

UP TO US

A Community-Led Needs Assessment of Transgender and Gender Non-Conforming Asians and Pacific Islanders in the Bay Area

Up to Us is the first, most comprehensive study in this era of transgender and gender non-conforming Asians and Pacific Islanders (TGNC APIs) in the Bay Area.

WHY

We believe that **TGNC APIs deserve safety, support, and self-determination** to thrive and contribute our unique power to all communities. However, for generations, the Model Minority Myth has spread the belief that Asians and Pacific Islanders are economically stable, upwardly mobile, and easily able to access resources. Years of colonialism have erased trans API people from history. As trans API organizers, we know from personal experience that these stories are false. **We exist, and many of our people struggle daily.** Yet, we didn't have data to counter this narrative and respond.

APIENC, a grassroots organization of TGNC APIs, created this community-based research project to grow our connections and visibilize the ways that systems of oppression impact TGNC APIs in the Bay Area. We aim to **bring our experiences to light, organize our people** long term, and **counter deep divisiveness** with other queer, trans, BIPOC communities for the sake of a stronger movement.



Of the more than 200 respondents and roundtable participants...

22%

experienced homelessness

68%

were verbally attacked in the last year

23%

were fired, treated unfairly, or not hired due to their gender

81%

change their appearance regularly to avoid harassment

48%

are uncomfortable seeing the doctor

79%

feel uncomfortable asking police for help



OUR SOLUTIONS

APIENC'S Action Plan

While our needs are dire, we know that it's up to us to build relationships, organize, and transform the violence we face. As stewards of this information, APIENC will leverage this study to:

1. Invest in community-led healing and emotional skill-building
2. Train health providers to address TGNC API needs
3. Advance our voices as TGNC APIs in campaigns for housing justice
4. Nurture TGNC API artists and invest in our storytelling
5. Create concrete community safety strategies led by TGNC APIs

Creating safety, justice, and recognition for trans people will take far more than APIENC. When we say it's up to US, we mean it's up to all of us — our friends and families, service agencies, healthcare providers, funders, artists, and media makers. By joining together to understand and uplift our needs, we can create spaces for all of our community to thrive. These are our recommendations:



Families, Parents, and Friends: Educate yourselves on TGNC issues; start conversations with each other on how to support the TGNC API people in your lives.



Workplaces, Businesses, and Schools: Make bathrooms gender inclusive; create spaces where TGNC APIs can receive care and mentorship; hire TGNC APIs and provide the training required to make spaces truly safe for us.



Community Organizations: Recognize that TGNC APIs are likely already part of your spaces; support the people who are organizing at the intersections of race, ability, class, religion, gender, and sexuality.



Health Providers: Prioritize training to care for trans and API patients; treat TGNC APIs as experts on their own experience; fight for the creation of alternatives to calling the police in crisis.



Funders: Fund abundantly; educate yourselves on the experiences of TGNC APIs; and prioritize the long-term perspective of our own people.



Media Makers: Respect our names and genders; report on more than our pain; amplify us in immigrant/monolingual API communities.

Will you partner with us to build power and enact liberation?

Access the full report at apienc.org/uptous
Email us at info@apienc.org, and find out more at apienc.org.

