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Friends and Allies,

The following document is the result of the dedication and hard work of several people over the course of nine months. I would first and foremost like to personally thank the entire Board of TAVA for their input and help in designing this survey and locating a good web site to facilitate the survey. I would also like to thank the over 800 transgender veterans who took the survey, providing us with valuable information that could help transgender veterans and the transgender community for years to come.

TAVA wants to thank Dr. Jeanne Scheper from the Palm Center for coordinating the entire process from the time the survey ended to the day the White Papers were published. Dr. Gary Gates from the Williams Institute consulted on this project.   Dr. Bonnie Moradi, Associate Professor of Psychology at the University of Florida produced the initial statistical data analysis as well as the tables that appear in Appendix A. Karl Bryant, PhD from the State University of New York, New Paltz and Kristen Schilt, PhD from the University of Chicago created and wrote the White Paper Report that appears here. I am amazed and gratified that four universities across the country pooled their talent to contribute to the success of this survey. Without their help, this would not have happened. Thank you all.

I would also like to thank Mara Keisling of the National Center for Transgender Equality for her insight on how to conduct surveys on this level. Her input was valuable in the beginning of this process. Jenelle, TAVA's Treasurer located the web site to post the survey, while Michael West, TAVA's Internet Director ensured the report was easily accessible on our web site. Denny Meyer proved to very valuable when it came time to put out the press release and ensuring we had media coverage.

However, the person I and the entire TAVA Board would like to thank is Angela Brightfeather, TAVA's Vice President. It was Angela who had the vision that told her we needed to do this survey and that it would be an important tool in helping us educating the VA and Congress on why transgender veterans and transgender people need protections and respect. Angela's advice and suggestions have been an important element in the whole process of working toward TAVA's mission. Thank you, Angela, from the bottom of my heart.

This document will help in showing that the Veterans Administration has done a poor job at living up to its mission statement of, ". . . providing high quality, comprehensive health care to veterans in an

environment that fosters trust, respect, commitment, compassion and excellence." They failed in every one of those categories.

It also shows that transgender people face a high degree of unemployment, under employment, job discrimination, violence, abuse and hatred across this country.

Finally, the survey showed how transgender people are treated while they are serving this country. Many felt harassment and abuse by others and were investigated for being gay regardless of what sexual orientation was at the time. It shows that transgender service members can no longer be ignored in the discussion of the repeal of Don't Ask, Don't Tell. We are also a target under that failed policy and people pushing for its repeal need to realize that we have to be included.

In conclusion, I hope that this new document will help in our continuous struggles to become equally treated while serving in the military, equally treated while using the VA and considered equal citizens in the great country of ours. We served this country and we served proudly. Thank you.

Monica Helms

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