



# Strategic Plan 2022-2027

PURSUING  
PROGRESS

The TransLatin@ Coalition  
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# PURSUING PROGRESS

## Strategic Plan 2022-2027

### Our Mission

The mission of The TransLatin@ Coalition (TLC) is to advocate for the specific needs of the Trans Latin@ community that resides in the U.S.A. and to plan strategies that improve our quality of life.

### Our Values

- Altruism, respect, and dignity for everyone
- Transparency, integrity, and honesty
- Multiculturalism and diversity
- Collaboration, inclusivity, and social justice
- Good resource administration

### Our Vision

The vision of The TransLatin@ Coalition is to amplify education and resources to promote the empowerment of Trans leaders.



## January 2022

Dear Friends, Colleagues, Supporters and Trans siblings:

In the past three years, The Trans Latin@ Coalition accelerated progress towards improving spaces to better serve our community despite the many challenges that we have encountered as a community. We made great advances in the strategies adapted in our previous strategic plan. Some of our successes include:

- supporting our community through the COVID-19 pandemic,
- local, state, and national advocacy and representation of Trans Latin@s and the TGI community as a whole,
- successful Trans leadership and empowerment at the local, state nationally, and
- the opening and infrastructure development and of TRANSgrediendo's Center in New York, NY

We continue to analyze the importance of the adoption of inclusive language for our community and what it represents to us as an organization, as a community and as a culture. While we recognize the use of the term Latinx in the English language, we are cognizant that does not improve the perception of Trans individuals. We have been exploring the use of the term Latine, the projection and use it has in the Spanish language. Our board will continue to explore the impact it will have in adopting its use in our organization and potential changes our organization will adopt. Stay tuned for great opportunities as we continue the cultural transformation of our communities.

Although to date we have seen great advances that help improve the quality of life of the Trans Latin@ community, we must continue to pursue progress for our community. Crimes and atrocities against our community are not stopping, in fact 2021 was the deadliest for our community and we must elevate our efforts to eradicate the violence that we experience. To do this, we must start to institutionalize Trans-specific, Trans-inclusive, and Trans-led spaces that will lead us to our liberation. Doing this collectively, will allow us to change systems and will serve as model for what we envision for our community in the US and globally.

In parallel with our local, state, and national work, throughout the next five years, The TransLatin@ Coalition will be investing in developing specific strategic initiatives to enhance services and infrastructure development at our Arizona, DMV, and New York, chapters while at the same time we will stablish and continue to nurture multiple partnerships that will support the enhancement of services that we provide in Los Angeles to continue to support our community.

We know that we have big challenges ahead of us, but we also know that all of the work that we are set to do, we are going to accomplish if we continue to work together. We know that all of you want to build a better future for the trans community and I believe in my heart that we are going to do it with you. Join me in improving our lives, our communities, and our future.

With Gratitude and Appreciation,



**Bamby Salcedo**

President and Chief Executive Officer  
The TransLatin@ Coalition

# Our Team

## Executive Team



**Bamby Salcedo**  
CEO & President



**Maria Roman**  
Board Chair



**Johanna Wallace**  
West Coast Co-Director



**Salma Andrews Marmolejo**  
South Co-Director



**Maritxa Vidal**  
Central Co-Director



**Paola Coots**  
Administrative Director



**Liaam Bowes-Lyon**  
East Coast Co-Director



**Karari Olvera**  
Central Co-Director

# Our Team

## Board Members

In Memoriam



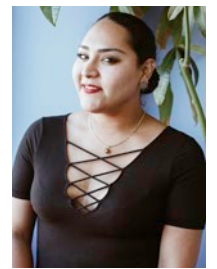
**Lorena Borjas**  
New York



**Alexa Castañon**  
California



**Elia Chino**  
Texas



**Esmeralda Maya Lozano**  
Illinois



**Jessica Rosas Saavedra**  
Washington



**Ishalaa Serrano**  
New York



**Estrella Sanchez**  
Georgia



**Renata Garcia**  
Minnesota



**Gaby Garcia**  
DMV Chapter



**Karolina Lopez**  
Arizona



# 2022-2027 Strategic Priorities

**These are our strategic plans for 2022-2027 for the transgender and gender nonconforming and intersex (TGI) communities.**

## **Institutionalize Trans-specific, Trans-inclusive, Trans-led spaces**

We will secure and institutionalize spaces that are specific, inclusive, and led by trans individuals.

## **Leadership development and education**

We will provide leadership and education to enhance systems of integrated services that are responsible and humble to Trans Latin@s at the national level.

## **Measures and oversight of integrated services**

We will catalyze the fostering of measures to reduce disparity in integrated health, housing, employment, and other services with oversight to the Trans Latin@ community.

## **Organizational strengthening and development**

We will reinforce our internal infrastructure to promote organizational and leadership development in the Trans Latin@ community.

## **Institutional branding and marketing/promotion**

We will establish institutional branding efforts to enhance the image of The TransLatin@ Coalition to serve as example for what we envision as integrated systems.

## **Economic development and employment**

We will improve employability of the Trans Latin@ community and foster the improvement of hiring practices that promote economic development opportunities for Trans Latin@s.

## **Influence, policy and advocacy**

We will serve as connection for the Trans Latin@ community in developing effective influence strategies to promote local, state, and federal policies and advocacy.

The TransLatin@ Coalition positions our community at the center of strategies and models of integrated services.

# Operational Framework





# Community Opportunities

Through our Chapters in New York, DC Maryland and Virginia (DMV), Georgia, Chicago, Minneapolis, Texas, Florida, California, Washington and Arizona, The TransLatin@ Coalition conducted a needs assessment process. While the needs of our community are endless, the below listing provides insight to the array of immediate opportunities to fulfill through our work:

- Trans-specific, trans-inclusive, trans-led services
- Safe spaces for Trans folk
- Safe spaces for Trans Latin@ migrants
- Housing and shelters
- Outreach services
- Peer navigation
- Integrated health care services
- Leadership Development
- Employment opportunities
- Education opportunities
- Community safety
- Representation and advocacy
- Transportation
- Financial resources
- Resource development
- Income generation opportunities
- Access to health insurance
- Employment safety
- Food
- Immigration support/services
- Legal services
- Professional development opportunities
- Language appropriate services
- Cultural appropriate services
- Community empowerment
- Workforce development/trainings

