



# Trans+ Futures 2023

Takeaways from the  
4th Annual Intuit Trans+ Summit

**INTUIT**



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**Front and back cover art by Mars Lauderbaugh.** Mars is a nonbinary artist located in the Pacific Northwest, and works primarily on book covers, character design, and promotional material. [Visit Mars' website](#)

# Welcome to Trans+ Futures from Intuit

**HUMERA SHAHID, CHIEF DIVERSITY, EQUITY, AND INCLUSION OFFICER AND VICE PRESIDENT, TALENT DEVELOPMENT**

Over the past few years, diversity has been front and center for many corporations. However, that's not enough. Diversity can't stand on its own. Without inclusivity, diversity feels lifeless and incomplete. What's needed is intentional, purposeful inclusivity. At Intuit, we believe that celebrating diversity through inclusion gives our employees the space to be themselves—and a place to do the best work of their lives.

This only happens when people make time and an effort to listen, learn, and lead in a more inclusive way. Our Intuit Trans+ Summit can help current and future leaders—both inside and outside the company—learn about how to create a more Trans+ inclusive workplace, and give trans and nonbinary employees the opportunity to thrive.

This year's summit theme, Intersections of Identity, recognizes that trans and nonbinary people aren't a monolith. Each person's experience is influenced by the other identities they possess, such as race, age, military status, and disability. By understanding the impact of

these identities on the Trans+ employee, their individual experiences are brought to life. We can see and elevate the whole person.

So, why is this important to Intuit? Following our employees' best interests guides us. But creating a safe, ethical, and inclusive workplace for our trans and nonbinary employees is only part of the equation. We support trans-inclusivity through organizations that seek equality and change in support of trans rights, including our \$500,000 donation last year to the National Center for Transgender Equality.

In *Trans+ Futures*, you'll read about actions you can take to improve your allyship and become a better advocate for trans and nonbinary people. In the pages ahead, you'll also see short articles and creative works that bring the Trans+ experience into sharper focus. Through this, my hope is that you build greater empathy for a population that's too often in the shadows. I encourage everyone to work and lead in a more Trans+ inclusive way.

Thank you,

**Humera Shahid**

Chief Diversity, Equity, and Inclusion Officer  
Vice President, Talent Development



# Thank you

**JESSICA DARKE, CHAIRPERSON, INTUIT 2023 TRANS+ SUMMIT  
PLANNING COMMITTEE**

This morning when you woke up, I'm sure you did all the things I did. Showered, made coffee, checked your phone, got ready for work. What you probably didn't do is wake up to a barrage of emotionally damaging news of state and local legislation which could demean or destroy your life or the lives of your kids.

That is my reality when my sole goal, like yours, is to live a happy and fulfilling life just being myself, and that is being a trans woman.

Just so far in 2023 alone, more than 300 anti-trans bills have been introduced in 37 state legislatures, along with hundreds of others that are more broadly anti-LGBTQ+.

It's so hard. Over my 47 years on Earth, I've built a tool kit to deal with the weight of this opposition. The opposition runs the gamut from common ignorance to hate and violence. I am at capacity.

But people fighting for trans and LGBTQ+ rights gives me hope.

Hundreds of you attending the Intuit Trans+ Summit gives me hope.

You reading this zine gives me hope.

Working at a company that sees, hears, and values me for my contributions gives me hope. In fact, Intuit's mission of powering prosperity around the world is inclusive of everyone, and that value for inclusivity extends to our workplace.

Intuit has taken the actions they can for people like me, and parents and families of people like me. Through their support of organizations like the National Center for Transgender Equality, they're investing in a better and healthier future for trans and nonbinary people and their families, and that's what we need right now.

To drive significant and enduring positive change, it can't just be my voice speaking up. Intuit is speaking up, and it's my sincere hope that you, too, will speak up and take action. The content in this Trans+ Futures zine gives you actions you can take in support of trans and nonbinary rights.

