Area, MA

**Hours:** \*12-15 hours/month

**Duration:** April 2023 to June 2023

**Stipend:** \$1,000/month

**Application Deadline:** Applications accepted on a rolling basis until March 12, 2023

\*Time commitment can be flexible depending on participant availability.

### **Program Description:**

The Trans Leadership Academy seeks to alleviate major hurdles that transgender and gender expansive individuals face due to disproportionate rates of unemployment, incarceration, poverty, and houselessness, particularly for BIPOC gender expansive people who face intersectional discrimination. This program will focus on providing trans individuals with skills, knowledge, experience, and support that they are often not afforded the privilege of gaining in traditional educational or workplace settings due to the aforementioned issues. By supporting trans people with workforce development, mentoring and training, and material and financial support in an affirming environment we hope to alleviate the issues of unemployment, economic inequity, incarceration and recidivism.

### **Program Details:**

With a cohort of 7-10 individuals, participants will engage in career development workshops, mentorship sessions, and community gatherings. Participants will meet regularly (3-4 times per month) for workshops (all sessions will be held in-person with hybrid attendance available) co-facilitated by MG Xiong and Kay Martinez. They will also meet with an assigned mentor to review and discuss goals and workshop material. Community gatherings will be optional events that aim to connect participants outside of learning sessions.

Participants will receive a laptop, stationery supplies, an MBTA pass, and a monthly stipend of \$1,000 to support their involvement.

Workshop sessions include:

- Developing personal and professional goals
- Foundational technology skills
- Resume and cover letter writing
- Interview skills and practice
- Understanding your rights in the workplace
- Financial management

### Participant Expectations:

- Attend regularly scheduled workshops (specific dates and times TBD)
- Work on assigned tasks from workshop learning sessions
- Meet with assigned mentor to discuss goals and review workshop materials
- Communicate with co-facilitators, sharing questions and concerns regarding involvement
- Attend community gatherings with fellow participants and facilitators (optional but encouraged)

### Anticipated Outcomes for Participants:

- Work experience through connections to employers/companies/organizations that align with career interests
- Pathways to educational institutions and learning centers, licensing and certification programs, and apprenticeships
- Meaningful relationships with trans and gender expansive community members and leaders

### Application Details:

- **Applications are accepted on a rolling basis until March 12, 2023.**

To apply, individuals can:

- Contact MTPC's Programs Manager to schedule a conversational interview by emailing [mg@masstpc.org](mailto:mg@masstpc.org) or call/leave a message at 857-207-5859.
- Submit a video, audio recording, or written letter via email introducing yourself and sharing your interest in the Trans Leadership Academy (spelling and grammar do not count against you). Materials can be emailed to [mg@masstpc.org](mailto:mg@masstpc.org).
  - In your application, please answer the following questions:
    - Why are you interested in the Trans Leadership Academy?
    - What do you hope to gain from the Trans Leadership Academy?
    - What are you passionate about? What are your personal and/or professional interests?
- Transgender women, transgender women of color, transgender, nonbinary and gender expansive people of color and people with (dis)abilities are strongly encouraged to apply. Applications will be accepted until the cohort is full.

*MTPC does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy) gender identity, gender expression, national origin, political affiliation, sexual orientation, marital status, HIV status, disability, genetic information, BMI, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factors.*