

# **Building an Economic Pathway: A Professional Development Fellowship for San Francisco's Undocumented Transgender Community**

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## DISCLAIMER

This study has been prepared for the Office of Transgender Initiatives, City and County of San Francisco, CA. The student author conducted this study in partial fulfillment of the requirements for the degree of Master of Public Policy at Mills College. The judgments and conclusions are solely those of the author, and are not necessarily endorsed by the Mills College Public Policy Program, the sponsoring Client organization, or any other organization or agency.

# EXECUTIVE SUMMARY

**“Because LGBT undocumented people find themselves at the intersection of two already marginalized groups – the LGBT population and the undocumented population – they are among society’s most vulnerable individuals.”**

– Crosby Burns, Ann Garcia and Philip Wolgin (2013)

Being at the intersection of two vulnerable populations, undocumented transgender immigrants face a variety of barriers that make it difficult to achieve stable employment. Beyond federal policy that prevents those unauthorized from acquiring work and engaging in the legal job market, stigma, in and outside the work place, provides additional challenges.

In an effort to better support San Francisco’s undocumented transgender immigrant population, the Office of Transgender Initiatives is seeking to design a professional development fellowship that will provide participants the key skills, resources, and pathways to achieve ongoing employment and economic stability. The program will be open to all transgender immigrants regardless of legal status and provide a monthly stipend to support their educational experience and ongoing outside responsibilities.

Looking at the specific needs of the target population and examining best practices and programs in professional development on a local and national scale, the below outlines a recommended model in response to their request. Though the program was developed as a pathway for transgender immigrant participants, all external information & marketing will cater to the greater LGBTQ immigrant community to preserve the anonymity of participants and appeal to a larger audience for partnerships and funding.

## **Recommended Model**

## ABOUT THE PROGRAM

**MISSION:** To equip LGBTQ immigrants with the key skills necessary to attain the next step in their career goals

**VISION:** For San Francisco to have a thriving and connected community of LGBTQ immigrants who have secured economic stability

**BUDGET:** \$167,158.80

**DURATION:** Four months of programming

### EVALUATION:

- Participant, supervisor and alumni surveys
- Mid-program and post- program evaluations

## PROGRAM PROCESS & OUTCOMES



## IMPLEMENTATION TIMELINE