We need you—and companies like Intuit—more now than ever before to be allies and to advocate for our community so that we can wake up and have mornings just like yours.

Thank you,

**Jessica Darke**

Global Pride Leader

Chair, Trans+ Summit Steering Committee



# Trans+ 201



▲  
Meredith Swinney, Member of the Trans+ Summit Steering Committee; Rodrigo Heng-Lehtinen, Executive Director, National Center for Transgender Equality; Tanner Arnold, Member, Trans Advisory Board and Trans+ Summit Steering Committee

▲  
Tanner Arnold, Trans Advisory Board Member



## KEY TERMS

There are multiple dimensions to **gender identity**, which is how you feel inside. You may be masculine, feminine, a blend of both, other gender(s), or you may not identify with any gender.

**Gender expression** is how you outwardly express your gender identity. Suppressing your gender expression or being forced to express a gender with which you do not identify can have a negative impact on mental health and well-being.

**Gender assigned at birth** refers to anatomical features typically associated with binary male and female genders.

**Physical attraction** and **emotional attraction** are not connected to gender identity.

People whose gender is not exclusively male or female use many different terms to describe themselves, with **nonbinary** being one of the most common.

**Genderfluid** is someone whose gender identity changes over time.

## BARRIERS TO LIVING AUTHENTICALLY

Like everybody, trans and nonbinary people seek safety and acceptance. When people feel accepted, they're more productive, more motivated, and more engaged.

As of this year's Trans+ Summit, there are more than 400 anti-LGBTQ+ proposed state legislative actions across the country that threaten the safety and acceptance of trans, nonbinary, and LGBTQ+ youth and adults. This includes proposed actions that limit healthcare access, reduce workplace protections, and exclude kids from playing sports that teach life skills like teamwork, discipline, and sportsmanship.

In particular, access to essential primary and gender-affirming healthcare is under attack despite more than 4 decades of research and practice that have led to established standards of care endorsed by the American Medical Association, American Academy of Pediatrics, and more.

## ALLIES AND ADVOCATES OF THE TRANS+ COMMUNITY

**Allies** are people who actively choose to align themselves with those who are marginalized or disadvantaged with the aim of improving their circumstances in the workplace and world in the context of the Trans+ community, allies have a positive curiosity about the Trans+ experience.

**Advocates** put action behind their allyship by speaking up against bigotry, the use of dead names, or misuse of pronouns. Advocates vote, use inclusive and nonbinary language, recognize and use correct pronouns, and more.

### 3 ACTIONS YOU CAN TAKE TO HELP

Learning to be an ally is an ongoing process, and active learning and support is critical, especially for the Trans+ people in your life. [This guide](#) from the National Center for Transgender Equality is a great starting point.

Here are 3 more simple ways you can help...

1. Be respectful and use the correct pronouns and names.
2. Add your pronouns to different spaces: work email signature, Slack/Teams, social media.
3. Fight against anti-Trans+ discrimination at the [state](#) and [national](#) levels by voting and actively raising your voice to elected officials.

# Trans+ wellness: supporting physical and mental well-being in the Trans+ community



▲  
Lore Perkins, Member, Intuit  
Trans Advisory Board and  
Trans+ Summit Steering  
Committee; Lyric Hill,  
QuickBooks Live Expert  
Bookkeeper; Christopher Hart,  
Intuit Benefits Manager



Grace Taylor (she/her)  
Trans+ Summit Steering Committee Member  
Instructional Designer, Intuit

▲  
Grace Taylor, Trans+ Summit  
Steering Committee Member

## KEY TAKEAWAYS

**1. Neurodivergent** is an umbrella term that includes a plethora of conditions related to cognitive abilities. These include, but are not limited to, Dyslexia, Personality Disorders, Developmental Language Disorder, Bipolar, Anxiety & Depression, ADHD, Autism, Stuttering, and more. Neurotypical is a term used to describe individuals who do not fall under the neurodivergent umbrella. In fact, according to researchers at the University of Cambridge, **people whose gender identity does not align with the sex they were assigned at birth are 3 to 6 times as likely to have autism than cisgender people** ([Source](#)).

**2.** A key way to support mental health and Trans+ situations: be flexible, listen, and be open to a solution. **We all will never know what it's like to walk in other people's shoes**, but being flexible and showing that you are willing to listen, and allowing your colleagues the ability to express themselves and voice what they need can make a huge difference!

**3. You are not alone!** Please reach out to your HR department or Leaves & Accommodations department if you are struggling or need assistance. Everyone wants to live their best life and provide quality work. If you need help accomplishing that goal, your HR department and Leaves & Accommodations department are there for you!

## **ACTIONS YOU CAN TAKE**

**1. Strive to be more inclusive toward your fellow coworkers and team.** Give constructive feedback to your company on how they can better support you and your fellow team members. It takes 1 person to make a difference. Show your team how inclusivity can create a safer and more productive work environment.

**2. Join LGBTQ+ and Disability Employee Resource Groups (ERGs)**—known as Pride and Abilities at Intuit—at your place of work. Don't have one? Start one!

**3. Participate in training programs like MHFA or the Intuit Abilities Champion Degreed track.** Reach out to your place of work, and see what training options are available to you!

# Culture complexities: living with and finding family within the Latine or Pacific Islander culture



▲  
Lucy Shen, Bay Area Pride Leader,  
Monica Miyasato, Intuit Latinos  
Global Leader, and Abigail  
Braceros, Global Pride Advisor



▲  
Abigail Braceros, Global Pride Advisor

## Culture complexities: living with and finding family within the Latine or Pacific Islander culture

### KEY TAKEAWAYS

1. Culture in our families and in our workplace affects how Trans+ people present themselves. Risk of alienating family can be high with coming out. It may be complicated, requiring many small steps instead of a few big steps. Acceptance may come in the form of deeds and gestures rather than in words. Navigating relationships can be tricky!
2. **Found** or **chosen** families are people who accept you the way you are and where you are on your journey. They're a safe group to be around.
3. **Passing** can be complicated, as not all Trans+ people pursue or want to pass for a specific gender.



## ACTIONS YOU CAN TAKE

1. Be a safe person and extend yourself. If part of a found family, understand what that means.
2. Meet the person where they are, understanding that someone may not be out at home or at work. Understand how to navigate this and support them.
3. Use your voice and your privilege to speak up when you see things in your life and culture that are harming others.



# Myths, facts, and the rest of the story: a candid talk about health at the intersection of Black women and Trans+ identities



▲  
Le’Darren Diaz, Trans Advisory Board Member; Angie Robert, Global Co-Chair, Intuit Women’s Network; Erica Terry Derryck, Executive Sponsor of Intuit African Ancestry Network and Vice President, Global Communications, Small Business and Self-Employed Group



▲  
Erica Terry Derryck, VP Global Communications, Small Business and Self-Employed Group

Myths, facts, and the rest of the story: a candid talk about health at the intersection of Black women and Trans+ identities

## KEY TAKEAWAYS

- 1. You can advocate for yourself.** Ask your providers for doctors that give specific types of care (Health at Any Size, Gender Affirming, Black, etc). The more we destigmatize difficult conversations and practice speaking up, the more understanding folks will be, and hopefully the more change will happen.
- 2. Understand privilege and how layers of intersectionality can affect experiences in the healthcare system.** By helping one layer of identity, whether it's race, age, or some other identity, we are breaking barriers for each other's identity.
- 3. Change CAN happen.** If we are empowered to advocate for ourselves, we can advocate for others and express our advocacy through voting.

## ACTIONS YOU CAN TAKE

**1. Have conversations about healthcare and barriers to good healthcare.** Have them with your families, have them at work, have them in any other spaces where discussions on these topics don't normally take place. To fight the stigmas and build powerful voices, we must normalize talking about women's and Trans+ health, both physical and mental. Mental and physical health are inextricably linked. Access to affordable care in any form is perhaps the most important thing we should fight to get for every person, no matter their identity.

**2. Share facts and resources.** Many people don't know what goes on behind closed doors. Women, Black women, and Trans+ folks are often not believed when they share their difficulties and struggles, but plenty of studies and research can back up all these experiences.

**3. Acknowledge your privilege.** We are all layered human beings with many intersectional identities, but some of us simply have more power than others. Those with more privilege need to use their voices to speak for those who can't for any reason—including when it's just too hard and someone just can't take on that much at once. Be there to support each other. That may mean going into the doctor's office with someone to advocate for them.

# A salute to authenticity: living authentically as a Trans+ service member and veteran



▲  
Avalisa Ellicott, Veteran US  
Air Force; Dr. Kaela Joseph,  
PhD, Staff Psychologist and  
the Women Veterans Program  
Manager for the San Francisco  
Veteran's Administration;  
Commander Emily Schilling,  
US Navy

▲  
Gwen Krage, Trans+ Summit  
Steering Committee Member

A salute to authenticity: living authentically as a Trans+ service member and veteran

## KEY TAKEAWAYS

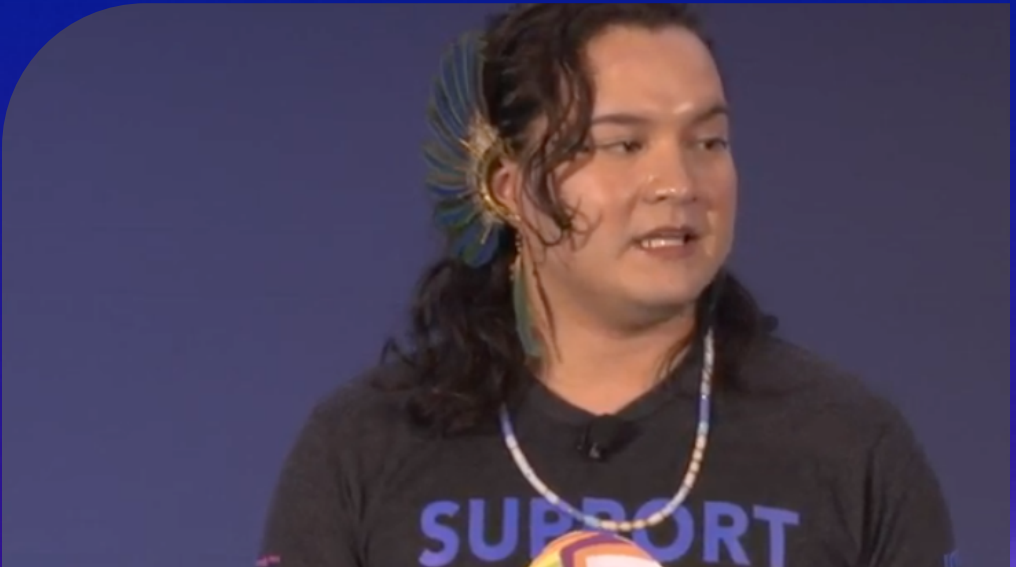
- 1. There are roughly 15,500 Trans+ people serving in the US military, notably making them the largest transgender employer in the US.** On January 26, 2021, military policy was updated to allow transgender people to serve openly with their self-identified gender, and progress has been made in trans-inclusive healthcare for our active-duty and veteran Trans+ community. Learn more by visiting <http://www.transmilitary.org/>
- 2. There is legislation in Congress that would codify and protect anti-discrimination provisions in the military, along with legislation that seeks to once again ban Transgender+ military service.** The treatment of Trans+ folks in the U.S. military has changed since the “Don’t Ask, Don’t Tell” era, and is still evolving.
- 3. The US Armed Forces’ oath is that no soldier is left behind. This includes all soldiers and veterans regardless of their gender identity.** We can’t leave Trans+ military and veterans behind.

## ACTIONS YOU CAN TAKE

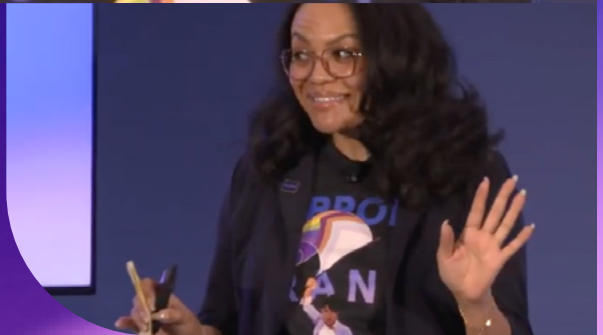
1. **Donate your time and resources to organizations that fight for Trans+ military and veterans rights** such as Transgender American Veteran Affairs (TAVA) and the Trans+ military advocacy organization, SPARTA.
2. **Learn more about Trans+ military and veterans through [transveteran.org](https://transveteran.org), [spartapride.org](https://spartapride.org), and [patientcare.va.gov/lgbt](https://patientcare.va.gov/lgbt).** Sign up for email updates to stay informed about how you can get involved with legislation and projects.
3. Intuit employees, **join the Intuit Military and Pride networks** to help Intuit bridge the gap between the perceived differences and support ALL of our veterans.



# Through the lens of First Peoples: Two-Spirit and Indigenous identity with Kai Potts



▲  
Kai Potts, Two Spirit Content Creator and Youth Advocate



▲  
Dessa Nalwood-Arrow, Global Indigenous Peoples Network Leader



Through the lens of First Peoples: Two-Spirit and Indigenous identity with Kai Potts

## KEY TAKEAWAYS

**1. Two-Spirit individuals are Indigenous people included within the LGBTQ+ community, but are not simply Indigenous people who are gay. They occupy a distinct, alternative gender status within Indigenous communities.**

They may have specialized work roles, taking on traditional work of genders different from what they were assigned at birth. In many communities, Two-Spirit people fill special religious roles such as healers, shamans, and ceremonial leaders.

**2. Two-Spirit identities have been appropriated by the broader, non-Indigenous community,** diminishing the importance and stature of true Two-Spirit individuals.

**3. There is a crisis of missing and murdered Indigenous women, Two-Spirit, and Trans+ people.** According to the Department of Justice, Indigenous women in the US face murder rates more than 10 times the national average. Homicide is the third leading cause of death for Indigenous girls and women ages 10-24 and the fifth leading cause for Indigenous women between 25-34. (Source: [Coalition to Stop Violence Against Native Women](#).) According to Statistics

Canada, the rate of violence against Indigenous women, girls, Trans+ people, and Two-Spirit people is also highly disproportionate compared to non-Indigenous people. (Source: [Cultural Survival](#))

## ACTIONS YOU CAN TAKE

- 1. Recognize and seek to understand** the importance and significance of Two-Spirit individuals within Indigenous communities and as part of our larger society.
- 2. Continue your exploration** into the incredible diversity of Indigenous people and Indigenous communities and the impacts uniquely faced by Indigenous individuals.
- 3. Advocate for, support, and thoughtfully participate** in Indigenous community events, offerings, and issues.



# Exploring generational experiences: a discussion of the evolution of Trans+ experiences over generations



▲  
L to R, Tanner Arnold, Erin Reed



▲  
Erin Reed, Legislative Researcher,  
Content Creator, Activist

Exploring generational experiences: a discussion of the evolution of Trans+ experiences over generations

## KEY TAKEAWAYS

- 1. History has impacted each generation of Trans+ people's experiences differently.** For example, **Baby Boomers** experienced the riots of Stonewall. **Gen X** came of age during HIV/AIDS and the Human Rights Campaign rising up for marriage equality. **Millennials** grew up to the spectre of violence exemplified in the Matthew Shepard murder, while at the same time professionals started coming out at work. **Gen Z** is growing up after the Obergefell decision giving same-sex couples the right to marry.
- 2. Actions in reaction to societal setbacks and injustices have created opportunities for each subsequent generation.**
- 3. While progress has been made, true acceptance and safety for Trans+ people still have a long way to go,** and it's important to have impactful conversations that help change our future.

## ACTIONS YOU CAN TAKE

**1. Use your personal experiences** to speak up for the Trans+ community in public hearings and other public settings. **Practice “professional activism” by using your professional skillset to support the needs of the Trans+ community.**

**2. Recognize opportunities** to make small impacts. Not everything needs to be a grand gesture.

**3. Empower others** to learn more about the history of Trans+ people.

To learn more about Erin Reed and her work, subscribe to her online newsletter at:

<https://erininthemorn.substack.com/>



# Amniotic

BY ALEX NOORT (THEY/THEM)

I was drowning. Water filling my lungs like pebbles collected from the shore and plunged into tiny pockets.

I allowed my body to sink and bubbles rise.

I had pushed. I had restrained. I felt kicks plunge through thick liquid. I had heard the gurgling splashes echo inside my skull.

I sank deeper. The sea carried me down like its own ruptured embryo.

Only at the brink, when light flickered from behind my eyelids, and reality became elusive, was I grasped by the nape and drawn through viscous liquid from the cradle of the water's womb.

When the surface birthed me, all was silent until a leaden hand connected with my back and drove choking cries from my waterlogged chest.

What mercy to pull myself asunder then sit in the tiny cedar rowboat, fishing fragments from the depths.

To be strangled and shuddering, born anew.

Thank you for attending Intuit's 2023 Trans+ Summit. Here's what a few of you had to say about your experience:

"I attended with very little knowledge of the community, wanting to learn how to be an ally and gain understanding. For me, everything was great because it was all learning and it was relatable for someone who didn't have a lot of insight prior to the event."

"The speakers, inclusiveness, and openness about vulnerable topics were incredible. I loved the focus on ableism, neurodivergence, and intersectionality (especially with regards to race and culture). Incredible topics, speakers, and content."

"I think one of the most powerful parts is hearing people's stories. Being a cis woman, I don't know what it is like to be Trans+. It is heartbreaking to hear what Trans+ people go through just living their lives. By hearing these stories and attending the summit, it helps me better understand how I can truly support people."

"As a member of the Trans+ community, I feel privileged to work for a company that respects and values my identity. Being able to express myself fully reduces a lot of anxieties and is extremely validating. Unfortunately, I will still face much stress in my personal and external life, but it is nice to know that there is a supportive community within the workplace that I can be a part of."





## Spotlight on Trans+ owned businesses

“Oftentimes, Trans people get removed from their positions during their transitions as soon as they start to not blend in. They get run out of offices. Their hours get cut. When you give so much to your job, you forget that you don’t need to be abused by people who don’t appreciate you. It’s really important to me to give back, and I can do that by providing a safe space for my Trans employees.”

**–SEN BEEVER, OWNER**

Mister Beever’s Paws & Claws  
Bay Area’s Finest Animal Training & Pet Care



## Spotlight on Trans+ owned businesses

“Transness is usually seen in a one-dimensional way, but the Trans and Gender Non-conforming (TGNC) community comes with a colorful range of identities and Fluid Cooperative Cafe is a testament to that.

Queer and trans people of all ages, backgrounds, and intersections are a part of the Fluid community. Allies and co-conspirators in trans liberation are encouraged to join us and help us in creating a space for all!

Trans and queer community members have long been demanding a seat at the table in spaces that were not built with us in mind. With Fluid Cooperative Cafe, we are building our own table—and we invite you to join us each time you come in, one coffee and one event at a time.”

**—JOJO TY, FLUID FOUNDING MEMBER**

Fluid Cooperative Cafe, San Francisco

Trans+ Summit 2023

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